



“We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.”

Jimmy Carter

Annual Report

2014 – 2015

“our projects, our impacts”

The Chairman's Statement

"I am pleased to confirm that Diversity House Limited supports the ten principles of the UN Compact with respect to human right, labour, environment, and anti-corruption. With this commitment, we express our intent to advance these principles within our sphere of influence and will make a clear statement of this commitment of our stakeholders and the general public. We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible – through for instance participation in Local Networks involvement in specialised initiatives and work streams; engagement in partnership projects; and reviewing and providing commentary to participating companies on their communication on progress".

Christine Locke



Contents

	Pages
The Chairman's Statement	2
Executive Summary	4 -9
Director's Report	10 -11
Diversity House Equality Statement	12
Report of the Trustees	13 – 51
Independent Examiner's Report	52 – 53
Statement of Financial Activities	54 - 64
Note – Social Return on Investment	65-66



Executive Summary

As a Charity, Diversity House is committed to ensuring equality of opportunities for all its diverse service users, partners, and communities as a whole. This is reflected increasingly in all its policies. Before the affirmation of the nine protected characteristics by the Home Office, the Charity had envisioned that in human services, an individual or groups could be excluded because of such factors as race/ethnicity, and other such socially constructed structures. This realisation led to the Charity's core purpose of being, which is **“the elimination of social inequalities and the promotion of community inclusion, integration and cohesion”**.

Since its inception in 2007, Diversity House has fervently worked with the general population in Kent in an attempt to reduce social inequalities. This desire to promote social cohesion where people of all race, ethnicity, colour, creed, age, amongst others are valued and treated with dignity, particularly in human services manifests in all initiatives and projects set up by the Charity. To ensure that *“no one is left behind”* in the services and activities that it provides, it has developed policies and strategies which encourages ethnic monitoring, gender mainstreaming and analysis and equality impact assessment of potential initiatives and delivered projects. To ensure that service users from all backgrounds are reached, office based approach is combined with community outreach. Initiatives and projects are not planned or developed as standalone, for instance, women project, youth program, employability program, and activities for the disabled but the Charity supports empowerment, Interculturalism and intersectionality and implements these frameworks on all projects and planned initiatives.

Intersectionality seeks to examine how – various biological, social and cultural categories such as gender, race, class, ability, sexual orientation, spaceism, and other axes of identity interact on multiple and often simultaneous levels, contributing to systematic injustice and social inequality. Interculturalism refers to support for cross-cultural dialogue and challenging self-segregation tendencies within cultures.¹ Interculturalism involves moving beyond mere passive acceptance of a multicultural fact of multiple cultures effectively existing in a society and instead promotes dialogue and interaction between cultures². Clearly, the various approaches of addressing race, faith, religion, beliefs, values and other such factors in the human services ensures that the Charity makes positive impact in its sphere of work.

¹ Multiculturalism's Double-Bind: Creating Inclusivity Cosmopolitanism and Difference. Ashgate Publishing, Ltd., 2009. P.169.

² Ibanez B. Penas, Ma. Carmen Lopez Saenz. Interculturalism: Between Identity and Diversity. Bern: Peter Lang AG, 2006. P.15.



Our Achievements and Impacts

The Charity has in this reporting year contributed immensely to reducing social inequalities (a key to achieving its core mission and vision of – community inclusion, integration and cohesion) through its various activities/initiatives. The provision of key services such as information, advice and guidance, advocacy, gender and youth focused services, drop-in services, volunteering, training and employability programs, and our specialist services including consultancy services on cultural proficiency, equality, diversity and inclusions have greatly influenced our service users and partners.

Diversity House as a charity is contributing to reducing social inequalities in its areas of operation through all its programs. Its initiative of cultural heritage celebrations is helping to bridge cultures, reduce polarisation of BME communities (by this, we include faith, beliefs, values rather than just race and ethnicity), create sense of belonging and pride amongst groups that were formerly at the edge of their communities. For instance, its cultural heritage specific project funded by the Heritage Lottery Fund has between July and November 2014 delivered 86 workshops to 7,957 participants. These participants reported improved cultural consciousness, attitudes and have gone ahead to exchange cultural learning and knowledge.

Diversity House through joined up working and collaboration with both public and third sector organisations has made its viewpoint on equality, diversity and inclusion heard and these views are also reflected in important strategy documents. For the BME communities, they are confident that the Charity will always campaign and lobby on their behalf for social justice and fairness.

The charity's impact is also felt in the schools where it provides programs for challenging prejudice, diversity and enterprise. For instance, South Avenue Primary School and Meadowfield School (a special need school) have all received commendation by the OFSTED for enrichment due to the schools collaboration and engagement with our projects.

Diversity House initiative (SWEW), which is underpinned by the UN Global Compact on the empowerment of women has impacted on the socio-economic and health outcomes of 4,013 women locally since inception in December 2012. This may also be a strong reason for the Charity's nomination and shortlisted for the National Diversity Award in 2014. Although, it did not win but it was a second runner up in its category. It was a great achievement being that it was shortlisted from out of 21,000 nominated charities in United Kingdom.

Within the year, we developed a “giving bank” whereby we donated food, cloths, books, toys, household items and others to those in need. We continue to appreciate all those



individuals, organisations, businesses and local churches that have in one way or the other supported this new initiative.

Achievements:

Partnerships/collaborations:

We made new partners this year and collaborated with 39 organisations at different levels.



Awards and commendations -

Diversity House received in this accounting year, awards and commendations in recognition of its work in the community. In 2014, it received awards for Employer Engagement and Community Support from the Kent Jobcentre Plus. The Kent Jobcentre Plus awards were in recognition of our continuous engagement and excellence in Employer Engagement. Also, Diversity House was second runner up in the community organisation multi-strand category of the National Diversity Award 2014. This is out of the 21,000 nominated organisations in the UK.



Diversity House staff at the National Diversity Award Night – 25th September 2014



Drop-in Service:

Many of our service users have used our five days a week (9am – 5pm) drop-in sessions for a wide range of issues, such as: obtaining answers to career queries and for other services including: information, advice, practical assistance/support, guidance on issues such as work experience or work placements, CV and application form support, business support, and socialising.

This services has been growing and statistics on its usage from January 2011 to March 2015 below shows the number of people engaging:

In 2011 – 39 people used the drop in

2012 – 114 people

2013 – 208

2014 – 322

2015 (Jan – March) – 107



“Giving Bank” (Donations):

Christmas hampers and food



47 bags of food were donated and distributed to 66 people



Clothes -



366 items of clothes were donated and distributed to 115 people

Others -



179 items were given to Diversity House and was then donated to different prison's in Kent

Youth Club:

50 young people continuously used the Youth Club



SWEW Project



This project has a registered membership of 508 (that is, those who have attended its activities more than 7 times). 96 activities were delivered in this year with 2,794 participants.

The staff themselves are committed to achieving the core aims and objectives of the charity which forms part of the purposes of the SWEW project and this commitment is reflected on the number of their worked hours this year. For instance, the average day is 7 hours. Also, in a year, staff should spend 2,000 hours at work, however, in year 2, SWEW staff spent 3,669.15 hours on trainings, events, workshops and delivering other services.

This is due to staff working overtime and workshops running at the same time.

For example, a working day is 9-5pm but our monthly business briefing takes place in the evening from 6-9pm. This means that staff worked an extra 4 hours on this day, however, they usually take time in lieu.

Hours worked and valued added –

Volunteering Activities

Volunteers in Year 2:

With regards to volunteering, in this reporting year, for our SWEW project we recruited and trained 26 new volunteers to join those recruited in the year one of the project. Volunteers contributed 1079.45 hours to the work of the charity during this accounting period

Work Placement within SWEW

This year, as a way of forwarding our employer engagement which earned us Kent Partnerships Award 2014 from the Jobcentre plus Kent on two categories of: “ highly commended and winner”, we worked very closely with Swale Jobcentres to give young people work placement opportunities. In the year, 13 people were placed with Diversity House to work as administrators, researchers, community development, events, etc. Work placement recruited contributed 1,592.9 hours to the activities of the charity.

Benin & British Heritage project (BBHP)

46 volunteers were recruited to provide numerous support for this project in this year, and in total these volunteers gave 1,673.6 hours of their time in facilitating training/workshops, guided tours and trips.

Finally, other achievements and impacts, including the social return on investment of projects can be found viewed as appendix in this report.





Director's Report

Once again, it has been an extraordinarily productive, exhilarating as well as challenging year and I am whole heartedly gratified to report that against all expectations Diversity House has remained financially robust after the expenditures at the end of the year. As the Chairman and Project Lead of Diversity House, I count myself very privileged to be managing this novel and growing organisation. The Charity is primarily led by a team of very enthusiastic, committed and diligent volunteers and few paid staff, supporting both myself and the Board of Trustees in delivering the Charity's corporate vision and mission.

I am happy to report that we have consistently been exceeding the agreed outcomes for the SWEW project in the entirety of indicators. Nevertheless, we found it very arduous due to unavailability of qualified staff for the project. In the mixes of this, we embarked on an innovative project – *“Benin and British Heritage: A Learning and Engagement Project”*. This intergenerational project with the aims of creating greater social cohesion and giving people of Swale a platform to pioneer interculturality and an appreciation of the cultures in the UK is being funded by the Heritage Lottery Fund (HLF). This project has led to the development and improved collaboration and partnership with some local schools and organisations.

It is quite exciting to appreciate how access to funding can change the whole outlook of an organisation and the way it is perceived by others. As the Chairman and Project Lead of the Charity, I have noticed the changes to the way we are being perceived by other agencies and organisations with similar visions. Since the receipt of grants from Big Lottery and Heritage Lottery Fund, we find it easier to engage with other groups and our credibility and professionalism have increased immensely. Also, as a learning organisation with



numerous innovative ideas, we are now better positioned to work with colleagues from the academic sector to research and evidence the theories of change for our programmes. On this note, it is my pleasure to report that I have co-authored an article with colleagues from the Universities of Greenwich and Columbia, New York. This article is based on our earlier project on the Swale Special Interest Group, which looked at inequalities on health and social amongst BME in Swale, using the Learning Alliance Approach. This article can be found at <http://dx.doi.org/10.1080/14649357.2014.990403> ("Learning alliance methodology: Contributions and challenges for multicultural planning in health service provision: A case study in Kent, UK").

I feel exceedingly blessed to be leading the Charity at this time.

As always, I cannot end my report without thanks to our Board of Trustees, advisors and well-wishers, staff, and the very numerous volunteers that support the organisation. We would not be here today without you all.

Many thanks.



Christine Locke



Diversity House Equality Statement

Diversity House is committed to fairness for all. The Charity treats its staff properly and ensures equality of opportunity. It delivers its services fairly and responds to individual's needs. The Charity insists on respectful and decent behaviour from staff, clients and others with whom we work. It recognises that social injustice of discriminations, harassments and bullying can nevertheless occur and take prompt and appropriate action whenever it discovers them. To ensure that the principles of equality, diversity and inclusion are adhered to, the Charity implements ethnic monitoring and gender mainstreaming in recruitment and service delivery, ensuring that 'no one is left behind'.



Report of the Trustees For the Year Ended 31 March 2015

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06188059 (England and Wales)

Registered Charity number

1122960

Registered office

Phoenix House
Central Avenue
Sittingbourne
Kent
ME10 4BX

Trustees

Mrs C Locke

T Jotham

P Locke

Mrs C White

S C Talbot

C Moreno-Leguizamon

- appointed 23.4.15



Company Secretary

Independent examiner

Lydens Accountants
53 West Street, Sittingbourne
Kent ME10 1AN

Bankers

HSBC
115 High Street
Sittingbourne
Kent
ME40 4AL

Accountant

Abtax CA
1b – 2b Cobalt House
Centre Court
1 Sir Thomas Longley Road
Rochester
Kent ME2 4BQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

When new or additional trustees are required then beneficiaries and client organisations are invited to submit nominations and subject to their compliance with the Memorandum and Articles of Association they are considered by the governing body of trustees for election.



Induction and training of new trustees

We have instituted policy or procedure for the training of trustees and within the period under review had carried out trustees skills audit to identify what skills our trustees have and what additional skills that are required to run the Charity successfully.

Organisational structure

The board of trustees meets regularly as a full board. There is also a standing committee comprised of the honorary officers.

The Director / Manager of Diversity house make recommendations to the board of trustees and monitor operational activities. Staff and Volunteers of the charity have delegated authority to carry out day to day work within policies agreed by the board. Financial standing orders give necessary authorisation of different amounts.

Wider network

Diversity House is a registered member of the Community Development South East (CDSE), the Learning Revolution, NCVO, Communities and Universities Partnership Project (CUPP) - the South East Coastal Communities branch, Raise Equalities Champion, and Institute of Community Cohesion (ICOCO), Kent Charities, APEK, In kind, etc. Diversity House is also recognised by the United Nations Global Compact as a supporter.

Relationships with other groups, Charities and Individuals

One of Diversity House core ideology is that organisations working collaboratively and partnership are more likely to achieve their set out goals. Based on this dogma, the Charity has developed good working relationships with several groups, charities and individuals such as:

" Swale CVS;

" HACO;

" New Covenant Church;

"Skillnetgroup;

"Swale Community Empowerment Network;

"Swale Art Forum;

" Others

Diversity House now sits within the independent advisory group of some organisations such as:



" Kent Police;

" Kent Fire and Rescue Service;

" Raise Equality Champion Group;

"Kent County Council's Dementia Select Committee;

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

FINANCIAL REVIEW

Reserves policy

We have no designated reserves.

Funds in deficit

No funds was in deficit in the year under review

ON BEHALF OF THE BOARD:



.....

Mrs C Locke - Trustee

Date: 20 August 2015

.....



Our Aims and Objectives

Purposes and Aims

Our Charity's purposes as set out in the objects contained in the Company's memorandum of association – is established for the benefit of disadvantaged communities, particularly, those with a minority ethnic background in Kent but not excluding others. The Charity's objects are:

- to promote community integration, inclusion and cohesion in Swale and Kent, in particular;
- the advancement of education and training;
- the relief of need by the provision of advice, assistance, information and 'drop-in services; the promotion of equality and diversity

The aims of our Charity are to reduce the level of social inequalities in Kent as a result of the socially constructed factors of gender, race/ethnicity, disability, culture, religion and beliefs and others. This can be achieved by advancing education and raising awareness in equality and diversity; and promoting activities to foster cultural understanding between people from diverse backgrounds.

Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The focus of our work

Our main objectives for the year continued to be the promotion of equality and diversity and reduction of disadvantage. The strategies we used to meet these objectives included:

- Providing a range of services which are reflective of relevant quality standards and address the potential problems related to social inequalities.
- Focusing upon limiting lack of access and disengagement which comes with discrimination and people feeling that they are at the edge of their communities.



- Working towards applying the Equality Act of 2010 and the ten principles of the United Nations Global Compact with respect to human right, labour, environment, and anti-corruption.
- Working in partnership with other agencies to ensure that the widest range of services are available that best matches the needs of our service users.

Statement of Public Benefit

Given the policies and objectives of the Charity, as stated above, the Trustees, report on the aspects of its activities which encapsulates 'public benefit'. In order to actualise our vision as stipulated earlier, Diversity House offers the following services, summarised below:

- Advice, information, advocacy and guidance on a wide range of community services.
- Bridging culture via organising cultural heritage events and activities, public lectures, seminars and workshops.
- Community engagement and participation to buttress community integration and inclusion via creating volunteering opportunities and work placement, outreach services to provide services to those that are unable to engage or access services for different reasons.
- Provision of educational opportunities – sign posting service users to educational institutes, creating opportunities for adult learners to liaise with educational institutions to understand routes back to education, etc.
- Delivery of training and development on cultural proficiency, equality, diversity and inclusion.
- Mentoring and counselling services.
- Employability program.
- Drop-in service.
- Youth focused services – Diversity House Youth Club.
- Gender specific program – Swale Women Empowering Women – a project dedicated to addressing gender inequalities, in line with United Nations Millennium goal 3 (promote gender equality and empower women).
- Rehabilitation of offenders

Additionally, the Charity provides these other services:

- Training and development on cultural proficiency, equality and diversity
- Best practice in community engagement and working with community brokers (particularly, engaging with communities who have been labelled 'hard to reach and difficult to engage with')
- Seminars, workshops and conference on how to promote service users involvement and participation.
- Opportunities to implement joint initiatives and joint working.



- Support with reviewing policies and consultation documents.

The advancement of education and training

Our core philosophy is that 'knowledge is power' and therefore a significant percentage of our activities revolves around empowering our service users and communities to seek new knowledge. During the period under review, the Charity delivered 175 training and workshops on a whole range of topics to its service users. The prime targets for the training were women (SWEW) and people from diverse cultures (Benin and British Heritage project). These training and workshops aimed to improve their employability skills, promote cultural consciousness, reduce polarisation of some communities and enhance cultural exchange.

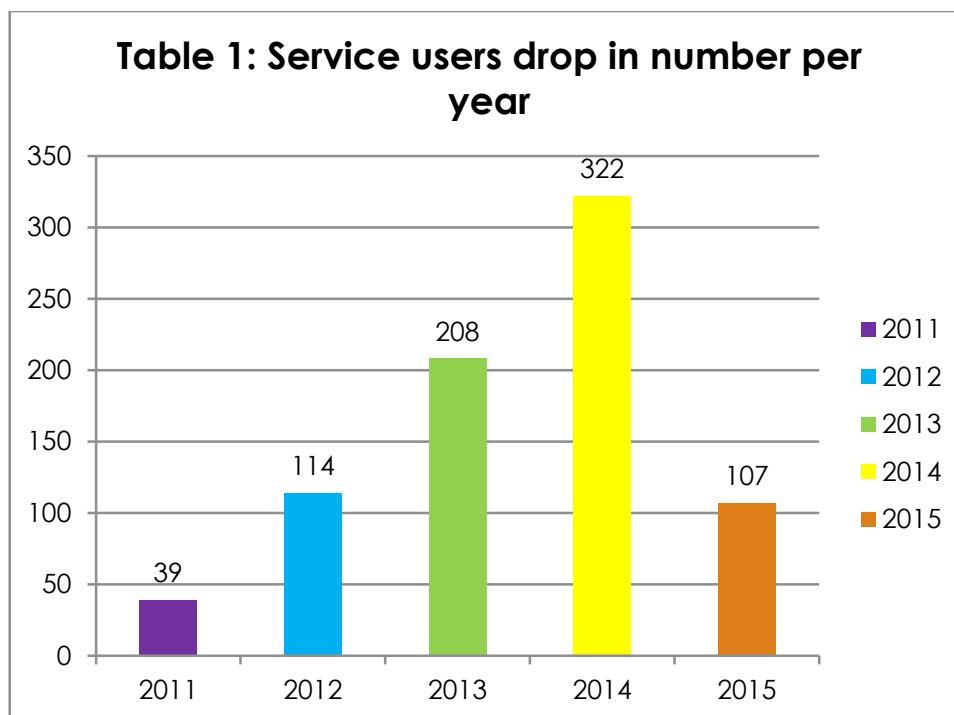
Diversity House as a learning organisation believe in workforce development through training, education and research. It is based on this principle that the Charity in this year delivered training on equality, diversity and inclusion to volunteers of Healthwatch Kent.

Drop-in-sessions

The Charity runs a drop-in-centre which acts as a hub for socialising, information sharing, advice and advocacy. It is also a centre for sign posting to other relevant services and authorities where relevant.

During the period under review, 429 new service users were recorded as joining and regularly used the drop-in-sessions for different one to one support, advice, information, guidance, and advocacy purposes. These were in addition to the 600 registered members of Diversity House and 508 dedicated members of our Swale Women Empowering Women project (SWEW). The 429 drop-in-sessions users' demographic information indicates that they have diverse backgrounds of age, gender, ability/disability, values/beliefs, and ethnicity/race. Their routes to the drop-in session also indicates that Diversity House is being recognised by various agencies and sectors as these new service users were referred mostly by other voluntary sector organisations, health and social care, or self-referred. Within the period under review, these new entrants to the Charity's services have self-reported positive outcomes on: access to community services, psychological and physical wellbeing, confidence, support network and family relationship. Table 1 below illustrates the numbers of people using the Drop-in services.





VOLUNTEERING and Work placement opportunities (Promoting Civic Participation and Involvement)

One of the strategies of the Charity for community involvement and participation is through creating opportunities for volunteering and work placement. Diversity House is basically a volunteer lead Charity and has been run since its inception by volunteers. These volunteers are experts in their own fields such as public health, training and development, human resources, law, addictive behaviour specialists, child care, information technology, mortgage advisers, financial advisers, etc. The volunteers are not localised in Swale but some have come from Medway, Tilbury, and Canterbury. Diversity House offers to individuals the opportunity to volunteer and take advantage of some of its benefits of the work which include amongst others:

- Training, work experience, and employment reference;
- Work placement opportunities, employment and training information;
- The opportunity to develop new abilities/skills and gain necessary exposure;
- Opportunities to start a new career/business; and
- An avenue for socialising and to practically support communities.

To show our commitment to volunteer development, Diversity House since inception has spent both time and money to support 200 (two hundred) volunteers to train and achieve certification in areas such as:



- a. Understanding health improvement level 2 provided by Eastern and Coastal Kent NHS – 12 volunteers attended;
- b. Working with young parents provided by Eastern and Coastal Kent NHS – 12 volunteers received the qualification;
- c. Supporting young people's self-esteem and aspirations provided by Eastern and Coastal Kent NHS – 12 volunteers were awarded certificates;
- d. Level 2 certificate in health promotion – 4 volunteers received The Royal Society for the Promotion of Health certificate;
- e. Train the trainer provided by Swale Council for Volunteer Services – 1 volunteer received a certificate;
- f. Community development provided by Swale Council for Volunteer Services – 12 volunteers;
- g. Volunteer development provided by Swale Council for Volunteer Services – 1 volunteer received a certificate;
- h. Risky business provided by Eastern and Coastal Kent NHS – 3 volunteers;
- i. Child Care (NVQ Level 2) – 13 recipients of certificates
- j. Learning alliance approach and ITQ provided by Greenwich University – 19 recipients of certificate ;

The Charity's team of volunteers are the "grand parents of the Big Society agenda" as they took on the role of change drivers in their communities long before the current Government thought of the ideology of the Big Society.

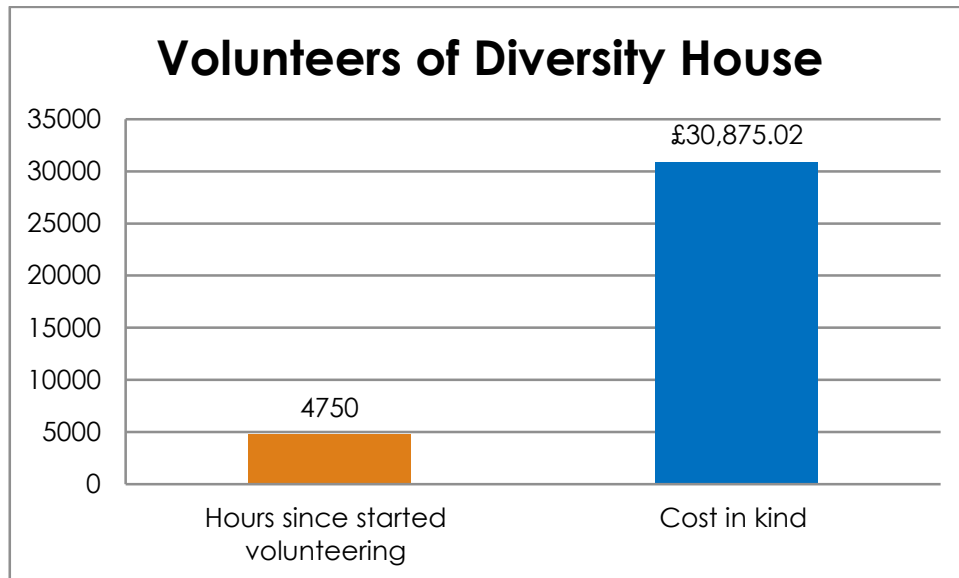
Diversity House still has room for more volunteers in view of its increasing responsibilities.



Figure 1: Volunteers helping at an event. All different Race, faith and religion.



Table 2 below depicts the numbers of hours given by volunteers this year and their added value.



Awards and commendations -

Diversity House received in this accounting year, awards and commendations in recognition of its work in the community. In 2014, it received awards for Employer Engagement and Community Support from the Kent Jobcentre Plus. The Kent Jobcentre Plus awards were in recognition of our continuous engagement and excellence in Employer Engagement. The Charity was highly commended for these awards.



Diversity House staff at the National Diversity Award Night – 25th September 2014



Diversity House Youth Club

The Charity continues to run its Diversity House Youth Project, which is in its fifth year now. In the first two years of its inception, the Youth Club received awards from our Member of Parliament – Gordon Henderson MP and the Litter Angel's project. Membership to this Club continues to grow from 40 in the previous year to 50 in this reporting year.

The Youth Club continues to cater for the young people during the summer and half term holidays to meet the needs of particularly those who are disadvantaged and from the diverse communities to provide alternative to holidays abroad or expensive play/social activities. In this reporting year, 50 children attended the numerous activities provided for them such as: trip to Powell Cotton Museum at Birchington on sea, historical walks, researching old newspapers and archival materials, and much more.

The pictures below depicts a cross section of members of the Diversity House Youth Club, either at workshops or visiting the Museum.

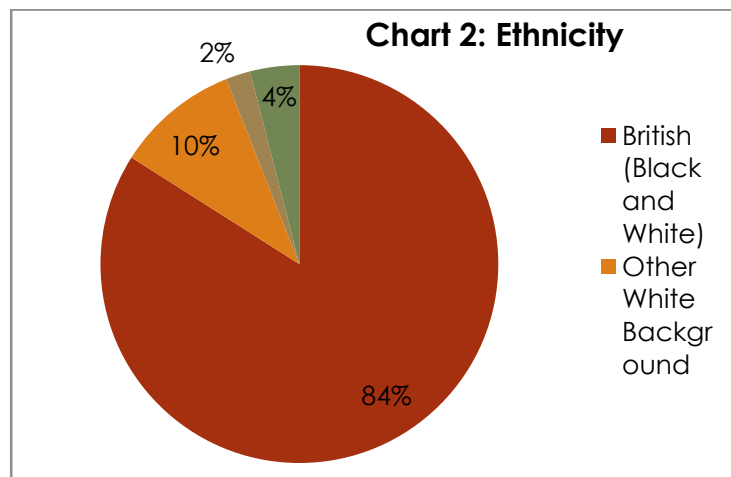
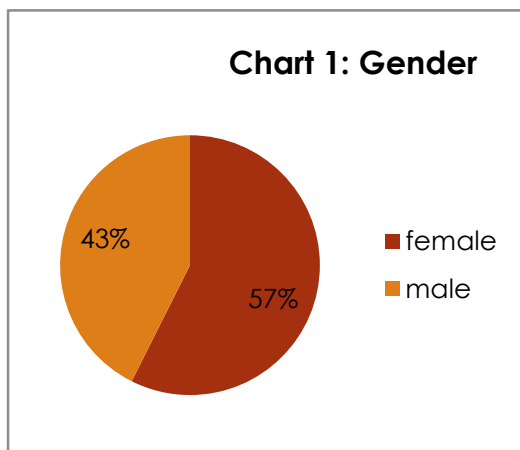


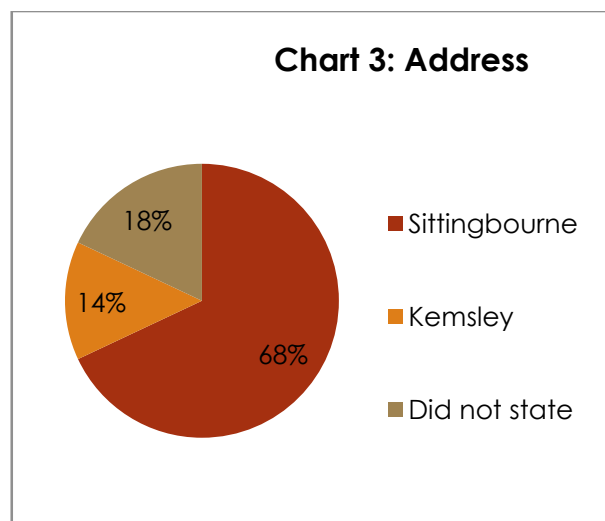
Fig 2. Some members of Diversity House Youth Club



Fig 3. Members of the Youth Club at Powell Cotton Museum

The demography of participants to the Youth Club members in gender, ethnicity and their areas of residence.





The Club continues to meet the needs of the young people as numerous positive comments from them indicates.

“I enjoyed playing on the drums. Also, learning about our Ghanaian names, also about the beat and rhythm”. Samuel

“Today I really enjoyed the play and making loam bands”. Florence – 10years

“I liked being awarded the certificates. It was very interesting, friendly atmosphere. Thanks!
“James – 11 years.

Swale Women Empowering Women Project

Swale Empowering Women (SWEW) project is in its third and final year of funding by the Big Lottery Reaching Communities. This project is underpinned by the Millennium Development Goal (MDG) 3: “Promote Gender Equality and Empower Women”. It is a developmental project which aims to create capacity building opportunities for disadvantaged women in particular but not excluding other women, through the provision of business advice, training, practical support, business briefing, networking and socialisation. Targeting disadvantaged women in Swale particularly, the project in this first year implemented and provided interventions to improve their life through training/workshops on improving employability skills, capacity for self-employment, business start-up and growth. It also supported women through health literacy and health promoting activities, which would



help to improve their psychological and physical wellbeing. The programme's unique selling point is its holistic approach in working with the disadvantaged women. This approach translates into a warm, friendly and empowering environment and on-going, long-term relationship and support. The project which was ceremoniously launched on 1st December 2012 now has a database of over 508 registered women members, several partnership organisations, and 9 women sitting on the steer committee. The project has developed a bank of volunteers/mentors on different issues ranging from business advisors, relationship counsellors, trainers, etc. The daily activities of Swale Women Empowering Women Project are being delivered by three paid staff.

Series of outreach to both urban and rural Swale are being delivered, all made possible by working in partnership with other voluntary sector organisations. Interventions offered enables and empowers women using SWEW's services to start and manage their own businesses and to access job training and further education.

Working collaboratively and in partnership with several organisations with similar but crucial visions of empowerment and social justice, SWEW provided 96 different activities in the period starting December 2013 to November 2014 (see table below).

SWEW programme has four Outcomes with four Outputs each. The following are the four outcomes:

Outcome 1: Increased confidence and self-esteem of disadvantaged women;

Outcome 2: Increased opportunities for community engagement;

Outcome 3: Improved psychological and physical wellbeing, helping women to make decisions, improving their quality of life, positively impacting on those around them;

Outcome 4: Increased demonstrable entrepreneurial and employability skills.

In the first year of receiving grant from the Big Lottery, the SWEW project become a household name and saw many women of all backgrounds using its services.

Membership to this program has been on the increase and to date it has 508 registered women in the database. This number is indicative of those who have used the activities of the project more than 7 times. Overall, 2,794 people benefited directly from the project's activities in this period. Out of which, 949 (34%) were women, 227(8%) were men, whilst 1618(58%) were unknown.



Chart 4: SWEW's number of attendees Dec 1st 2013 - Nov 31st 2014 by gender

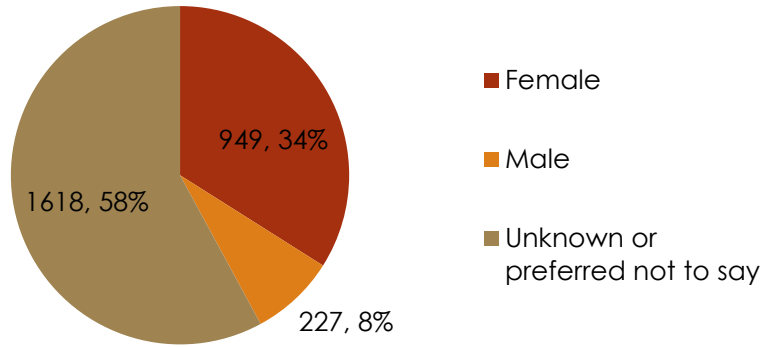
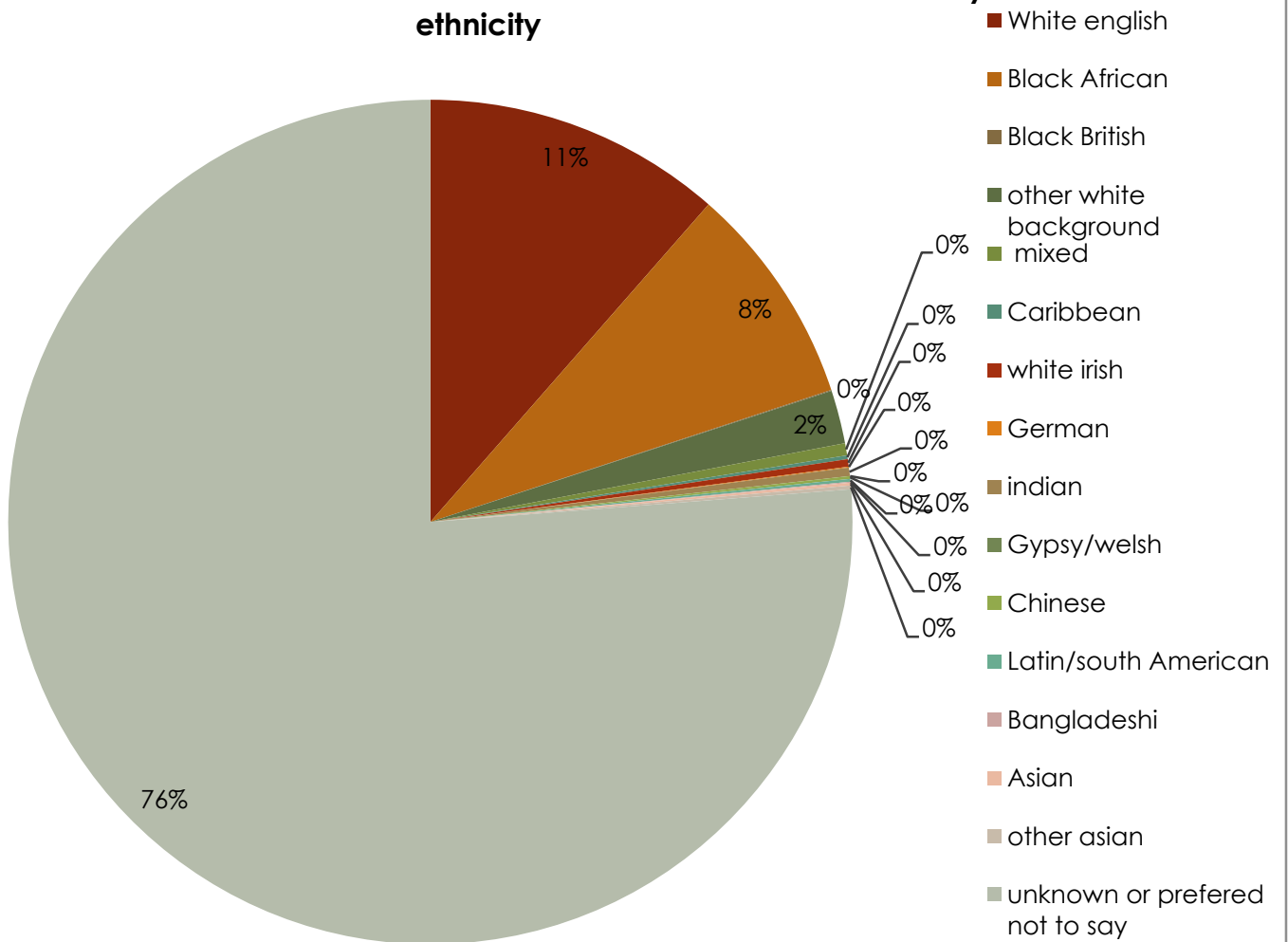


Chart 5: SWEW's number of attendees Dec 1st 2013 - Nov 31st 2014 by ethnicity



These data are very pertinent if we are to ensure that we offer inclusive services and that no one is left behind. We will learn from the results of our ethnicity monitoring in order to buttress our public benefits activities in this final year of the project.

SWEW has since inception been a force to reckon with, impacting positively on the lives of many of the women using the services. Diversity House as a Charity that promotes equal opportunities, monitored the uptake and impact of SWEW on its direct beneficiaries, the following diagrams depicts the numbers of activities implemented and man hours spent ensuring that the project's targets were met and achieved.

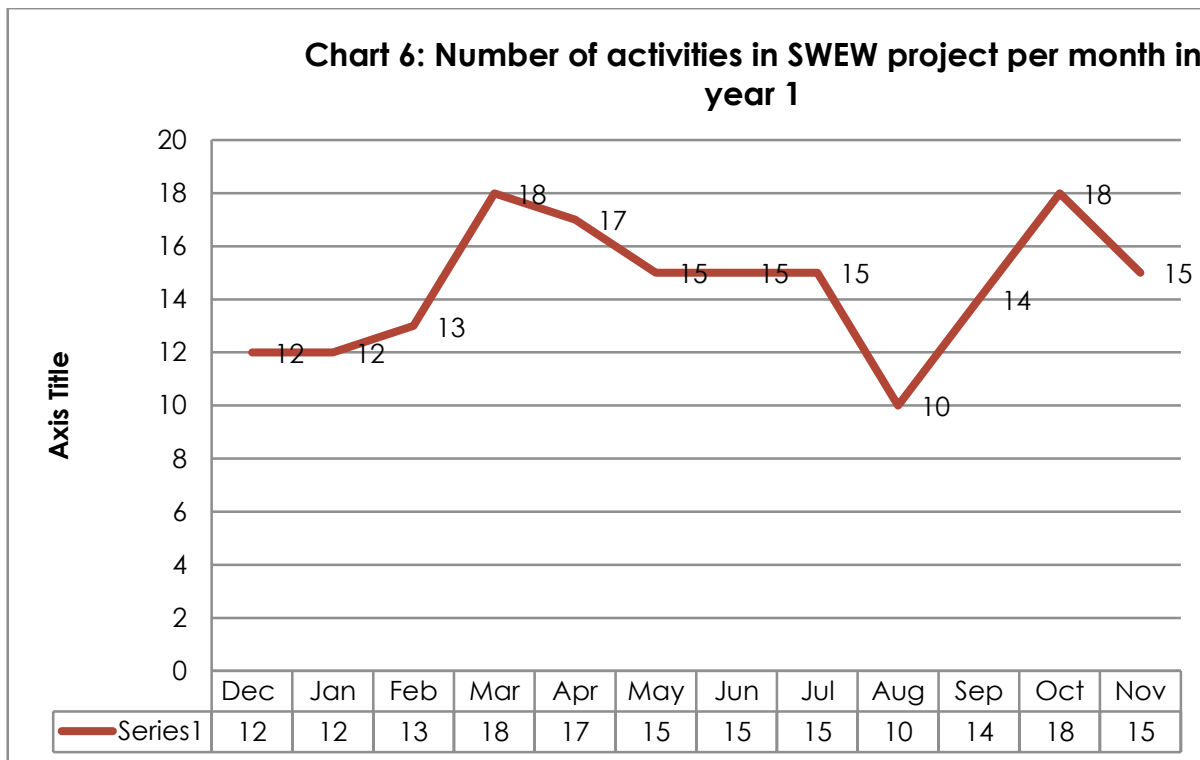


Chart 7: Number of activities in SWEW project per month in year 2

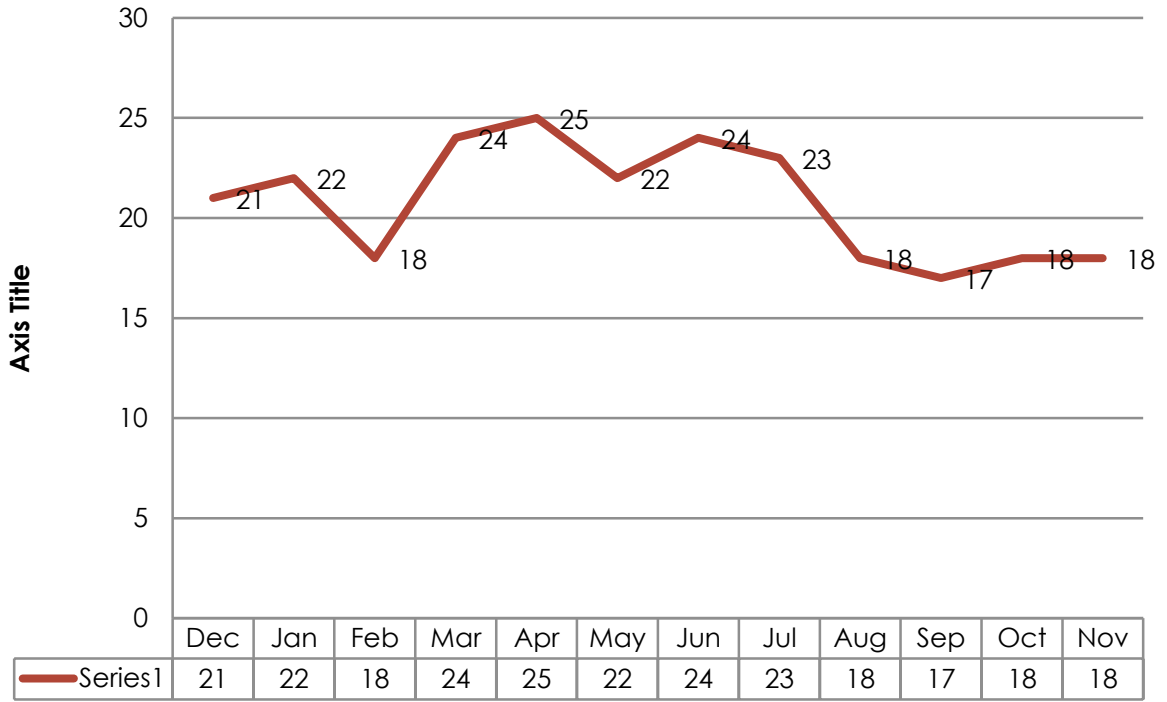
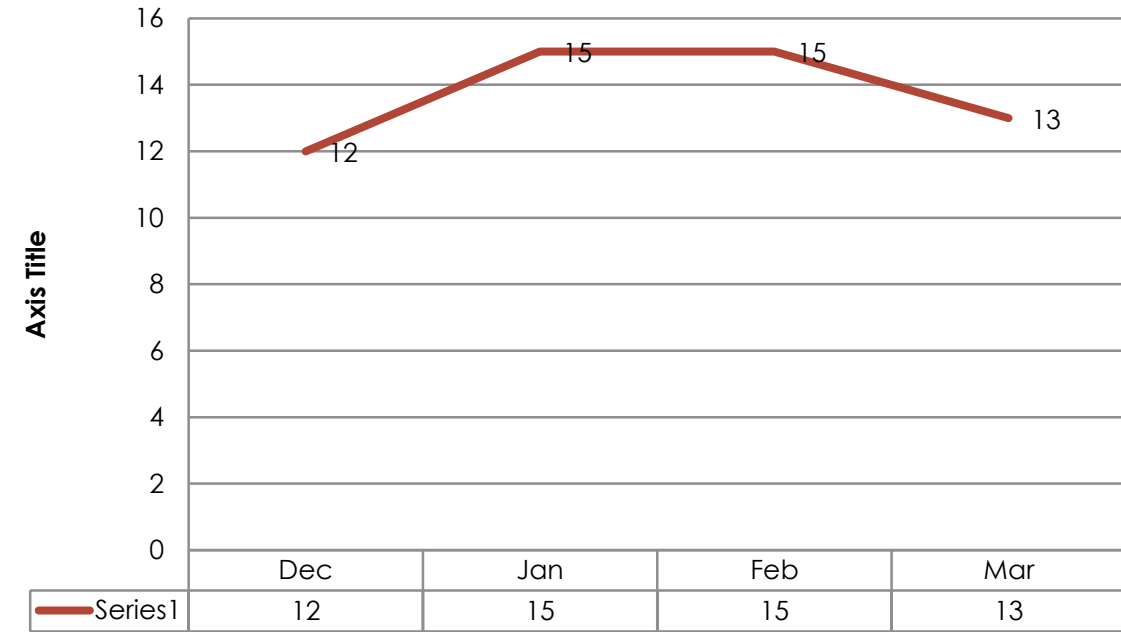
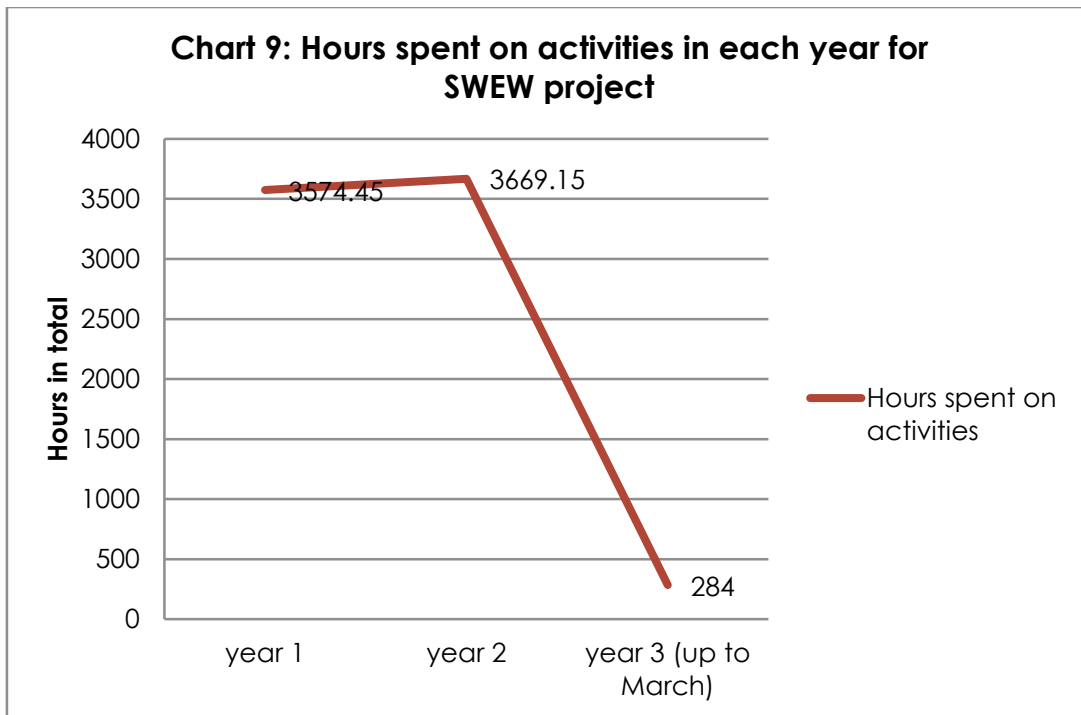


Chart 8: Number of activities in SWEW project per month in year 3 (up to March)





The Role of Volunteers & Work placements in SWEW

Volunteering and work placement played very vital role in all phases of the project. Without these unpaid staff the project could not have met and exceeded its target. In this accounting year, volunteers and work placement accounted for 26 and 13 people respectively. Their worked hours and added value is demonstrated in the table below.

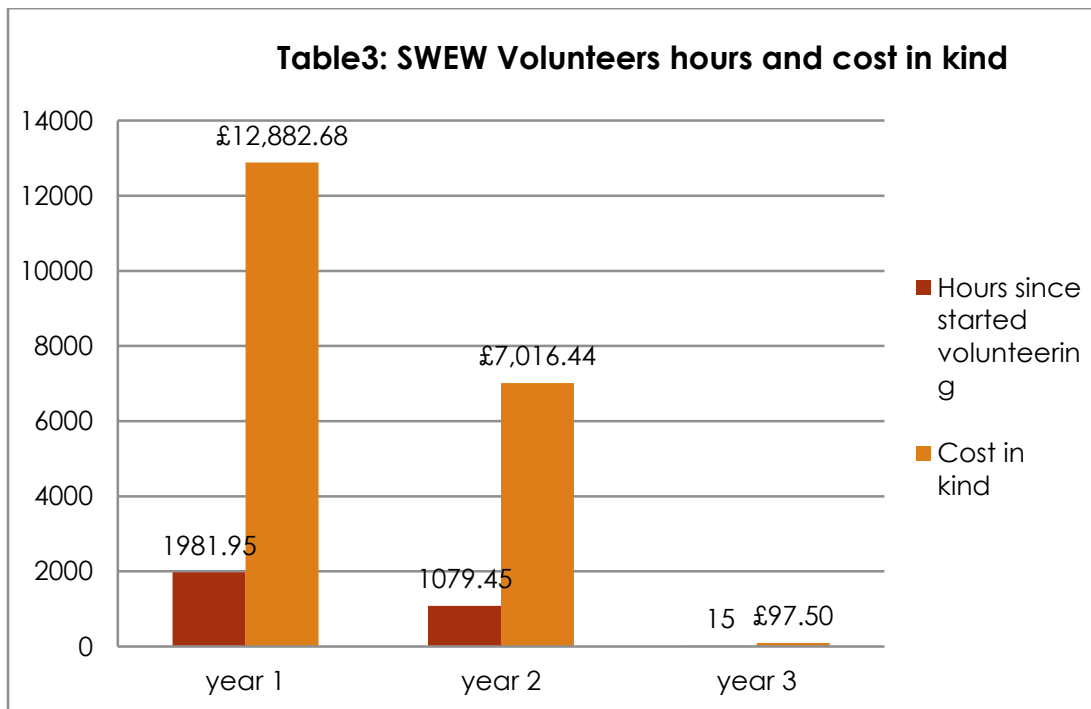


Table 4: SWEW Work placement

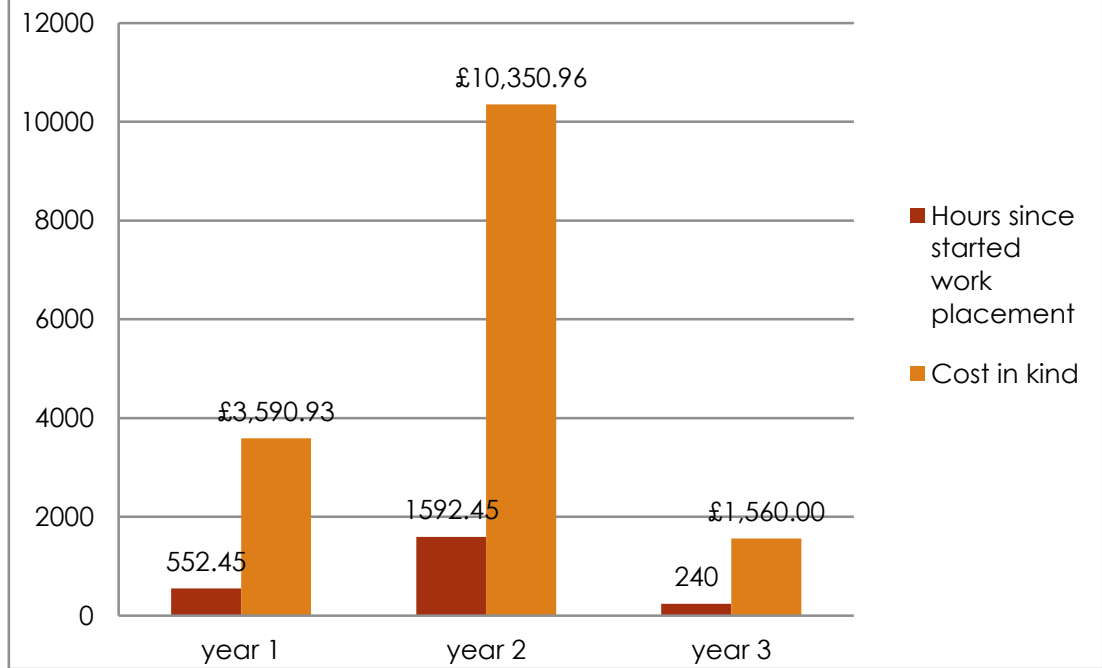
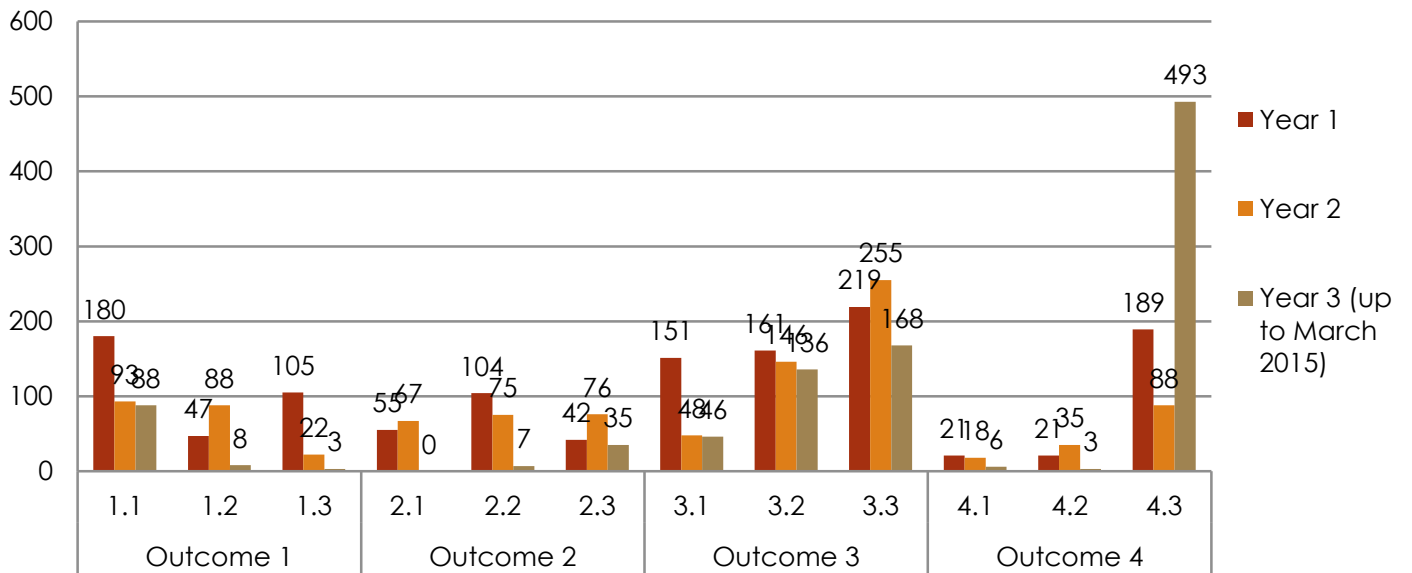


Table 5: Outcome totals from 1st Dec 2012 to 31st March 2015



Benin and British Heritage – A Learning and Engagement Project

Diversity House in its effort to address race and ethnic related issues, set up a cultural heritage project in Swale area of Kent. This project funded by the Heritage Lottery Fund in 2014 has made positive impact in changing attitudes and promoting cultural understanding amongst the diverse communities in the Swale area. Since the start of the project in July 2014, more than 7, 413 people have engaged in the numerous activities on offer.

This project is focusing on African ethnographical collections, particularly those of Benin, collected in nineteenth and early twentieth centuries and held within the British Museum and Powell-Cotton Museum, Birchington, Kent. Using African artefacts from these collections particularly the Benin art to stimulate discussion and activities on events and achievements of the Benin Empire to inform the present and build the future. The project uses historical [account](#) of the Benin people and their art and culture to enable people of diverse cultural backgrounds in Swale to learn about the Benin Empire and embark on an exploration of cultures and Interculturalism. The aims are:

- To contribute towards building a sense of belonging and attachment through tangible links to heritage, and places emphasis on a shared learning experience amongst people from different cultural backgrounds which will lead to greater social cohesion for Swale, particularly in schools and community centres.
- This project provides the opportunity to learn about cultural diversity through the appreciation of shared heritage.
- Implementing this participatory heritage project will expose young people's contact with heritage and non-heritage professionals helping them broaden their outlook to future career, and enable them to develop new skills which will help them to compete in the [job](#) market.
- To enrich students in their curricular activities under the National Curriculum in key stages 1-4 "understanding about places", and key stages 1-3 which covers looking at the arts in different times and cultures, teaching young people to find out about the past from a wide range of sources of information using stories, pictures, artefacts, and visits.
- To provide shared opportunities to reminisce, to learn about cultural heritage, to develop new skills and contacts through volunteering, workshops, talks and exhibitions.
- To deliver a forum for cultural exploration, learning and sharing amongst mainstream and African community.

The relationship between these cultures is explored in 4 key themes of Monarchy & Governance, Rituals and Traditions, Gender Roles & Empowerment, Trading & Professional Occupation. These core themes will guide our overall project programme of activities.

This project which started in earnest in July 2014, working with 2 dedicated schools, Diversity House Youth Club, some groups of Brownies, and local communities is fast



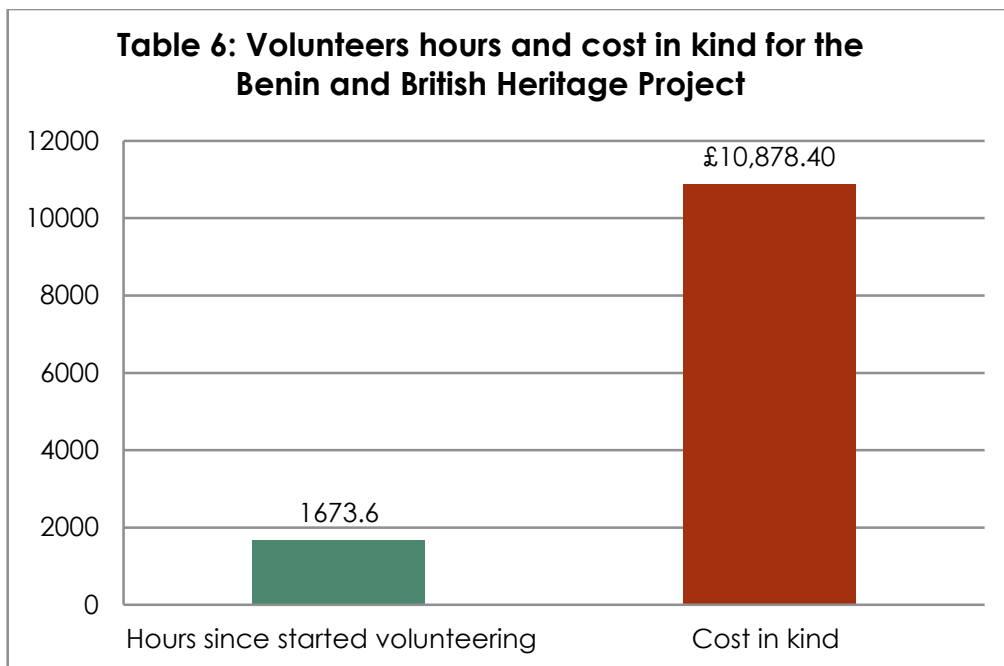
exceeding its set targets. The project is already breaking cultural barriers. It has increased rapport between Diversity House and the local authority as demonstrated by the media shot below. The picture was taken at media shot arranged by the Swale Borough Council's Cultural Heritage department to announce the project. See fig 4 below.



Figure 4. People from diverse race/ethnicity engaged in cultural media shot

In order to deliver the activities pledged by Diversity House, volunteers from the different cultures were needed to co-design, co-implement, co-monitor, and to co-evaluate the project. We were successful to recruit volunteers to act as Steering Committee members, facilitators of training and workshops, guided tour leaders, event planners, researchers and artists. The chart below depicts the number of hours given by volunteers and their added value to the project.





From July 2014 to March 2015, recruited volunteers helped to deliver 86 different activities to 7,957 different people, and 233 hours has been spent on the project(see chart below).

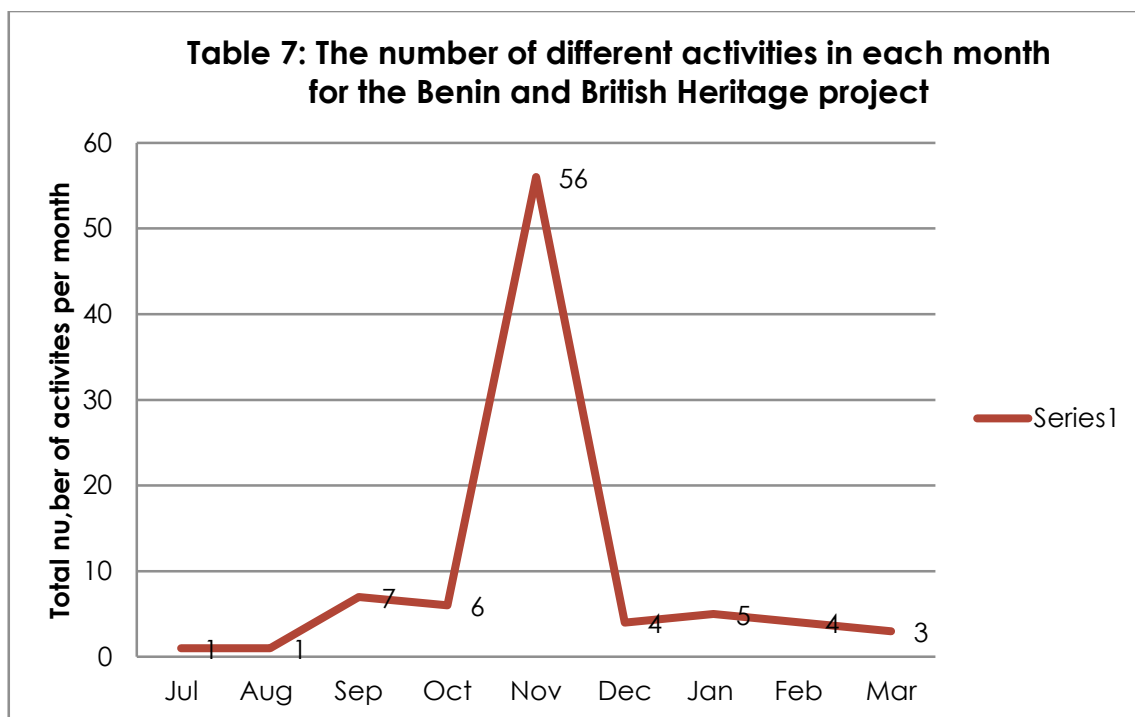




Figure 5. A cross section of local school children being taught the history of Ancient Benin Kingdom

Community Safety – IPAG

MANAGING HATE/RACE INCIDENTS

The formation of Diversity House has indeed helped to dismantle the myth that **‘there is no problem within the Black and Minority Ethnic Communities (BME) communities in Swale’** as usually said with regards to hate/race incidents.

Diversity House has continued to support individuals to address race/hate incidences. The number of service users attending the Charity's Drop-in-Centre to report incidences of hate and race crimes within the area is relatively high and this was because people were empowered to report these incidents so that it could be resolved amicably. To date, 322 (formally reported and recorded incidents) people (both young and old, families and school pupils) have reported incidences ranging from racists remarks, threats, and grievous bodily harm (GBH), property damage, bullying, etc. As part of its solution for community tension monitoring and mediation, Diversity House offers Cultural Proficiency, and equality, diversity and inclusion training to individuals, businesses, public and third sectors.

In an attempt to further promote equality and diversity issues, Diversity House is represented at Kent Police Independent Advisory Group (IPAG).



It is our belief that race and hate incidents are detrimental to the health and wellbeing of individuals and could impede community cohesion and therefore the Charity has put in place appropriate measures to monitor and manage such incidents. One of the measures put in place is a surgery that takes place at the Charity's 'Drop-in-Centre' for members of the diverse communities, who are welcomed to discuss race and hate incidents. Another measure is the attendance of representatives of the Charity at the Swale Community Empowerment Network.

LAPCEL

Palliative care and end of life practises among black and minority ethnic (BME) groups.

This project is funded by Health Education Kent, Surrey and Sussex and led by Doctors David Smith and Carlos Moreno-Leguizamon with support of Stephanie Grohmann of the Faculty of Health and Education at the University of Greenwich in collaboration with Diversity House and the Medway BME Forum.

Background

It is estimated that by 2026 the BME population will account for 27% of the UK population with 1.3 million of these aged 65 or over. The End-of-Life Care Strategy (2008) indicates that the health and social care needs of the BME groups needs to be met against the background of significant changes in epidemiological and demographic trends. LA's are designed to involve and engage various stakeholders as well as service users throughout the course of the project. This project using the LA approach as its main method, and taking into account the ageing and demographic trends related to BME communities in north and mid Kent, seeks to explore the main health needs felt by elder BME community members in Kent with the purpose of not only discovering their palliative care needs but also of building the capacity and capability within primary care services when working with these communities.

The project

This project, using some elements of an Learning Alliance (LA) as its main approach and taking into account the ageing and demographic trends related to the BME communities in the UK and more specifically in mid and north Kent, is implementing a one-year feasibility study. This would be conducted in order to explore the main health needs felt by BME communities in Kent with the purpose not only of knowing the palliative health needs of BME communities, but also of building the capacity and capability required within primary community services when working with these communities. That both social care and



health services need to be tailored to the newly emerging demographic trends of various aging populations in terms of ethnicity, gender, sexual orientation, religion and disability is becoming an increasingly compulsory issue. Therefore, this feasibility study, [starting](#) with BME issues, expects to address in the long term all the remaining inter-sectional issues (socioeconomic class, gender, sexual orientation, religion, disability).

Thus, the project specifically seeks to:

[Document](#) some of the declared palliative health needs of four of the major BME groups in Kent (Medway, Gravesend, and Swale). Document in particular the end-of-life practices as experienced in these BME groups. Build the capacity of Kent community services by making them part of the LA Monitor the process of networking and increase the opportunities of working with different stakeholders including the multi-professional team. Disseminate, locally and nationally, electronically and by other means, the experience of creating an LA to serve BME populations, especially concerning end-of-life practices. The Learning Alliance in Palliative Care and End of Life Practices – LAPCEL

The users of health and [social care](#) services are often presented with findings only at the end of a research project. The Learning Alliance model is designed to involve and engage various stakeholders and service users throughout the course of the project.

The aim is that stakeholders like yourselves will have 'buy-in' and are able to influence the development of the research and project outputs in a way that best meets your needs.

So, LAPCEL –The Learning Alliance in Palliative Care and End of Life Practices– is followed by a group of people with different experiences and backgrounds interested in exploring and discussing 'End of Life Practices and Palliative Care among Black and Minority Ethnic (BME) groups in the UK.

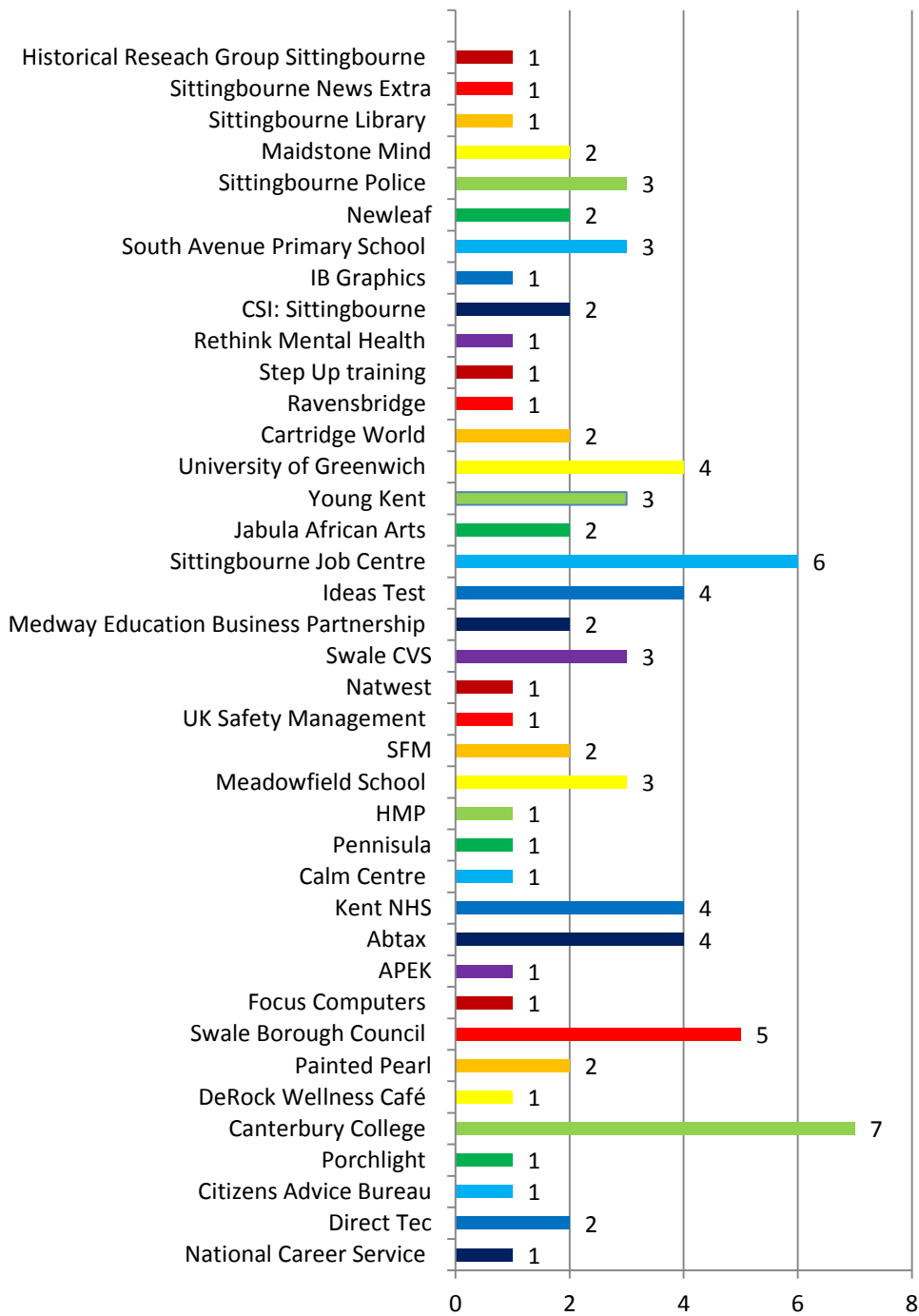
In the year under review, the Charity working in partnership with the University of Greenwich successfully obtained funding for the project and hosted four community consultations with the researched communities to identify their knowledge, use, and barrier if any of using 'End of Life and Palliative Care services.

Collaboration and Joined up working

In addition to the above, Diversity House "Drop-in-Centre acts as a hub not just for socialising or providing one –to-one support for service users but also a centre for meeting with other agencies/organisations, identifying their needs and helping them through capacity building activities. In the period under review, 39 different organisations (85 different people) visited and collaborated with Diversity House for reasons such as: information, advice and guidance, facts finding, training, and to set up referral protocols. This collaboration is illustrated by Table 8 below.



Table 8: Number of Organisation visits



Collaboration and Participation

Interreg IV A Channel Cross Border Cooperation Programme: AGIR

In this year, Diversity House as a way of promoting race/ethnic relations collaborated with Medway Council in this cross border project to look at ways of addressing issues faced by residents with a migrant backgrounds.

Migrant workers are blamed for everything that goes wrong in the country, from causing unemployment, to claiming benefits and other criminal offenses. Thus, ignoring the immense contributions of migrant workers in UK, using this cross border project, strategies for creating awareness of the contributions of migrant worker to the UK was developed with the support of migrant workers themselves.

This collaboration led to cross border knowledge exchange and a publication of working resources for organisations.



Fig 6. Poster of the AGIR Project

Also, fig 7 below shows our project lead with other representatives from Kent and France at a cross border meeting held at AGIR France.





Fig 7. Representatives from Kent and France at a meeting in AGIR

Research on Women & Integration (Nisan Kesete Nisan.Kesete@eavesforwomen.org.uk)

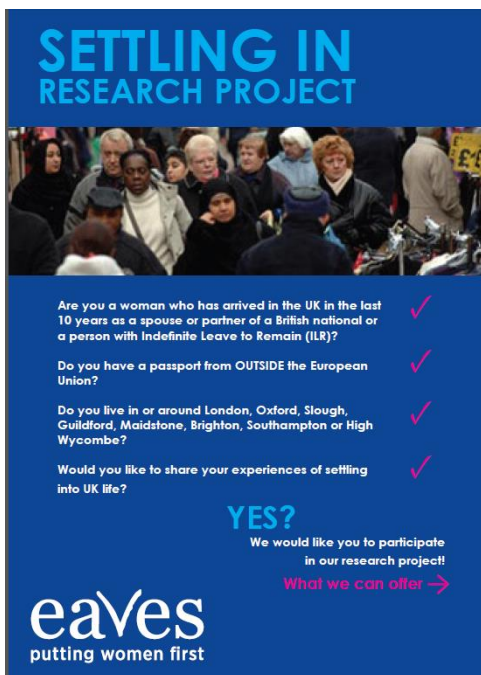


Fig 8. Pdf flyer for migrant women research

Diversity House understands that to promote human rights and to deliver equitable services it has to work in co-production with organisations that have similar visions. Therefore, in 2013-14, Diversity House supported 'Eaves for Women' to carry out a race and gender related research based on minority women and integration into the UK system. The quote below



shows how the Charity is being contacted to participate in issues pertaining to the object of the Charity, in this case, inequalities faced by migrant women in the UK.

“Thank you for your positive email we really appreciate the offer to assist us in our research. As you might have seen from our previous emails we are looking into the integration needs and challenges of migrant women who come to the UK as spouse or partner of a British national or a person settled her. I have attached the fliers of the project for more information, if you haven't seen them already.” – Nisan Kesete

Informal ESOL - Bridging Language Barriers

Diversity House informal ESOL was set up as result of requests from the participants of our Work Club, many who are clients of the local Job Centre Plus. Initially, we were referring our service users to Kent [Adult Education](#) for ESOL lessons. However, those who are looking for [employment](#) but needed to improve their spoken and [written language skills](#) asked that we create an avenue for them to learn whilst networking outside a formal and regimental classroom base4d environment. Our informal ESOL is now core to our 'Get Britain back to Work' scheme as it is representative of people with diverse backgrounds. We have received immense support locally and particularly form the local [Job Centre](#) plus to promote this program to the community. This is an 8 week programme that helps to improve confidence of participants.



Fig 9. A cross section of participants of the Informal ESOL with their certificated



Community Engagement Assertive Outreach

As an equality and diversity organisation, the vision of Diversity House is to ensure that disadvantaged circumstances of communities are changed by providing them with information of services available locally and for them to engage and actively participate in services and with their communities respectively. One way of doing this is to carry out assertive outreach. Outreach is a method that is used in reaching groups not accessible to or in contact with other agencies due to religious, cultural, language or education barriers. The chart below depicts the number of people reached through outreach from 2012 to March 2015 (over 3 year period). Within 2012 to March 2015, 50 outreach event took place, promoting the Charity's services. Furthermore, within this account year, 1,988 people were reached through our outreach service.

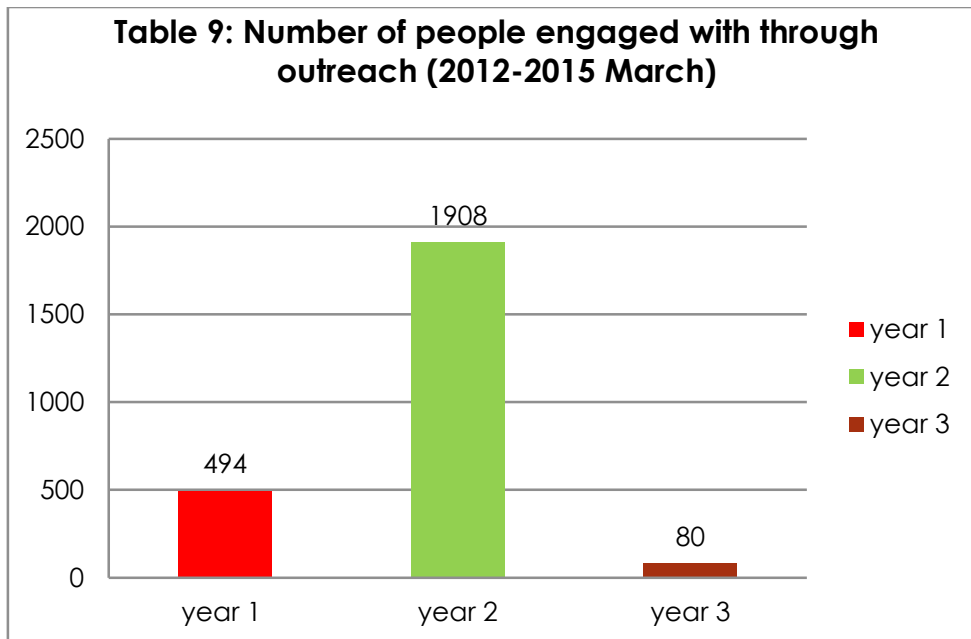




Fig 10. Let it shine event with Together your way – Sheppey



Fig 11. Community engagement event at Sittingbourne Library



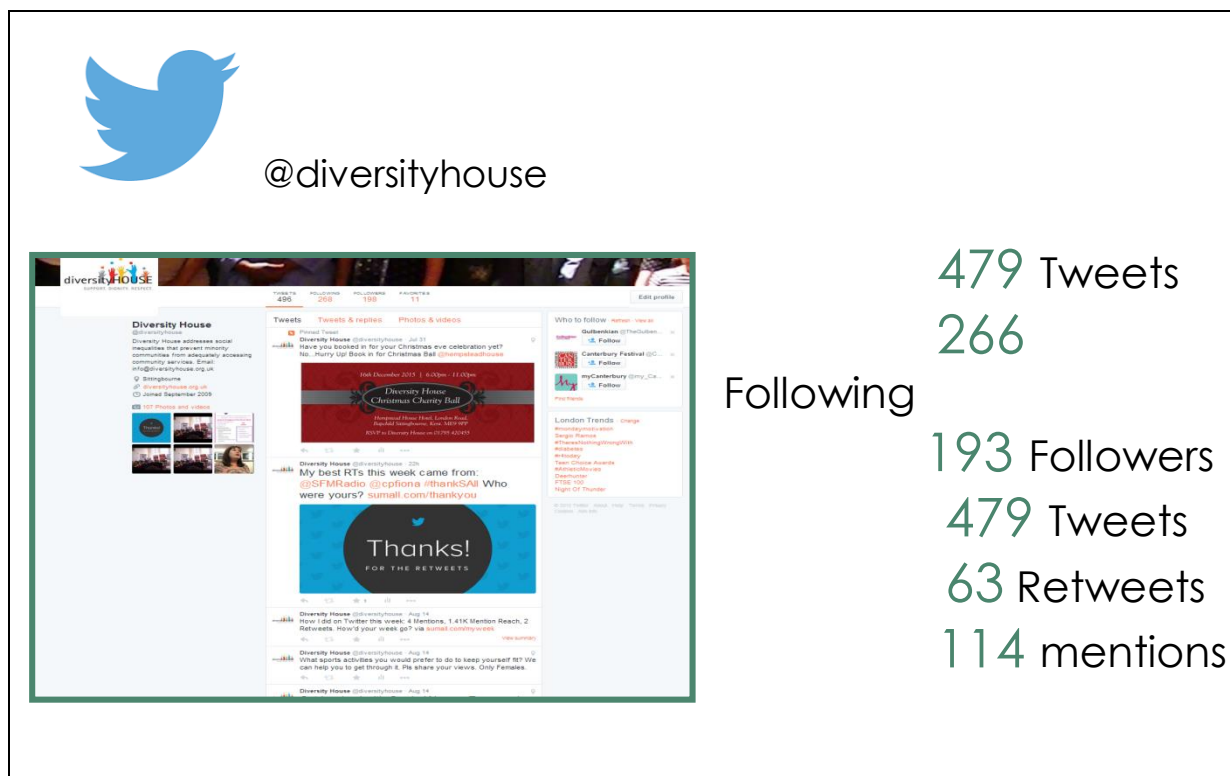
Social Media Engagement

DIGITAL MEDIA IMPACT

Digital media has been instrumental in enabling us to reach out to the target people and deliver our message effectively. It has proved to be a great tool for sharing and exchanging relevant information across platforms and groups. In addition, it has helped us to draw large number of audience to our events and spread word across about our engagement and initiatives with different other social groups and communities. Also, it has helped us to draw traffic to our website and facilitate visitors to gather more information about our mission and projects.

Recently, at our Benin and British Heritage Civic Day event it was great to see active involvement of people who were tweeting, posting photos on Facebook and talking about our event across platforms. This gives us a clear understanding of people's expectation and also, encourages us to organise more such interesting activities in future for them.

Going forward, we aim to make our digital presence more interesting and relevant so that it can engage more number of people and serve relevant information to them. Fig 12 below depicts how we have used the digital platform (Twitter, Facebook, etc.) to engage with our service users and the public.





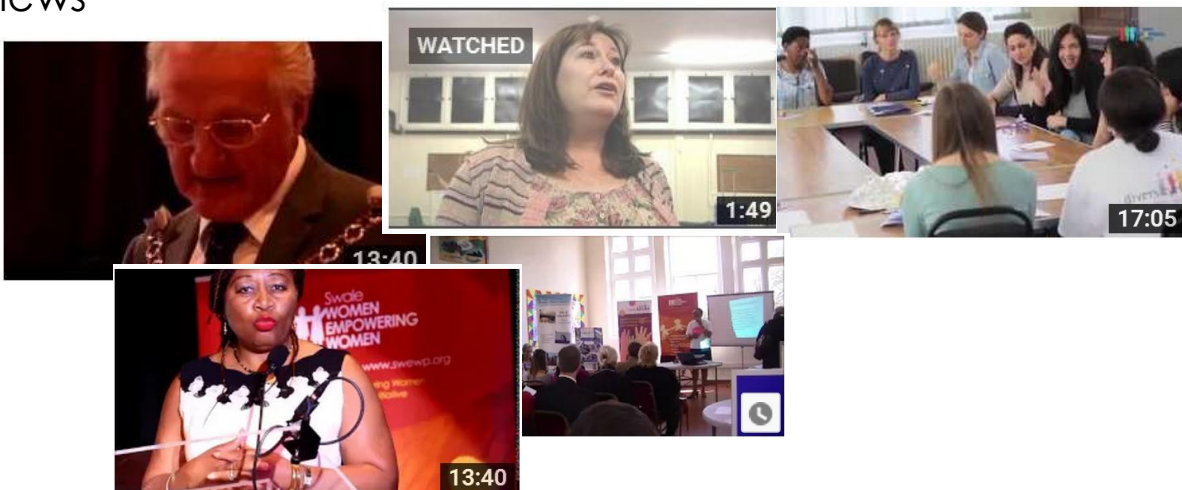
Diversity House



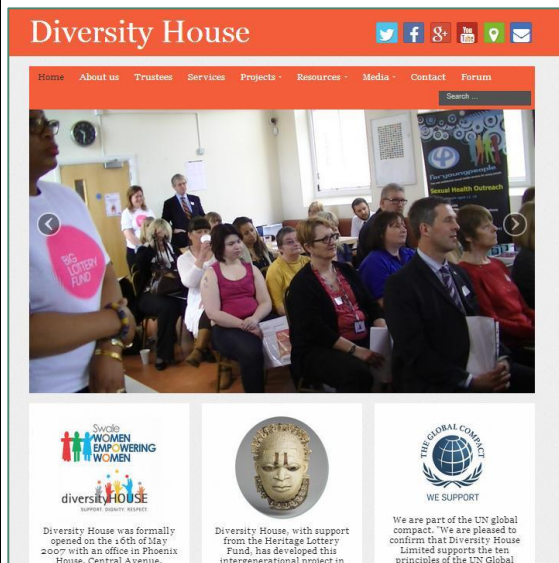
449 Total page likes
More than 3800 post impression for last 75 tweets
153 people clicked on the posts
131 unique users



5 Videos on our YouTube channel has generated 462 views

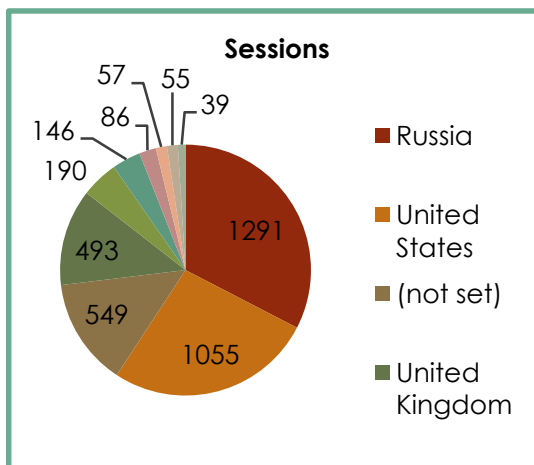
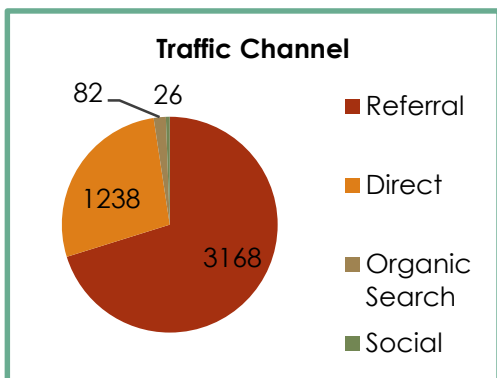


WEBSITE



Audience Overview (out of 100% total sessions)

Age	% share
18 - 24	27.50%
25 - 34	33.50%
35 - 44	15.50%
45 - 54	12.50%
55 - 64	5.50%
65+	5.50%
Gender	
Female	45.85%
Male	54.15%



Analysis

Based on the above statistics, where it shows female and male ratio visitors on the Diversity House website. We draw the conclusion that females have progressed and are nowadays referring to the digital media also to gather information about our organisation and they are engaged for several activities. As you see, the female ratio is nearly fifty percent, it gives us an idea that women have been actively engaged with us in our events and activities in the past year and have learned new skills which enabled them to enhance their career and life. Henceforth, we would continue to put our effort to groom females in Swale area and equip them with all the necessary advanced skills required in their daily life.

“Giving Bank” (Donations)

At Diversity House we understand the economic stress that accompanies unemployment or working at a very low paid job. People or families in this situation may find it difficult to provide/eat three square meals, buy necessary clothes, toys or books for their children. In the year under review, Diversity House with the support of well-meaning individuals, businesses and a local Church embarked upon distributing foods, books, toys, clothes and other items to families in Swale. Pictures and figures below depicts the various items that we were given for onward distribution to those in need.



Fig 13. A sample of food hamper distributed.



Fig 14. A family donating boxes of food to Diversity House in 2014

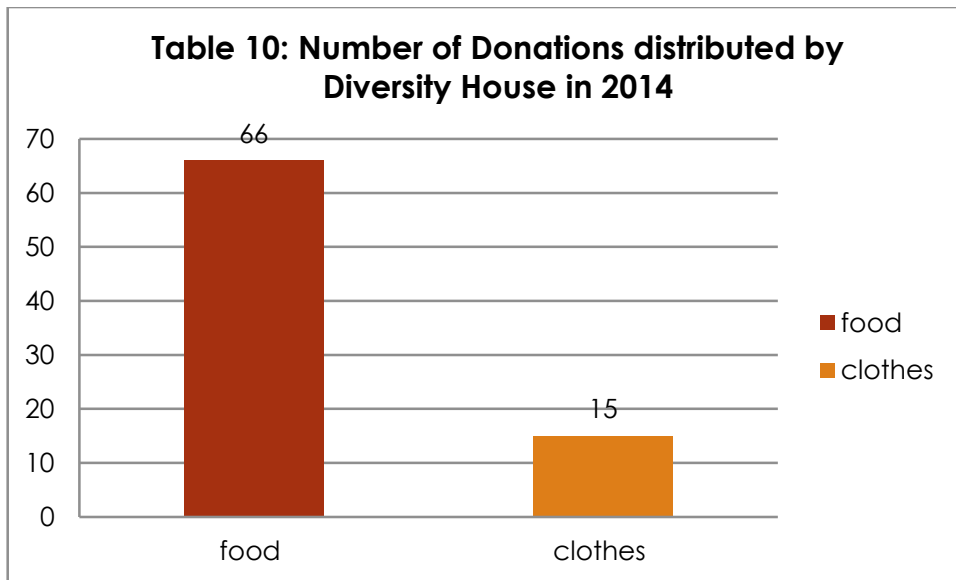


Table 2. Distributed donations by Diversity House

In total, 15 people were given clothing and 66 people (which 35 are Christmas Hampers) were given portions of food.

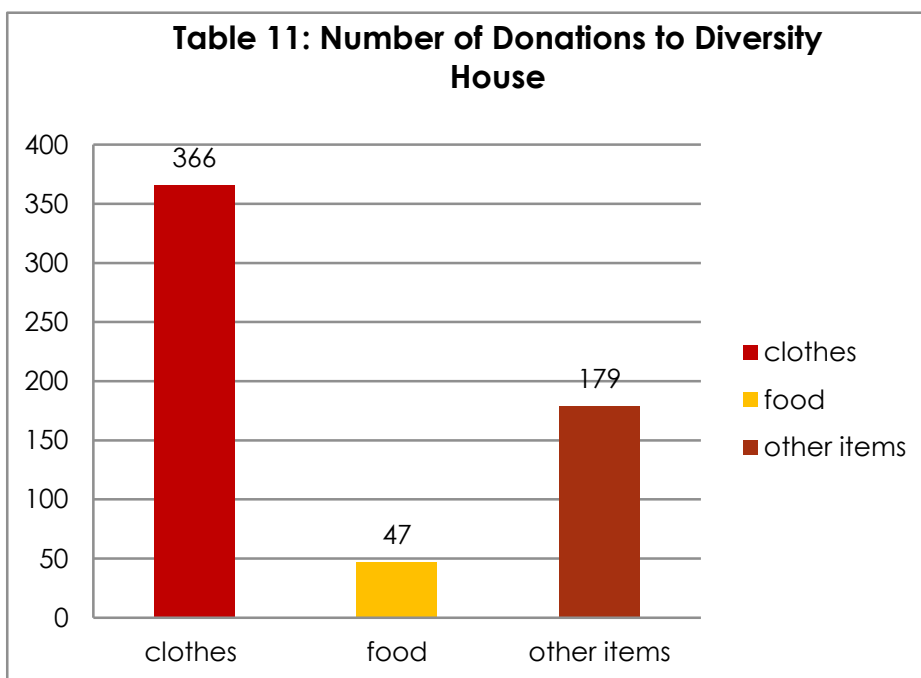


Table 3. Donations received by Diversity House

In total, 11 different people donated items of clothing, food or other household items for Diversity House to give to members of the charity.





47 bags of food were donated and distributed to 66 people

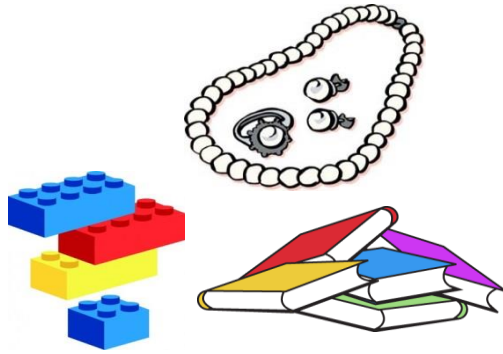
Fig15. Hampers and food given to people in the year.



366 items of clothes were donated and distributed to 115 people

Fig 16. Numbers of received, donated items and recipients.





179 items were given to Diversity House and then donated to different people

Fig 17. Other items and bric n brac donated and distributed to people.

Further, in the spirit of giving and engagement, 20 organisation responded to our call for gift items for special events that we hosted in this accounting year. We want to use this opportunity to thank the individuals and businesses listed below.



Table 12: Organisation who donated for events:

Boots Sittingbourne	3 Max factor make up sets 2 Calvin Klein bag
Sittingbourne Baptist Church	Promises : women of worth book
Boots Faversham	1 diesel bag 1 Hugo boss bag 1 James bond bag 1 Beyoncé bag 1 Joop umbrella 1 Max factor make up set
Nigerian women	Wallet bag
Morrison's Sittingbourne	£20 voucher
Lloyds Pharmacy	Brut aftershave and deodorant set
Co-op Milton	Maltsters
McDonalds	4 food vouchers
Diversity House	4 tote bags
Boots Saver centre	1 Ralph Lauren travel bag 1 Roberto cavalla aftershave set 1 lady gaga perfume 1 Yves Saint Laurent make up brush kit
Hempstead Valley	1 bottle of red wine
Tesco Sittingbourne	1 bottle of Prosecco 1 box of chocolates
Cogol concerns	1 child's pamper set
Sainsbury's Sittingbourne	£10 gift voucher
Wilko's Sittingbourne	£5 gift voucher
Christine Locke	Necklace and bracelet
Heather Finn	2 pamper gift sets 1 perfume set 1 pair of slippers
Boots Lakeside	Narcisse Rodrigues perfume Karl Lagerfeld shower gel No 7 day and night cream x2 No 7 night cream x2 Hair thickening spray Rogue by Rihanna body location Glam bronze Black beauty James bond laptop bag Giorgio Armani bag
The Style Counsellor	Bags of designers clothes, shoes and make up

Independent Examiner's Report to the Trustees of Diversity House Limited

I report on the accounts for the year ended 31 March 2015 set out on pages four to eleven.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- To state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view ' and the report is limited to those matters set out in the statements below.



Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

LYNDENS
accountants
53 WEST STREET
SITTINGBOURNE
KENT, ME10 1AN
TEL: 01795 422565



Date: 19/02/2015



Diversity House Limited

Statement of Financial Activities for the Year Ended 31 March 2015

	No tes	Unrestricte d fund £	Restricted fund £	31.3.15 Total funds £	31.3.14 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income		(1)	127,193	127,192	83,436
Activities for generating funds	2	5,336	-	5,336	857
Investment income	3	<u>41</u>	<u>-</u>	<u>41</u>	<u>16</u>
Total incoming resources		5,376	127,193	132,569	84,309
RESOURCES EXPENDED					
Costs of generating funds					
Costs of generating voluntary income	4	-	6,123	6,123	3,680
Charitable activities					
Diversity House	5	843	-	843	1,553
Swale Women Empowering Women Project		-	-	-	1,089
Big Lottery Fund		-	68,216	68,216	54,483
Eat Smart Move Smart		-	-	-	658
Work Club		-	-	-	3,745
Lloyds TSB		-	-	-	7,019
Benin and British Heritage		-	19,498	19,498	-
Governance costs	7	580	2,484	3,064	120
Other resources expended		<u>-</u>	<u>1,461</u>	<u>1,461</u>	<u>-</u>
Total resources expended		1,423	97,782	99,205	72,347
NET INCOMING RESOURCES		3,953	29,411	33,364	11,962
RECONCILIATION OF FUNDS					
Total funds brought forward		18,902	30,781	49,683	37,721
TOTAL FUNDS CARRIED FORWARD		<u>22,855</u>	<u>60,192</u>	<u>83,047</u>	<u>49,683</u>



Balance Sheet
At 31 March 2015

	No tes	Unrestrict ed fund £	Restricted fund £	31.3.15 Total funds £	31.3.14 Total funds £
FIXED ASSETS					
Tangible assets	11	-	3,792	3,792	5,816
CURRENT ASSETS					
Debtors	12	(1,197)	1,197	-	2,182
Cash at bank and in hand		<u>24,173</u>	<u>56,231</u>	<u>80,404</u>	<u>43,288</u>
		22,976	57,428	80,404	45,470
CREDITORS					
Amounts falling due within one year	13	(121)	(1,028)	(1,149)	(1,603)
		————	————	————	————
NET CURRENT ASSETS		<u>22,855</u>	<u>56,400</u>	<u>79,255</u>	<u>43,867</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		22,855	60,192	83,047	49,683
		————	————	————	————
NET ASSETS		<u>22,855</u>	<u>60,192</u>	<u>83,047</u>	<u>49,683</u>
FUNDS					
Unrestricted funds:	14				
General fund				22,855	18,902
Restricted funds:					
Restricted				<u>60,192</u>	<u>30,781</u>
TOTAL FUNDS				83,047	49,683



Balance Sheet - continued
At 31 March 2015

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2015.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2015 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on.....20/08/2015..... and were signed on its behalf by:



.....

Mrs C Locke –Trustee



Notes to the Financial Statements **for the Year Ended 31 March 2015**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (FRSSE), effective April 2008, and all other applicable accounting standards, as modified by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, (revised June 2008). The accounts have been drawn up in accordance with the provisions of the Charities Acts and the Companies Acts, and include the results of the charity's operations which are described in the Trustees' Report, all of which are continuing.

Insofar as the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, (revised June 2008) requires compliance with specific Financial Reporting Standards other than the FRSSE then the specific Financial Reporting Standards have been followed where their requirements differ from those of the FRSSE.

Advantage has been taken of paragraph 3(3) of Schedule 4 of the Companies Act 1985 to allow the format of the financial statements to be adapted to reflect the special nature of the company's operation.

The company has taken advantage of the exemption in the FRSSE from the requirement to produce a cash flow statement.

The particular accounting policies adopted are set out below.

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed



to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery etc - 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.



Notes to the Financial Statements - continued for the Year Ended 31 March 2015

2. ACTIVITIES FOR GENERATING FUNDS

	31.3.15	31.3.14
	£	£
Fundraising events	<u>5,336</u>	<u>857</u>

3. INVESTMENT INCOME

	31.3.15	31.3.14
	£	£
Deposit account interest	<u>41</u>	<u>16</u>

4. COSTS OF GENERATING VOLUNTARY INCOME

	31.3.15	31.3.14
	£	£
Rent, Rates and water	<u>6,123</u>	<u>3,680</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs	Totals
		(See note 6)	
	£	£	£
Diversity House	353	490	843
Big Lottery Fund	20,007	48,209	68,216
Benin and British Heritage	<u>7,001</u>	<u>12,497</u>	<u>19,498</u>
	<u>27,361</u>	<u>61,196</u>	<u>88,557</u>

6. SUPPORT COSTS

	Management	Finance	Other	Other 2	Totals
	£	£	£	£	£
Diversity House	-	15	6	469	490
Big Lottery Fund	38,885	-	4,591	4,733	48,209
Benin and British Heritage	10,819	-	1,390	288	12,497
	<u>49,704</u>	<u>15</u>	<u>5,987</u>	<u>5,490</u>	<u>61,196</u>

7. GOVERNANCE COSTS

	31.3.15	31.3.14
	£	£
Reporting Accountant fee	120	120
Payroll & Accounting fees	<u>2,944</u>	<u>-</u>
	<u>3,064</u>	<u>120</u>



**Notes to the Financial Statements - continued
for the Year Ended 31 March 2015**

8. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/ (crediting):

	31.3.15	31.3.14
	£	£
Depreciation - owned assets	<u>2,024</u>	<u>2,388</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2015 nor for the year ended 31 March 2014.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2015 nor for the year ended 31 March 2014.

10. STAFF COSTS

	31.3.15	31.3.14
	£	£
Wages and salaries	49,704	36,724

The average monthly number of employees during the year was as follows:

	31.3.15	31.3.14
	<u>-</u>	<u>-</u>

No employees received emoluments in excess of £60,000.

11. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2014 and 31 March 2015	<u>11,944</u>
DEPRECIATION	
At 1 April 2014	6,128
Charge for year	<u>2,024</u>
At 31 March 2015	<u>8,152</u>
NET BOOK VALUE	
At 31 March 2015	<u>3,792</u>
At 31 March 2014	5,816



**Notes to the Financial Statements - continued
for the Year Ended 31 March 2015**

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.15	31.3.14
	£	£
Trade debtors	-	1,197
Other debtors	<u>-</u>	<u>985</u>
	<u>-</u>	<u>2,182</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.15	31.3.14
	£	£
Trade creditors	2	802
Other creditors	<u>1,147</u>	<u>801</u>
	1,149	1,603

14. MOVEMENT IN FUNDS

	At 1.4.14	Net movement in funds	At 31.3.15
	£	£	£
Unrestricted funds			
General fund	18,902	3,953	22,855
Restricted funds			
Restricted	30,781	29,411	60,192
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>49,683</u>	<u>33,364</u>	<u>83,047</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	5,376	(1,423)	3,953
Restricted funds			
Restricted	127,193	(97,782)	29,411
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	132,569	(99,205)	33,364



Notes to the Financial Statements - continued
for the Year Ended 31 March 2015

15. GRANTS

The total grant received by Diversity House in the financial year was £125,942, outlined below are the organisations that has funded projects in the year.

	2015	2014
Big Lottery Fund	82,636	72,114
Heritage Lottery Fund	40,750	0
Swale Council	1,306	0
Engaging Kent CID	750	0
Kent County Council	500	0
Eat Smart Move Smart		1,700
Department of Works and Pension		6,220



Detailed Statement of Financial Activities
for the Year Ended 31 March 2015

	31.3.15	31.3.14
	£	£
INCOMING RESOURCES		
Voluntary income		
Gifts	1,250	-
Grants	125,942	80,034
Fees	<u>-</u>	<u>3,402</u>
	127,192	83,436
Activities for generating funds		
Fundraising events	5,336	857
Investment income		
Deposit account interest	<u>41</u>	<u>16</u>
Total incoming resources	132,569	84,309
RESOURCES EXPENDED		
Costs of generating voluntary income		
Rent, Rates and water	6,123	3,680
Charitable activities		
Insurance	1,246	320
Telephone	1,574	1,577
Postage and stationery	4,274	3,828
Subscription	206	642
Staff training and welfare	1,915	2,280
Consultancy fee	1,200	414
Website and Hosting	1,140	856
Project Acc. & Book-keeping	2,619	4,398
Other Prof. & Legal Fees	3,367	3,853
Equipment Expenses	3,297	2,580
Performance and Workshop	-	814
Room Hire	3,081	1,755
Catering	2,210	39
Events	1,156	264
Software	<u>76</u>	<u>1,005</u>
	27,361	24,625
Governance costs		
Reporting Accountant fee	120	120
Payroll & Accounting fees	<u>2,944</u>	<u>-</u>
	3,064	120



Detailed Statement of Financial Activities
for the Year Ended 31 March 2015

	31.3.15	31.3.14
	£	£
Other resources expended		
Performance and Workshop	1,461	-
Support costs		
Management		
Wages	49,704	36,724
Finance		
Bank charges	15	33
Other		
Books and Journals	768	394
Travel and Meetings	620	71
Refreshments	1,456	1,397
General Expenses	1,120	146
Plant and machinery	<u>2,023</u>	<u>2,389</u>
	5,987	4,397
Other 2		
Staff travel	<u>5,490</u>	<u>2,768</u>
Total resources expended	99,205	72,347
	-----	-----
Net income	<u>33,364</u>	<u>11,962</u>



Appendix 1: Social Return on Investment for SWEW Project – Year 1 and 2

Our assumptions on the social impact of the activities delivered and social value added through these activities for year 1 and 2 of SWEW project were derived through our analysis of HACT's value calculator. This is a tool developed for community organisations to apply value to their community investment activities. In analysing our social impact and value in year 1 of SWEW, it is noted that whilst we delivered 64 activities in total with an overall budget of just £26,500 (cash & in kind), a significant social impact of £7,657,537 was accrued, which shows that the ratio of budget to social impact = 1: 288.96 (that is, overall amount spent in delivering services for one person in the year was just £288.96). Therefore for the 1, 227 women positively impacted through the project, one would assume that a lot of savings were made in the year delivering service. Also the assumed net benefit for year was £7,131,037.

In year 2, 96 activities were delivered which made positive changes in the lives of 2,794 participants. The overall budget for delivering these activities accounted for £28,173 (cash and in kind) and this yielded a significant social impact of £8,475,764. This shows that the ratio of budget to social impact = 1: 300.84 (that is, overall amount spent in delivering services for one person in the year was just £300.84). Therefore for the 2,794 women positively impacted through the project, one would assume that a lot of savings were made in the year delivering service. Also the assumed net benefit for year was £8,447.591.

SWEW YEAR 1 SOCIAL VALUE ANALYSIS

Activity	Overall budget	Overall social impact	Analysis of benefit	
			Budget : social impact	Net benefit
TOTALS: 64	£ 26,500	£ 7,657,537	1 : 288.96	£ 7,631,037



SWEW YEAR 2 SOCIAL VALUE ANALYSIS

Activity	Overall budget	Overall social impact	Analysis of benefit	
			Budget : social impact	Net benefit
TOTALS: 96	£ 28,173	£ 8,475,764	1 : 300.84	£ 8,447,591

