

REGISTERED COMPANY NUMBER: 05739137 (England and Wales)
REGISTERED CHARITY NUMBER: 1117288

Report of the Trustees and
Financial Statements
for the Year Ended 31 March 2023
for
Diana Award

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
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for the Year Ended 31 March 2023

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Report of the Trustees
for the Year Ended 31 March 2023

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 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

About the Diana Award

Our Mission

The Diana Award exists to foster, develop and inspire positive change in the lives of young people, in communities and in the world.

We were founded on Diana, the late Princess of Wales's belief that young people have the power to change the world. More than 20 years on it remains a firm foundation for our work. We celebrate and support young people leading change in their communities. And we break down barriers for future change makers to shape today's world.

Our Values

Everything we do is rooted in the following values:

- Passion: We are enthusiastic, committed, and relentless in inspiring positive change in the lives of young people
- Integrity: We earn and maintain the trust of young people, each other, and our stakeholders by being ethical, transparent, and fair
- Collaboration: We combine efforts, expertise, and knowledge to strengthen the quality and content of our services
- Unity: We look out for each other, we are not afraid of hard work, and we always strive to be the best we can be
- Ambition: We set the bar high, we're self-starters, we always aim to do better, and more

During 2022/23:

- Over 9,000 young people developed their leadership, mentoring, resilience and advocacy with support from The Diana Award
- Our partners dedicated nearly 7,000 hours to supporting young people with The Diana Award

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Why we're here

Young people today experience challenges to their progress, particularly those from racialised and under-served communities. Increasing anxiety, loneliness and mental health issues act as barriers.

11.5% of young people aged 16-25 in the UK are not in education, employment or training (ONS, July to September 2022)

1/3rd of all teenagers experience some form of regular bullying behaviour that can negatively affect their mental health or wellbeing (Oxford Internet Institute 2017).

Young people from a working-class background are 60% less likely to secure professional employment compared those from an affluent background (Social Mobility Commission, 2021).

Despite these barriers, young people have the passion and ambition to lead change and take positive social action.

86% of young people feel it is important for them to try and make a difference in the world (iWill, Ipsos MORI. 2019: 5).

88% of young people care about making the world a better place (iWill, Ipsos MORI. 2019: 5).

The Diana Award works with partner organisations alongside young people to champion, platform and empower their purposeful social action.

What we do

Unlocking potential

We are addressing the challenges to young people's mental health and wellbeing to unlock their potential.

35 young people took part in the Young Changemakers programme second cohort, working to bring change to mental health issues and racial injustices.

824 young people engaged in 4,478 hours of mentoring to develop their work-readiness and career skills.

26% of Diana Award recipients are leading projects that support the UN Sustainable Development Goal of Good Health and Wellbeing.

94% of Anti-Bullying Ambassadors understand how experiencing bullying behaviour can make someone feel.

"I'm definitely a lot more confident now, that's one thing that's definitely improved with me. And that is 100% down to the programme because it gave us opportunities to do public speaking, work in teams and show leadership. It's just given opportunities that I wouldn't have ever had otherwise." Young Changemaker

"I can deal with more types of bullying situations happening to other people and have more knowledge on what and what not to do." Anti-Bullying Ambassador trainee

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Creating opportunities

We are working together to bring down social and economic barriers that young people face.

194 inspirational children and young people based in 31 different countries received The Diana Award for their social action and humanitarian efforts.

21% of Diana Award recipients are working on projects aligned to UN Sustainable Development Goal of Quality Education and 13% of Reducing Inequality.

510 young people took part in 19 online work experience sessions over five days in July 2022 on career skills and education and employment routes.

97 volunteer mentors worked with young mentees to give them insight into the world of work, career paths and employability skills.

"I've really enjoyed being part of The Diana Award. I've found it a great experience, and I got to look really closely at the police force, ambulance and fire service, seeing the massive role they play in the world and on our island especially. I've made some new friends, built up my courage, and improved my communication skills." Mentee, Jersey Mentor Programme
"My confidence and skillset have changed. I understand different skills required in the workplace more." Mentee
"Working with The Diana Award Mentoring Programme has really helped to raise aspirations and motivate the young people who took part. They developed a range of employability skills, and also looked at CV writing and interview skills through engaging sessions delivered by inspirational facilitators and business mentors." Teacher

Inspiring action

We strive to bring change where young people are not understood or listened to by those in power.

7,641 young people completed Anti-Bullying Ambassador training to lead social action in their 734 schools to tackle bullying.

Over 100,000 letters of kindness were delivered across the UK, reaching over 120,000 young people through our Positive Postbox Campaign in partnership with Nationwide Building Society.

10 co-producers engaged in 75 hours of activity to shape and develop the Young Changemakers programme.

Over 800 young people have been nominated for The Diana Award 2023, leading social action across the globe.

"Two of our [anti-bullying] ambassadors have been able to sit and mediate between a small group of children who had chosen to upset another child intentionally. They were able to use their training which resulted in apologies and a positive result." Teacher

"What excited me about this opportunity in particular was the chance to take my negative experiences from school and help to create a programme that aims to educate students on the impacts of such behaviours so hopefully others don't have the same experience." Iola, Co-Producer, Young Changemakers Programme.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

How We Do It

Our work with young people centres on unlocking their potential, creating opportunities for growth and inspiring action.

We do this through our core programmes, including:

Award and Development: We award outstanding young people who are selflessly creating and sustaining positive social change in memory of Diana, Princess of Wales. We work with these young people to support the development of their social action, build their skills and foster networks of support.

Anti-Bullying: We engage young people to change the attitudes, behaviours and culture of bullying by building skills and confidence to address difference situations, both online and offline. Through the respect project we work with young people to tackle racist and sexual bullying behaviour in primary and secondary schools.

Mentoring: We support young people to build their resilience and develop their career skills, whilst making positive change in their communities through active citizenship.

Young Changemakers: We work alongside young people, professionals and policy makers to change the inequalities in mental health that those from racialised communities experience.

Working across all our programmes, the Future Forward Partnership with Young People, funded by The National Lottery Community Fund ensures that young people take a key role in shaping our work.?

Impact Area 1 - Improved mental health and wellbeing

Good mental health and wellbeing provide firm foundations for young people to fulfil their ambitions and reach their potential. Unfortunately, many young people experience anxiety, loneliness and mental health challenges, particularly those from racialised and under-served communities.

Research by the Centre for Mental Health shows that the Covid-19 pandemic disproportionately impacted on young people from racialised communities, specifically on young Black men. People from racialised communities also face inequalities in their experiences and outcomes in mental health.

At The Diana Award, we're committed to tackling the barriers to good mental health so that young people can achieve. Our young activists are also working to achieve change for good, with 26% of Diana Award recipients leading projects that support the UN Sustainable Development Goal of Good Health and Wellbeing.

Young Changemakers

The Young Changemakers programme, developed in collaboration with the Centre for Mental Health and UK Youth brings together young people with black or black mixed-race heritage to channel their lived experiences into tackling racial injustices in mental health services in the UK.

The programme is led by young Co-Producers aged 16 to 25 determined to bring change to mental health issues and racial injustices.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

This year, the second cohort of 35 Young Changemakers completed the programme delivered by youth workers in five regions across the UK. The Diana Award led work with ten young people to co-produce the programme, keeping young people's voices at the heart of our decision making. The Co-Producers engaged in almost 75 hours of activity to help shape the Young Changemaker programme.

From July 2022, The Diana Award also piloted an first accelerator programme, to support Young Changemakers from the programme's first cohort. Team NotSoMicro received over 50 hours of support over nine months, including support to access funding that will enable them to take their project to the next level. Team NotSoMicro also took part in the Mentor Summit in Washington DC in January 2023, contributing to a fireside chat event about the importance of youth-led campaigns.

"I'm definitely a lot more confident now. And that is 100% down to the programme because it gave us opportunities to do public speaking, work in teams and show leadership. It's just given opportunities that I wouldn't have ever had otherwise."
Team NotSoMicro member

Anti-Bullying

Almost half (46%) of young people have experienced bullying at school at some point in their life, with over half (54%) saying it negatively affected their health and wellbeing.

The Diana Award is committed to addressing this by engaging with young people, educators, parents and carers to change culture and attitudes, and build the skills and confidence to address bullying on and offline. Our Anti-Bullying Ambassador Programme focuses on developing understanding of the impact of experiencing bullying behaviour on mental health and wellbeing.

This year, 7,641 young people across 734 schools took part in our Anti-Bullying Ambassador Programme, sponsored by Nationwide Building Society, Facebook and the Department for Education. This free, youth-led, whole-school programme equips students and staff with the tools needed to tackle bullying behaviour head-on. Following training, 87% of Ambassadors said that they understand how experiencing bullying behaviour can affect someone's mental health and wellbeing.

During 2022-23, 101 educators from primary and secondary schools completed our CPD-accredited staff training on anti-bullying best practice. These sessions equip staff to support young people, identify bullying behaviours and explain the impact to young people.

Research from the Centre for Mental Health shows that nine out of ten (94%) teachers believe anti-racism training should be given in school. In response, The Diana Award has worked with the Department for Education to develop the Respect Programme of training resources and webinars to tackle racist and sexual bullying.

This year, we trained 3,239 students in primary and secondary schools on issues including racist bullying, consent and boundaries. Following training, students reported increased confidence in starting conversations and speaking to peers about these issues.

In June 2022, The Diana Award organised the annual **Don't Face It Alone** campaign to show young people across the UK that they deserve to be heard and that support is available if they are experiencing bullying behaviour. The campaign received the support of MPs, high profile figures including Rio Ferdinand and national media outlets. Bespoke resources for use in schools and on social media increased the reach and impact of the campaign.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

In October 2022, The Positive Postbox Campaign in partnership with Nationwide Building Society empowered young people to channel positivity through letter writing. Over 500 schools signed up to take part and 300 post boxes were set up in schools across the country. In total, over 100,000 letters were delivered across the UK, reaching over 120,000 young people, with millions of kind words shared.

"The Anti-Bullying Ambassadors have become more confident and are able to use a wide variety of skills to support our students across a range of year groups. Dealing with incidents by staff has also been more effective due to the training they have received."

Teacher

Impact Area 2 - Equal and equitable access to opportunities

Every young person deserves the opportunity to play their part in shaping society, informing decisions and influencing change. This strengthens policy-making and shapes society for the needs of all.

Currently, inequality of opportunity affects many young people, particularly those from racialised and under-served communities. Currently, there are an estimated 788,000 young people aged 16-24 not in education, employment or training (NEET).

That's 11.5 per cent of all young people aged 16-24 in the UK. According to the Social Mobility Commission, young people are 60 per cent less likely to secure professional employment if they have a working-class background, compared to an affluent background.

Meanwhile, research indicates that the volunteering landscape has changed drastically since the Covid-19 pandemic. The number of young people and adults that engage in volunteering is declining, and those who regularly engage in volunteering are experiencing burnout.

Through our Mentoring and Award and Development programmes, The Diana Award is committed to creating a positive culture for young people engaging in education, training, employment and volunteering. Our Award recipients continue to lead positive change, with 21% working on projects aligned to UN Sustainable Development Goal of Quality Education and 13% of Reducing Inequality.

Award and Development

Our unique Award and Development Programme celebrates the social action of young people and supports them to develop further skills, creating opportunities to further the impact of their work.

In July 2022, over 194 inspirational children and young people based in 31 different countries received The Diana Award for their social action and humanitarian efforts in a virtual ceremony that marked the twenty-fifth anniversary of Princess Diana's death. Award recipients work on a wide variety of projects many of which support the UN's Sustainable Development Goals.

Award recipients participate in a tailored, year-long development programme to enhance their personal and professional skills. This includes skills development with industry experts, media training and networking opportunities.

Since receiving their award, 2022 Diana Award recipients have received 55 opportunities and have been offered up to 10 hours of live programme activity to support their development and the development of their projects.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

2022 Award recipients included Leshan Kereto who has been advocating against Female Genital Mutilation in Kenya. Leshan, who founded Tareto Africa in 2017, said: "It gives me hope to see us empowering women and I believe we will be able to empower more girls through more initiatives and resources".

Natasha Godsiff was recognised with the Award for social action in gender equality, climate justice, access to legal justice and access to education. The Diana Award amplified Natasha's voice with a blog in January 2023 to mark the International Day for the Elimination of Violence Against Women.

Mentoring

The Diana Award Mentoring Programme brings volunteer mentors from the world of work together with young people who may benefit from a positive role model. Through group mentoring sessions, careers workshops and work experience, we support young mentees to build their character and resilience, improve their workplace readiness and inspire active citizenship.

In December 2022, we successfully renewed our funding and volunteering partnership with Salesforce Foundation. Overall this year, our twelve-week Mentoring Programme has supported 824 young people aged 14-18 at risk of becoming NEET through Career Lounges and online Work Experience. This included 4,478 hours of engagement with 97 volunteer mentors. Our partnership with Salesforce Foundation also supports us to evaluate the Mentoring Programme through programme data and in-depth case studies.

Our Career Lounge projects provide further careers skills development opportunities for young people engaged in the twelve-week Mentoring Programme and are delivered in collaboration with our volunteering partners. In February 2023 we collaborated with WeWork to deliver a Career Lounge to young people at Kingsmead School in Enfield and Bishop Challoner Girls' School in Tower Hamlets.

In July 2022, our three-year mentoring programme in Jersey concluded. The programme, delivered in partnership with local organisations including Skills Jersey and Jersey Fire Service, engaged young people in group mentoring sessions and workplace visits. Mentees also planned and delivered a social action project with support from facilitators, volunteer mentors and the wider community. 'Hooded Helpers' challenged negative stereotypes of young people and promoted positive messages about young people instead.

Impact Area 3 - Powerful and influential

Young people have proved time after time that they have the passion, understanding and commitment to lead change. For some, systemic inequality and lack of opportunity diminish their opportunities to work for social good.

Research conducted for iWill by Ipsos Mori found that whilst 86 per cent of young people feel it is important for them to try and make a difference in the world, just 74 percent of young people believe they can make a difference.

That's why we remain committed to nurturing young people's skills and ensuring that they have the platform to contribute to positive social action.

In August 2022 to mark International Youth Day, we brought together 25 young people from across the country to a discussion about the power of youth entrepreneurship. They were brought together to network with peers and then attend the discussion at 10 Downing Street.

Report of the Trustees
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OBJECTIVES AND ACTIVITIES

The Diana Award is proud to participate in The #iwill Movement week alongside partners including UK Youth. During #iwill Week in November 2022, young people from across the globe came together to discuss the social action they've been engaging with. They presented on what social action means for them, their own social action projects, and the importance of listening to young people.

Young Advisors

Through our Future Forward Partnership with Young People project, funded by The National Lottery Community Fund, we have recruited 12 Diana Award Young Advisors. They work with us to review our processes and ensure that our work is shaped by young people, their needs and priorities. They include:

- Mhairi, a Young Advisor from Scotland who is working with us to challenge the existing norms to meaningfully embed young people's voices across The Diana Award's work.
- Arthur, a Young Advisor from South Wales who is passionate about making young voice accessible for all.
- Jade, who is working with The Diana Award towards making sure young people are at the centre of what The Diana Awards does, not just internally, but externally too
- Theo, who is passionate about how young people use the internet safely and making the world a safer place for LGBT individuals, especially in schools

In March 2023, our Young Advisors came together for their first residential in central London to participate in workshops, activities and roundtable discussion. They will continue to collaborate and inform the development of The Diana Award's processes and programmes.

Youth Board

Our National Anti-Bullying Youth Board is made up of young people aged 13-17 from across England who are trained Anti-Bullying Ambassadors. Each member has been selected due to their exceptional passion for and commitment to tackling bullying behaviour in their schools and communities. Our Board members come from different backgrounds and experiences to ensure they represent the diversity of the young people we serve.

In January 2023, 11 young people from The Diana Award, including Youth Board members, participated in a roundtable with UK Government Minister Paul Scully to discuss the Online Safety Bill. The accompanying video, featuring Youth Board member Sammy, was released across The Diana Award and Department for Culture, Media and Sport social media platforms to 367,000 followers.

In February 2023, to celebrate Safer Internet Day, a group of young people - including three current National Anti-Bullying Youth Board members and four Youth Board alumni - visited Meta Headquarters in London to discuss staying safe online.

The group met for a round table discussion with David Miles, Director of Safety Policy for Europe, the Middle East, and Africa, and Sophie England, Head of UK & Ireland Policy Programmes and Partnerships at Meta.

Our Future

For the last 24 years, The Diana Award has been delivering impactful work across programmes and communities, making a real difference to the lives of young people.

But there is still a need to build long-term brand equity and establish The Diana Award as an organisation with clear aims, offers, and a distinct identity.

Our 25th anniversary coming up in 2024 marks a significant milestone for the charity and presents a unique opportunity to celebrate our accomplishments, engage our stakeholders, and inspire continued support for our cause.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Alongside this 25th anniversary year is a world still plagued by global conflicts, political uncertainty and financial instability which continues to disproportionately affect young people, especially those from marginalised communities. The young people we work alongside have told us about the impacts that these issues have had on their lives and opportunities. They have also told us about their passion to create positive change - to make things better.

This passion continues to inspire us all at The Diana Award and drives us forward to deliver a future fit for our young people as outlined in our five-year strategy, Future Forward and focusing everything we do to unlock potential, create opportunities and inspire action.

Our young people remind us that the challenges they face are global and to tackle them, we need to adopt a global mindset tailored locally.

In the coming year, with the support of our partners and young people, we will continue to do this underpinned by three strategic objectives:

- Elevate The Diana Award as a trusted and leading youth charity that attracts substantial, innovative, and long-term partners and funding
- Transform the 'way' that we work to maximise the impact we can make with our resources and people
- Develop and deliver quality programmes for young people that unlock their potential, create opportunities for growth and inspire action.

PUBLIC BENEFIT

The trustees have given due consideration to the Charity Commission's guidance on public benefit and believe the charity meets those requirements. Our main activities and who we try to help are described above.

VOLUNTEERS

The charity relies on volunteers and donations. Our award holders volunteer with us all year round including opportunities to intern with us. Due to the number of individuals concerned, it is not felt that any reliable value can be placed on their time, so no value has been reflected in the accounts.

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Members of the fundraising team organise fundraising events and co-ordinate the activities of our sponsors & events. Diana Award does not use professional fundraisers. There have been no complaints about fundraising activity this year.

FINANCIAL REVIEW

Financial position

As at 31 March 2023 the total value of funds was £913,303 (2022: £643,720)

This is made up of unrestricted funds of £233,542 and restricted funds of £679,761.

The restricted funds are not available for the general purposes of the charity.

The unrestricted funds are our reserves after taking into account all restricted funds.

INVESTMENT POLICY AND OBJECTIVES

The charity does not have any long-term reserves or endowments. It is therefore appropriate that any funds that are not immediately required are invested in interest bearing deposit accounts.

Report of the Trustees
for the Year Ended 31 March 2023

FINANCIAL REVIEW

RESERVES POLICY

The trustees are seeking to build up the reserves to a level, both to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of activities, if it became no longer feasible to continue the operations of the Diana Award. The trustees are therefore working towards holding reserves of approximately six months' core expenditure. The fundraising team are working to secure unrestricted funding to achieve the level of reserves. This position has not yet been reached.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING

It is the aim of the trustees to maintain a balance of skills within the Board and this matter is under regular review. The trustees have agreed a procedure for identifying and selecting suitable candidates to join the Board. All trustees are encouraged to participate in the activities of the Board and steps are taken to ensure that all new trustees have the appropriate information in order to contribute effectively to the Board.

Report of the Trustees
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNANCE AND MANAGEMENT

The names of the trustees who served during the period under review or are trustees at this date are set out above. The trustees have agreed terms of reference including guidelines for period of service.

The trustees keep under review the composition of the board having regard to the skills required. Any new trustees undergo an induction programme to make them aware of the structure and operations of the charity.

The strategic leadership and management of the charity is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who in turn is supported by members of staff with appropriate skills

The Diana Award has a strong, diverse, and active board of currently nine trustees supporting and guiding our organisation. They have a range of expertise across various fields to have a significant input in the governance of the organisation. The board is chaired by Wayne Bulpitt, who has over 24 years' experience of charity governance, especially in the support and development of young people, as well as financial prudence. Wayne's services to young people through the Scout Movement were recognised when he was made a CBE in June 2017.

The board meets quarterly to review progress against agreed strategic objectives as well as review the organisational risk register including finances, in line with emerging trends.

All staff, partner organisations and trainers are DBS checked and the Diana Award will ensure that all staff working on this programme are suitably qualified and trained. The Diana Award Risk Register is part of the suite of quarterly reporting to our Board.

The leadership of The Diana Award is delegated to the Chief Executive Officer, Dr Tessy Ojo CBE, who oversees the organisation's strategic and operational management. Tessy's over 25 years leadership experience and contribution to the youth sector, was recognised in the 2020 Queen's Birthday Honours, when she was awarded a CBE. She also has a number of non-Executive roles including Comic Relief, Chair of #iwill Leadership Board, BBC Charity Appeals, The Royal Taskforce on Cyberbullying and The UK Council for Child Internet Safety (UKCCIS).

Supporting the CEO is the Senior Leadership Team (SLT) made up of: Mr Alex Holmes, Deputy CEO. Alex, a Queens Young Leaders Awardee, has worked closely with the CEO over the past 10 years leading the successful Antibullying Programme. Before joining the organisation, Alex worked in the Education system for 5 years. He currently sits on several global safety advisory boards and councils for technology and social media companies.

As well as Ms Rebecca Andrew, Director of Operations, who has headed up the people and processes function at The Diana Award for the past five years. A graduate of Durham University, she previously headed up operations at the Teaching Awards Trust, and currently serves as a trustee for The Charles Parker Archive Trust.

Also, on the SLT is Ms Rachel Stokes, Director of Programmes. Rachael has worked in the social sector for more than twenty years. Previous roles have included Head of International Programmes at Unicef UK and Head of Volunteering for Development at VSO International. Rachael has served on the boards of Global Justice Now (formerly the World Development Movement), One World Trust and Citizens Advice Wandsworth. She has also served as an Advisor to the Gender and Development Network and Co-Chair of the DFID Learning Partnership on Gender. She has Master's degrees in Social Anthropology (University of Edinburgh) and Social Development (University of East Anglia).

Report of the Trustees
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Joining the SLT is Nigel Varndell, Director of Fundraising, Marketing and Communications. Nigel has almost 30 years-experience in the charity sector and 20 years of leading teams. For the last eight years he has been in senior leadership teams in three organisations leading their fundraising, marketing and communications functions. As well as extensive experience in fundraising across the full range of fundraising disciplines he has also worked on mass campaigning and parliamentary lobbying with a focus on the House of Lords

Key management remuneration

Key management are paid a commercial salary for their services to the charity.
Any changes to the salary are authorised by the trustees.

RELATED PARTIES

The trustees have a procedure in place concerning potential conflicts of interest and any such matters are disclosed to the Board. No trustee will be party to any decision relating to any matter involving another body that is a related party.

FRAUD & RISK MANAGEMENT

The trustees are responsible for the overseeing of the risks faced by the charity. To facilitate this, the trustees maintain a risk register and review the risk register regularly..

Through the risk management processes established by the board, the trustees are actively mitigating risks. They also acknowledge that systems and processes can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

There have been no cases of fraud detected during the year.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05739137 (England and Wales)

Registered Charity number

1117288

Registered office

15 Bishopgate
London
EC2N 3AR

Report of the Trustees
for the Year Ended 31 March 2023

Trustees

Wayne Bulpitt CBE Chair
Kate Emily Hardcastle (resigned 19.5.22)
James Crozier
Patricia Kane OBE
Elizabeth Milovidov
Lindsay Sartori
Michael Abiodun Olatokun (resigned 16.5.22)
Mark McLane
Daniel Lawes
Fahan Ibrahim-Hashi
Martin Edobor (appointed 20th July 2023)

Chief Executive

Tessy Ojo CBE

Senior Leadership Team

Tessy Ojo CBE, Chief Executive Officer.
Alex Holmes, Deputy CEO
Rebecca Andrew, Director of Operations
Rachel Stokes, Director of Programmes
Nigel Varndell, Director of Fundraising, Marketing and Communications.

Company Secretary

Tessy Ojo

Auditors

Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

Solicitors

Bates Wells & Braithwaite London LLP
10 Queen Street Place
London
EC4R 1BE

Bankers

NatWest
Hammersmith Branch
22 King's Mall
Hammersmith
London
W6 0QD

Report of the Trustees
for the Year Ended 31 March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

Diana Award is registered as a charity in England & Wales . Registered Charity Number 1117288.

Diana Award is registered as a charity with the Office of the Scottish Charity Regulator (OSCR) Registered Charity Number: SC041916

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Diana Award for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees have complied with their duty in Section 4 of 2006 Charities Act to have due regard to guidance published by the Charity Commission , including public benefit guidance.

AUDITORS

The auditors, Roy Pinnock & Co LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 15 November 2023 and signed on its behalf by:

Wayne Bulpitt CBE - Trustee

Report of the Independent Auditors to the Members of
Diana Award

Opinion

We have audited the financial statements of Diana Award (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Report of the Independent Auditors to the Members of
Diana Award

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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

Responsibilities of trustees

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

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

Report of the Independent Auditors to the Members of
Diana Award

Our responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the business sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, child protection, anti-bribery, employment, and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

Identified laws and regulations were communicated within the audit team regularly and the team remained alert to look for instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations. To address the risk of fraud through management bias and override of controls, we:

Performed analytical procedures to identify any unusual or unexpected relationships;

Tested journal entries to identify unusual transactions;

Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and

Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

agreeing financial statement disclosures to underlying supporting documentation;

reading the minutes of meetings of those charged with governance;

enquiring of management as to actual and potential litigation and claims; and

reviewing correspondence with HMRC, relevant regulators including the Health and Safety Executive, and the company's legal advisors.

Report of the Independent Auditors to the Members of
Diana Award

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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

Natalie Coleman (Senior Statutory Auditor)
for and on behalf of Roy Pinnock & Co LLP
Statutory Auditors
Wren House
68 London Road
St Albans
Hertfordshire
AL1 1NG

23 November 2023

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	267,553	1,812,879	2,080,432	1,541,074
Charitable activities					
Anti-Bullying Campaign	5	-	298,000	298,000	290,500
Other trading activities	3	16,352	241,048	257,400	335,291
Investment income	4	2,241	-	2,241	34
Total		<u>286,146</u>	<u>2,351,927</u>	<u>2,638,073</u>	<u>2,166,899</u>
EXPENDITURE ON					
Raising funds	6	3,311	84,899	88,210	104,942
Charitable activities					
Delivering the Activities of Diana Awards	7	263,996	-	263,996	179,706
Anti-Bullying Campaign		-	1,360,328	1,360,328	1,071,258
Training and Mentoring Campaign		-	358,090	358,090	556,377
Youth Development		-	-	-	105,648
Social Action		-	262,788	262,788	-
Impact & Influence		-	35,078	35,078	-
Total		<u>267,307</u>	<u>2,101,183</u>	<u>2,368,490</u>	<u>2,017,931</u>
NET INCOME		18,839	250,744	269,583	148,968
RECONCILIATION OF FUNDS					
Total funds brought forward		214,703	429,017	643,720	494,752
TOTAL FUNDS CARRIED FORWARD		<u>233,542</u>	<u>679,761</u>	<u>913,303</u>	<u>643,720</u>

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	13	6,368	-	6,368	10,480
CURRENT ASSETS					
Debtors	14	19,169	121,016	140,185	1,055,590
Cash at bank and in hand		<u>328,654</u>	<u>1,241,809</u>	<u>1,570,463</u>	<u>758,313</u>
		347,823	1,362,825	1,710,648	1,813,903
CREDITORS					
Amounts falling due within one year	15	(120,649)	(683,064)	(803,713)	(1,180,663)
NET CURRENT ASSETS		<u>227,174</u>	<u>679,761</u>	<u>906,935</u>	<u>633,240</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		233,542	679,761	913,303	643,720
NET ASSETS/(LIABILITIES)		<u>233,542</u>	<u>679,761</u>	<u>913,303</u>	<u>643,720</u>
FUNDS	17				
Unrestricted funds				233,542	214,703
Restricted funds				<u>679,761</u>	<u>429,017</u>
TOTAL FUNDS				<u>913,303</u>	<u>643,720</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 15 November 2023 and were signed on its behalf by:

Wayne Bulpitt CBE - Trustee

Cash Flow Statement
for the Year Ended 31 March 2023

	Notes	31.3.23 £	31.3.22 £
Cash flows from operating activities			
Cash generated from operations	1	813,401	(679,982)
Net cash provided by/(used in) operating activities		<u>813,401</u>	<u>(679,982)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,492)	(12,121)
Interest received		<u>2,241</u>	<u>34</u>
Net cash used in investing activities		<u>(1,251)</u>	<u>(12,087)</u>
Change in cash and cash equivalents in the reporting period		812,150	(692,069)
Cash and cash equivalents at the beginning of the reporting period		<u>758,313</u>	<u>1,450,382</u>
Cash and cash equivalents at the end of the reporting period		<u>1,570,463</u>	<u>758,313</u>

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31 March 2023**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.23	31.3.22
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	269,583	148,968
Adjustments for:		
Depreciation charges	7,604	7,523
Interest received	(2,241)	(34)
Decrease/(increase) in debtors	915,405	(897,380)
(Decrease)/increase in creditors	(376,950)	60,941
Net cash provided by/(used in) operations	<u>813,401</u>	<u>(679,982)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22	Cash flow	At 31.3.23
	£	£	£
Net cash			
Cash at bank and in hand	758,313	812,150	1,570,463
	<u>758,313</u>	<u>812,150</u>	<u>1,570,463</u>
Total	<u>758,313</u>	<u>812,150</u>	<u>1,570,463</u>

Notes to the Financial Statements
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The accounts have been prepared on a going concern basis. Indications from the charities forecasts & budgets show that this would be the most appropriate method. There are no significant uncertainties that exist that would make this not appropriate.

The financial statements give a true and fair view of the charity's financial position, financial performance and cash flows. The charity SORP (FRS 102) has been applied to give a true & fair view.

Critical accounting and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results

The key assumptions concerning the future and key sources of estimation of uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

- Deferred income requiring a judgement for entitlement.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received once performance conditions have been met and the amount can be measured reliably.

This method is applied to each category of income.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

Grants - are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donations- are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount

Sponsorships - are recognised once the Charity has become entitled to the funds and the conditions have been met.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Income

Training & Merchandise - are accounted for in the period the transaction took place.

Legacies - are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected..

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. 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.

Raising funds

This includes the costs associated with attracting voluntary income and the costs of items sold for fundraising purposes.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.

Allocation and apportionment of costs

Costs are allocated directly to the project to which they relate. Where the costs incurred relate to more than one project, then the costs are apportioned on a basis consistent with the resource. If staff are involved on a number of different projects then the cost is apportioned according to time spent on each project.

Tangible fixed assets

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

Fixtures and fittings	- 20% on cost
Computer equipment	- 33% on cost

These are held at cost less accumulated depreciation and impairment charges.

The cost of minor additions or those below £150 are not capitalised. The assets purchased in the year were funded out of charitable funds and had no significant impact on the charity's cash flow.

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.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Fund accounting

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

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services

During the year a number of volunteers gave up their time to help the charity with activities.

It is not considered that any reliable value can be placed on the monetary value of the volunteers, for this reason no value has been reflected in the accounts. Legitimate out of pocket expenses have been paid.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**2. DONATIONS AND LEGACIES**

	31.3.23	31.3.22
	£	£
Donations	254,549	227,021
Legacies	-	10,000
Grants	<u>1,825,883</u>	<u>1,304,053</u>
	<u>2,080,432</u>	<u>1,541,074</u>

Grants received, included in the above, are as follows:

	31.3.23	31.3.22
	£	£
For the provision of services to young people as part of the charitable activities	<u>1,825,883</u>	<u>1,304,053</u>

3. OTHER TRADING ACTIVITIES

	31.3.23	31.3.22
	£	£
Sales- Lapel Pins & Wristbands	13,774	11,134
Sponsorships	234,048	317,250
Fundraising Income	<u>9,578</u>	<u>6,907</u>
	<u>257,400</u>	<u>335,291</u>

4. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Deposit account interest	<u>2,241</u>	<u>34</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**5. INCOME FROM CHARITABLE ACTIVITIES**

		31.3.23	31.3.22
	Activity	£	£
Grants	Anti-Bullying Campaign	<u>298,000</u>	<u>290,500</u>

The charity received a government grant from the department of education during the year for £298,000 (2022:£290,500).

There are no unfulfilled conditions in relation to these grants.

No other forms of government assistance have been received during the year.

Grants received, included in the above, are as follows:

		31.3.23	31.3.22
		£	£
For the provision of services to young people as part of the charitable activities		<u>298,000</u>	<u>290,500</u>

6. RAISING FUNDS**Raising donations and legacies**

		31.3.23	31.3.22
		£	£
Staff costs		84,585	102,585
Sundries		<u>2,802</u>	<u>-</u>
		<u>87,387</u>	<u>102,585</u>

Other trading activities

		31.3.23	31.3.22
		£	£
Purchases		<u>823</u>	<u>2,357</u>
Aggregate amounts		<u>88,210</u>	<u>104,942</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**7. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 8) £	Totals £
Delivering the Activities of Diana Awards	24,324	239,672	263,996
Anti-Bullying Campaign	1,133,200	227,128	1,360,328
Training and Mentoring Campaign	302,928	55,162	358,090
Social Action	230,413	32,375	262,788
Impact & Influence	28,168	6,910	35,078
	<u>1,719,033</u>	<u>561,247</u>	<u>2,280,280</u>

8. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Delivering the Activities of Diana Awards	238,533	717	422	239,672
Anti-Bullying Campaign	217,224	1,093	8,811	227,128
Training and Mentoring Campaign	55,162	-	-	55,162
Social Action	32,375	-	-	32,375
Impact & Influence	6,910	-	-	6,910
	<u>550,204</u>	<u>1,810</u>	<u>9,233</u>	<u>561,247</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.23 £	31.3.22 £
Auditors' remuneration	6,890	6,500
Other non-audit services	2,343	1,952
Depreciation - owned assets	7,604	7,523
Other operating leases	<u>72,222</u>	<u>56,415</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**10. TRUSTEES' REMUNERATION AND BENEFITS**

During the year the trustees received no remuneration or benefits (2022: nil)

During the year Key Management received remuneration of £83,954 (2022: £77,213)

Trustees' expenses

The amount of expenses paid to trustees of £159 (2022:nil). This related to travel expenses paid to 1 trustee.

11. STAFF COSTS

	31.3.23	31.3.22
	£	£
Wages and salaries	1,539,629	1,260,645
Social security costs	159,229	114,275
Other pension costs	45,447	39,314
	<u>1,744,305</u>	<u>1,414,234</u>

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

	31.3.23	31.3.22
Management	3	3
Delivering the Award & Projects	44	40
Administration	2	2
	<u>49</u>	<u>45</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.23	31.3.22
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	<u>1</u>	<u>1</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES AS AT 31 MARCH 2022**

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	218,712	1,322,362	1,541,074
Charitable activities			
Anti-Bullying Campaign	-	290,500	290,500
Other trading activities	118,041	217,250	335,291
Investment income	34	-	34
Total	<u>336,787</u>	<u>1,830,112</u>	<u>2,166,899</u>
EXPENDITURE ON			
Raising funds	79	104,863	104,942
Charitable activities			
Delivering the Activities of Diana Awards	174,706	5,000	179,706
Anti-Bullying Campaign	69,739	1,001,519	1,071,258
Training and Mentoring Campaign	-	556,377	556,377
Youth Development	-	105,648	105,648
Total	<u>244,524</u>	<u>1,773,407</u>	<u>2,017,931</u>
NET INCOME	92,263	56,705	148,968
RECONCILIATION OF FUNDS			
Total funds brought forward	122,441	372,311	494,752
TOTAL FUNDS CARRIED FORWARD	<u>214,704</u>	<u>429,016</u>	<u>643,720</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**13. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022	4,430	35,410	39,840
Additions	-	3,492	3,492
At 31 March 2023	<u>4,430</u>	<u>38,902</u>	<u>43,332</u>
DEPRECIATION			
At 1 April 2022	4,430	24,930	29,360
Charge for year	-	7,604	7,604
At 31 March 2023	<u>4,430</u>	<u>32,534</u>	<u>36,964</u>
NET BOOK VALUE			
At 31 March 2023	-	6,368	6,368
At 31 March 2022	-	10,480	10,480

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23 £	31.3.22 £
Debtors	124,535	1,009,424
Other debtors	-	804
Prepayments & Accrued Income	<u>15,650</u>	<u>45,362</u>
	<u>140,185</u>	<u>1,055,590</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.23	31.3.22
	£	£
Creditors	23,216	52,272
Social security and other taxes	72,241	70,690
VAT	6,512	14,827
Other creditors	30,520	9,240
Accruals & Deferred Income	671,224	1,033,634
	<u>803,713</u>	<u>1,180,663</u>

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Charity has unconditional entitlement.

The amount of deferred income carried forward at 31.03.23 is £664,724 (2022 : £1,021,650).

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.23	31.3.22
	£	£
Within one year	<u>44,674</u>	<u>44,534</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**17. MOVEMENT IN FUNDS**

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	214,703	18,839	233,542
Restricted funds			
Avast Foundation	-	58,970	58,970
Training & Mentoring	30,085	(17,621)	12,464
Facebook	96,992	(5,881)	91,111
Antibully Ambassadors	71,168	(36,278)	34,890
Nationwide	106,052	(946)	105,106
Salesforce	12,185	189,901	202,086
Change Makers UK Youth	-	5,110	5,110
HSBC Jersey	17,877	(2,123)	15,754
YFF	38,679	(38,679)	-
Postcode Lottery	8,675	(8,675)	-
Spirit	23,193	(23,193)	-
Head & Shoulders	24,111	19,125	43,236
I Will	-	32,924	32,924
BA Foundation	-	6,333	6,333
Big Lottery	-	71,777	71,777
	<u>429,017</u>	<u>250,744</u>	<u>679,761</u>
TOTAL FUNDS	<u>643,720</u>	<u>269,583</u>	<u>913,303</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**17. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	286,146	(267,307)	18,839
Restricted funds			
Avast Foundation	120,990	(62,020)	58,970
Training & Mentoring	85,180	(102,801)	(17,621)
Antibullying Ambassadors DFE	297,999	(297,999)	-
Facebook	190,000	(195,881)	(5,881)
Antibully Ambassadors	46,045	(82,323)	(36,278)
Nationwide	473,983	(474,929)	(946)
Salesforce	366,037	(176,136)	189,901
Change Makers UK Youth	109,053	(103,943)	5,110
HSBC Jersey	34,801	(36,924)	(2,123)
YFF	75,423	(114,102)	(38,679)
Postcode Lottery	-	(8,675)	(8,675)
Spirit	23,230	(46,423)	(23,193)
Head & Shoulders	19,125	-	19,125
I Will	344,499	(311,575)	32,924
BA Foundation	48,062	(41,729)	6,333
Big Lottery	117,500	(45,723)	71,777
	<u>2,351,927</u>	<u>(2,101,183)</u>	<u>250,744</u>
TOTAL FUNDS	<u>2,638,073</u>	<u>(2,368,490)</u>	<u>269,583</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**17. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	122,441	92,262	214,703
Restricted funds			
Training & Mentoring	94,755	(64,670)	30,085
Antibullying Ambassadors DFE	22,124	(22,124)	-
Facebook	80,178	16,814	96,992
Antibully Ambassadors	20,903	50,265	71,168
Nationwide	15,997	90,055	106,052
Salesforce	-	12,185	12,185
Workday	46,532	(46,532)	-
Change Makers UK Youth	6,780	(6,780)	-
Spirit	7,482	(7,482)	-
HSBC Jersey	7,379	10,498	17,877
KPMG	5,036	(5,036)	-
YFF	64,253	(25,574)	38,679
Barclays	265	(265)	-
St James Palace	627	(627)	-
Postcode Lottery	-	8,675	8,675
Spirit	-	23,193	23,193
Head & Shoulders	-	24,111	24,111
	<u>372,311</u>	<u>56,706</u>	<u>429,017</u>
TOTAL FUNDS	<u>494,752</u>	<u>148,968</u>	<u>643,720</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**17. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	336,787	(244,525)	92,262
Restricted funds			
Training & Mentoring	500	(65,170)	(64,670)
Antibullying Ambassadors DFE	290,500	(312,624)	(22,124)
Facebook	180,000	(163,186)	16,814
Antibully Ambassadors	82,251	(31,986)	50,265
Social Action	5,000	(5,000)	-
Nationwide	517,649	(427,594)	90,055
Salesforce	202,479	(190,294)	12,185
Workday	-	(46,532)	(46,532)
Change Makers UK Youth	-	(6,780)	(6,780)
Spirit	40,000	(47,482)	(7,482)
Zurich Insurance	30,000	(30,000)	-
HSBC Jersey	34,800	(24,302)	10,498
KPMG	7,000	(12,036)	(5,036)
YFF	150,624	(176,198)	(25,574)
Barclays	-	(265)	(265)
St James Palace	40,000	(40,627)	(627)
Mercers Trustees	49,400	(49,400)	-
Postcode Lottery	92,508	(83,833)	8,675
Spirit	46,400	(23,207)	23,193
Head & Shoulders	61,001	(36,890)	24,111
	<u>1,830,112</u>	<u>(1,773,406)</u>	<u>56,706</u>
TOTAL FUNDS	<u>2,166,899</u>	<u>(2,017,931)</u>	<u>148,968</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**17. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	122,441	111,101	233,542
Restricted funds			
Avast Foundation	-	58,970	58,970
Training & Mentoring	94,755	(82,291)	12,464
Antibullying Ambassadors DFE	22,124	(22,124)	-
Facebook	80,178	10,933	91,111
Antibully Ambassadors	20,903	13,987	34,890
Nationwide	15,997	89,109	105,106
Salesforce	-	202,086	202,086
Workday	46,532	(46,532)	-
Change Makers UK Youth	6,780	(1,670)	5,110
Spirit	7,482	(7,482)	-
HSBC Jersey	7,379	8,375	15,754
KPMG	5,036	(5,036)	-
YFF	64,253	(64,253)	-
Barclays	265	(265)	-
St James Palace	627	(627)	-
Head & Shoulders	-	43,236	43,236
I Will	-	32,924	32,924
BA Foundation	-	6,333	6,333
Big Lottery	-	71,777	71,777
	<u>372,311</u>	<u>307,450</u>	<u>679,761</u>
TOTAL FUNDS	<u>494,752</u>	<u>418,551</u>	<u>913,303</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	622,933	(511,832)	111,101
Restricted funds			
Avast Foundation	120,990	(62,020)	58,970
Training & Mentoring	85,680	(167,971)	(82,291)
Antibullying Ambassadors DFE	588,499	(610,623)	(22,124)
Facebook	370,000	(359,067)	10,933
Antibully Ambassadors	128,296	(114,309)	13,987
Social Action	5,000	(5,000)	-
Nationwide	991,632	(902,523)	89,109
Salesforce	568,516	(366,430)	202,086
Workday	-	(46,532)	(46,532)
Change Makers UK Youth	109,053	(110,723)	(1,670)
Spirit	40,000	(47,482)	(7,482)
Zurich Insurance	30,000	(30,000)	-
HSBC Jersey	69,601	(61,226)	8,375
KPMG	7,000	(12,036)	(5,036)
YFF	226,047	(290,300)	(64,253)
Barclays	-	(265)	(265)
St James Palace	40,000	(40,627)	(627)
Mercers Trustees	49,400	(49,400)	-
Postcode Lottery	92,508	(92,508)	-
Spirit	69,630	(69,630)	-
Head & Shoulders	80,126	(36,890)	43,236
I Will	344,499	(311,575)	32,924
BA Foundation	48,062	(41,729)	6,333
Big Lottery	117,500	(45,723)	71,777
	<u>4,182,039</u>	<u>(3,874,589)</u>	<u>307,450</u>
TOTAL FUNDS	<u>4,804,972</u>	<u>(4,386,421)</u>	<u>418,551</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

18. RELATED PARTY DISCLOSURES

The amount of expenses paid to trustees of £159 (2022:nil). This related to travel expenses paid to one trustee.

19. RESTRICTED FUNDS

As at 31 March 2023 the balance on each restricted fund was:

	Balance	Represented by:		
	£	Bank	Debtors & Accrued Income £	Creditors & Deferred Income £
Antibullying Ambassadors (DFE) Giving young people the skills & confidence to tackle bullying	0	(70,607)	74,500	(3,893)
Training & Mentoring Programme Supporting the Mentoring Programme to build the resilience and character of young people	12,464	(24,338)	38,400 people by providing guidance in decision making, active citizenship, skills, life and career	(1,598)
Facebook Sponsorship of anti bullying week, showcase events, resources and youth	91,111	91,111	0	0 board safety trips and videos
ABA Campaign provides training for young people, staff and parents to tackle bullying, and to	34,890	27,995	7,548 enable incidence young of people bullying to in their schools, the and	(653) in their communities, and online
Nationwide To support Anti-Bullying Ambassadors	105,106	456,004		(350,898)
Head & Shoulders An Antibullying campaign which promotes inclusion and respect in schools	43,236	46,456	0	(3,220)
# I WILL Tackles Anti-racist and Sexual bullying in Primary schools across England	32,924	32,988	0	(64)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

19. RESTRICTED FUNDS - continued

Post Code Lottery	0	0	0	0
The Changemakers project tackles the shameful racial inequalities that exist in the	access support to, and for racialised quality young communities, of, people by placing mental from them at health all		the heart of reimagining and redesigning a	mental health purpose support and service culturally that is competent fit for
HSBC Jersey	15,754	15,636	237	(119)
Supporting the Mentoring Programme in Jersey to build the resilience and character			of young people decision making, and by providing active career guidance citizenship, skills life in	
Spirit	0	0	0	0
Tackles anti-racism in secondary schools across England				
YFF	0	283	0	(283)
Supporting the Mentoring Programme to build the resilience and character of young			people by making, active providing citizenship, skills guidance life and career in decision	
Salesforce	202,086	371,848	0	(169,762)
Supporting the Mentoring Programme to build the resilience and character of young			people by making, active providing citizenship, skills guidance life and career in decision	
Big Lottery	71,777	72,116	331	(670)
Future Forward Partnership with Young People - A Young Advisor's Programme				
BA Foundation	6,333	7,443	0	(1,110)
Supporting the Awards and Development Programme for Diana Award Recipients				
Avast Foundation	58,970	58,970	0	0
Supporting the development of The Centre for Social Action				
Changemakers - UK Youth	5,110	5,903	0	(793)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

19. RESTRICTED FUNDS - continued

Reimagining mental health provision for	racialised communities				
Lego		0	150,000	0	150,000
Supporting The Antibullying Ambassadors	Programme				
Total			<u>679,761</u>		

The deferred income is not included in the fund balance above.

20. COMPANY STATUS

Diana Award is a charitable company registered in England and Wales Number 0573913, and is a private company limited by guarantee. The registered office of the company is 1 Marks Square, London EC2A 4EG.

Every member of the company undertakes to contribute to the assets of the company in the event of a winding up, such an amount as may be required not exceeding £1.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.