DIVERSITY RIGHTS

(A company limited by guarantee)

Report and Financial Statements
For the Year Ended 31 March 2026

Registered Compant Number : 04459816
Charity Registration Number : 1098916

Diversity Rights
(Registered Charity No. 1098916)

Financial Statements
For the Year Ended 31 March 2026

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Diversity Rights Trustees' Annual Report and Directors' Report for the Year Ended 31 March 2026

This annual report presents Diversity Rights' delivery of funded projects, advocacy activities, achievements and public benefit for the year from 1 April 2025 to 31 March 2026. It describes our work with families and communities in Enfield, progress against project objectives and plans for completing the continuing programmes. It serves as the trustees' annual report and directors' report and will accompany the detailed financial statements prepared by the accountant.

1. Reference and administrative information

Item	Details
Charity name	Diversity Rights
Charity number	1098916
Company number	04459816 (England and Wales)
Registered office	3rd Floor, 23 South Mall, London N9 0TS
Website and email	www.diversityrights.org.uk, contact@diversityrights.org.uk
Governing document	Memorandum and articles of association
Company secretary	Ernest Rukangira
Independent examiner	Olu Adenuga. MU Classic & Ass. Accountants. Action House. Studio 46. 53 Sandgate St. London. SE15 1LE
Bankers	NatWest

Trustee	Role	Appointed
L M Ahmed	Chair	1 April 2023
M A Jama	Trustee	5 October 2022
M K Ciamala	Trustee	1 April 2022
E Bareberaho	Trustee	1 April 2024

All trustees served throughout the year. The trustees are also the company's directors.

Day-to-day work is led by Ernest Rukangira, Project Coordinator, and Kawsar Abdallah, Community Engagement Officer.

2. Objects and activities

2.1 Our objects

The charity's objects, set out in its articles of association, are:

(a) To promote equality and diversity and to eliminate discrimination in relation to Black, Asian and other ethnic minority communities, including refugees, asylum seekers and migrants, by such charitable means as the trustees determine from time to time, in particular but not exclusively by:

(i) educating the public about moral and human rights issues and providing support and advice on the same; (ii) relieving unemployment and promoting training and work experience schemes for members of such communities; (iii) providing counselling and advocacy; (iv) promoting co-operation between voluntary organisations working in this area in both the United Kingdom and the European Union; (v) promoting social inclusion and integration of the above communities; (vi) implementing community activities for the benefit of such Black, Asian and ethnic minority communities as the committee determine; (vii) developing the capacity and skills of members of Black, Asian and other ethnic minority communities in such ways as the trustees see fit, so that they are better able to identify and help meet their needs and participate more fully in society; and (viii) such other means that further the objects of the charity.

(b) To assist in the treatment and care of Black and ethnic minority persons, including refugees, migrants and asylum seekers, suffering from mental or physical illness of any description or in need of rehabilitation as a result of such illness.

(c) To preserve and protect the health of Black and ethnic minority patients by providing advocacy, counselling, advice and assisting in the provision of facilities, support services and equipment not normally provided by the statutory authorities.

(d) To advance the education of the public in health care by the provision of information, lectures, fora and by the publication of newsletters devoted to health care.

2.2 What we did and who benefits

Diversity Rights promotes equality, social inclusion and good health among Black, Asian and other ethnic minority communities, including refugees and migrants. During the year we delivered three funded projects in the London Borough of Enfield: a family healthy-eating programme, a project recording African food heritage, and a project recording African and Caribbean stories of settlement in Enfield. Alongside these projects, we continued community information and practical assistance, specialist referrals, and evidence-based housing advocacy.

The trustees have had regard to the Charity Commission's guidance on public benefit. Our activities are open to all residents and benefit the wider public through health education, community learning and the preservation of local heritage.

3. Activities, achievements and performance

3.1 COMMUNITY HEALTH INEQUALITIES

3.1.1 Family healthy eating: Enfield Local Fund

This programme helped families from Black, Asian and minority ethnic backgrounds prevent childhood obesity. Over 24 weeks, 275 parents and carers took part in community discussions, workshops and practical activities, and we printed 300 copies of an illustrated booklet on childhood obesity, written for different language and literacy needs.

Parents told us they felt more confident advising their children about healthy eating and preparing balanced meals on a limited budget. Grandparents described passing on what they had learned to relatives. This feedback reflects participants' own views; the project did not measure changes in children's weight or health.

Community discussions, practical learning and accessible printed information supported our health education objectives by helping families discuss childhood obesity and share information about balanced meals.

3.1.2 Health inequalities: NCL programme and established approach

This continued the project funded by NHS North Central London CCG, which started in March 2023.

The programme delivered 12 community workshops, each attended by an average of 30 participants. One-to-one support and information were also provided at our Edmonton Green Library desk.

Diversity Rights' health inequalities program provides further evidence of the charity's practical and community-centred approach. The NCL Health Inequalities Fund proposal, prepared under the charity's former name, was built on the independently evaluated three-year National Lottery-funded Stand Up for Your Good Health and Wellbeing programme. It connected barriers to healthcare with poverty, housing insecurity, unemployment, discrimination, language and digital exclusion.

The NCL programme supported Black, Asian and minority ethnic residents in disadvantaged parts of Enfield particularly in N9, N18 and EN3. It proposed a trusted community health information and referral service, with face-to-face and telephone contact, outreach in local public and community spaces, health awareness workshops and accessible materials in community languages.

The activities of the programme proposal included:

- Information and signposting about GP registration, screening, health checks, vaccinations, immunisations, preventative care and specialist health services.
- Health outreach and roadshows in libraries, shopping centres, faith venues and neighbourhood settings, together with health education workshops supported by healthcare organisations.
- Practical assistance with employment searches, online applications, CV preparation and interview readiness, recognising the relationship between economic opportunity and health.
- Assistance with communicating concerns and making complaints about barriers to healthcare, including alleged discrimination, with referral to appropriate specialist providers when needed.
- Community engagement, information sharing, partnerships with statutory and voluntary healthcare providers, and gathering participant feedback to identify unmet needs and inform future advocacy.

3.2 Enfield African Heritage Food Project

https://www.diversityrights.org.uk/african-heritage-food-uk/

Funded by The National Lottery Heritage Fund, this project began in July 2025 and runs until June 2027. It records recipes, memories and cultural knowledge from African communities in Enfield, such as Thieboudieune, Nsima, Attiéké and couscous.

By 31 March 2026, the project had completed 12 oral history interviews against a target of 40 by June 2027, and produced six recipe demonstration videos towards a target of 12. An 18-page draft cookbook had been prepared; the final planned publication is a 38-page online cookbook, with 100 printed copies.

The project had also published eight awareness articles towards a target of ten. Ten volunteers were involved, meeting the project target of ten, while the number of active participants reached 30, exceeding the target of 25.

A YouTube channel was created, and quarterly workshops took place at Edmonton Green Library.

Enfield Cooking Champions, Woodpecker Hall Primary Academy, North Star Community Trust, Enfield Council and Edmonton Green Library supported the project. Finding accessible kitchens for filming was harder than expected, so we used community venues and documentary-style videos. The project's work is at www.diversityrights.org.uk/african-heritage-food-project/ and www.youtube.com/@AfricanFoodHeritageProject.

During the year, we collected personal accounts alongside recipe demonstrations and began turning this material into resources that could be shared with the wider community. These activities and outputs represent progress within a project continuing to June 2027.

In total, the project engaged 1,200 people through its newsletter, YouTube channel, one-to-one contact and outreach events.

The interviews and digital resources provided a way for residents to contribute their food traditions to the local heritage record. Participation and outputs demonstrate engagement and delivery; they do not by themselves establish a measured change in wellbeing or social cohesion.

3.3 African and Caribbean Stories of Integration in Enfield

https://www.diversityrights.org.uk/african-and-caribbean-stories-of-integration-in-enfield/

Funded by Enfield Voluntary Action this project that records the experiences of African and Caribbean residents who settled in Enfield between the 1950s and 2000s. In September 2025 we consulted more than 70 residents to shape the project, and by 31 March 2026 we had recorded 10 oral history interviews.

The consultation helped shape the project around residents' experiences of settlement and integration. Recording 10 interviews established a body of first-person accounts and brought the project halfway towards its target of 20 interviews. This work contributes to our social inclusion and educational objectives by creating opportunities for African and Caribbean residents to contribute their experiences to Enfield's shared history.

Before it ends in December 2026, the project will complete 20 interviews, a 25-page illustrated e-book with 300 printed copies, a two-part podcast, and exhibitions at Fore Street and Edmonton Green libraries. In total 500 people are engaged in this project through email newsletter, one-to-one support at Edmonton Green library and outreach events.

3.4 Community information, practical assistance and specialist referrals

Throughout 2025–26, Diversity Rights continued community information and practical assistance in Enfield alongside its funded projects. Our Edmonton Green Library advice desk operated two days a week, supporting approximately 25–30 residents weekly. Assistance included understanding official correspondence, completing forms, accessing online services and identifying suitable services and opportunities. Residents commonly raised housing, homelessness, benefits, employment, healthcare, language and social-integration concerns.

When specialist advice was needed, we referred residents to appropriately qualified external providers and organisations, including the Refugee Council and relevant housing and welfare support services; legal issues were referred to appropriate advisers such as Citizens Advice or solicitors offering legal aid. Diversity Rights provided information, practical assistance and signposting rather than regulated legal or immigration advice.

Our frontline work also supported refugees and families moving from Home Office asylum accommodation into mainstream housing and services. Assistance included helping people understand housing processes, seek homelessness assistance, access health services and identify relevant support for benefits, employment and

settlement. This work highlighted recurring barriers such as unaffordable deposits, insufficient housing options, language difficulties and digital exclusion. Activity was more occasional in the latter part of the year; no unverified annual beneficiary total is claimed.

4. Advocacy, campaigning and institutional accountability

Alongside the three funded projects described above, Diversity Rights continued its charitable advocacy and scrutiny of structural inequalities affecting Black, Asian and other minority ethnic communities, migrants, refugees and asylum seekers. The charity uses residents' experiences, public records and engagement with institutions to identify recurring barriers and encourage fairer access to housing, health services, economic opportunities and public decision-making.

4.1 Housing and homelessness: scrutiny initiated during 2025–26.

https://www.diversityrights.org.uk/enfield-temporary-accommodation-project/

In April 2025, Diversity Rights initiated a Freedom of Information investigation concerning homelessness services and related public expenditure in Enfield. The investigation sought a clearer understanding of how housing assistance is administered, how resources are deployed and what this means for residents experiencing homelessness and insecure accommodation. This work built upon concerns arising through the charity's community contact and information and referral activities.

The charity's approach is to connect immediate housing difficulties with wider questions of affordability, access to suitable accommodation, equality, administrative practice and public accountability. Its information and referral support helps residents reach appropriate specialist services, including Citizens Advice and legal-aid solicitors where formal advice is needed.

On 12 February 2026, Diversity Rights raised housing affordability concerns directly with Kate Osamor MP through correspondence and we requested a meeting to discuss the content of the letter and we are waiting her response.

4.2 Evidence gathering and public accountability

Freedom of Information (FOI) and recorded-information requests form a continuing strand of Diversity Rights' research and campaigning.

We have used FOI responses to write articles that contain recommendations to the body that responded and to our service users. Those articles can be found here: https://www.diversityrights.org.uk/blog/

Authorities and bodies approached across the charity's wider work include Enfield Council, Haringey Council, Waltham Forest Council, the Department for Work and Pensions, the Greater London Authority, the Metropolitan Police Service, the Legal Ombudsman, the Housing Ombudsman and the Financial Ombudsman Service. The charity has used information requests to examine, where applicable, homelessness and housing provision, access to local services, employment and welfare arrangements, public spending, equality, policing and institutional accountability.

Not every body listed is necessarily subject to the same FOI access regime; requests to ombudsman organisations are described here as information and accountability enquiries where appropriate.

Examples of the wider scrutiny programme include requests concerning Enfield homelessness and temporary accommodation; information about local authority services in Haringey and Waltham Forest; employment and

welfare-related matters involving the DWP; London-wide policy and funding issues involving the GLA; and questions concerning equality and policing addressed to the Metropolitan Police. Requests or enquiries addressed to ombudsman bodies have concerned accountability and access to remedies. The individual dates, replies and findings for the entire programme have not been reconciled to this financial year, so these examples are not presented as 2025–26 results.

The purpose is not merely to obtain information. Where evidence supports it, Diversity Rights seeks to translate findings into community information, representations to decision-makers, public reporting and requests for changes in policies or practice. We distinguish questions raised through scrutiny from findings established by the available data, and we do not claim that an authority has adopted a recommendation without evidence.

4.3 Earlier collective campaigns informing our approach

The charity's activities in 2025–26 built on a coordinated series of collective advocacy letters in 2024, undertaken under its former name, Diversity Living Services, with networks of minority ethnic-led voluntary organisations. The letters called for fairer distribution of public and charitable funding, sustained core support, inclusive commissioning, community participation and better access to essential services. The principal representations were:

- 26 June 2024 – NHS England Chief Executive: Requested a more effective partnership and engagement framework with minority ethnic-led voluntary organisations to address health inequalities, including opportunities to shape service design and planning.
- 26 June 2024 – Mayor of London: Raised structural funding barriers facing smaller minority ethnic-led organisations and proposed fairer grants, sufficient core funding and stronger representative dialogue.
- 31 July 2024 – Secretary of State for Health and Social Care: Called for stronger involvement of minority ethnic-led organisations in NHS planning, commissioning and delivery, linked to poverty, housing, employment and unequal health outcomes.
- 31 July 2024 – National Lottery Community Fund: Highlighted barriers in grant access and proposed organisational capacity-building, funding information and opportunities for smaller organisations.
- 1 September 2024 – London Councils (funding inequalities): Sought reform of grant-making, longer-term investment, support for community infrastructure and the creation of a representative network to engage with London Councils.
- 1 September 2024 – London Councils (funding priorities): Proposed funding priorities covering service access, health, education and community capacity, including support with digital exclusion and employment-related barriers.
- 23 October 2024 – London Community Foundation: Requested co-produced funding arrangements shaped by community experience, sustainable investment and capacity-building for minority ethnic-led organisations.
- 4 November 2024 – Mayor of London: Developed proposals for fairer grant-making and greater support for community organisations addressing employment, healthcare, education and social exclusion.

The Department of Health and Social Care replied on 31 October 2024 to the letter of 31 July 2024, acknowledging concerns about racial health inequalities and outlining planned voluntary-sector engagement. Some letters were versions within the same wider campaign, not eight unrelated initiatives. Where the letters refer to networks of 150 or 300 organisations, those are figures stated in the source correspondence, not

independently audited membership totals. These representations preceded the reporting year and are recorded as evidence of the charity's established advocacy, not as 2025–26 outputs or verified policy reforms.

4.4 Community benefit and continuing priorities

Diversity Rights aims to make institutional information accessible, strengthen evidence available to community organisations and support residents to raise shared concerns constructively. In 2025–26, regular community assistance and housing-related engagement informed the charity's understanding of barriers faced by people leaving asylum accommodation, low-income tenants and families seeking stable housing. We maintained links with voluntary-sector partners and specialist referral organisations. The charity regards poverty, poor housing, discrimination, insecure work and unequal access to services as interconnected challenges requiring both immediate practical assistance and longer-term institutional change. Advocacy therefore complements, rather than replaces, funded project delivery. Earlier London-wide network proposals and advocacy letters remain documented as historical work, not new achievements of this year.

4.5 Significant developments after 31 March 2026

After 31 March 2026, Diversity Rights expanded its temporary accommodation advocacy in connection with the Trust for London-supported project and the Enfield Temporary Accommodation Forum. On 16 June 2026, it wrote to Kate Osamor MP seeking parliamentary and local scrutiny of prolonged temporary accommodation stays, out-of-borough placements, housing allocations, equality monitoring and homelessness prevention. The letter requested action towards enforceable minimum standards covering cooking, laundry, reliable internet, secure storage and clear information; parliamentary questions and correspondence with public authorities were requested, not confirmed as having occurred. Further FOI requests, resident engagement and published findings later in 2026 developed the campaign. These subsequent developments are presented for context and are not counted as 2025–26 outputs.

5. Public benefit and learning from the year

Across the three funded projects, our recorded delivery combined family health education with opportunities to record and share community knowledge. Parents and carers contributed to discussions about healthy eating, while residents and volunteers helped preserve food traditions and settlement histories. Printed and digital resources extend the potential educational benefit beyond those directly involved. In addition, weekly community information and referral sessions provided practical support to residents navigating housing and essential services. The project participation figures are reported separately because the same person may have taken part in more than one activity; they should not be added together as a count of unique beneficiaries. In parallel, the April 2025 housing information request, February 2026 parliamentary engagement and wider institutional scrutiny pursued public benefit through increased transparency and evidence-based advocacy; no unverified policy outcomes are claimed.

Participant feedback from the healthy-eating programme indicated greater confidence in discussing food and preparing balanced meals. For the heritage projects, progress is evidenced by the interviews, videos, draft publications, articles and participation recorded above. Access to suitable kitchens was a practical delivery challenge, addressed through community venues and documentary-style filming. Completion of the remaining publications, recordings and exhibitions is reported under future plans rather than as an achievement of this financial year.

6. Funding and financial overview

Our work during the year was supported by The National Lottery Heritage Fund (£57,726), Enfield Voluntary Action and the Enfield Local Fund, together with a £2,400 donation from GSK and donations from members of the public, including through CAF. This support enabled us to deliver family health education and develop resources recording African food heritage and African and Caribbean experiences of integration in Enfield.

The Enfield Local Fund healthy-eating programme had a total project budget of £5,000, with the final £1,500 instalment received during this financial year. The Stories of Integration project had a total budget of £14,985. Project budgets cover their agreed delivery periods and are distinct from income received or expenditure incurred within this reporting year.

Detailed financial statements prepared by the accountant are presented in this combined report.

7. Reserves policy

The charity's funding is principally restricted to specific projects. The trustees aim to build modest unrestricted reserves through donations and appropriate contributions to core costs in future grant applications. The year-end reserves position will be set out alongside the accountant's financial statements.

8. Plans for the year ahead

We will complete the Stories of Integration project by December 2026 and continue the food project towards its June 2027 close. That means finishing the oral histories, recipe videos and cookbook, touring a 20-panel exhibition to three libraries, holding a community festival, and agreeing how the recordings will be preserved. We also plan to submit five funding applications to secure the charity's work beyond 2027. We also intend to develop evidence-based advocacy on housing and access to essential services, working with residents and relevant community partners and distinguishing this future activity from achievements of the reporting year. We will continue our work of FOI to identify needs, gabs and barriers in service delivery and provide accurate advice to our service users.

9. Structure, governance and management

Diversity Rights is a charitable company limited by guarantee, governed by its memorandum and articles of association. Its trustees are also its directors and are appointed under the articles. Day-to-day project delivery is led by the Project Coordinator and Community Engagement Officer, supported by volunteers and project partners.

The charity is funded mainly by grants and a small amount of public donations. It does not use professional fundraisers and received no fundraising complaints.

The main risk is reliance on a small number of short-term grants. The trustees manage this by seeking a wider range of funders, using community venues, and following consent and data protection procedures.

10. Trustees' responsibilities

The trustees, who are also the directors, are responsible for preparing this report and the financial statements in line with company and charity law and UK accounting standards, including the Charities SORP. The accounts must give a true and fair view of the charity's finances. The trustees must keep proper accounting records, apply suitable accounting policies, make reasonable and prudent judgements, and prepare the accounts on a going

concern basis unless that is inappropriate. They are also responsible for safeguarding the charity's assets and taking reasonable steps to prevent and detect fraud.

11. Acknowledgements

We thank the residents, parents, carers, elders, community cooks and volunteers who shared their time and knowledge. We are grateful to The National Lottery Heritage Fund and National Lottery players, Enfield Voluntary Action, the Enfield Local Fund, and the organisations that provided venues and support.

12. Approval

This report has been prepared in accordance with the special provisions applicable to companies subject to the small companies regime.

Approved by the Board of Trustees on _____ and signed on its behalf by:

Signature: _____

Ladan Ahmed, Chair

Accountant's Report To The Trustees of
Diversity Rights
For The Year Ended 31 March 2026

I report on the accounts of the Trust for the year ended 31 March 2026, which are set out on pages 6 to 9.

Respective responsibilities of trustees and Accountant

The charity's trustees 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 2015 (the 2015 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2015 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2015 Act; and
- to state whether particular matters have come to my attention.

Basis of Accountant's report

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 130 of the 2015 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2015 Act

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.

.....

MU - CLASSIC & ASSOCIATES ACCOUNTANTS
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53 Sandgate Street, London.
London
SE15 1LE

Date:

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DIVERSITY RIGHTS

STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenture)

FOR THE YEAR ENDED 31 MARCH 2026

	Note	Unrestricted Funds 2026	Restricted Funds 2026	Total Funds 2026	Total Funds 2025
INCOMING RESOURCES	**2**	**£**	**£**	**£**	**£**
Public Donations		220	-	220	-
CAF Donation		43		43	-
GSK		2,400	-	2,400	10,000
North Central NHS		-	-	-	189
Haringey Ltd		-	-	-	4,225
Enfield Voluntary Action		-	-	-	3,500
London Borough of Enfield		-	-	-	1,989
National Heritage Diversity Rights		-	57,727	57,727	-
Enfield Voluntary ELF Grant		-	1,500	1,500	-
Enfield Voluntary HL Grant		-	10,490	10,490	-
Hmrc		-	-	-	7,677
Total Income Resources		**2,663**	**69,716**	**72,379**	**27,580**
RESOURCES EXPENDED					
Charitable Activities					
Public Donations		220	-	220	-
CAF Donation		43	-	43	-
GSK		2,400	-	2,400	8,054
North Central NHS		-	-	-	189
Haringey Ltd		-	-	-	4,225
Enfield Voluntary Action		-	-	-	3,500
London Borough of Enfield		-	-	-	1,989
National Heritage Diversity Rights		-	24,250	24,250	-
Enfield Voluntary ELF Grant		-	1,500	1,500	-
Enfield Voluntary HL Grant		-	10,490	10,490	-
Hmrc		-	-	-	16,313
Total Resources Expended		**2,663**	**36,239**	**38,902**	**34,270**
Net Incoming /Outgoing Resources		**-**	**33,477**	**33,477**	**- 6,690**
RECONCILIATION OF FUNDS					
Total Funds Brought Forward		1,947	-	1,947	8,637
Total Funds Carried Forward		**1,947**	**33,477**	**35,424**	**1,947**

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities

DIVERSITY RIGHTS

BALANCE SHEET AT 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	2026 Total Funds	2025 Total Funds £
FIXED ASSETS					
Tangible Assets	**5**		-	-	375
CURRENT ASSETS					
Debtors	**10**	-	-	-	-
Cash at Bank and in Hand	**10**	-	35,424	35,424	1,948
		-	35,424	35,424	1,948
CREDITORS: Amounts falling due within one year	**11**	-	-	-	376
NET CURRENT ASSETS			35,424	35,424	1,572
NET ASSETS	**12**		**35,424**	**35,424**	**1,947**
ACCUMULATED FUNDS					
Unrestricted		1,947	-	1,947	1,947
Restricted		-	33,477	33,477	-
Total Funds	**12**	**1,947**	**33,477**	**35,424**	**1,947**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2026

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2026 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 charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

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

L M Ahmed -Trustee

Notes forming part of the Financial Statements for the year ended 31 March 2026

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Companies Act 2006 and the Statement of Recommended Practice: Accounting and reporting by Charities issued in March 2005.

(b) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through their terms

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity entitled to the income and the amount can be quantified with reasonable accuracy.
The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Clothing and other items donated for resale through the charity's shop are included as incoming resources within activities for generating funds when they are sold.

Investment income is included when receivable.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

Incoming resources from charitable trading activity are accounted for when earned.

Incoming resources from grants, where related to performance and specific deliverables as accounted for as the charity earns the right to consideration by its performance.

(d) Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fund raising purposes including the charity's shop.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory reqirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly to others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 4.

(e) Fixed Assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £ 1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 4 years.

2. Incoming Resources from Activities to further the Charity's Objects

	Unrestricted	Restricted	2026 Total	2025 Total
	£	£	£	£
Public Donations	220	-	220	-
CAF Donation	43		43	
GSK	2,400	-	2,400	10,000
North Central NHS	-	-	-	189
Haringey Ltd	-	-	-	4,225
Enfield Voluntary Action	-	-	-	3,500
London Borough of Enfield	-	-	-	1,989
National Heritage Diversity Rights	-	57,727	57,727	
Enfield Voluntary ELF Grant	-	1,500	1,500	
Enfield Voluntary HL Grant	-	10,490	10,490	
Hmrc	-	-	-	7,677
	2,663	**69,716**	**72,379**	**27,580**

3. Investment Income

	2026 Total	2025 Total
	£	£
Interest Received	-	-
	-	**-**

4. Total Resources Expended

Cost Directly Allocated to Activities	2026 Total	2025 Total
Governance costs		
Accountancy	1,118	1,750
Support costs Management		
Wages and Sessional Workers	25,100	16,601
Professional Support	-	7,188
Hmrc Payments	87	-
Pension Payments	1,127	-
Insurance	-	315
Telephone	1,299	600
Postage and stationery	193	280
Software and subscriptions	654	-
Computer expenses	-	1,125
Sundry Expenses	43	1,440
Digital Tools and Outputs	2,371	-
Travelling Expenses	113	290
Workshop and room hire	-	1,800
Refreshment	120	-
IT and Website	1,610	-
Design, printing & publication	1,114	1,115
Volunteer Expenses	420	-
Training	571	945
Marketing & Learning Materials	1,209	400
Marketing, SEO and Job Feeds	1,628	-
Publicity	-	546
	37,659	**32,645**
Information technology		
Fixtures and fittings	-	-
Computer equipment	-	-
	-	-
Other		
Rates and water	-	-
Other 3		
No description	-	-
Total resources expended	**38,777**	**34,395**
Net income/(expenditure)	**33,477**	**- 6,690**

6. Staff Costs

	2026	2025
	£	£
Wages and Salaries	25,100	16,601
Social security costs	1,214	-
Total	**26,313**	**16,601**

No employee received emoluments of more than £60,000

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2026	2025
	Number	Number
Coordinator	1	1
Community Adviser	1	1
Sessional Workers From EU	0	4
Outreach Worker	0	2
Administration and Support Worker	1	1
Total	**3**	**9**

The charity does not operate any pension scheme for its employees and does not make any any contribution

7. Trustee Remuneration and Related Party Transactions

No members of the management committee received any remuneration during the year

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

8. Taxation

As a charity, Diversity Rights is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

9. Tangible Fixed Assets

	Fixtures & Fittings Computer & Equipment	Total
Cost	**£**	**£**
At 01 April 2025	8,405	8,405
Additions	-	-
At 31 March 2026	**8,405**	**8,405**
Depreciation		
At 01 April 2025	8,030	8,030
For the year	375	375
At 31 March 2026	**8,405**	**8,405**
Net Book Value		
At 31 March 2026	**-**	**-**

10. Debtors

	2026	2025
	£	**£**
Trade Debtors	-	-
Other Debtors	-	-
Total	**-**	**-**

11. Creditors: Amounts Falling Due Within One Year

	2026	2025
	£	**£**
Bank Loans and Overdrafts	-	-
Taxation and Social Security	-	376
Other creditors and accruals	-	-
Total	**-**	**376**

12. Analysis of Net Assets Between Funds

	General Funds	Restricted Funds	Total Funds
	£	**£**	**£**
Tangible Fixed Assets			-
Current Assets			35,424
Current Liabilities			-
Total Net Assets as at 31 March 2026			**35,424**

14. Movements in Funds

	At 01 Apr 2025	Incoming Resources (Inc. Gains)	Outgoing Resources	Transfer	At 31 Mar 2026
	£	£	£	£	£
Restricted Funds:					
North Central NHS	8,638	-	-	-	8,638
National Heritage Diversity Rights	-	57,727	24,250	-	33,477
Enfield Voluntary ELF Grant	-	1,500	1,500	-	-
Enfield Voluntary HL Grant	-	10,490	10,490	-	-
HMRC	- 8,638	-	-	-	- 8,638
Total Restricted Funds	**0**	**69,716**	**36,239**	**-**	**33,477**
Unrestricted Funds					
General Funds	1,947	2,663	2,663	-	1,947
Interest Received		-	-	-	-
					-
Total Unrestricted Funds	**1,947**	**2,663**	**2,663**	**-**	**1,947**
Total Funds	**1,947**	**72,379**	**38,902**	**-**	**35,424**