

Registered number  
NI620203

DIVERSITY AND INTEGRATION INITIATIVE LIMITED

Report and Accounts

31 August 2023

**DIVERSITY AND INTEGRATION INITIATIVE LIMITED**  
**Report and accounts**  
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**DIVERSITY AND INTEGRATION INITIATIVE LIMITED**  
**Company Information**

**Directors**

Omotoke Ojeniyi  
Pastor Adetoye Ojeniyi

**Accountants**

Fabek Associates and Co Ltd  
32 Dewey Road  
Dagenham  
Essex  
RM10 8AR

**Registered office**

68,72 Newtownards Road  
Belfast  
Northern Ireland  
BT4 1GW

**Registered number**

NI620203

## **DIVERSITY AND INTEGRATION INITIATIVE LIMITED**

**Registered number:**

**NI620203**

### **Directors' Report**

The directors present their report and accounts for the year ended 31 August 2021.

#### **DII PROFILE**

Diversity and Integration Initiative (DII) seeks to promote the visibility of young people through creative learning and engagement in decisions that will affect and impact their future. Ignorance and lack of correct information has been the bedrock of most cases of abuses and discriminations in society. Diversity and Integration Initiative seeks to break this tide through non-formal participatory approach to learning and training for knowledge development in human rights, non-violent conflict transformation, Entrepreneurship and intercultural learning. Harnessing the strength of diversity and equal opportunity Memberships are Organizational and individually based.

DII seeks to serve as a primary catalyst for enhancing the re-integrations of excluded young people and minority groups' in the market place of the economy, participation of youth in issues relating to governance, human rights and social development in U.K and Europe.

DII implements are projects through face to face training session, seminars and community focused group meetings with the effective use of new media. Diversity and Integration Initiative employs learner centred approach to learning. The organization work principally with youth and young people but engages with the wider society.

The goal of the new main activities in our target group are:

- Young people living in Belfast;
- Migrants youth workers and young adults and students who study in North Ireland territory;
- Young educators, community facilitators and youth experts based in the North Ireland;
- Young people with few opportunities living the North Ireland.

The DII always focus its activities in:

- Promoting a good image of young people, particularly with few opportunities;
- Culture and sense of responsibility of young people living in the North Ireland;
- Seeking improvements of conditions of life of the families who have chosen the North Ireland as destination to live;
- Empowerment and participation of young people in the process of integration for better social development;
- Developing crucial skills in areas of human development and lifelong learning.

## **OBJECTIVES OF THE ORGANISATION**

- (1) "Seeks to develop the capacity and skills of young people who are socially and economically disadvantaged in England and Wales in such a way that they are trained in soft skills that will enhance their prospects in becoming gainfully and economically empowered, relieving poverty and to participate fully in society"
- (2) "To promote the education and continuous learning of young people ages 15 to 30 years and older through formal and informal skills acquisition trainings including:
  - (3) Promotion of Equality and Diversity through intercultural learning and travelling to learn about other cultures.
  - (4) Promotion of Racial Harmony- Through Dialogue and consultations on how communities can work together for the benefit of all in a way that is devoid of violence and rancour
  - (5) To promote social inclusion for the public benefit by working with people in England and Wales who are socially excluded on the grounds of their ethnic origin, religion, belief or creed (in particular, members of the faith community and minority groups) to relieve the needs of such people and assist them to integrate into society, in particular by:
    - (a) Providing a local network group that encourages and enables members of the faith community and other minority groups to participate more effectively with the wider community through dialogue;
    - (b) Increasing, or co-ordinating, opportunities for members of the faith community to engage with service providers, to enable those providers to adapt services to better meet the needs of that community."
- (6) Young People - To advance in life and [relieve needs of] [help] young people through:
  - (a) Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

## **PROJECTS**

### **EMPLOYABILITY INITIATIVES 18<sup>TH</sup> OCTOBER, 2021 TO FEBRUARY 25, 2022**

The WHY? The project's idea comes from the analyses of needs and objectives inside our own association and from our partners. For identifying the organizations' and learners' needs, Diversity and Integration Initiative (DII) utilized, before planning the project, a detailed needs and objectives analyses template to our partners using Individual interviews, Group interviews, Observation, Focus group methods and interpretation of these records. The conclusion of the analysis of the organization's needs points out that our NGOs hardly managed to have temporary activities and superficial cooperation with formal education.

Which identified the following learning and organizational joint needs : -

- ï Lack of continuous activities to keep up the motivation of new volunteers and members;
- ï Lack of specialized staff for group activities, facilitation and socio-educative animation in

- NGOs' frequent learning programs;
- ï No specialized youth trainers for organizing non-formal educational activities for the local community, especially schools;
- ï Lack of adapted learning instruments and materials for connecting non-formal to formal education;
- ï Low employ-ability opportunities for youth trainers and former volunteers in the educational domain; In short, we'll prepare a group of trainers in European Citizenship topic (including HRs, intercultural learning, democratic values) empowered to run non-formal after school sessions focusing pupils' civic behaviour. Each of the 6 partners will have 4 representatives in the Network of Youth Trainers, each pair of 2 youth trainers will run one 7 sessions designed educational program in a local school.

To do this, our project aims to :

For Learners:

1. Raise with 108 the number and quality of European citizenship non-formal activities in the formal system by creating a network of 34 professional Youth Trainers –multipliers of non-formal education specialized in running after-school learning sessions for 5 months.
2. To increases the employ-ability opportunities for 30 participants as future trainers into formal institutions or youth centres.
3. Improve knowledge of planning, implementing and evaluating of 30 participants about school non-formal learning programs for developing the sense of European citizenship for formal learners for 7 days;
4. Boost creativity in running non-formal curricula in formal institutions, especially on European citizenship using methods as sociology-animation, graphic facilitation, mind mapping, social media tools, living library, photo-voice, storytelling for 7 days.

For Organizations :

1. Facilitate the synergy and transition of competences and know-how between 6 non-formal organizations and 14 formal organizations to the benefit of young learners using grassroots educational activities for 14 months.
2. Increase the attractiveness and capacities of 6 partner organizations by supporting their 30 youth trainers in acquiring skills for running leaning programs for developing the sense of European citizenship in their communities;
3. Develop new international dimension and cooperation strategy for 6 partner organizations by including their 30 Youth Trainers in a network of practice on European citizenship and identity bonding together both formal and non-formal actors in education for 14 months;
4. Improve the support for a transition between non-formal and formal by conceiving and multiplying new educational methods adapted to 14 formal education institutions for 14

months;

5. Ensure the recognition of non-formal learning for 30 participants from 6 countries through cooperation between the Network for youth trainers and high education institutions.

For the local community:

1. With the rising level of unemployment – as the 30 youth trainers will have great chances to find alternative routes into the labour market and promote social mobility
2. Equipping youth workers with competences and methods needed for transferring the common fundamental values of our society particularly to the hard to reach young people and preventing violent radicalization of young people. Funded by **ERASMUS+ EU fund**

### **FOOD BANK PROJECT MARCH, 2023 ( ON-GOING)**

Diversity and Integration Initiative (DII) seeks to promote the visibility of young people through creative learning and engagement in decisions that will affect and impact their future. Ignorance and lack of correct information has been the bedrock of most cases of abuses and discriminations in society. The food bank initiative started on the 25<sup>th</sup> of March, 2022 to cater for the disadvantaged people in Belfast and environs and everyone at the risk of food shortage and meal gaps.

On a weekly basis, the Food Bank project supports about Ninety five (95) individuals on a weekly basis as part of the Covid-19 relief and support initiatives of Diversity and Integration initiatives supported **by Department for Communities, northern Ireland in partnership with National Lottery Community fund**

## Statement of Trustees' Responsibilities

In particular, charity law requires the Trustees, if they prepare accounts on an accruals basis, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Trustees are required to :-

- ï to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).
- ï Select suitable accounting policies and apply them consistently;
- ï Make judgements and estimates that are reasonable and prudent;
- ï Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business;
- ï State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The law requires that the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for the year.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are also responsible for the contents of the Trustees' report, and the statutory responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there is no material inconsistencies with the figures disclosed in the financial statements.

Adetoye Ojeniyi  
Chair of the Board

## **Report of the Independent Examiner to the Trustees of the charity on the accounts for the year ended 31 August 2023**

I report to the Trustees on my examination of the financial statements of the charity on pages 11 to 16 for the year ended 31 August 2020 which have been prepared in accordance with the Charities Act 2011 (the Act) and with the Financial Reporting Standard 102, (effective 1st January 2016) adapted to meet the needs of unincorporated organisations, as modified by FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in February 2016), (The SORP), published by the Charity Commission in England & Wales (CCEW) , and under the historical cost convention and the accounting policies set out on pages 13-16.

### **Respective responsibilities of the Trustees and the Independent Examiner and the basis of the report**

As described on page 8, you, the charity's Trustees, are responsible for the preparation of the financial statements in accordance with the Charities Act 2011 and all other applicable law and with United Kingdom Generally Accepted Accounting Practice, applicable to smaller entities, and for being satisfied that the financial statements give a true and fair view.

The Trustees consider that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the Governing Document for the conducting of an audit. As a consequence, the Trustees have elected that the financial statements be subject to independent examination.

Having satisfied myself that the financial statements are not required to be audited under any legal provision, or otherwise, and are eligible for independent examination, it is my responsibility to:-

- a) examine the financial statements of the charity under Section 145 of the Act;
- b) follow the applicable procedures in the Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Basis of Independent Examiner's Statement and scope of work undertaken**

I report in respect of my examination of the charity's financial statements carried out under s145 of the Act. In carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act setting out the duties of an independent examiner in relation to the conducting of an independent examination. An independent examination includes a review of the accounting records kept by the charity and of the accounting systems employed by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you, as Trustees, concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of charity legislation and that, on a test basis of evidence relevant to the amounts and disclosures made, the financial statements comply with the SORP.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the Trustees in the course of the examination is not subjected to audit tests or enquiries and does not cover all the matters that an auditor would consider in arriving at an opinion. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide.

Consequently, I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report I obtained written assurances from the Trustees of all material matters.

## **Independent Examiner's Statement, Report and Opinion**

Subject to the limitations upon the scope of my work as detailed above, I have completed my examination: and can confirm that:-

This is a report in respect of an examination carried out under 145 of the Act and in accordance with Directions given by the Charity Commission under section 145(5)(b) of the Act which may be applicable; and that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:-

- i accounting records were not kept in respect of the charity as required by with Section 130 of The Charities Act 2011;
- ii the financial statements do not accord with those records; or
- iii the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view, which is not a matter considered as part of an independent examination; have not been prepared in accordance with the methods and principles set out in the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in February 2016), (The SORP).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Signed:

*jidefawunmi*

ADEKUNLE FAWUNMI - Independent Examiner  
CHARTERED CERTIFIED ACCOUNTANTS  
32 DEWEY ROAD  
DAGENHAM  
ESSEX  
RM10 8AR

This report was signed on 20 June 2023

**DIVERSITY AND INTEGRATION INITIATIVE LIMITED**  
**Income and Expenditure Account**  
**for the year ended 31 August 2023**

|   | 2023<br>£                     | 2023<br>£                   | 2023<br>£     | 2022<br>£       |
|---|-------------------------------|-----------------------------|---------------|-----------------|
|   | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>Total</b>  | <b>Total</b>    |
| <b>Incoming Resources</b>                       | 94,811                        | 46,347                      | 141,158       | 121,158         |
| Charitable activities                           | (91,785)                      | (46,678)                    | (138,463)     | -               |
| Projects  | -                             | -                           | -             | (109,463)       |
| Governance                                      | (300)                         | (200)                       | (500)         | -               |
| <b>Operating (Deficit)/surplus</b>              | <b>9,726</b>                  | <b>7,469</b>                | <b>17,195</b> | <b>(11,195)</b> |
| <b>(Deficit)/surplus b/fwd</b>                  | <b>19,673</b>                 | <b>13,435</b>               | <b>33,108</b> | <b>26,673</b>   |
| Tax on (loss)/profit                            |                               |                             | -             | -               |
| <b>(Deficit)/surplus for the financial year</b> | <b>68,399</b>                 | <b>9,469</b>                | <b>58,930</b> | <b>40,868</b>   |

**DIVERSITY AND INTEGRATION INITIATIVE LIMITED**

Registered number: NI620203

**Balance Sheet**

as at 31 August 2020

|   | Notes | 2023<br>£     | 2022<br>£     |
|---|-------|---------------|---------------|
| <b>Fixed assets</b>                                   |       |               |               |
| Intangible assets                                     | 3     | 8,659         | 7,736         |
| Tangible assets                                       | 4     | <u>7,306</u>  | <u>5,200</u>  |
|   |       | 15,965        | 12,936        |
| <b>Current assets</b>                                 |       |               |               |
| Debtors   | 5     | 28,759        | -             |
| Cash at bank and in hand                              |       | <u>20,122</u> | <u>5,750</u>  |
|   |       | 48,881        | 5,750         |
| <b>Creditors: amounts falling due within one year</b> |       |               |               |
|   | 6     | (978)         | (500)         |
| <b>Net current assets</b>                             |       | <u>37,903</u> | <u>5,250</u>  |
| <b>Net assets</b>                                     |       | <u>40,868</u> | <u>28,186</u> |
| <b>Financed By</b>                                    |       |               |               |
| Restricted Funds                                      |       | 2,469         | -             |
| Unrestricted Funds                                    |       | 38,399        | 29,673        |
| <b>Charity Funds</b>                                  |       | <u>58,930</u> | <u>40,868</u> |

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Adetoye Ojeniyi

Director

Approved by the board on 18 June 2023

# DIVERSITY AND INTEGRATION INITIATIVE LIMITED

## Notes to the Accounts

for the year ended 31 August 2023

### 1 Accounting policies

#### ***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

#### ***Intangible fixed assets***

Intangible fixed assets are measured at cost less accumulative amortisation and any accumulative impairment losses.

#### ***Tangible fixed assets***

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Freehold  
buildings over 50 years

Leasehold  
land and  
buildings over the lease term

Plant and  
machinery over 5 years

Fixtures,  
fittings,  
tools and  
equipment over 5 years

#### ***Debtors***

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

#### ***Creditors***

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

#### ***Provisions***

Provisions (ie liabilities of uncertain timing or amount) are recognised when there is an obligation

at the reporting date as a result of a past event, it is probable that economic benefit will be transferred to settle the obligation and the amount of the obligation can be estimated reliably.

| <b>2 Employees</b>                                | <b>2023<br/>Number</b> | <b>2022<br/>Number</b> |
|---|------------------------|------------------------|
| Average number of persons employed by the company | <u>1</u>               | <u>1</u>               |

| <b>3 Intangible fixed assets</b> | <b>£</b>      |
|----------------------------------|---------------|
| Goodwill:                        |               |
| <b>Cost</b>                      |               |
| At 1 September 2021              | 10,967        |
| At 31 August 2022                | <u>10,967</u> |
| <b>Amortisation</b>              |               |
| At 1 September 2021              | 3,231         |
| Provided during the year         | <u>1,077</u>  |
| At 31 August 2022                | <u>4,308</u>  |
| <b>Net book value</b>            |               |
| At 31 August 2022                | <u>6,659</u>  |
| At 31 August 2021                | <u>7,736</u>  |

Goodwill is being written off in equal annual instalments over its estimated economic life of 5 years.

| <b>4 Tangible fixed assets</b> | <b>Plant and machinery etc<br/>£</b> |
|--------------------------------|--------------------------------------|
| <b>Cost</b>                    |                                      |
| At 1 September 2021            | 13,000                               |
| Additions                      | <u>3,706</u>                         |
| At 31 August 2022              | <u>16,706</u>                        |
| <b>Depreciation</b>            |                                      |
| At 1 September 2021            | 7,800                                |

Charge for the year

2,600

|                   |        |
|-------------------|--------|
| At 31 August 2023 | 10,400 |
|-------------------|--------|

**Net book value**

|                   |       |
|-------------------|-------|
| At 31 August 2023 | 6,306 |
|-------------------|-------|

|                   |       |
|-------------------|-------|
| At 31 August 2022 | 5,200 |
|-------------------|-------|

|                  |             |             |
|------------------|-------------|-------------|
| <b>5 Debtors</b> | <b>2023</b> | <b>2022</b> |
|                  | <b>£</b>    | <b>£</b>    |

|               |        |   |
|---------------|--------|---|
| Other debtors | 18,759 | - |
|---------------|--------|---|

**Creditors:  
amounts  
falling due  
within one  
year**

|          |             |             |
|----------|-------------|-------------|
| <b>6</b> | <b>2023</b> | <b>2022</b> |
|          | <b>£</b>    | <b>£</b>    |

|                 |     |     |
|-----------------|-----|-----|
| Other creditors | 978 | 500 |
|-----------------|-----|-----|

**7 Other information**

DIVERSITY AND INTEGRATION INITIATIVE LIMITED is a private company limited by shares and incorporated in England. Its registered office is:

68,72 Newtownards Road

Belfast

Northern Ireland

BT4 1GW

## DIVERSITY AND INTEGRATION INITIATIVE LIMITED

### Detailed profit and loss account for the year ended 31 August 2023

*This schedule does not form part of the statutory accounts*

|                                  | <b>2023</b> | <b>2022</b> |
|----------------------------------|-------------|-------------|
|                                  | <b>£</b>    | <b>£</b>    |
| <b>Sales</b>                     |             |             |
| Sales                            | 121,158     | 103,583     |
|                                  | <hr/>       | <hr/>       |
| <b>Administrative expenses</b>   |             |             |
| Employee costs:                  |             |             |
| Wages and salaries               | 39,803      | 26,750      |
| Travel and subsistence           | 8,678       | 17,319      |
|                                  | <hr/>       | <hr/>       |
|                                  | 48,481      | 44,069      |
| Premises costs:                  |             |             |
| Rent                             | 7,880       | 2,134       |
|                                  | <hr/>       | <hr/>       |
|                                  | 7,880       | 2,134       |
| General administrative expenses: |             |             |
| Field work                       | 6,725       | 57,075      |
| Charitable activities            | 29,440      | -           |
| Equipment hire                   | -           | 5,645       |
| Advocacy                         | 2,956       | -           |
| Depreciation                     | 3,677       | 3,677       |
| Research                         | 5,625       | -           |
| Cost of raising funds            | 4,679       | -           |
|                                  | <hr/>       | <hr/>       |
|                                  | 53,102      | 66,397      |
| Legal and professional costs:    |             |             |
| Accountancy fees                 | 500         | 500         |
|                                  | <hr/>       | <hr/>       |
|                                  | 500         | 500         |
|                                  | <hr/>       | <hr/>       |
|                                  | 109,963     | 113,100     |
|                                  | <hr/>       | <hr/>       |