

COMPANY REGISTRATION NUMBER: 07713654
CHARITY REGISTRATION NUMBER: 1146274

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Audited Financial Statements
31 March 2022



Jackson & Jackson
A trading name of Jackson Nicholas Assie Limited
Chartered Certified Accountants & Statutory Auditors
Suite 7, Meridian House
62 Station Road, Chingford
London E4 7BA

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

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Kaleidoscope Diversity Trust

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name Kaleidoscope Diversity Trust
Charity registration number 1146274
Company registration number 07713654
Principal office and registered office The Green House
Unit 2.10
244 - 254 Cambridge Heath Road
London
E2 9DA

The trustees

Richard Angell	(Resigned 22 September 2022)
Rowland Macaulay	(Resigned 14 October 2021)
Simon Millson	
Noel Watson-Doig	
Alvin To	
Rebecca Fox	(Resigned 18 November 2021)
William McCallum	
Beth Dowling-Jones	
Richard Wingfield	
Jasvir Singh	
Joselene Peres	(Appointed 6 July 2022)
Matthew Hedges	(Appointed 6 July 2022)
Tobi Olasunkanmi	(Appointed 6 July 2022)
Krishna Gandhi	(Appointed 6 July 2022)

Company secretary Noel Watson-Doig

Executive Director Phyll Opoku-Gyimah

Auditor Jackson Nicholas Assie Limited
Chartered Certified Accountants & statutory auditor
Suite 7, Meridian House
62 Station Road
Chingford
London
E4 7BA

Bankers The Co-operative Bank
1 Balloon Street
Manchester
M60 4EP

Metro Bank
One Southampton Row
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Kaleidoscope Diversity Trust

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

1. Structure, Governance and Management

Kaleidoscope Diversity Trust (Kaleidoscope Trust) is a charitable company limited by guarantee, incorporated on 21 November 2011 and registered as a charity on 7 March 2012. The Company was established under a Memorandum of Association, which established the objects and the powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Our Board of Trustees (Directors) is responsible for setting the overall strategy and direction of the charity, and for ensuring Kaleidoscope Trust uses its resources effectively in pursuit of its strategy. The trustees meet at least four times each year as a Board and collectively delegate the day-to-day execution of the activities to the Executive Director.

In addition, the is supported through the work of three subcommittees:

- **Audit and Risk Committee** – responsible for appointing the external auditors, reviewing the annual accounts, and assessing and monitoring the risks and controls applicable to the Trust
- **Fundraising and Communications Committee** – responsible for setting and overseeing the Trust's fundraising and communication strategies
- **Remuneration Committee** – responsible for overseeing and approving the Trust's compensation and benefit plans

Membership of these committees is drawn from trustees, senior management, and subject matter experts who possess expertise relevant to the work of the committee. The composition of each subcommittee must consist of 50% or more trustees.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities it should undertake. The trustees have identified the risks relevant to the charity and taken steps to mitigate those. The trustees regularly manage and update the risks faced by the charity through a register which is reviewed at the Audit and Risk Committee and quarterly at Board meetings. The pandemic has brought new risks and the trustees are confident we have introduced measures to the way we work to mitigate its impact. As these accounts show, we are a going concern with sufficient financial reserves to meet the core costs of three months of continuing operations.

Methods of appointing new trustees: New trustees are appointed from time to time. A periodic assessment of skills gap relating to the aim and objectives of the trust is completed by the trustees and new members identified from known professional associates to supply those skills. New trustees are inducted into the workings of the trust, and also of the Company as a registered charity, by the Chair and Executive Director. Guidance information from the Charity Commission is made available to all Trustees.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

2. Aims, Objectives and Strategic Report

Kaleidoscope Trust works with activists and organisations in countries around the world to create positive change for lesbian, gay, bisexual and trans (LGBT+) people particularly in countries where LGBT+ people experience discrimination, criminalisation and violence.

Our charity's purposes are to promote human rights and particularly the rights and freedoms of those who face discrimination on the grounds of sexual orientation and gender identity, including by:

- Monitoring abuses of human rights;
- Obtaining redress for the victims of human rights abuse;
- Relieving need among the victims of human rights abuse;
- Research into human rights issues;
- Educating the public about human rights;
- Providing technical advice to governments on other on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy on human rights;
- Eliminating infringements of human rights;

Grant Making

Our grant making policy to organisations encompasses research and analysis which helps us to better understand the varied and diverse movement taking place in support of LGBT+ human rights. The findings underpin our programme design, as we shape outputs and advocacy that centre the needs of diverse LGBT+ communities. It also funds advocacy work aims to spread awareness among officials and policy makers about LGBT+ rights across the globe, including in the Commonwealth, urging them to use their power and influence in support of the rights of LGBT+ people. In many countries, there is often only one organisation available to LGBT+ communities. We deliver funding, resources and support to ensure the long-term sustainability of organisations defending the human rights of LGBT+ people. Our programmes are designed to strengthen and embolden movements for change. We share knowledge, bring together organisations with interconnected goals and connect grassroots organisers to high-level politicians and decision-makers.

Our aims fully reflect the purposes that the charity was set up to further. All our charitable activities are undertaken to further the public benefit.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

We review our aims, objectives and activities each year. The review assesses what we achieved and the outcome of our work in the previous 12 months. The review considers the successes of each key activity and the benefits they have brought to those groups, organisations and communities we were set up to support. The review also helps us to ensure our aims, objectives and activities remained focused on our stated purposes. In conducting this exercise and in planning our future activities, we assess our activities against the guidance contained in the Charity Commission's general guidance on public benefit. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

3. Plans for the Future

As we emerge from two years of pandemic upheavals and restrictions, it would be easy to feel somewhat pessimistic about the future. Whilst lockdowns and travel restrictions are (hopefully) behind us in the UK, the uncertain world created by the pandemic and by increased global conflict remains. Alongside this, a measurable increase in anti-LGBT+ rhetoric, both in the UK and overseas, threatens our communities. But, as this report shows, there is also cause for optimism.

Whilst homophobic and transphobic hate speech may be increasing, research in many countries also shows a growing acceptance of LGBT+ people, and I'm proud that the work of Kaleidoscope Trust and our partners has contributed to those changing attitudes. It is the grassroots activists, working on the ground often in hostile situations around the world, who carry out the hard and often thankless task of changing hearts and minds. I am beyond proud that Kaleidoscope Trust can continue to support their work.

Kaleidoscope Trust has shown itself to be adept at adapting to different contexts to play a vital role in the global LGBT+ human rights movement. We have continued to collate evidence of the impact of the changing global landscape on the struggle for LGBT+ human rights, which has allowed us to make the case for continued funding from the UK and other Governments. Some of this programme funding is multi-year, which is allowing us to plan more strategically for the longer term.

We've also continued to develop our corporate partnerships and other streams of unrestricted funding. These funding streams will be vital for us to continue to carry out our work effectively and allow us to respond rapidly to opportunities identified by us and our partners.

The future for us all feels uncertain. Global unrest, the long-term impact of the pandemic and the cost-of-living crisis all contribute to a very difficult operating environment for Kaleidoscope Trust, as for the rest of the charity sector. Yet I remain convinced that the expertise we have built through the last two difficult years stands us in good stead to survive, thrive and continue to fight to ensure all LGBT+ people can live free, safe and equal lives.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

4. Achievements and Performance

4.1. From the Chair

The year under review continued to be dominated by the COVID-19 pandemic and the economic and social changes brought about by the crisis. Looking back, the Board is encouraged by how well the charity responded to the challenges presented by the restrictions and hardships.

With demonstrable evidence to show for the work we do, belief in our ability to deliver continues to grow. So much so, UK Government funding has enabled us to be a grant-giving organisation for the first time. That belief is also underscored by both the Australian and Canadian governments' continued funding of our work around the globe. The Board thanks them all for their ongoing support. It is hugely appreciated.

As a result, Kaleidoscope Trust expanded its programmatic reach against the previous year, working in partnership with more than 35 civil society organisations through four main programmes and other smaller projects.

Kaleidoscope Trust Board members have been exceptional in their support for the charity, especially through our Audit and Risk Committee and our Fundraising and Communications Committee. Both met regularly throughout the year to provide guidance and insight to the ever-evolving challenges and opportunities we faced.

With a growing management team, the Board has created a Remuneration and HR Committee that recognises the need to strengthen our ability to manage a more complex organisation. We also continued to diversify the membership of the Board with a further four appointments during the reporting year.

The Executive Director's outstanding efforts raising cash has resulted in an exceptional year for unrestricted core funding, putting us on more sustainable footing to invest in our communications and fundraising activities.

We have again been able to count on the generosity of many individual and corporate donors. Again, the Board is grateful to everyone who has supported our work. Thank you.

Kaleidoscope Trust ended the calendar year of 2021 with a reception to celebrate our ten-year anniversary, that brought together for the first time in nearly two years our supporters, donors and friends. Just three months later, Russia's invasion of Ukraine has created further ongoing economic and social uncertainties.

I am confident with the support of the Board and the strength of the management team under the Executive Director's excellent leadership, we will again rise to the challenges brought about by the ongoing effects of the war. We remain focussed and determined in our efforts to create a world where LGBT+ people can be free, safe and equal.

- Simon Millson, Chair of Kaleidoscope Trust

Jackson Nicholas Assie Limited Chartered Certified Accountants

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Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2022

4.2. From the Executive Director

The 2021-22 year started full of uncertainty: in the UK we were still in partial lockdown in response to Covid-19 and across the Commonwealth our partners continued to also feel the negative impacts of the pandemic, as we highlighted in our *LGBTI+ in the Commonwealth in the COVID-19 Era: An Update report*.¹

Against this backdrop of uncertainty and challenge, I am immensely proud of and grateful for the way our staff rose to the challenge to not only continue, but to expand, our vital work. As a charity, we continued to work flexibly, adapting to changing circumstances and managing risk and uncertainty. I am also incredibly grateful to our funders who recognised the desperate need to continue supporting the human rights of LGBT+ around the globe at a time of growing anti-LGBT+ sentiment.

The combined dedication of our team of staff, our Chair and Board of trustees, and the backing of our funders meant that Kaleidoscope Trust has continued to flourish in the hostile post-pandemic environment. I present to you a summary of our achievements in 2021-22.

- Phyll Opoku-Gyimah, Executive Director of Kaleidoscope Trust

4.3. Our Team

Between April 2021 and March 2022, the Kaleidoscope team began to transition to a hybrid method of working, following the outbreak of COVID-19, and we were fortunate to secure a 12 month pro-bono lease for a smaller office between June 2021 and June 2022.

With increased programmatic funding and scope of deliverables we saw the team increase, too: 18 team members strong with a 14.8 full-time staff equivalent. These staffed areas cut across Executive leadership; Communications; Monitoring and Evaluation; Policy and Public Affairs at a managerial level; Finance and Compliance; and Programmes.

4.4. Organisational Highlights: 1st April 2021 – 31st March 2022

4.4.1 Evidence and Research

One year on from the May 2020 publication of *LGBTI+ in the Commonwealth in the COVID-19 Era*², Kaleidoscope Trust published a follow-on report titled *LGBTI+ in the Commonwealth in the COVID-19 Era: An Update*³. Over the course of February, we gathered evidence from 23 member organisations of The Commonwealth Equality Network to look specifically at how our partners' primary concerns and economic status had changed with the ongoing impacts of the pandemic. As we noted in the 2020 *LGBTI+ in the Commonwealth in the Covid-19 Era* report, the pandemic "disrupted on a scale which has left almost no corner of the Commonwealth untouched and no person unaffected in some way"; this continued to be the case a year later. The data in the update report is not exhaustive but did provide further real-time insight into the needs of LGBTI+ organisations across the Commonwealth in the COVID-19 era.

¹ <https://www.kaleidoscopetrust.com/research/LGBTI%5bPLUS%5d-People-in-the-Commonwealth-in-the-Covid-Era:-An-Update>

² <https://www.commonwealth-covid19.com/>

³ [https://www.kaleidoscopetrust.com/research/LGBTI\[PLUS\]-People-in-the-Commonwealth-in-the-Covid-Era:-An-Update](https://www.kaleidoscopetrust.com/research/LGBTI[PLUS]-People-in-the-Commonwealth-in-the-Covid-Era:-An-Update)

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

4.4.2 The Commonwealth Equality Network (TCEN)

Established in 2013, The Commonwealth Equality Network – or TCEN – is a network of over 65 organisations challenging inequality based on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). The Network was set up to give a global voice to LGBTI+ communities across the Commonwealth and to support joint advocacy to provide an answer to the colonial legacy of homophobia – a Commonwealth solution to a Commonwealth problem.

As the host to the TCEN Secretariat, Kaleidoscope Trust has worked closely with both the Network's Management Committee and its member organisations in order to advance on a number of work streams. We also hired a member of staff specifically dedicated to running the Network's Secretariat in November 2021 and supported this individual to deliver several elements of important business for the Network during this reporting year, including:

- **TCEN's Annual General Meeting** was held online for a half day on 17 November 2021 and handled the elections of the incoming Management Committee. Representatives of 43 of the network's 66 member organisations attended.
- **Advocacy Week**, a week of online meetings from 14-18 March 2022, aimed at onboarding the new TCEN Management Committee, progressing key governance activities, and facilitating conversations between the Committee and London-based stakeholders in the Commonwealth space in preparation for the Commonwealth Heads of Government Meeting, to be held in Kigali, Rwanda, in June 2022.

4.4.3 Intersectional Movement Building

Under the banner 'Global Equality Project' and in partnership with the Westminster Foundation for Democracy, in September 2021 we launched the next phase of our work stream supporting civil society organisations to strengthen intersectional collaboration and approaches aimed to increase gender and LGBT+ equality. This reporting year, we provided bilateral support to partners in the Eastern Caribbean, Mauritius, Namibia, Sri Lanka and Tonga in particular. While this is long-term work, an example of progress made includes our Sri Lankan partner producing a policy report on the social and economic impacts of discriminatory laws (Article 365 and 365a of the Sri Lankan Penal Code) on multiply-marginalised groups to use in ongoing advocacy efforts, accompanied by a public social media campaign composed of a set of animations in Sinhala and English.

We also supported intersectional advocacy work undertaken by TCEN member organisations in Fiji, Kiribati, Tonga, and Vanuatu. Thanks to this collaboration, our partners have delivered important country-focused work on SOGIESC-inclusive national policies, stakeholder engagement, and intersectional advocacy. As a result, they have secured important commitments from various government ministries and departments on issues such as the decriminalisation of consensual same-sex relations, and commitments to more SOGIESC-inclusive social, economic and climate change policy-making and implementation.

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Year ended 31 March 2022

4.4.4 Capacity Strengthening

We continued our efforts to provide partner organisations with technical and financial resources to support their national-level policy and advocacy efforts and capacities. This was especially important given the uncertain post-COVID funding environment. During the reporting year, under this work stream we either disbursed funding directly in support of a range of policy and advocacy activities or organised tailor-made and needs-based capacity development interventions on topics such as public campaigning, staff burnout prevention, organisational strategic planning, monitoring and evaluation, and financial management, to a total of 34 TCEN member organisations in 36 Commonwealth countries.

The results of these interventions were positive. Support for a partner in Kenya led to the creation of a national Advocacy Committee, spearheaded by the Kenyan Ministry of Health, that embarked on the implementation of an action plan to address gender-based violence, including against the LBQ-gender-non-conforming communities, in rural parts of central Kenya. In Rwanda, local partners engaged with 11 media house owners and chief editors and conducted SOGIESC sensitisation training for 22 journalists, to ensure the media provides more positive stories about lived realities of LGBT+ people. Our TCEN partner in Vanuatu developed a Vanuatu and Pacific context-specific guide to SOGIESC inclusion in times of disasters and engaged with government and aid providers to assess their awareness of SOGIESC needs during emergencies.

We also supported partners in Pakistan to submit a petition to the Pakistani Supreme Court aiming to ensure The Transgender Persons (Protection of Rights) Act 2018 was implemented in the region of Lahore. And our efforts enabled our partners in Botswana to work with a major international bank to mainstream LGBT+ and diversity frameworks into the local workplace and products, and to engage traditional community leaders on LGBT+ issues.

4.5. Other Notable Opportunities

4.5.1. Co-Chair of the Equal Rights Coalition (ERC)

The ERC works to advance the human rights of LGBTI+ people and promotes inclusive development in both member and non-member countries. With 42 member states, the ERC advances its agenda by engaging with civil society organisations and multilateral agencies.

In our role as co-chair since June 2019, Kaleidoscope Trust's work has focused on ensuring the ERC advance and is set up to succeed. In particular, this has focused on working with member states and civil society stakeholders to produce the Coalition's first ever five-year strategic plan, to provide it with clear direction; helping to build political consensus and commitment to the mechanism among its member states so they can share information and coordinate political action; and improving its structures and processes to provide clarity and accountability, build member state leadership and be more inclusive and participatory.

To this end, we helped organise the ERC strategy launch virtual conference on 6 and 7 July 2021. The main objective of this long-awaited convening was to build political consensus behind a specific strategic direction for the Coalition, which it had never had before and are critical ingredients to ensuring it can deliver on its potential. Over 30 ERC Member States (and over 80 civil society organisations) attended the convening. Ministers from each member state in attendance expressed their commitment to the Coalition and to adopting and implementing its strategy, and to dedicating their officials to engaging in it.

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Year ended 31 March 2022

4.5.2. Co-Chair of the UK Alliance for Global Equality (UK AGE)

In February 2021, Kaleidoscope Trust became co-chair of the UK Alliance for Global Equality, a coalition of 16 UK-based civil society organisations working together to promote and support progress in global LGBT+ rights, for the first time since 2018. Kaleidoscope Trust continues to lead this engagement and has worked with our co-chair to create a three-year strategy and activity plan for the group as well as to strengthen governance and coordinate responses to governmental decisions.

4.5.3. Kaleidoscope Trust Fundraising April 2021 – March 2022

For the second consecutive year, we made the decision not to host a Gala Dinner in 2021, choosing instead to plan ahead for its return in October 2022.

However, the pandemic did not prevent us from continuing to nurture new and existing partnerships with brands and corporates in order to boost our unrestricted income. Indeed, we doubled efforts and saw many of our partnerships flourish and we far exceeded the income we saw for our Core budget against the previous year.

Individual giving from our dedicated supporters continues to bring in an additional supplement to our unrestricted funds.

I would like to take this opportunity to sincerely thank all our donors who contribute to our unrestricted funding: brands, corporates, and individuals at all levels. Your generosity is so appreciated and indeed vital in keeping the operations of Kaleidoscope Trust running at every level.

5. Financial Review

The financial position of the charity can be found on the main financial statements and related notes in these accounts. With the generous support of our donors and the efforts of our staff, our charity generated a positive financial outcome for the period with an increased income of £1,640,109 compared to £1,307,181 last year. Net assets at the end of the reporting period are £645,504 compared to £249,768 last year.

In the 2021/2022 financial year, the Trust was principally funded through grants from the UK, Canadian and Australian governments to promote the work done by TCEN, as well as major gifts from individuals and corporations, small gifts from online donations and fund-raising events, and by grants awarded by other trusts and foundations. Over the past year, the Trust's fundraising efforts diversified as an increasing number of individuals and corporations sought to support the work of the Kaleidoscope Trust in various ways. We are most grateful to all those who generously supported our work during the course of the year.

Due to COVID-19, Kaleidoscope Trust was once again unable to host its annual Gala Dinner and charity auction in early 2022. Nevertheless, we are delighted to announce that we enhanced our fundraising efforts through donations and pledges and partnering with an increased number of corporations. Through our fundraising efforts, we were able to continue working with courageous LGBT+ activists and influencing British and Commonwealth stakeholders to advance the human rights of LGBT+ people around the world in these challenging times.

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Year ended 31 March 2022

The trustees have examined the charity's requirements for reserves in light of the main identified risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least three months of the Trust's core expenditure. The charity will aim to continue to build reserves in order to make provision for any unexpected drop in funding. The reserve requirements and reserves policy will be monitored by the trustees on a regular basis. Based on the results for the 2021/2022 financial period, the required level of reserves would be £200,850. Current unrestricted and restricted funds as at the end of the reporting period is £405,808 and £239,696 respectively. In order to secure the future of the Trust, the Trustees aim to secure ongoing funding of grants and increasing donations and fundraising efforts.

6. Volunteers

We would like to thank those who have given their time voluntarily to provide pro-bono advice and support to us during this period. This has enhanced and enriched our work. The advice and support is generally relating to specific aspects of our work.

Events after the end of the reporting period

Particulars of events after the reporting date are detailed in note 26 to the financial statements.

8. Directors Responsibilities Statement

- (a) the directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice;
- (b) company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit profit or loss of the charity for that period;
- (c) in preparing the financial statements the directors are required to:
 - (i) select suitable accounting policies and then apply them consistently;
 - (ii) make judgements and accounting estimates that are reasonable and prudent;
 - (iii) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
 - (iv) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- (d) the directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and that enable them to ensure that the financial statements comply with the Companies Act;
- (e) the directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities; and
- (f) where appropriate, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

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Year ended 31 March 2022

In the case of CA 06 Co.-s418(2) each of the persons who are directors at the time when the report is approved, the following applies:

(a) so far as each director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and

(b) each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information

9. Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 14 February 2023 and signed on behalf of the board of trustees by:



Simon Millson
Trustee



Alvin To
Trustee

Kaleidoscope Diversity Trust

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Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

Year ended 31 March 2022

Opinion

We have audited the financial statements of Kaleidoscope Trust (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of this size and nature the auditors are used to assist with the preparation of the financial statements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2022

Other information

The other information comprises the information included in the trustees' report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust (continued)

Year ended 31 March 2022

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2022

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and

- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

- Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.

- Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Kaleidoscope Diversity Trust

(continued)

Year ended 31 March 2022

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

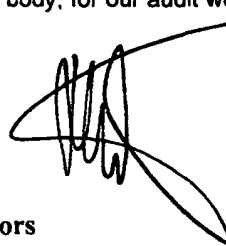
In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Assie FCCA (Senior Statutory Auditor)
for and on behalf of
Jackson Nicholas Assie Limited
Chartered Certified Accountants and Statutory Auditors
Suite 7, Meridian House
62 Station Road
North Chingford
London E4 7DB



15 February 2023

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2022

		Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	127,219	1,234,380	1,361,599	1,193,428
Other trading activities	6	278,510	–	278,510	113,753
Total income		<u>405,729</u>	<u>1,234,380</u>	<u>1,640,109</u>	<u>1,307,181</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	7	(29,374)	–	(29,374)	(216)
Expenditure on charitable activities	8,9	(193,148)	(1,021,851)	(1,214,999)	(1,262,438)
Total expenditure		<u>(222,522)</u>	<u>(1,021,851)</u>	<u>(1,244,373)</u>	<u>(1,262,654)</u>
Net income and net movement in funds		<u>183,207</u>	<u>212,529</u>	<u>395,736</u>	<u>44,527</u>
Reconciliation of funds					
Total funds brought forward		222,601	27,167	249,768	205,241
Total funds carried forward		<u>405,808</u>	<u>239,696</u>	<u>645,504</u>	<u>249,768</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 20 to 33 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Current assets			
Debtors	18	294,988	71,116
Cash at bank and in hand		374,052	207,313
		<u>669,040</u>	<u>278,429</u>
Creditors: amounts falling due within one year	19	<u>(23,536)</u>	<u>(28,661)</u>
Net current assets		<u>645,504</u>	<u>249,768</u>
Total assets less current liabilities		<u>645,504</u>	<u>249,768</u>
Net assets		<u>645,504</u>	<u>249,768</u>
Funds of the charity			
Restricted funds		239,696	27,167
Unrestricted funds		405,808	222,601
Total charity funds	22	<u>645,504</u>	<u>249,768</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 14 February 2023, and are signed on behalf of the board by:



Simon Millson
Trustee



Alvin To
Trustee

Company Registration Number: 07713654

The notes on pages 20 to 33 form part of these financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net income	395,736	44,527
<i>Adjustments for:</i>		
Accrued expenses	(83,909)	15,442
<i>Changes in:</i>		
Trade and other debtors	(124,984)	8,302
Trade and other creditors	(20,104)	(58,148)
Net cash from operating activities	<u>166,739</u>	<u>10,123</u>
Net increase in cash and cash equivalents	166,739	10,123
Cash and cash equivalents at beginning of year	<u>207,313</u>	<u>197,190</u>
Cash and cash equivalents at end of year	<u>374,052</u>	<u>207,313</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Green House, Unit 2.10, 244 - 254 Cambridge Heath Road, London, E2 9DA.

2. Statement of compliance

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The audited financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The trustees have considered all relevant factors, including the long-term impact of COVID-19 on the charities activities and have concluded there are no long-term impact on the Organisation.

It is therefore considered that the going concern status remains intact and there are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There have not been any judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have had a significant effect on the amounts recognised in the financial statements. There are no other judgements not other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- grants from government have been included within income from grants where these are specifically for the provision of services. The grant funding invariably include terms and conditions that must be met before Kaleidoscope can claim entitlement to the income.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £5,000 are not capitalised.

Depreciation

Depreciation is calculated so as to write off the cost or of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment - Straight line over 3 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

4. Limited by guarantee

Kaleidoscope Diversity Trust is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Recoverable from HMRC in Gift Aid	4,445	–	4,445
Donations £10,000 or less	122,774	–	122,774
Grants			
Hivos Foundation	–	1,100	1,100
Baring Foundation	–	46,216	46,216
Department of Foreign Affairs and Trade	–	90,903	90,903
Global Affairs Canada	–	257,580	257,580
Foreign and Commonwealth Office	–	838,581	838,581
GiveOut	–	–	–
	<u>127,219</u>	<u>1,234,380</u>	<u>1,361,599</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Recoverable from HMRC in Gift Aid	8,081	–	8,081
Donations £10,000 or less	93,330	–	93,330
Grants			
Hivos Foundation	–	17,586	17,586
Baring Foundation	–	40,515	40,515
Department of Foreign Affairs and Trade	–	–	–
Global Affairs Canada	–	–	–
Foreign and Commonwealth Office	–	1,023,916	1,023,916
GiveOut	7,000	3,000	10,000
	<u>108,411</u>	<u>1,085,017</u>	<u>1,193,428</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Fundraising events	270,474	270,474	67,879	67,879
Other income - Furlough Income	8,036	8,036	45,874	45,874
	<u>278,510</u>	<u>278,510</u>	<u>113,753</u>	<u>113,753</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

7. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Fundraising costs	29,374	29,374	216	216

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Commonwealth Equality Program (CEP)	—	—	—
International Programmes Fund (IPF)	—	—	—
GiveOut	—	—	—
Core Activities	27,303	—	27,303
Global Equality Programme (GEP)	—	246,500	246,500
Fighting the Reversing Tide (RtT)	—	487,901	487,901
Intersectionality in the Commonwealth Pacific	—	79,242	79,242
Global Affairs Canada (GAC)	—	56,415	56,415
Commonwealth - related activities	—	2,607	2,607
Support costs	165,845	149,186	315,031
	193,148	1,021,851	1,214,999

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Commonwealth Equality Program (CEP)	—	230,861	230,861
International Programmes Fund (IPF)	—	563,692	563,692
GiveOut	—	3,000	3,000
Core Activities	343	—	343
Global Equality Programme (GEP)	—	—	—
Fighting the Reversing Tide (RtT)	—	—	—
Intersectionality in the Commonwealth Pacific	—	—	—
Global Affairs Canada (GAC)	—	—	—
Commonwealth - related activities	—	—	—
Support costs	183,283	281,259	464,542
	183,626	1,078,812	1,262,438

The costs attributed to the various programmes activities above are only those relating to direct costs. The related support costs in each activity are disclosed in note 9.

The basis of allocation of costs to activities is based on staff time spent on each activity.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2022 £	Total fund 2021 £
Commonwealth Equality Program (CEP)	-	-	-	-	267,206
International Programmes Fund (IPF)	-	-	-	-	738,505
Equal Rights Coalition (ERC)	-	-	10,000	10,000	5,000
APPG	-	-	46,216	46,216	40,515
UK Aid Connect	-	-	1,100	1,100	17,586
GiveOut	-	-	-	-	10,000
Core Activities	27,303	-	157,247	184,550	161,206
Global Equality Programme (GEP)	125,847	120,653	23,413	269,913	-
Fighting the Reversing Tide (RiT)	338,612	149,289	48,791	536,692	-
Intersectionality in the Commonwealth Pacific	52,642	26,600	10,000	89,242	-
Global Affairs Canada (GAC)	33,704	22,711	9,666	66,081	-
Commonwealth - related activities	-	2,607	-	2,607	-
Governance costs	-	-	8,598	8,598	22,420
	<u>578,108</u>	<u>321,860</u>	<u>315,031</u>	<u>1,214,999</u>	<u>1,262,438</u>

10. Analysis of support costs

	2022 £	2021 £
Staff costs	245,385	207,095
Premises	8,405	25,450
Governance	8,598	22,420
Other	52,643	209,577
	<u>315,031</u>	<u>464,542</u>

Analysis of governance costs (included in support costs)

	Accountancy £	Payroll Services £	Professional costs £	Subscription £	Total 2022 £	Total 2021 £
Governance costs	<u>6,300</u>	<u>1,253</u>	<u>204</u>	<u>841</u>	<u>8,598</u>	<u>22,420</u>

Kaleidoscope Diversity Trust
Company Limited by Guarantee
Notes to the Financial Statements (continued)

Year ended 31 March 2022

11. Analysis of grants

	Grants to institutions £	Grants to individuals £	Support costs £	Total £
Global Equality Programme (GEP)	120,653	—	—	120,653
Fighting the Reversing Tide (RtT)	149,289	—	—	149,289
Intersectionality in the Commonwealth Pacific	26,600	—	—	26,600
Global Affairs Canada (GAC)	22,711	—	—	22,771
Commonwealth - Related Activities	2,607	—	—	2,607
	<u>321,860</u>	<u>—</u>	<u>—</u>	<u>321,860</u>
	Grants to institutions £	Grants to individuals £	Support costs £	Total £
International Programmes Fund (IPF)	409,172	—	11,250	420,422
Equality and Justice Alliance (EJA)	169,766	—	—	169,766
	<u>578,938</u>	<u>—</u>	<u>11,250</u>	<u>590,188</u>

Global Equity Programme (GEP)

This fund is to enable the Trust to lobby and advocate for the human rights of LBGTI communities across the Commonwealth area.

Fighting the Reversing Tide (RtT)

This fund is to enable the Trust to lobby and advocate for the human rights of LBGTI communities across the Commonwealth area.

Intersectionality in the Commonwealth

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme.

Global Alliance Canada Fund

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTQ2I persons, communities and organisations in selected Commonwealth countries.

Commonwealth – Related Activities

This fund is to enable the Trust to lobby and advocate for the human rights of LBGTI communities across the Commonwealth area.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

11. Analysis of grants *(continued)*

	2022 £	2021 £
Grants to institutions		
BANDHU	7,809	11,356
BIMBA	7,650	14,669
Centre for Popular Education and Human Rights	—	11,733
Eastern Caribbean Alliance for Diversity and Equality	48,387	126,889
Equality for All Foundation Jamaica J-FLAG	—	10,932
Diversity Alliance Namibia	9,847	10,000
EQUALS	6,868	7,795
Eswatini Sexual and Gender Minorities	6,533	8,742
Feminist Action Development Ambition (FADA)	11,971	14,756
GENDER LINKS	21,165	14,799
GrenChap Inc	—	11,328
I AM ONE (Trinidad and Tobago, San Fernando)	10,076	13,769
LEGABIBO	12,306	12,000
LEHA	10,687	9,588
NAZ	13,911	11,657
Oagachaga	5,952	5,151
OutRight Namibia	—	11,209
Rights Evidence Action Ltd	—	8,371
RuRCHeDI	10,373	11,965
SASOD	—	12,034
Sayoni Singapore	15,110	3,916
Solver Lining Foundation	—	9,669
SKN Alliance	—	11,910
The Human Dignity Trust	—	84,022
The Rock of Hope	—	8,663
TONGA LEITIS ASSOCIATION	11,122	24,844
UNIBAM	—	12,300
United and Strong	—	10,884
VPride	19,002	12,010
We-Change	7,440	11,010
Working for Our Wellbeing	—	11,996
Access Chapter 2	—	27,076
Commonwealth Human Rights Initiative	—	11,895
Dignitate Zambua Limited	9,970	—
EQUAL GROUND	9,654	—
FARUG	26	—
GALCK	7,490	—
Katya Burns	4	—
Open for Business	12,366	—
Rainbow Identity Association	6,400	—
Rainbow Pride Foundation	18,300	—
Rights Evidence Action Ltd	309	—
Sexual Minorities Uganda (SMUG)	7,873	—
Taitu Heron	1,255	—
WHER	12,004	—
	321,860	578,938
Total grants	321,860	578,938

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

11. Analysis of grants *(continued)*

The grants were paid to the organisations to obtain services to assist in carrying out the programmes.

12. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Operating lease rentals	<u>13,891</u>	<u>31,955</u>

13. Auditors remuneration

	2022	2021
	£	£
Fees payable for the audit of the financial statements	<u>6,300</u>	<u>5,400</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	540,247	401,567
Social security costs	52,323	40,097
Employer contributions to pension plans	<u>12,762</u>	<u>9,659</u>
	<u>605,332</u>	<u>451,323</u>

The average head count of employees during the year was 10 (2021: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Charitable Activities	13	8
Number of Administrative staff	<u>2</u>	<u>2</u>
	<u>15</u>	<u>10</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2022	2021
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>1</u>

There was also a staff loan of £6.95 (2021: £139) made as at 31 March 2022.

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total paid to key management personnel for services provided to the charity was £128,844 (2021: £119,802).

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

15. Trustee remuneration and expenses

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2021: Nil)

16. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good shortfalls and eliminate negative fund balances.

17. Tangible fixed assets

	Equipment £	Total £
Cost		
At 1 April 2021 and 31 March 2022	<u>1,350</u>	<u>1,350</u>
Depreciation		
At 1 April 2021 and 31 March 2022	<u>1,350</u>	<u>1,350</u>
Carrying amount		
At 31 March 2022	<u>-</u>	<u>-</u>
At 31 March 2021	<u>-</u>	<u>-</u>

18. Debtors

	2022 £	2021 £
Trade debtors	176,503	49,205
Prepayments and accrued income	112,457	18,690
Other debtors	<u>6,028</u>	<u>3,221</u>
	<u>294,988</u>	<u>71,116</u>

19. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	8,290	10,656
Accruals and deferred income	15,246	267
Social security and other taxes	-	15,186
Other creditors	<u>-</u>	<u>2,552</u>
	<u>23,536</u>	<u>28,661</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Creditors: amounts falling due within one year *(continued)*

There is no pension liability this year, in the previous year there was a liability of £2,552 disclosed in other creditors.

20. Deferred income

	2022 £	2021 £
At 1 April 2021	-	28,408
Amounts released to income	-	(28,408)
	<u>-</u>	<u>-</u>

21. Pensions and other post-retirement benefits

Defined contribution plan

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,762 (2021: £9,659).

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
General funds	<u>222,601</u>	<u>405,729</u>	<u>(222,522)</u>	<u>405,808</u>

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
General funds	<u>184,279</u>	<u>222,164</u>	<u>(183,842)</u>	<u>222,601</u>

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
Commonwealth Fund	27,167	838,580	(819,211)	46,536
APPG Fund	—	46,216	(46,216)	—
GiveOut Fund	—	—	—	—
UK Aid Connect Fund	—	1,100	(1,100)	—
Global Alliance Canada Fund	—	257,581	(66,082)	191,499
Australia High Commission Fund	—	90,903	(89,242)	1,661
	<u>27,167</u>	<u>1,234,380</u>	<u>(1,021,851)</u>	<u>239,696</u>

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
Commonwealth Fund	20,962	1,023,916	(1,017,711)	27,167
APPG Fund	—	40,515	(40,515)	—
GiveOut Fund	—	3,000	(3,000)	—
UK Aid Connect Fund	—	17,586	(17,586)	—
Global Alliance Canada Fund	—	—	—	—
Australia High Commission Fund	—	—	—	—
	<u>20,962</u>	<u>1,085,017</u>	<u>(1,078,812)</u>	<u>27,167</u>

Commonwealth Fund

This fund is to enable the Trust to lobby and advocate for the human rights of LGBTI communities across the Commonwealth area.

APPG Fund

This fund is dedicated to supporting the work of All-Party Parliamentary Group (APPG) on Global LGBT Rights.

Australian High Commission Fund

The fund is used in support of the Intersectionality in the Commonwealth Pacific programme.

GiveOut Fund

This fund is used to bring activists to London for advocacy around the Commonwealth Heads of Government Meeting.

UK Aid Connect Fund

This fund is dedicated to support the delivery of the LGBT stream of the Department for International Development's flagship UK Aid Connect programme, through the 'Strong in Diversity, Bold on Inclusion' project.

Global Alliance Canada Fund

This fund is dedicated to support the work of The Commonwealth Equality Network (TCEN) to address inequality and discrimination faced by LGBTQ2I persons, communities and organisations in selected Commonwealth countries.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	424,683	244,357	669,040
Creditors less than 1 year	(18,875)	(4,661)	(23,536)
Net assets	405,808	239,696	645,504

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	246,400	32,029	278,429
Creditors less than 1 year	(23,799)	(4,862)	(28,661)
Net assets	222,601	27,167	249,768

24. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	207,313	166,739	374,052

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	6,072	11,611
Later than 1 year and not later than 5 years	15,180	21,252
	21,252	32,863

26. Post balance sheet events

The trustees have considered the likelihood of any negative subsequent events arising from the impact of COVID-19 and other, and other macroeconomic events have concluded that the incidence of such events is likely to have a minimal impact on the financial statements.

The charity has entered into a new 1-year renewable lease contract with Ethical Properties, beginning 22 June 2022. The monthly charge of £1,528 has been discounted from £1,736.

The trustees also considered the likelihood of other significant post balance sheet events and concluded that there are none which significantly impact the financial statements.

Kaleidoscope Diversity Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

27. Related parties

A total of £2,240 (2021: £3,265) of donations was received from the following Trustees and senior management:

	£
Phyll Opoku-Gyimah (CEO)	1,060
Richard Angell	700
William McCallum	300
Beth Dowling-Jones	180

There are no conditions attached to these donations.

28. Going concern (covid-19)

The trustees have been carrying out a continuous assessment of the long-term impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The trustees are monitoring events in the country as a whole, and have a protocol in place, to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The trustees have also considered the non-COVID-19 related circumstances and projections of the charity and are satisfied that the going concern basis is appropriate for these financial statements.