

DALIT SOLIDARITY NETWORK UK

England & Wales · Charity number 1107022

Details

Other names DALIT SOLIDARITY NETWORK OF THE UNITED KINGDOM, DSN

Status Registered

Legal form Other

Registered 2004-11-26

Register [View on the Charity Commission register](#)

Contact

Address Canopi
Unit A
Arc House
82 Tanner Street
London
SE1 3GN

Phone 07435394293

Email info@dsnuk.org

Website www.dsnuk.org

Activities

Objects: THE CHARITY'S OBJECTS (THE OBJECTS) ARE TO PROMOTE EQUALITY, DIVERSITY AND HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) IN THE UNITED KINGDOM AND ELSEWHERE, AND IN PARTICULAR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF CASTE AND ANALOGOUS SYSTEMS OF INHERITED STATUS SUCH AS THAT SUFFERED BY THE DALIT PEOPLE IN INDIA AND SOUTH ASIA (PREVIOUSLY KNOWN AS THE 'OUTCASTS' OR 'UNTOUCHABLES') FOR THE BENEFIT OF THE PUBLIC BY:2.1 RAISING AWARENESS OF ALL ASPECTS OF DISCRIMINATION, EXCLUSION AND ABUSE OF HUMAN RIGHTS IN SOCIETY, IN PARTICULAR ON THE GROUNDS OF CASTE, AND ADVANCING EDUCATION IN EQUALITY, DIVERSITY AND HUMAN RIGHTS; 2.2 MONITORING ABUSES OF HUMAN RIGHTS, IN PARTICULAR ON THE GROUNDS OF CASTE;2.3 ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS, IN PARTICULAR ON THE GROUNDS OF CASTE;2.4 OBTAINING REDRESS FOR THE VICTIMS OF DISCRIMINATION AND HUMAN RIGHTS ABUSE ON THE GROUNDS OF CASTE;2.5 RELIEVING POVERTY AND NEED AMONG THE VICTIMS OF DISCRIMINATION AND HUMAN RIGHTS ABUSE ON THE GROUNDS OF CASTE;2.6 CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY, DIVERSITY AND HUMAN RIGHTS ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;2.7 COMMENTING ON PROPOSED LEGISLATION AND PROVIDING TECHNICAL ADVICE AND ANALYSIS TO GOVERNMENTS AND OTHERS ON EQUALITY AND HUMAN RIGHTS MATTERS, IN PARTICULAR IN RELATION TO DISCRIMINATION ON THE GROUNDS OF CASTE AND ANALOGOUS SYSTEMS; 2.8 CONTRIBUTING TO THE SOUND ADMINISTRATION OF EQUALITY, ANTI-DISCRIMINATION AND HUMAN RIGHTS LAW;2.9 PROMOTING THE INTERNATIONAL ADVOCACY OF EQUALITY, ANTI-DISCRIMINATION AND HUMAN RIGHTS LAW;2.10 PROMOTING RESPECT FOR EQUALITY, DIVERSITY AND HUMAN RIGHTS.IN FURTHERANCE OF THESE OBJECTS BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THEY ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.

Activities: To promote for the public benefit, equality and diversity in the United Kingdom and worldwide, and in particular, the elimination of caste discrimination on the grounds of caste and analagous systems of inherited status such as that suffered by the Dalit people (previously known as 'Outcasts' or 'Untouchables')

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£42,902	£29,151	-	-
2024-03-31	£51,178	£63,948	-	-
2023-03-31	£40,218	£68,197	-	-
2022-03-31	£29,819	£62,817	-	-
2021-03-31	£64,708	£74,862	-	-

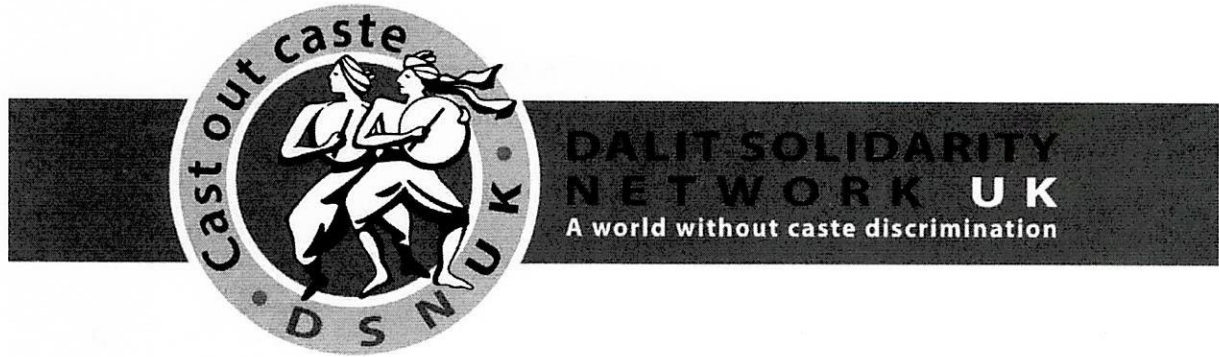
Trustees

Name	Role	Appointed
Balachandren Muthuvaloe Gnanapragasam	Chair	2023-09-11
DIPTI RAMANI LEATHARD		2012-10-29
Dabir Uddin Ahmed		2022-10-25
Dinesh Kumar Pariyar		2022-10-25
Dr CORINNE LESLEY LENNOX		2012-10-24
Lavanya Pallapi		2025-01-21
Sushant Singh		2025-01-21

DALIT SOLIDARITY NETWORK UK

England & Wales - Charity number 1107022

Accounts



DALIT SOLIDARITY NETWORK UK (DSN UK)

REGISTERED CHARITY NO: 1107022

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2025

Address:

Canopi, 82 Tanner Street

London SE1 3GN

Tel: +44 (0)78 7238 5742

E-mail: info@dsnuk.org

Website: www.dsnuk.org

Registered Charity Number: 1107022

**DALIT SOLIDARITY NETWORK UK
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

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DALIT SOLIDARITY NETWORK UK (DSN UK)

CHARITY INFORMATION

CHARITY NO **1107022**

Board of Trustees

Bala Gnanapragasam

Chair

Corinne Lennox

Vice chair (Resigned on 31/07/2025)

Dabir Ahmed

Treasurer

Dinesh Kumar Pariyar

Ramani Leathard

Sushanth Singh

Lavanya Pallapi

Patrons

Singh Bahal

Professor Mary Grey

Jean Lambert

Vincent Manoharan

Rob Marris

Aidan McQuade

Director

Elizabeth Joy

Registered Office

Canopi, 82 Tanner Street

London SE1 3GN

Bankers

Lloyds TSB
East Dulwich Branch
London
SE22 8NA

Independent Examiner

Mr Simon Lewcock
Chartered Certified Accountant
Windsor Lodge
Millfield Road
Hounslow
TW4 5PN

DALIT SOLIDARITY NETWORK UK
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

Trustees' Report

ABOUT DALIT SOLIDARITY NETWORK UK (DSN UK)

DSN UK is a small advocacy organisation working towards equality and social justice for Dalits in the UK and other caste-affected countries around the world. DSN UK began in 1998, bringing together individuals and organisations concerned about caste discrimination. Registered as a charity in 2003, DSN UK addresses caste-based discrimination by bringing changing attitudes, values and practices, working towards changes in the law and policy.

I Structure, Governance and Management

The charity Dalit Solidarity Network UK (DSN UK) is an unincorporated association governed by its constitution, adopted on 14th July 2003, amended 4th July 2004, and last amendment was in the Annual General Meeting on 5th July 2011. The charity is governed by Board of Trustees, made up of between four and twelve trustees elected by the charity's members at the Annual General Meeting or co-opted by the Board of Trustees. The board must meet at least twice in the period from one AGM to the next, but in practice DSN UK meets quarterly.

The charity's Director, Dr Elizabeth Joy joined DSN UK as the new Director on 1st September 2024 after a vacancy in this role for four months. The Director is responsible for day-to-day management to ensure the charity's strategic objectives and operational priorities are met. The staff of DSN UK, comprising the Director working 3 days, and the Administrator Mr Shelvin Kuriakose, working 2 days a week were part-time.

Public benefit

DSN UK continues with its advocacy on the inclusion of caste in the Equality Law UK. Networking with the Pro-Legislation UK Stakeholder Group (on UK caste legislation), and on its own bringing varied groups of interest, DSN UK rallies for change in the Equality Law UK 2010. The stakeholder group meeting held on 12th February 2025 enabled DSN UK to lead the pro legislation group. The pro legislation group strongly believes that if caste is included as a character of discrimination in the Equality Law, it will help the Dalits in UK and around the world to voice out for Dalits identity to experience humanity. It will help many countries in Asia and around the world to advocate for similar changes in their law as caste-based discrimination affects about 260 million Dalits in India, Asia and the rest of the world. So DSN UK's work has a wider public benefit within UK and beyond as our advocacy, training activities and developing new resources for our activities focus on Dalit rights as human rights.

II OBJECTIVES AND ACTIVITIES

DSN-UK is an advocacy and campaigning organisation working towards equality and social justice for Dalits in the UK and other caste affected countries. The mission of DSN UK is to promote the elimination of caste-based discrimination and analogous systems of oppression and to promote equality and human rights for those affected by such discrimination. DSN UK continues to lobby for law and policy changes. DSN-UK links grassroots priorities with national and international mechanisms and institutions to make an effective contribution to the lives of those affected by caste discrimination.

III REVIEW OF THE YEAR

Everyday Casteism Project, supported by Joseph Rowntree Charitable Trust (JRCT), is an umbrella programme which binds together the core functions of DSN UK to: i) facilitate advocacy and lobbying working for legislation demanding that the UK government understands the importance of the inclusion of caste as a protected characteristic in the Equality Act 2010; ii) engage stakeholders and the public in creating awareness and understanding of caste and caste based discrimination in the UK and beyond ; iii) address caste and caste-based discrimination on UK campuses through its casting out caste from campus campaign; and iv) address caste and caste-based discrimination in the global supply chain through its focus on business and human rights work.

DSN UK had encountered difficulties in data collection on the experience of people who have experienced CBD. During this reporting period, it has taken steps to insert a new friendly page on its website for people to share their experiences. DSN UK also made use of an expert in looking into the website to refresh the page facilitating an easier and shorter way to access the reporting on caste-based discriminations. The consultancy services were used to get new ways for community outreach and data collection. This has strengthened DSN UK's future approach to Data collection.

Our funders during the period April 2024 - March 2025 are JRCT, Matrix causes Fund, Methodist World Mission, and Wyndham Trust.

1. Caste Legislation in the UK

The Pro Legislation Stakeholder Group consists of 10-12 charities in UK that focus on Caste issues, and human rights. DSN UK takes the lead to bring them together. A hybrid meeting was held on Wednesday, 12th February 2025 at Room 261, Senate House - South Block 2nd Floor Malet Street, London and Virtual via Zoom. Participants shared very important points and raised many pertinent questions on how we should press our agenda forward to include caste as a protective characteristic for discrimination against the Dalits in the Equality Act 2010 in UK. In late February and early March many from this group extended solidarity to sign the letter to the PM UK regarding ODA Aid Cuts.

2. Business and Human Rights: Caste in Corporate Sector in the UK

DSN UK works in close collaboration with Ethical Trade Initiative (ETI), BOND, International DSN, Christian Aid and other Organisations to focus on caste in the global supply chains. DSN UK has participated in Company progression meetings to address Caste in the global chains. Caste in global supply chains can be found in the form of bonded labour, cheap labour and child labour where intersectionality of caste, gender, age and class plays a vital role. DSN UK has actively participated in the drafting of the Mandatory Human Rights Due Diligence (mHRDD) policy through its network with Ethical Trading Initiative (ETI) member companies headquartered in the UK. Going forward, DSN UK will work together with Organisations both here in UK and the Asian countries to implement the mHRDD policy. The training package developed support businesses to understand caste and caste-based discrimination and provide support for developing approaches and strategies for addressing caste-based discrimination in workplace and global supply chains.

DSN UK contributed to the Gender Consultation Group for Apparel and Textile Sector of ETI addressing, gender-based violence and harassment in the global supply chain, highlighting the need for companies to look at and address caste and gender intersectionality.

As part of its work with the NGO caucus of ETI the DSN UK Director participated in Company Progression Meetings member companies) flagging areas for consideration especially regarding addressing modern slavery, gender intersectionality and caste-based discrimination in their supply chain.

3. Higher Educational Institutions: Casting out Caste from Campuses

DSN UK engaged with the University of London's School of Oriental and African Studies (SOAS) former Student Union Leader who is one of DSN UK Trustees currently to have an online event for University Students.

Alongside this work, DSN-UK has made progress in bringing awareness on caste with the Equality, Diversity and Inclusion (EDI) teams at two major UK universities – Brunel University and University of London. This has included consultations with EDI teams on practices of addressing caste discrimination in HEIs in other countries, advising on possible approaches in the UK, and awareness raising events around Dalit History month. Dr Corinne Lennox worked with the University of London to host a learning event on caste-based discrimination for members of the Race Equality Charter-Self Assessment Team on 8 August 2024. This event emerged from suggestions that the Race Equality survey conducted by the University of London include caste. The event was an important step in building HEI awareness on caste addressing inclusion in the EDI policy, awareness, sensitisation and training of faculty, staff, student leaders and students.

4. Outreach: Awareness and Networking on Caste Discrimination in the UK

Engagement with Global South:

On 11th December Dr Elizabeth Joy the Director was one of the three panellists at the Book Club reflecting on the Book, 'Seeking Begumpura: The Social Vision of Anticaste Intellectuals' by Gail Omvedt where more than 70 people attended.

Online Webinar: Dr Ann Anka is the Associate Professor in Social Work in the University of East Anglia (UEA), UK participated in the online webinar on 28 January 2025, on 'Equipping University Students: Voicing out for Equality and Justice for Dalits'. Adv Sushant Singh a Trustee of DSN UK was the resource person. Dr Ann Anka joined the discussion on Equality, Diversity and Inclusion (EDI): Including Caste in the EDI charter of the Universities in the UK. She shared her success story saying that after hearing the presentation of Sushanth a few years ago she implemented it in UEA. She also focused on how important it is that students are aware of the caste issue.

Presentations:

Dr Elizabeth Joy, the Director, on 27th March presented the keynote address on, 'The Role of the Diaspora for Oriental Orthodox Churches: The third say, the third way and the third day'. She emphasised the importance of 'Marginality as priority' (Map) that will guide us in our Vision and Mission. She also explained that the Caste system in India, Asia and the world means that the worldwide Church needs to address this issue on a priority basis, which can be championed by the diaspora. With the permission from the Officers, the Director included in her presentation, a section on Caste system and what DSN UK is doing. DSN UK is very grateful to Evangelische Kirche in Deutschland (EKD) for inviting her as key-note speaker to the above ecumenical conference and also supporting DSN UK's programmes later.

Interventions:

The Director makes regular interventions especially through networking with Charities stressing the importance of looking at caste issues that is intersectional. The reason why DSN UK stresses on the intersectionality is because caste needs to be looked as Justice and Human Rights issues cutting across gender, race, and issues focussing on socio-economic, religio-political, geographical which exists for nearly 3000 years.

Research Inputs:

The Director provided inputs to student researchers from three Universities in the UK on caste and caste-based discrimination in India and in the diaspora.

IV GOVERNANCE ISSUES AND GENERAL REMARKS

There were no governance issues. The absence of the Director and any support staff have had its impact although the Trustees managed the interim period. The move from Canopi, 7-14, Great Dover Street, Borough, London SE1 4YR to Canopi, 88 Tanner Street, London SE1 3GN by end of October 2024 brought in extra work shared by the Chair, Vice Chair, former Director (current DSN International Director) and the staff of DSN.

1. Risk Review

Risk review especially in relation to financial stability is ensured by the Treasurer at every quarterly Board Meeting forecasting for the next 6 months

There was no serious incident reported.

2. Financial Review

Financial review carried out at the quarterly Board Meetings ensures financial credibility and stability.

3. Policy & Performance

DSN UK does not have any investment policy as it is a small, unincorporated Charity. DSN UK has other policies that are essential for a small charity.

4. Independent Examiners

Mr Simon Lewcock the Chartered Certified Accountant is DSN UK's independent Examiner. The financial statement follows the Trustees Report.

5. Statement of Trustees' Responsibilities

The trustees are required under the Charities Act 1993 to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payment basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

1. select suitable accounting policies and then apply them consistently.
2. make judgements and estimates that are reasonable and prudent.
3. 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; and
4. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. 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.


FINANCIAL REVIEW

The financial result for the year, and the financial situation as on 31st March 2025, which the Board of Trustees considers to be satisfactory, are set out on pages 11 to 17.

The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

The charity's policy on reserves is to maintain unrestricted reserves of between three- and six-months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 3 months' expenditure at £18,000.

Signed on behalf of the Board of Trustees


..... Date 29/01/26

Dr Corinne Lennox (Vice chair)


..... Date 29/01/26

Mr Bala Gnanapragasam
Chair - DSN UK
Dated – 23rd January 2026

**INDEPENDENT EXAMINER'S REPORT
ON THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**

To the Trustees of the Dalit Soidarity Network UK

This report on the accounts of the charity for the year ended 31 March 2025, which are set out attached to the report, is in respect of an examination carried out under the Church Accounting Regulations 2006 ('the Regulations') and the Charities Act 2011 ('the Act').

Respective responsibilities of the trustees and independent Examiner

As trustees of the charity you are responsible for the preparation of the accounts; you consider that an audit is not required for this year under section 144(2) of the Act and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. That examination includes a review of the accounting records kept by the trustees and a comparison of the accounts with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

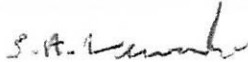
Independent examiner's statement

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

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and which comply with the requirements of the 2011 Act, as also contained in the Regulations, have not been met; or

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



S.A. Lewcock FCCA
Windsor Lodge
Millfield Road
Hounslow
Middlesex TW4 5PN

27th January 2026

DALIT SOLIDARITY NETWORK UK

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

INCOME AND ENDOWMENTS	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31.3.25 £	Year to 31.3.24 £
Grants receivable	2	-	39,982	39,982	45,864
Other fundraising	3	-	2,844	2,844	5,215
Bank and other interest		-	76	76	99
Total income and endowments		-	42,902	42,902	51,178
EXPENDITURE					
Charitable activities	4	-	25,661	25,661	56,335
Fundraising costs	4	-	1,840	1,840	4,148
Governance costs	4	-	1,650	1,650	3,465
Total expenditure		-	29,151	29,151	63,948
NET SURPLUS / (DEFICIT)		-	13,751	13,751	(12,770)
Fund balances brought forward 1st April 2024		-	8,595	8,595	21,365
Fund balances carried forward 31st March 2025		-	22,346	22,346	8,595

In both the current and the prior year, all recognised gains and losses are included in the profit and loss account and therefore a statement of recognised gains and losses has not been presented.

The accompanying notes on pages 4 to 6 form an integral part of these Financial Statements.

DALIT SOLIDARITY NETWORK UK

**BALANCE SHEET
AS AT 31 MARCH 2025**

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible Fixed Assets for charity's use		-	-
CURRENT ASSETS			
Debtors	5	2,924	2,924
Bank deposit account		6,789	6,713
Cash at bank and in hand		<u>13,495</u>	<u>877</u>
		23,208	10,515
CREDITORS			
Amounts falling due within one year	6	862	1,919
		<u><u>22,346</u></u>	<u><u>8,595</u></u>
Financed by:			
Restricted Funds	7	-	-
Unrestricted Funds:			
General Fund	7	12,629	-
Designated Reserve Fund	7	9,717	8,595
		<u><u>22,346</u></u>	<u><u>8,595</u></u>

The accompanying notes on pages 4 to 6 form an integral part of these Financial Statements

Approved by the Board at the AGM on

Signed on behalf of the Board of Trustees

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts have been prepared under the historical cost convention and include the results of the Dalit Solidarity Network UK (the Charity)'s operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Financial Reporting Standard No. 102 and the Statement of Recommended Practice: Accounting and Reporting by Charities (the SORP 2015).

The charity has taken advantage of the exemption in Financial Reporting Standard No.102 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small entity.

1.2 Fund accounting

Unrestricted funds are general funds available for use at the Trustees discretion in furtherance of any objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to the area or purpose and the restriction means that the funds can only be used for specific projects or activities.

1.3 Income

Voluntary income and donations are accounted for as received by the Charity. Income from fundraising ventures is shown gross, with associated costs included in fundraising costs.

1.4 Value added tax

Value added tax is not recoverable by the Charity and is included in the relevant costs in the Statement of Financial Activities and in Fixed Assets.

1.5 Fundraising costs

Fundraising costs comprises costs incurred in inducing people and organisations to contribute financially to the Charity's work. This comprises principally a proportion of the cost of meetings and other events.

1.6 Governance costs

Expenditure on governance costs includes a percentage of relevant categories of expenditure, such as salary costs, travel and office costs.

1.7 Reserve fund

In order to finance future unexpected expenditure, the Trustees have adopted the policy of allocating an amount equal to between four and six months, currently set at four months, core expenditure to a Designated Reserve Fund.

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2025
(continued)

2. GRANTS RECEIVABLE		Restricted Funds	Unrestricted Funds	Year to 31.3.25	Year to 31.3.24
		£	£	£	£
ETI BOAG		-	1,000	1,000	2,000
Joseph Rowntree Charitable Trust			33,332	33,332	33,332
Karuna Trust			500	500	-
Methodists for World Mission		-	3,000	3,000	-
Prism-Matrix		-	450	450	750
St Clare & St Francis Trust		-	-	-	4,000
University of London		-	-	-	4,082
Wyndham Trust		-	1,700	1,700	1,700
		-	39,982	39,982	45,864
3. OTHER FUNDS RAISED					
Membership fees		-	2,694	2,694	2,917
Donations		-	150	150	1,435
Gift Aid		-	-	-	863
		-	2,844	2,844	5,215
4. EXPENDITURE					
Unrestricted	Charitable Activities	Fundraising	Governance	Year to 31.3.25	Year to 31.3.24
	£	£	£	£	£
Staff Costs					
Salaries and N.I.	21,075	1,676	1,198	23,949	55,630
Pension	720	57	41	818	2,172
Payroll costs	604	-	-	604	633
Office Costs					
Bank charges	-	-	-	-	15
Examiner's fee and expenses	-	-	300	300	300
Governance costs	-	-	-	-	176
Insurance	618	-	68	686	574
Membership subscription	361	-	-	361	-
Office and computer costs	554	107	43	704	672
Office rent	871	-	-	871	827
Staff recruitment	668	-	-	668	-
Travel, subsistence & accommodation	190	-	-	190	403
Website	-	-	-	-	147
International Project Costs					
International Advocacy	-	-	-	-	2,400
	25,661	1,840	1,650	29,151	63,948
Restricted					
	-	-	-	-	-
	-	-	-	-	-

DALIT SOLIDARITY NETWORK UK
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2025
(continued)

5. DEBTORS	2025	2024
	£	£
Gift Aid claims	2,924	2,924
	2,924	2,924

6. CREDITORS AND ACCRUALS	2025	2024
	£	£
HMRC - Paye & N.I.	524	1,519
Accruals	338	400
	862	1,919

7. FUND DETAILS

The Unrestricted funds comprise the following:

	Balance as at 1 Apr 2024	Income	Expenditure	Surplus/ (Deficit)	Transfer of funds	Balance as at 31 Mar 2025
	£	£	£	£		£
General Fund	-	42,902	29,151	13,751	(1,122)	12,629
Designated Reserve Fund	8,595	-	-	-	1,122	9,717
	8,595	42,902	29,151	13,751	-	22,346

The Restricted funds comprise the following:

	Balance as at 31 Apr 2024	Income	Expenditure	Surplus/ (Deficit)	Transfer of funds	Balance as at 31 Mar 2025
	£	£	£	£		£
	-	-	-	-	-	-
	-	-	-	-	-	-
	-	-	-	-	-	-
Total movement of funds	8,595	42,902	29,151	13,751	-	22,346

DALIT SOLIDARITY NETWORK UK

England & Wales - Charity number 1107022

Accounts



DALIT SOLIDARITY NETWORK UK (DSN UK)

REGISTERED CHARITY NO: 1107022

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2024

Canopi, 7-14, Great Dover Street

Borough, London SE1 4YR

New Address:

Canopi, ⁸²~~7~~ Tanner Street

London SE1 3GN

Tel: +44 (0)78 7238 5742

E-mail: info@dsnuk.org

Website: www.dsnuk.org

Registered Charity Number: 1107022

**DALIT SOLIDARITY NETWORK UK
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

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DALIT SOLIDARITY NETWORK UK (DSN UK)

CHARITY INFORMATION

CHARITY NO **1107022**

Board of Trustees

Bala Gnanapragasam	Chair
Corinne Lennox	Vice chair
Dabir Ahmed	Treasurer
Dinesh Kumar Pariyar	
Perna Tambay	
Ramani Leathard	
Sushanth Singh	

Patrons

Singh Bahal
Professor Mary Grey
Jean Lambert
Vincent Manoharan
Rob Marris
Aidan McQuade
John Montagu, Earl of Sandwich

Registered Office

82
Canopi, ~~85~~ Tanner Street
London SE1 3GN

Bankers

Lloyds TSB

East Dulwich Branch

London

SE22 8NA

Independent Examiner

Mr Simon Lewcock

Chartered Certified Accountant

Windsor Lodge

Millfield Road

Hounslow

TW4 5PN

**DALIT SOLIDARITY NETWORK UK
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees' Report

ABOUT DALIT SOLIDARITY NETWORK UK (DSN UK)

DSN UK is a small advocacy organisation working towards equality and social justice for Dalits in the UK and other caste-affected countries around the world. DSN UK began in 1998, bringing together individuals and organisations concerned about caste discrimination. Registered as a charity in 2003, DSN UK addresses caste-based discrimination by bringing changing attitudes, values and practices, working towards changes in the law and policy.

I Structure, Governance and Management

The charity Dalit Solidarity Network UK (DSN UK) is an unincorporated association governed by its constitution, adopted on 14th July 2003, amended 4th July 2004, and last amendment was in the Annual General Meeting on 5th July 2011. The charity is governed by Board of Trustees, made up of between four and twelve trustees elected by the charity's members at the Annual General Meeting or co-opted by the Board of Trustees. The board must meet at least twice in the period from one AGM to the next, but in practice DSN UK meets quarterly.

The charity's Director, Ms Gazala Shaikh who started on 24th January 2022 worked until 30th April 2024. Dr Elizabeth Joy joined DSN UK as the new Director on 1st September 2024. The Director is responsible for day-to-day management to ensure the charity's strategic objectives and operational priorities are met. The staff of DSN UK, comprising the Director and the Administrator Mr Shelvin Kuriakose, are part-time, currently working 3 days and 2 days a week, respectively.

Public benefit

DSN UK continues with its advocacy on the inclusion of caste in the Equality Law UK. Networking with the Pro-Legislation UK Stakeholder Group (on UK caste legislation), DSN UK in collaboration with the above-mentioned group rallies for change in the Equality Law UK 2010. The stakeholder group sent a letter on 15th June 2023 to the Rt Hon Dr Anneliese Dodds, MP Shadow Secretary of State for Women and Equalities Labour Party United Kingdom for the 'Inclusion of Caste Discrimination in the Equality Act 2010'. If caste is included as a character of discrimination in the Equality Law, it will help the Dalits in UK and around the world to voice out for Dalits identity to experience humanity. It will help

many countries in Asia and around the world to advocate for similar changes in their law as caste-based discrimination affects about 260 million Dalits in India, Asia and the rest of the world. So DSN UK's work has a wider public benefit within UK and beyond as our advocacy, training activities and developing new resources for our activities focus on Dalit rights as human rights.

II OBJECTIVES AND ACTIVITIES

DSN-UK is an advocacy and campaigning organisation working towards equality and social justice for Dalits in the UK and other caste affected countries. The mission of DSN UK is to promote the elimination of caste-based discrimination and analogous systems of oppression and to promote equality and human rights for those affected by such discrimination. We lobby for law and policy changes. DSN-UK links grassroots priorities with national and international mechanisms and institutions to make an effective contribution to the lives of those affected by caste discrimination.

III REVIEW OF THE YEAR

Everyday Casteism, supported by Joseph Rowntree Charitable Trust (JRCT), is an umbrella programme which binds together the core functions of DSN UK to: i) facilitate advocacy and lobbying around inclusion of caste as a protected characteristic in the Equality Act 2010; ii) engage stakeholders in creating awareness and understanding of caste and caste based discrimination in the UK and other affected countries; iii) address caste and caste-based discrimination on UK campuses through its casting out caste from campus campaign; and iv) address caste and caste-based discrimination in businesses and global supply chain through its business and human rights work. The key activities undertaken by DSN UK in the reporting period April 2023-March 2024 with grants from JRCT, Matrix causes Fund, St Claire and St Francis Trust, University of London – Knowledge Exchange Fund, Wyndhyam Trust, Christian Aid and Kruna Trust are as follows:

1. Caste Legislation in the UK

In view of caste legislation in the United States and Canada and following a pro-legislation stakeholder forum meeting with the All-Party Parliamentary Group (APPG on Dalits, DSN-UK drafted and coordinated a letter of support for legislation to Dr Annalise Dodds, then Shadow Secretary of State, Women and Equality of the Labour Party. The letter with 33 signatories from civil society organisations, Ambedkarite organisations, academics and individuals was sent on 15th June 2023.

DSN UK also submitted to the Consultation on the proposed Human Rights Bill of Scotland, highlighting the need for consideration of caste in the Bill.

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

Trustees' Report (Continued)

2. Business and Human Rights: Caste in Corporate Sector in the UK

A survey, orientation webinar, and training were conducted with company members on caste and caste-based discrimination in the workplace and in global supply chains. These were followed by an event to disseminate learnings supported by University of London – Knowledge Exchange Fund (KEF). The webinar had participation from Ethical Trading Initiative (ETI) member companies headquartered in the UK. Going forward, DSN UK will use the training package developed to support businesses to understand caste and caste-based discrimination and provide support for developing approaches and strategies for addressing caste-based discrimination in workplace and global supply chains.

DSN UK contributed to the Gender Consultation Group for Apparel and Textile Sector of ETI addressing, gender-based violence and harassment in the global supply chain, highlighting the need for companies to look at and address caste and gender intersectionality.

As part of its work with the NGO caucus of ETI the DSN UK Director participated in Company Progression Meetings member companies – NEXT, Primark and The Foschini Group (TFG) flagging areas for consideration especially regarding addressing modern slavery, gender intersectionality and caste-based discrimination in their supply chain.

3. Higher Educational Institutions: Casting out Caste from Campuses

DSN UK engaged with the University of London's School of Oriental and African Studies (SOAS) Student Union Leader on proposed changes to the SOAS students union equality policy/charter to include caste and caste discrimination. These have now been passed and included in the policy.

DSN UK shared its experience on the need, issues and challenges around inclusion of caste in university Equality, Diversity and Inclusivity (EDI) policies in a meeting with Oxford Colleges organised by Oxford South Asia Ambedkar Forum (OxSAAF) formerly called Oxford South Asia Alternative Forum.

DSN UK is also part of a core group working with Cambridge Majlis, a South Asian student body, on inclusion of caste in the EDI policy of University of Cambridge; and is also in discussion with Brunel University on a holistic approach to addressing caste and caste-

based discrimination on campus, addressing inclusion in the EDI policy, awareness, sensitisation and training of faculty, staff, student leaders and students.

4. Outreach: Awareness and Networking on Caste Discrimination in the UK

Film Screenings:

Hosted a film screening on Dalit Defenders in India which was followed by a conversation with Manjula Pradeep, a Dalit Rights Defender from India in partnership with the Human Rights Consortium, School of Advanced Study, University of London.

Partnered with SOAS in screening of the documentary Chaityabhumii by Somnath Waghmare.

Media Engagement:

DSN UK provided an interview for an article on Caste Legislation in the UK for [Law 360](#).

Director of DSN UK gave an interview on the United Christian Broadcast on What is Caste and Caste based Discrimination focusing on the diaspora.

Presentations:

Talk on Situation of Dalits in the UK for Christian Network Against Caste Discrimination (CNACD) to its members.

The Director also gave a Presentation on Caste and Caste Based Discrimination especially in the context of work and employment in the UK and in global supply chains to International Officers of UNISON-West Midlands.

Research Inputs:

Inputs provided for Sainsbury's discrimination research, looking at priority supply chains and how discrimination risks arise in these.

DSN UK also provided inputs to the Independent Commission on Aid Impact's stakeholder review on UK Aid to India.

Shared insights on caste affected communities in the UK as part of the research study on Racial Wealth Divide by Mike Savage, Professor of Sociology, LSE.

Provided inputs to student researcher from an international school in Japan on caste and caste-based discrimination in India and in the diaspora.

IV GOVERNANCE ISSUES AND GENERAL REMARKS

There were no governance issues. It was a period of stability but the need to move out of Canopi, 7-14, Great Dover Street, Borough, London SE1 4YR led to the search for a new office space. The Board decided to move to 88 Tanner Street, London SE1 3GN by end of October 2024.

1. Risk Review

Risk review especially in relation to financial stability is ensured by the Treasurer at every quarterly Board Meeting forecasting for the next 6 months. The Board of Trustees put in place adequate measures to support the Director to take DSN UK forward.

2. Financial Review

The board is informed and assured of the financials through financial review presented by the treasurer at each quarterly Board Meeting.

3. Policy & Performance

DSN UK does not have any investment policy as it is a small unincorporated Charity. DSN UK reviews other policies periodically that are essential for a small charity as follows:

- A) Safeguarding policy:** To protect beneficiaries, staff, and volunteers.
- B) Data protection policy:** To comply with GDPR regulations.
- C) Financial controls and procedures:** To ensure proper financial management.
- D) Health and safety policy:** To protect everyone involved.
- E) Equal opportunities policy:** To promote fairness and prevent discrimination.
- F) Complaints policy:** To handle complaints effectively.
- G) Conflict of interest policy:** To manage conflicts transparently.
- H) Risk management policy:** To assess and mitigate risks.
- I) Whistleblowing policy:** To encourage reporting of wrongdoing.
- J) Volunteer policy:** To outline roles, responsibilities, and expectations.

4. Independent Examiners

Mr Simon Lewcock the Chartered Certified Accountant is DSN UK's independent Examiner. The financial statement follows the Trustees Report.

5. Statement of Trustees' Responsibilities

The trustees are required under the Charities Act 1993 to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payment basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

1. select suitable accounting policies and then apply them consistently.
2. make judgements and estimates that are reasonable and prudent.

3. 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; and
4. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. 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.

FINANCIAL REVIEW

The financial result for the year, and the financial situation as on 31st March 2024, which the Board of Trustees considers to be satisfactory, are set out from pages 12 to 17.

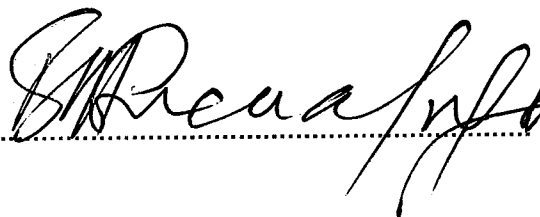
The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

The charity's policy on reserves is to maintain unrestricted reserves of between three- and six-months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 3 months' expenditure at £18,000.

Signed on behalf of the Board of Trustees

 Date 29/1/25

Dr Corinne Lennox (Vice chair)

 Date 29/1/2025

Mr Bala Gnanapragasam
Chair - DSN UK
Dated - 29th January 2025

**INDEPENDENT EXAMINER'S REPORT
ON THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024**

To the Trustees of the Dalit Solidarity Network UK

This report on the accounts of the charity for the year ended 31 March 2024, which are set out on pages 13 to 17 is in respect of an examination carried out under the Church Accounting Regulations 2005 (the Regulations) and the Charities Act 2011 (the Act).

Respective responsibilities of the trustees and independent Examiner

As trustees of the charity you are responsible for the preparation of the accounts; you consider that an audit is not required for this year under section 144(2) of the Act and that an independent examination is needed. It is my responsibility to:

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

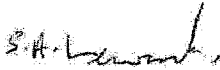
Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. That examination includes a review of the accounting records kept by the trustees and a comparison of the accounts with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and which comply with the requirements of the 2011 Act, as also contained in the Regulations, have not been met; or
- (2) to which, in my opinion, attention should be drawn, in order to enable a proper understanding of the accounts to be reached.



S.A. Lewcock FCCA
Windsor Lodge
Millfield Road
Hounslow
Middlesex TW4 5PN

26th January 2025

DALIT SOLIDARITY NETWORK UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

INCOME AND ENDOWMENTS	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31.3.24 £	Year to 31.3.23 £
Grants receivable	2	-	45,864	45,864	31,935
Other fundraising	3	-	5,215	5,215	8,249
Bank and other interest		-	99	99	34
Total income and endowments		-	51,178	51,178	40,218
EXPENDITURE					
Charitable activities	4	-	56,335	56,335	60,615
Fundraising costs	4	-	4,148	4,148	4,145
Governance costs	4	-	3,465	3,465	3,437
Total expenditure		-	63,948	63,948	68,197
NET SURPLUS / (DEFICIT)		-	(12,770)	(12,770)	(27,979)
Transfer of Funds		(4,950)	4,950	-	-
Fund balances brought forward 1st April 2023		4,950	16,415	21,365	49,344
Fund balances carried forward 31st March 2024		-	8,595	8,595	21,365

In both the current and the prior year, all recognised gains and losses are included in the profit and loss account and therefore a statement of recognised gains and losses has not been presented.

The accompanying notes from pages 15 to 17 form an integral part of these Financial Statements.

DALIT SOLIDARITY NETWORK UK

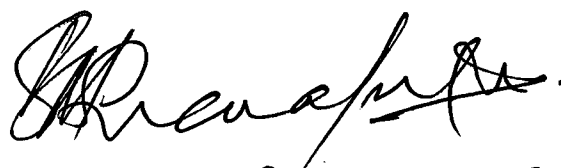
BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	31.3.24 £	31.3.23 £
FIXED ASSETS			
Tangible Fixed Assets for charity's use			
CURRENT ASSETS			
Debtors	5	2,924	2,061
Bank deposit account		6,713	6,964
Cash at bank and in hand		877	14,292
		<u>10,515</u>	<u>23,317</u>
CREDITORS			
Amounts falling due within one year	6	1,919	1,952
		<u>8,595</u>	<u>21,365</u>
Financed by:			
Restricted Funds	7	-	4,950
Unrestricted Funds:			
General Fund	7	-	-
Designated Reserve Fund	7	8,595	16,415
		<u>8,595</u>	<u>21,365</u>

The accompanying notes from pages 15 to 17 form an integral part of these Financial Statements.

Approved by the Board at the AGM on 21st Jan. 2025

Signed on behalf of the Board of Trustees



B. M. GNANAPRASAM
CHAIR DSN UK.



C. Lennox

14 Vice-Chair, DSN-UK

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts have been prepared under the historical cost convention and include the results of the Dalit Solidarity Network UK (the Charity)'s operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Financial Reporting Standard No. 102 and the Statement of Recommended Practice: Accounting and Reporting by Charities (the SORP 2015).

The charity has taken advantage of the exemption in Financial Reporting Standard No.102 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small entity.

1.2 Fund accounting

Unrestricted funds are general funds available for use at the Trustees discretion in furtherance of any objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to the area or purpose and the restriction means that the funds can only be used for specific projects or activities.

1.3 Income

Voluntary income and donations are accounted for as received by the Charity. Income from fundraising ventures is shown gross, with associated costs included in fundraising costs.

1.4 Value added tax

Value added tax is not recoverable by the Charity and is included in the relevant costs in the Statement of Financial Activities and in Fixed Assets.

1.5 Fundraising costs

Fundraising costs comprises costs incurred in inducing people and organisations to contribute financially to the Charity's work. This comprises principally a proportion of the cost of meetings and other events.

1.6 Governance costs

Expenditure on governance costs includes a percentage of relevant categories of expenditure, such as salary costs, travel and office costs.

1.7 Reserve fund

In order to finance future unexpected expenditure, the Trustees have adopted the policy of allocating an amount equal to between four and six months, currently set at four months, core expenditure to a Designated Reserve Fund.

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2024
(continued)

2. GRANTS RECEIVABLE		Restricted Funds	Unrestricted Funds	Year to 31.3.24	Year to 31.3.23	
		£	£	£	£	
	Christian Aid	-	-	-	15,000	
	ETI BOAG	-	-	-	3,285	
	Joseph Rowntree Charitable Trust	-	2,000	2,000	-	
	Lush Charity Pot	-	33,332	33,332	-	
	Prism-Matrix	-	-	-	3,000	
	St Clare & St Francis Trust	-	750	750	450	
	University of London	-	4,000	4,000	4,000	
	Wyndham Trust	-	4,082	4,082	4,500	
		-	1,700	1,700	1,700	
			45,864	45,864	31,935	
3. OTHER FUNDS RAISED						
	Membership fees	-	-	-	-	
	Donations	-	2,917	2,917	3,207	
	Gift Aid	-	1,435	1,435	2,981	
		-	863	863	2,061	
			5,215	5,215	8,249	
4. EXPENDITURE						
Unrestricted		Charitable Activities	Fundraising	Governance	Year to 31.3.24	Year to 31.3.23
		£	£	£	£	£
	Staff Costs					
	Salaries and N.I.	48,954	3,894	2,782	55,630	57,916
	Pension	1,911	152	109	2,172	198
	Payroll costs	633	-	-	633	564
	Office Costs					
	Bank charges	15	-	-	15	-
	Examiner's fee and expenses	-	-	300	300	300
	Governance costs	-	-	176	176	-
	Insurance	517	-	57	574	515
	Membership subscription	-	-	-	-	178
	Office and computer costs	529	102	41	672	33
	Office rent	827	-	-	827	3,000
	Staff recruitment	-	-	-	-	465
	Telephone	-	-	-	-	483
	Travel, subsistence & accommodation	403	-	-	403	-
	Website	147	-	-	147	346
	International Project Costs					
	International Advocacy	2,400	-	-	2,400	1,200
		56,335	4,148	3,465	63,948	65,197
Restricted						
	Office Rent (Lush)	-	-	-	-	3,000
						3,000

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2024
(continued)

5. DEBTORS	2024	2023
	£	£
Gift Aid claims	2,924	2,061
	<u>2,924</u>	<u>2,061</u>

6. CREDITORS AND ACCRUALS	2023	2023
	£	£
HMRC - Paye & N.I.	1,519	1,545
Accruals	400	407
	<u>1,919</u>	<u>1,952</u>

7. FUND DETAILS

The Unrestricted funds comprise the following:

	Balance as at 1 Apr 2023	Income	Expenditure	Surplus/ (Deficit)	Transfer of funds	Balance as at 31 Mar 2024
	£	£	£	£		£
General Fund	-	51,178	63,948	(12,770)	12,770	-
Designated Reserve Fund	16,415	-	-	-	(7,820)	8,595
	<u>16,415</u>	<u>51,178</u>	<u>63,948</u>	<u>(12,770)</u>	<u>4,950</u>	<u>8,595</u>

The Restricted funds comprise the following:

	Balance as at 1 Apr 2023	Income	Expenditure	Surplus/ (Deficit)	Transfer of funds	Balance as at 31 Mar 2024
	£	£	£	£		£
Matrix Causes Fund	450	-	-	-	(450)	-
University of London - Knowledge Exchange Fund	4,500	-	-	-	(4,500)	-
	<u>4,950</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(4,950)</u>	<u>-</u>
Total movement of funds	<u>21,365</u>	<u>51,178</u>	<u>63,948</u>	<u>(12,770)</u>	<u>-</u>	<u>8,595</u>

DALIT SOLIDARITY NETWORK UK

England & Wales - Charity number 1107022

Accounts



**DALIT SOLIDARITY
NETWORK UK**
A world without caste discrimination

**ANNUAL REPORTS AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

**Thomas Clarkson House, The Stableyard,
Broomgrove Road, London SW9 9TL**

**New Address:
7-14, Great Dover Street
Borough, London SE1 4YR**

**Tel: +44 (0)74 3539 4293
E-mail: info@dsnuk.org
Website: www.dsnuk.org
Registered Charity Number: 1107022**

DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023**

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Report of the Independent Examiner	9
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DALIT SOLIDARITY NETWORK UK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The Board present their annual report and the accounts of the charity for the year ending 31st March 2023.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity Dalit Solidarity Network UK (DSN UK) is an unincorporated association governed by its constitution, adopted on 14th July 2003, amended 4th July 2004, and last amendment was in the Annual General Meeting on 5th July 2011. The charity is governed by Board of Trustees, made up of between four and twelve trustees elected by the charity's members at the Annual General Meeting or co-opted by the Board of Trustees. The board must meet at least twice in the period from one AGM to the next, but in practice meets quarterly.

The charity's Director, from 24th January, 2022 is Gazala Shaikh. The Director is responsible for day-to-day management to ensure the charity's strategic objectives and operational priorities are met.

OBJECTIVES AND ACTIVITIES

DSN-UK is an advocacy and campaigning organisation working towards equality and social justice for Dalits in the UK and other caste affected countries. The mission of DSN UK is to promote the elimination of discrimination on the basis of caste and analogous systems of oppression and to ensure equality and human rights for those affected by such discrimination. We lobby for law and policy changes. DSN-UK links grassroots priorities with national and international mechanisms and institutions to make an effective contribution to the lives of those affected by caste discrimination.

Key Activities of DSN UK

1. Campaign on policy change for caste discrimination in the UK and in other countries where caste discrimination is practised.
2. Work with the corporate sector in the UK and internationally on addressing caste-based discrimination, descent based slavery and other human and labour rights abuses.
3. Address caste related issues in higher education institutions in the UK through DSN UK's Casting out Caste on Campuses campaign.
4. Raising Awareness on caste discrimination, exclusion, and abuse of human rights in the UK through Everyday Casteism campaign.
5. Creating a shared understanding and advocacy on caste discrimination in the UK and internationally in partnership and collaboration with Network members and partners in the UK.

Key Achievements 2022/2023

- DSN-UK has made significant progress and engagement in Caste in Business and Human Rights work in partnership with ETI.
- DSN UK was invited for a talk on "Caste Discrimination in India, South Asia and the Diaspora" at the Sonnenberg Association Conference at Kent University, Canterbury. The theme for the international conference was, "India: History, Current Developments and Culture".
- Contributed to ICAI – UK AID India Review Stakeholder Roundtable
- Promoted Everyday Casteism campaign during Writing with Fire show casing by Southhall Black Sisters.
- An article on DSN UK was on <https://goodnewsshared.com/2022/05/25/dalit-solidarity-network-uk/> a web portal sharing stories on community spirit and inspirational people.
- A letter of statement in support Caste Legislation in the UK to Dr. Annalise Dodds, Shadow Secretary of State – Women and Equality

DALIT SOLIDARITY NETWORK UK

FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2023

Charity Registration Number:	1107022
Governing Document:	Constitution (adopted July 2003, fully amended July 2011)
Principal Office in 2022-23:	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL
Board of Trustees:	Honorary Chair: Jeremy Corbyn, MP Chair: Corinne Lennox Vice Chair: Tom Palakudiyil Treasurer: Kate Solomeyina (resigned 5 December 2022) Ramani Leatherd Bala Gnanapragasam Perna Tambay Dabir Ahmed (appointed 5 December 2022) Dinesh Kumar Pariyar (appointed 5 December 2022)
Patrons:	Singh Bahal Professor Mary Grey Jean Lambert Vincent Manoharan Rob Marris Aidan McQuade John Montagu, Earl of Sandwich
Bankers:	Lloyds TSB East Dulwich Branch London SE22 8NA
Independent Examiner:	Simon Lewcock Chartered Certified Accountant Windsor Lodge Millfield Road Hounslow TW4 5PN

1. Campaign on policy change for caste discrimination in the UK and in other countries where caste discrimination is practised.

All-Party Parliamentary Group for Dalits (APPG)

The All Party Parliamentary Group (APPG) for Dalits continues its work to ensure that the issues surrounding caste-based discrimination remain on the government's agenda, particularly regarding the closer ties with India surrounding possible new trade agreements.

Lord Richard Harries of Pentregarth (Co-Chair of the APPG) had called for a stakeholder meeting with the APPG for Dalits in March 2023 to discuss the current work by the stakeholder group members in support of caste legislation. The meeting was called in the background of caste legislations being successfully passed in the US and UK at various levels. The meeting was attended by civil society activists, academics and members of the House of Lords engaged in the caste legislation advocacy in the UK. During the meeting, it was discussed to share a letter of support for the caste legislation to the Shadow Secretary of State, Women and Equality, Dr. Annalise Dodds of the Labour Party. DSN UK took the responsibility of preparing the letter on behalf of the stakeholder group. The letter uprised Dr. Dodds on the global development on legislations and on the current status of caste in the Equality Law in the UK. The letter had support from 33 signatories comprising civil society organisations, Ambedkarite organisations, academics and individuals.

Casting out Caste from Campus

The Everyday Casteism campaign of DSN UK has been receiving reports of caste based discrimination especially from university students. India has crossed China as the largest number of international students in universities in the UK. Also, there has been a significant increase of students from Pakistan and Bangladesh in universities in the UK. Giving due consideration to this increase in international students from South Asian countries where caste-discrimination is rooted, DSN-UK continues its engagement with the Diversity, Equality and Inclusion (DEI) departments of UK Higher Education Institutes to partner on caste discrimination being recognised in university DEI policies and including this topic in courses and in raising awareness. School of Oriental and African Studies (SOAS), University of London is the first institute where the student union has recognised caste as a protected characteristic for protection against caste-discrimination in its student union policy. This is a significant first step towards universities recognising caste discrimination on the lines of ethnicity, sex and disability in its DEI policies. To strengthen and achieve its work on creating awareness and working with higher education institutes, DSN UK has received a small grant for three year period from the Matrix Causes Fund.

2. Providing technical advice and analysis in the UK and internationally on addressing caste-based discrimination and other labour rights abuses

Caste in Business and Human Rights

DSN UK continues its engagement with Ethical Trading Initiative (ETI) on through its regular NGO Caucus meetings. DSN UK has participated in Future World of Work – Gender Perspective and Apparel and Textile Strategy Consultation with ETI partners (NGO and company members of ETI). In these consultations, DSN UK has raised issues and challenges of caste-discrimination and mechanisms in which companies can address grievance redressal especially in its supply chain in South Asian countries.

DSN UK also engaged with Business and Human Rights Centre (BHRC), Trade and Justice Movement (TJM) and ETI on HREDD (Human Rights and Environment Due Diligence) processes considerations in the currently being negotiated UK-India-Foreign Trade Agreement (FTA). DSN UK highlighted issues around caste and gender intersectionality specifically in the apparel and textile sector which is one of the key sectors in the trade deal. DSN UK also engaged with Bond group and participated on Bond discussion on UK-India trade negotiations and explore the ways in which a deal could jeopardise sustainable development. DSN UK shared its thoughts on how the trade agreement and its impact on caste affected communities.

DSN UK also participated on a side event on Making Human Rights Due Diligence work for Homeworkers as part of 2023 OECD Garment and Footwear Due Diligence Forum by Homeworkers Worldwide and Transform Trade. Shared concerns on Dalit caste homeworkers and informal workers inclusion in due diligence process especially in the leather sector.

Grant for a short-term project on Caste in Business and Global Supply chain project supported by University of London – Knowledge Exchange Fund (UCL-KEF) was received to support UK businesses on caste discrimination in workplace and in global supply chain. The main components of the project were to conduct a survey of selected companies on caste discrimination in their workplace and supply chain, a pilot training with businesses on identification and prevention of caste-based discrimination in workplace and in global supply chain and a dissemination of the learnings from the training to the wider audience. In this reporting period, the survey tool was developed and shared with ETI member companies on the businesses understanding of caste and if so, how is it being addressed in their business operations. The survey indicated the lack of understanding on caste and caste related issues among the respondent. Hence, prior to the training, an orientation webinar was planned for businesses on caste and caste issues and challenges for discriminated communities for businesses in partnership with ETI. The webinar had 15 participants from 14 different companies.

- 3. Raising awareness of all aspects of discrimination, exclusion and abuse of human rights on the grounds of caste-based discrimination**
- 4. Strengthening the network**

DSN UK has engaged with diverse set of groups on creating awareness on caste and caste based discrimination. Engagement with members of the stakeholder group who belong to a diverse set has been the corner stone of DSN UK for creating a shared understanding and collaborative working on issues and challenges to caste and caste discrimination in the UK.

DSN UK was invited by the Sonnenberg Association of Great Britain (SAGB) to give a presentation on Caste System in India and the Impact of the System in the UK at its Conference on “India: History, Current Developments and Culture” in University of Kent, Canterbury. The conference had participants from Germany, Czech Republic, Ukraine and the UK. Sonnenberg movement started in 1948 in the aftermath of the second world war by Danish and German teachers. 1954 was the establishment of Sonnenberg Association of England and Wales now called the Sonnenberg Association of Great Britain (SAGB). The Director of DSN UK made the presentation at the conference and was well received with the participants showing a keen interest in understanding and engaging with DSN Networks in Europe.

The Director of DSN UK was also invited to give a talk on Situation of Dalits in the UK for Christian Network Against Caste Discrimination (CNACD) to its members. This was an online session with members of CNACD. The CNACD (Christian Network Against Caste Discrimination) vision is to conscientize, sensitise, and motivate the Western public, the agents of development and human rights and other key groups, on the reality of extreme poverty, discrimination and all forms of human rights violations and abuses faced by Dalits on a daily basis.

DSN UK was invited for a stakeholder review on UK Aid to India. In this we shared the importance of understanding and addressing caste discrimination in a more systemic way. We also expressed that given the low dependence of India on Aid, UK Aid needs to work on its programme which may be small scale but has replicability and larger impact on addressing systemic issues of inequity and poverty in India. DSN UK was also invited for a pre-publication briefing meeting of the report on UK Aid to India.

Promoted Everyday Casteism campaign during Writing with Fire show casing by Southhall Black Sisters. Writing with Fire (which was also shown on the BBC) is a documentary on Dalit women-led newspaper Khabar Lahariya, based in India, and its move from print to digital by teaching their reporters how to use smart phones and modern technology.

Director of DSN UK shared insights on Caste Affected Communities in the UK as part of the research study on Racial Wealth Divide by Mike Savage, Professor of Sociology, Convenor, 'Wealth, elites and tax justice' (International Inequalities Institute), London School of Economics (LSE).

Membership numbers continue to rise, and we have had some good feedback about why people are interested in joining DSN UK, their backgrounds and expertise, and how they found us. We continue with our outreach to other organisations and are delighted to also interact with the new members of IDSN from India, Pakistan, Nepal and Bangladesh, and look forward to collaborating with them in the future.

DSN UK also participated in meetings of IDSN and other DSNs (Dalit Solidarity Networks in Europe) on the work and advocacy on caste and caste-based discrimination in their countries and engagement with their governments on addressing it in their domestic and international policies.

Engagement with Bond groups on Caste and development, SDGs and Small NGOs have been a good forum for raising issues on caste descent based discrimination in international development. DSN UK has actively engaged in the forum and building alliances for combating caste based discrimination including raising awareness of the development and human rights impact of caste and the need for effective responses among the development community

An article on DSN UK was on <https://goodnewsshared.com/2022/05/25/dalit-solidarity-network-uk/> a web portal sharing stories on community spirit and inspirational people.

DSN UK twitter followers have continued to increase to almost 20,000, and the @CasteintheUk handle has also seen an upturn in followers. DSN UK linkedin page has seen an increase in followers from 7 to 59 in the reporting period.

Other Administrative

DSN UK office lease with Anti-Slavery International (ASI) has come to an end with ASI putting up the office space for sale. DSN UK has moved office to Canopi-Borough,, 7-14, Great Dover Street, London – SE1 4YR.

DALIT SOLIDARITY NETWORK UK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023 (Continued)

STATEMENT OF THE RESPONSIBILITIES OF THE TRUSTEES

The trustees are required under the Charities Act 1993 to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payment basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

1. select suitable accounting policies and then apply them consistently;
2. make judgements and estimates that are reasonable and prudent;
3. 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; and
4. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. 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.


FINANCIAL REVIEW

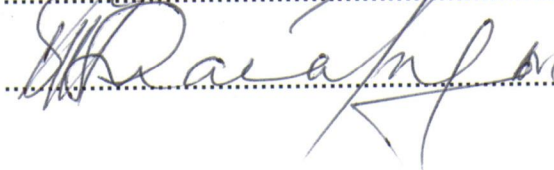
The financial result for the year, and the financial situation at 31st March 2023, which the Board of Trustees considers to be satisfactory, are set out on pages 9 to 14.

The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

The charity's policy on reserves is to maintain unrestricted reserves of between three and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 3 months' expenditure at £18,000.

Signed on behalf of the Board of Trustees


Date 18 Dec 2023


Date 18 Dec. 2023

**INDEPENDENT EXAMINER'S REPORT
ON THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023**

To the Trustees of the Dalit Soidarity Network UK

This report on the accounts of the charity for the year ended 31 March 2023, which are set out attached to the report, is in respect of an examination carried out under the Church Accounting Regulations 2006 ('the Regulations) and the Charities Act 2011 ('the Act).

Respective responsibilities of the trustees and independent Examiner

As trustees of the charity you are responsible for the preparation of the accounts; you consider that an audit is not required for this year under section 144(2) of the Act and that an independent examination is needed. It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. That examination includes a review of the accounting records kept by the trustees and a comparison of the accounts with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and which comply with the requirements of the 2011 Act, as also contained in the Regulations, have not been met; or
- (2) to which, in my opinion, attention should be drawn, in order to enable a proper understanding of the accounts to be reached.



S.A. Lewcock FCCA
Windsor Lodge
Millfield Road
Hounslow
Middlesex TW4 5PN

7th December 2023

DALIT SOLIDARITY NETWORK UK

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

INCOME AND ENDOWMENTS	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31.3.23 £	Year to 31.3.22 £
Grants receivable	2	7,950	23,985	31,935	19,986
Other fundraising	3	-	8,249	8,249	6,228
IDSN consultancy		-	-	-	3,600
Bank and other interest		-	34	34	5
Total income and endowments		7,950	32,268	40,218	29,819
EXPENDITURE					
Charitable activities	4	3,000	57,615	60,615	56,639
Fundraising costs	4	-	4,145	4,145	3,300
Governance costs	4	-	3,437	3,437	2,878
Total expenditure		3,000	65,197	68,197	62,817
NET SURPLUS / (DEFICIT)		4,950	(32,929)	(27,979)	(32,998)
Fund balances brought forward 1st April 2022		-	49,344	49,344	82,342
Fund balances carried forward 31st March 2023		4,950	16,415	21,365	49,344

In both the current and the prior year, all recognised gains and losses are included in the profit and loss account and therefore a statement of recognised gains and losses has not been presented.

The accompanying notes on pages 12 to 14 form an integral part of these Financial Statements.

**DALIT SOLIDARITY NETWORK UK
BALANCE SHEET
AS AT 31 MARCH 2023**

	Notes	31.3.23 £	31.3.22 £
FIXED ASSETS			
Tangible Fixed Assets for charity's use		-	-
CURRENT ASSETS			
Debtors	5	2,061	769
Bank deposit account		6,964	42,798
Cash at bank and in hand		14,292	10,776
		23,317	54,343
CREDITORS			
Amounts falling due within one year	6	1,952	4,999
		21,365	49,344
Financed by:			
Restricted Funds	7	4,950	-
Unrestricted Funds:			
General Fund	7	-	13,344
Designated Reserve Fund	7	16,415	36,000
		21,365	49,344

The accompanying notes on pages 12 to 14 form an integral part of these Financial Statements.

Approved by the Board at the AGM on 15th November 2023

Signed on behalf of the Board of Trustees

..... Date 18 Dec 2023

..... Date 18 Dec 2023

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2023

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts are prepared under the historical cost convention and include the results of Dalit Solidarity Network UK (the Charity)'s operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Financial Reporting Standard (FRS) No. 102 and the Statement of Recommended Practice: Accounting and Reporting by Charities (the SORP 2015).

The charity has taken advantage of the exemption in FRS No. 102 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small entity.

1.2 Fund accounting

Unrestricted funds are general funds available for use at the Trustees' discretion in furtherance of any objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to the area or purpose and the restriction means that the funds can only be used for specific projects or activities.

1.3 Income

Voluntary income and donations are accounted for as received by the Charity. Income from fundraising ventures is shown gross with associated costs included in fundraising costs.

1.4 Value Added Tax

Value Added Tax is not recoverable by the Charity and is included in the relevant costs in the Statement of Financial Activities and in Fixed Assets.

1.5 Fundraising costs

Fundraising costs comprises costs incurred in inducing people and organisations to contribute financially to the Charity's work. This comprises principally a proportion of the cost of meetings and other events.

1.6 Governance costs

Expenditure on governance costs include a percentage of relevant categories of expenditure, such as salary costs, travel and office costs.

1.7 Designated Reserve fund

In order to finance future unexpected expenditure, the Trustees have adopted the policy of allocating an amount equal to three months core expenditure to a Designated Reserve Fund.

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2023
(continued)

2.	GRANTS RECEIVABLE		Restricted Funds £	Unrestricted Funds £	Year to 31.3.23 £	Year to 31.3.22 £
	Christian Aid		-	15,000	15,000	-
	ETI BOAG		-	3,285	3,285	3,286
	Lush Charity Pot		3,000	-	3,000	1,000
	Matrix Causes Fund		450	-	450	
	St Clare & St Francis Trust		-	4,000	4,000	4,000
	University of London-Knowledge Exchange Fund		4,500	-	4,500	
	Water Aid		-	-	-	10,000
	Wyndheim Trust		-	1,700	1,700	1,700
			7,950	23,985	31,935	19,986
3.	OTHER FUNDS RAISED					
	Membership fees		-	3,207	3,207	4,168
	Donations		-	2,981	2,981	1,506
	Gift Aid		-	2,061	2,061	554
			-	8,249	8,249	6,228
4.	EXPENDITURE					
	Unrestricted	Charitable Activities £	Fundraising £	Governance £	Year to 31.3.23 £	Year to 31.3.22 £
	Staff Costs					
	Salaries and N.I.	50,966	4,054	2,896	57,916	44,814
	Pension	174	14	10	198	1,308
	Payroll costs	564	-	-	564	629
	Office Costs					
	Staff recruitment	465	-	-	465	749
	Telephone	411	72	-	483	432
	Governance costs	-	-	-	-	48
	Insurance	464	-	51	515	490
	Membership subscription	-	-	178	178	173
	Office and computer costs	26	5	2	33	41
	Office rent	3,000	-	-	3,000	42
	Website	346	-	-	346	233
	Examiner's fee and expenses	-	-	300	300	300
	International Project Costs					
	International Advocacy	1,200	-	-	1,200	12,600
		57,615	4,145	3,437	65,197	61,859
	Restricted					
	Office Rent (Lush)	3,000	-	-	3,000	1,000
		3,000	-	-	3,000	1,000

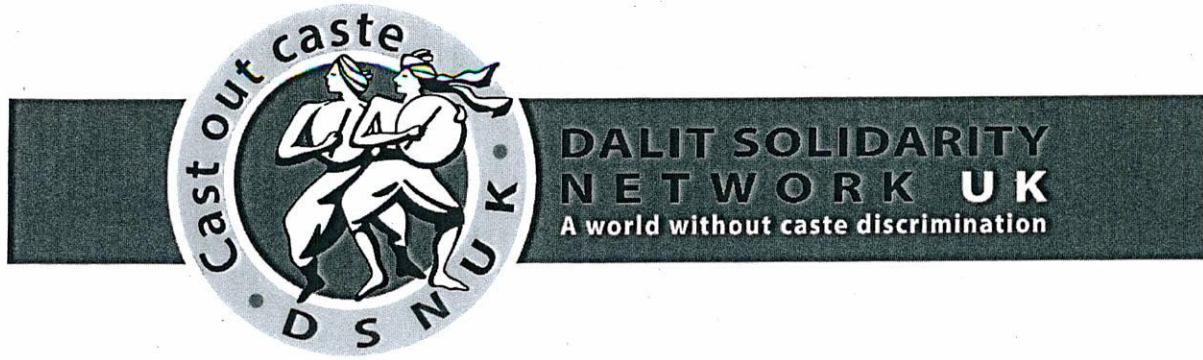
DALIT SOLIDARITY NETWORK UK
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2023
(continued)

5. DEBTORS			2023			2022
			£			£
Gift Aid claims			2,061			-
Donations			-			376
Membership Fees			-			393
			2,061			769
6. CREDITORS AND ACCRUALS			2023			2022
			£			£
Lush Charity Pot - deferred income			-			3,000
HMRC - Paye & N.I.			1,545			554
Accruals			407			1,445
			1,952			4,999
7. FUND DETAILS						
The Unrestricted funds comprise the following:						
	Balance			Surplus/	Transfer of	Balance
	as at 1	Income	Expenditure	(Deficit)	funds	as at 31
	Apr 2022					Mar 2023
	£	£	£	£		£
General Fund	13,344	32,268	65,197	(32,929)	19,585	-
Designated Reserve Fund	36,000	-	-	-	(19,585)	16,415
	49,344	32,268	65,197	(32,929)	-	16,415
	The Restricted funds comprise the following:					
	Balance			Surplus/	Transfer of	Balance
	as at 1	Income	Expenditure	(Deficit)	funds	as at 31
	Apr 2022					Mar 2023
	£	£	£	£		£
Lush Charity Pot	-	3,000	3,000	-	-	-
Matrix Causes Fund	-	450	-	450	-	450
University of London-Knowledge Exchange Fund	-	4,500	-	4,500	-	4,500
	-	7,950	3,000	4,950	-	4,950
Total movement of funds	49,344	40,218	68,197	(27,979)	-	21,365

DALIT SOLIDARITY NETWORK UK

England & Wales - Charity number 1107022

Accounts



**ANNUAL REPORTS AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

**Thomas Clarkson House, The Stableyard,
Broomgrove Road, London SW9 9TL**

Tel: +44 (0)20 7501 8323

E-mail: info@dsnuk.org

Website: www.dsnuk.org

Registered Charity Number: 1107022

DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022**

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DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022**

Charity Registration Number:	1107022
Governing Document:	Constitution (adopted July 2003, fully amended July 2011)
Principal Office:	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL
Board of Trustees:	Honorary Chair: Jeremy Corbyn, MP Chair: Corinne Lennox Vice Chair: Tom Palakudiyil Treasurer: Kate Solomeyina Ramesh Gautam (resigned 24 August 2021) Ramani Leatherd Shiv Shukla (resigned 13 July 2021) Bala Gnanapragasam Perna Tambay (appointed 10 November 2021)
Patrons:	Singh Bahal Professor Mary Grey Jean Lambert Vincent Manoharan Rob Marris Aidan McQuade John Montagu, Earl of Sandwich
Bankers:	Lloyds TSB East Dulwich Branch London SE22 8NA
Independent Examiner:	Simon Lewcock Chartered Certified Accountant Windsor Lodge Millfield Road Hounslow TW4 5PN

DALIT SOLIDARITY NETWORK UK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The Board present their annual report and the accounts of the charity for the year ending 31st March 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity Dalit Solidarity Network UK (DSN UK) is an unincorporated association governed by its constitution, adopted on 14th July 2003, amended 4th July 2004, and last amendment was in the Annual General Meeting on 5th July 2011. The charity is governed by Board of Trustees, made up of between four and twelve trustees elected by the charity's members at the Annual General Meeting or co-opted by the Board of Trustees. The board must meet at least twice in the period from one AGM to the next, but in practice meets quarterly.

The charity's Director, till January 2022 was Meena Varma and from 24th January, 2022 Gazala Shaikh has taken over the role. The Director is responsible for day-to-day management to ensure the charity's strategic objectives and operational priorities are met.

OBJECTIVES AND ACTIVITIES

The charity's primary objects are to promote equality, diversity and human rights in the UK and elsewhere, and in particular advocating for elimination of discrimination on the grounds of caste and analogous systems of inherited status such as that suffered by the Dalits.

Key Activities of DSN UK

1. Providing technical advice and analysis to the UK Parliament, Government departments, and others on caste discrimination in the UK and in other countries where caste discrimination is practised.
2. Providing technical advice and analysis to the corporate sector in the UK and internationally on addressing caste-based discrimination, descent based slavery and other human and labour rights abuses.
3. Promoting international advocacy with partners in the South Asian countries and in collaboration with the International Dalit Solidarity Network on international fora and networks.
4. Raising Awareness on caste discrimination, exclusion, and abuse of human rights in the UK.
5. Creating a shared understanding and advocacy on caste discrimination in the UK in partnership and collaboration with Network members and partners in the UK.

Key Achievements 2021/2022

- DSN-UK has engaged with the Law Commission in the UK to discuss inclusion of 'caste' as a motivation for 'hate crime'.
- Increased engagement with Higher Education Institutes and Universities on inclusion of 'caste' in their equality and diversity policies, academic courses and curricula, and raising awareness.
- Involved in promotion of '*I Am Belmaya*', a documentary by an uneducated Nepalese Dalit woman who desires to become a film maker.
- Recognition of DSN-UK's '*Everyday Casteism campaign*' by the London Faith and Belief Forum, and named Census Champion for our work with the Office of National Statistics.
- @DSNUK Twitter followers reached nearly 20,000, and we continue to manage the @CasteintheUK twitter handle for the Pro-Legislation Stakeholder's Group, which has also seen an increase in followers.

1. Providing technical advice and analysis to the UK Parliament, Government departments and others on caste discrimination

All-Party Parliamentary Group for Dalits (APPG)

The All Party Parliamentary Group (APPG) for Dalits continues its work to ensure that the issues surrounding caste-based discrimination remain on the government's agenda, particularly regarding the closer ties with India surrounding possible new trade agreements.

Lord Harries of Pentregarth (Co-Chair of the APPG) opened a debate in the House of Lords on India and Human Rights back in August 2021, and while expressing his admiration for the country, he also pointed out the rise in nationalism and decline in human rights. Other Members also expressed their concern that the Foreign Commonwealth and Development Office (FCDO) have not done enough to call out injustices in India. In response, it was argued that the Foreign Secretary raised the issues of Kashmir, minority and religious communities, and encouraged the Indian government to unfreeze Amnesty India's funds. It also said that recent project work with Dalits included legal training for over 2000 Dalit women to combat domestic violence.

The key issues for Dalits and Adivasis in Nepal was discussed in December 2021, where the government was asked what progress had been made in fulfilling the UK's commitments to provide access to justice for marginalised communities. Particularly concerning was the lack of Dalits appointed to the National Dalit Commission or the new National Human Rights Commission. It was agreed that the government would continue to lobby on strengthening human rights, although it was noted that there has been an increase in locally elected government positions held by Dalits. Lord Alton of Liverpool also asked about the percentage of Dalits and Adivasis that had been vaccinated against COVID-19 and the death rates compared to the rest of the population, but no information was available. The government, however, confirmed that 24% of the support provided to Nepal targeted vulnerable groups, including Dalits.

Lord Harries also tabled a Parliamentary question on the representations made by the UK on India's blocking of overseas funds for non-governmental organisations (NGOs) through the Foreign Contribution Regulation Act (FCRA). FCRA is being used to silence civil society voices that have criticised the Indian government, and 179 NGOs have had their licence renewal denied, including Oxfam India and Mother Teresa's Missionaries of Charity. Dalit community and organisations access to funds was also included in the discussion, as well as the incompatibility of Human Rights with caste-based discrimination.

Briefings for the discussions have been provided by DSN-UK.

Caste Legislation in the UK

The caste legislation has been put on hold. Giving due consideration, there has been a consensus that until there is a revival of movement to repeal it from the Equality Act 2010, no action will be taken. Should this situation change, the Pro-Legislation Stakeholder group will initiate a campaign to stop the repeal process along with the letter that has been signed by numerous Human Rights groups to encourage MPs to support our cause.

To facilitate collection of evidence for supporting the campaign for legislation, the Everyday Casteism campaign was re-launched on 23rd March 2022, just after the International Day for the Elimination of Racial Discrimination. DSN-UK has received several reports of casteism via its website, as well as from a number of university students who have faced discriminatory behaviour in social interactions post their caste being outed. The campaign also received recognition from the London Faith and Belief forum in 2021.

DSN-UK has initiated engagement with the Diversity, Equality and Inclusion (DEI) departments of UK Higher Education Institutes to partner on caste discrimination being recognised in university DEI policies and including this topic in courses and in raising awareness.

2. Providing technical advice and analysis to the corporate sector in the UK and internationally on addressing caste-based discrimination and other labour rights abuses

The Ethical Trading Initiative (ETI)

Caste remains on the agenda for the ETI, particularly with the recent blog on why caste is a salient risk in business. DSN UK, together with IDSN and ETI, issued 'Base Code Guidance: Caste in Global Supply Chains', a report offering practical advice to businesses. We have continued to use and promote the guidance at various speaking events and meetings with brands and other INGOs. The report has been presented by IDSN at DIEH in Denmark and IEH in Norway.

It has also been used to raise awareness at the UN Forum on Business and Human Rights in Geneva. The DSN UK Director has raised the issue of caste discrimination at the ETI meetings in Norway, Denmark and the UK.

3. Promoting international advocacy with the International Dalit Solidarity Network

At the United Nations

An input was submitted on caste in the study on gender justice of the UN Special Rapporteur on Freedom of Opinion and Expression, noting that social spaces for Dalit women are often subject to both sexist and casteist discrimination, in partnership with IDSN. IDSN represented the DSN UK at a UN Sustainable Development Goals (SDGs) side-event at the 76th session of the UN General Assembly on 'The 2030 Agenda for Sustainable Development and Economic Participation of Minorities'. Meena Varma, Director of DSN UK and Executive Director of IDSN, highlighted the need to address caste discrimination in order to progress the SDGs. Having highlighted atrocities committed against Dalits in Nepal to the UN High Commissioner for Human Rights, Michele Bachelet issued a statement that called for independent investigations.

At the European Union

Although the UK is not in the European Union, DSN UK has been engaged with IDSN on its representation to the EU member states on issues related to caste discrimination where these have a wider impact. An EU tool to help companies tackle the issue of forced labour in their supply chains included input from the report 'Base Code Guidance: Caste in Global Supply Chains', as well as a brief on how caste and gender discrimination are root causes of forced labour, with examples from Pakistan, India and Nepal. Similarly, ahead of the EU-India human rights dialogue in January 2022, advocacy efforts were directed towards the EU Delegation, the EEAS and Member States representations in India; as part of this a briefing was shared that highlighted the key issues surrounding caste-based discrimination.

Business and Human Rights

Much of the work done within the UN and EU also has links to Business and Human Rights, with DSNUK, in partnership with IDSN, continuing to promote action on caste-related issues. As part of this, a statement and briefing paper were issued specifically addressing caste- and gender-based violence in the garment sector, following on from the rape and murder of a Dalit worker in a clothes factory in India.

With the revision of the Guidelines for Multinational Enterprises by the Organisation for Economic Co-operation and Development (OECD), IDSN and international associate Advocating Rights in South Asia (ARISA) emphasized inclusion of information on caste-based discrimination, which is currently absent in the document. The two organisations also provided information for OECD Watch's report 'Get Fit: Closing gaps in the OECD Guidelines to make them fit for purpose'. Reports from DSN UK and other IDSN members addressing caste, business and human rights are widely promoted by the organisation, including on human rights violations in the cotton seed and spinning mills industries.

- 4. Raising awareness of all aspects of discrimination, exclusion and abuse of human rights on the grounds of caste-based discrimination**
- 5. Strengthening the network**

DSN UK membership numbers continue to rise, and we have had some good feedback about why people are interested in joining DSN UK, their backgrounds and expertise, and how they found us. We continue with our outreach to other organisations and are delighted to also interact with the new members of IDSN from India, Pakistan, Nepal and Bangladesh, and look forward to collaborating with them in the future.

The Director participated in an event on Caste in the Diaspora organised by The Rights Collective, a group of women who are looking to tackle the issues within the South Asian diaspora community in the UK, reminding them that caste goes wherever the South Asian diaspora go, and that we still need to break down the walls of 'untouchability'.

DSN UK has also engaged with the Law Commission and met to discuss casteism in relation to 'hate crime'. The review was in the consultation stage and particularly relevant to us as they are looking into whether potential protected characteristics (such as caste) should be included as a motivation towards hate crime, along with the practicalities of amending the law. As part of this, DSN UK has submitted a report.

One of the highlights of the year was supporting IDSN in their virtual showing and Q and A of 'I Am Belmaya', the story of an uneducated Nepalese Dalit woman's determination to learn how to use a camera to make films. Winner of the Best Documentary of 2021 at the UK Asian Film Festival, producer Sue Carpenter and Belmaya Nepali gave a fascinating insight into the 14-year story of how this film was made and the impact it has had on Belmaya herself. Another documentary DSN UK was delighted to promote was Writing with Fire (which was also shown on the BBC). This documentary examined the Dalit women-led newspaper Khabar Lahariya, based in India, and its move from print to digital by teaching their reporters how to use smart phones and modern technology.

During the 2021 UK census, DSN UK was invited to join a panel to discuss what information is missing from the current questionnaire, and the difficulty that not only our charity but other NGOs have in finding certain information on the demographics in England and Wales. As a result, DSN UK was recognised by the Office for National Statistics as a Census Champion.

DSN UK continues to engage with the Minority Rights Group International and participates in the BOND Caste and Development group, though the activity of the latter has been limited this year. Nevertheless, there has still been discussion on how best to move forward in meeting the goals set out, including raising awareness of the development and human rights impact of caste and the need for effective responses among the development community; building capacities of BOND members to analyse and address caste in their programmes and operations by serving as a forum for exchange and dissemination of evidence and learning; and planning joint advocacy when appropriate in the UK and internationally, for the passage and implementation of policies and frameworks for the recognition and eradication of caste.

DSN UK twitter followers have continued to increase to almost 20,000, and the @CasteintheUk handle has also seen an upturn in followers. The newsletters continue to provide our members with the latest news regarding caste-based discrimination from both home and abroad, and the website has articles added regularly.

DALIT SOLIDARITY NETWORK UK

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022
(Continued)**

STATEMENT OF THE RESPONSIBILITIES OF THE TRUSTEES

The trustees are required under the Charities Act 1993 to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payment basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

1. select suitable accounting policies and then apply them consistently;
2. make judgements and estimates that are reasonable and prudent;
3. 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; and
4. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. 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.


FINANCIAL REVIEW

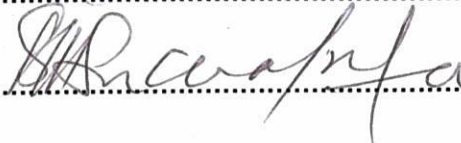
The financial result for the year, and the financial situation at 31st March 2022, which the Board of Trustees considers to be satisfactory, are set out on pages 10 to 14.

The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

The charity's policy on reserves is to maintain unrestricted reserves of between four and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 6 months' expenditure at £36,000.

Signed on behalf of the Board of Trustees


..... Date 5 Dec 2022


..... Date 5 Dec 2022

DALIT SOLIDARITY NETWORK UK

**REPORT OF THE INDEPENDENT EXAMINER
YEAR ENDED 31 MARCH 2022**

I have examined the financial statements set out on pages 10 to 14 for the year ended 31 March 2022, which have been prepared under the accounting policies set out on page 12.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND THE EXAMINER

The charity's trustees are responsible for the preparation of the accounts and they consider that the audit requirements of section 144(2) of the Charities Act 2011 (the Act) do not apply and that an independent examination is needed. It is my responsibility to:

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

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT

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

1. which gives reasonable cause to believe that in any material respect the requirements:
 - (a) to keep accounting records in accordance with section 130 of the 2011 Act;
 - (b) to prepare accounts which accord with the accounting records; and
 - (c) to comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



SIMON LEWCOCK
Chartered Certified Accountant
Windsor Lodge
Millfield Road
Hounslow
TW4 5PN

5th December 2022

DALIT SOLIDARITY NETWORK UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022**

INCOME AND ENDOWMENTS	Restricted Funds	Unrestricted Funds	Year to 31.3.22	Year to 31.3.21
	£	£	£	£
Grants receivable	1,000	18,986	19,986	17,500
Other fundraising	-	6,228	6,228	3,989
IDSN consultancy	-	3,600	3,600	43,200
Bank and other interest	-	5	5	19
Total income and endowments	1,000	28,819	29,819	64,708
EXPENDITURE				
Charitable activities	1,000	55,639	56,639	65,784
Fundraising costs	-	3,300	3,300	5,029
Governance costs	-	2,878	2,878	4,049
Total expenditure	1,000	61,817	62,817	74,861
NET SURPLUS / (DEFICIT)	-	-32,998	-32,998	-10,154
Fund balances brought forward 1st April 2021	-	82,342	82,342	92,495
Fund balances carried forward 31st March 2022	-	49,344	49,344	82,342

In both the current and the prior year, all recognised gains and losses are included in the profit and loss account and therefore a statement of recognised gains and losses has not been presented.

The accompanying notes on pages 12 to 14 form an integral part of these Financial Statements.


**DALIT SOLIDARITY NETWORK UK
BALANCE SHEET
AS AT 31 MARCH 2022**

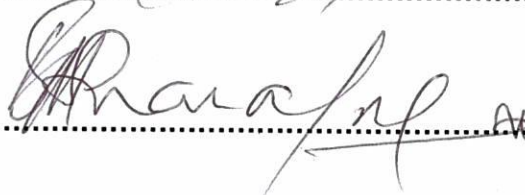
	Notes	31.3.22 £	31.3.21 £
FIXED ASSETS			
Tangible Fixed Assets for charity's use		-	-
CURRENT ASSETS			
Debtors	5	769	3,600
Bank deposit account		42,798	72,649
Cash at bank and in hand		<u>10,776</u>	<u>11,033</u>
		54,343	87,282
CREDITORS			
Amounts falling due within one year	6	4,999	4,940
		<u>49,344</u>	<u>82,342</u>
Financed by:			
Restricted Funds	7	-	-
Unrestricted Funds:			
General Fund	7	13,344	46,342
Designated Reserve Fund	7	36,000	36,000
		<u>49,344</u>	<u>82,342</u>

The accompanying notes on pages 12 to 14 form an integral part of these Financial Statements.

Approved by the Board at the AGM on 5th December 2022

Signed on behalf of the Board of Trustees

.....  Date 5 Dec 2022

.....  Date 5 Dec 2022

DALIT SOLIDARITY NETWORK UK
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2022

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts are prepared under the historical cost convention and include the results of Dalit Solidarity Network UK (the Charity)'s operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Financial Reporting Standard (FRS) No. 102 and the Statement of Recommended Practice: Accounting and Reporting by Charities (the SORP 2015).

The charity has taken advantage of the exemption in FRS No. 102 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small entity.

1.2 Fund accounting

Unrestricted funds are general funds available for use at the Trustees' discretion in furtherance of any objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to the area or purpose and the restriction means that the funds can only be used for specific projects or activities.

1.3 Income

Voluntary income and donations are accounted for as received by the Charity. Income from fundraising ventures is shown gross with associated costs included in fundraising costs.

1.4 Value Added Tax

Value Added Tax is not recoverable by the Charity and is included in the relevant costs in the Statement of Financial Activities.

1.5 Fundraising costs

Fundraising costs comprises costs incurred in inducing people and organisations to contribute financially to the Charity's work. This comprises principally a proportion of the cost of meetings and other events.

1.6 Governance costs

Expenditure on governance costs include a percentage of relevant categories of expenditure, such as salary costs, travel and office costs.

1.7 Designated Reserve fund

The charity aims to maintain unrestricted reserves of between four and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 6 months' expenditure at £36,000.

DALIT SOLIDARITY NETWORK UK

**NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2022
(continued)**

2. GRANTS RECEIVABLE	Restricted Funds £	Unrestricted Funds £	Year to 31.3.22 £	Year to 31.3.21 £	
ETI BOAG	-	3,286	3,286	-	
ETI Participation Fund	-	-	-	5,000	
Farthing Trust	-	-	-	4,000	
Lush Charity Pot	1,000	-	1,000	-	
St Clare & St Francis Trust	-	4,000	4,000	5,000	
Water Aid	-	10,000	10,000	-	
W F Southall Trust	-	-	-	2,000	
Wyndham Trust	-	1,700	1,700	1,500	
	1,000	18,986	19,986	17,500	
3. OTHER FUNDS RAISED					
Membership fees	-	4,168	4,168	2,869	
Donations	-	1,506	1,506	508	
Tax refunds	-	554	554	612	
	-	6,228	6,228	3,989	
4. EXPENDITURE					
Unrestricted	Charitable Activities £	Fundraising £	Governance £	Year to 31.3.22 £	Year to 31.3.21 £
Staff Costs					
Salaries and N.I.	39,436	3,137	2,241	44,814	67,156
Pension	1,151	92	65	1,308	3,663
Payroll costs	629	-	-	629	634
Office Costs					
Staff recruitment	749	-	-	749	1,420
Telephone	367	65	-	432	406
Governance costs	-	-	48	48	-
Insurance	441	-	49	490	562
Membership subscription	-	-	173	173	168
Office and computer costs	33	6	2	41	69
Website	233	-	-	233	599
Examiner's fee and expenses	-	-	300	300	280
International Project Costs					
Contribution to expenses from IDSN	-	-	-	-	(102)
International Advocacy	12,600	-	-	12,600	12,600
IDSN Consultancy	-	-	-	-	133
IDSN Consultancy - travel reimbursement	-	-	-	-	(125)
	55,639	3,300	2,878	61,817	87,462
Restricted					
Office Rent (Lush)	1,000	-	-	1,000	-
	1,000	-	-	1,000	-

DALIT SOLIDARITY NETWORK UK

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022 (continued)

5. DEBTORS	2022 £	2021 £
Donations	376	-
Membership Fees	393	-
IDSN Consultancy- accrued income	-	3,600
	769	3,600
6. CREDITORS AND ACCRUALS	2022 £	2021 £
Lush Charity Pot - deferred income	3,000	4,000
HMRC - Paye & N.I.	554	568
Accruals	1,445	373
	4,999	4,940

7. FUND DETAILS

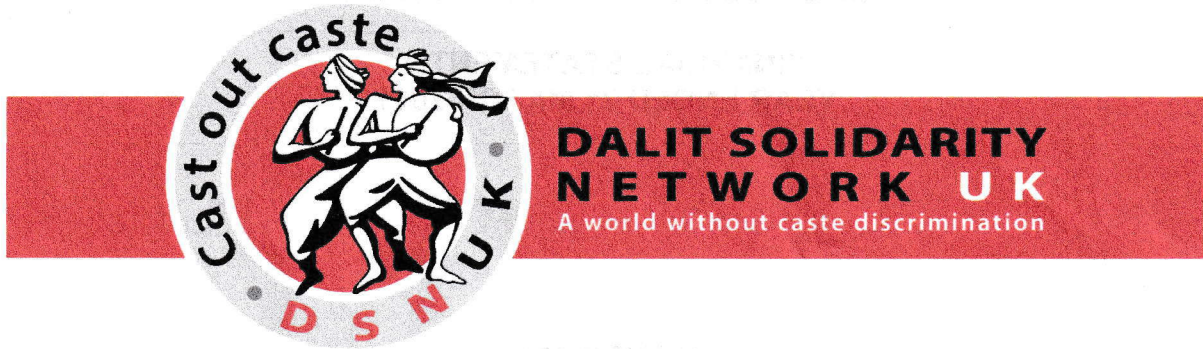
The Unrestricted funds comprise the following:

	Balance as at 1 Apr 2021	Income	Expenditure	Surplus/ (Deficit)	Transfer of funds	Balance as at 31 Mar 2022
	£	£	£	£		£
General Fund	46,342	28,819	61,817	(32,998)		13,344
Restricted Fund	-	1,000	1,000	-		-
Designated Reserve Fund	36,000	-	-	-		36,000
	82,342	29,819	62,817	(32,998)	-	49,344
Total movement of funds	82,342	29,819	62,817	(32,998)	-	49,344

DALIT SOLIDARITY NETWORK UK

England & Wales - Charity number 1107022

Accounts



**ANNUAL REPORTS AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

Thomas Clarkson House, The Stableyard, Broomgrove Road, London SW9 9TL

Tel: +44 (0)20 7501 8323
E-mail: info@dsnuk.org
Website: www.dsnuk.org
Registered Charity Number: 1107022

DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021**

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DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2021**

Charity Registration Number: 1107022

Governing Document: Constitution (adopted July 2003, fully amended July 2011)

Principal Office: Thomas Clarkson House
The Stableyard
Broomgrove Road
London
SW9 9TL

Board of Trustees: Honorary Chair: Jeremy Corbyn MP
Chair: Corinne Lennox
Vice Chair: Tom Palakudiyil
Treasurer: Kate Solomeyina
Ramesh Gautam
Revd David Haslam MBE (resigned 5 November 2020)
Ramani Leatherd
Shiv Shukla
Bala Gnanapragasam

Patrons: Singh Bahal
Professor Mary Grey
Jean Lambert
Vincent Manoharan
Rob Marris
Aidan McQuade
John Montagu, Earl of Sandwich

Bankers: Lloyds TSB
East Dulwich Branch
London
SE22 8NA

Independent Examiner: Simon Lewcock
Chartered Certified Accountant
Windsor Lodge
Millfield Road
Hounslow
TW4 5PN

DALIT SOLIDARITY NETWORK UK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The Board present their annual report and the accounts of the charity for the year 31 March 2021.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is an unincorporated association governed by its constitution, which was adopted on 14 July 2003, amended 4 July 2004, and fully amended at the Annual General Meeting on 5 July 2011. The charity is governed by a board of trustees, made up of between four and twelve trustees elected by the charity's members at the Annual General Meeting or co-opted by the board of trustees. The board must meet at least twice in the period from one AGM to the next, but in practice meets quarterly.

The charity's director, Meena Varma, is responsible for day-to-day management to ensure the charity's strategic objectives and operational priorities are met.

OBJECTIVES AND ACTIVITIES

The charity's primary objects are to promote equality, diversity and human rights in the UK and elsewhere, and in particular the elimination of discrimination on the grounds of caste and analogous systems of inherited status such as that suffered by the Dalits.

Key Activities Include:

1. Providing technical advice and analysis to the UK Parliament, Government departments and others on discrimination on the grounds of caste;
2. Providing technical advice and analysis to the corporate sector in the UK and internationally on addressing caste-based discrimination and other labour rights abuses;
3. Promoting international advocacy with the International Dalit Solidarity Network;
4. Raising Awareness of all aspects of discrimination, exclusion and abuse of human rights on the grounds of caste-based discrimination;
5. Strengthening the Network.

Key achievements 2020/2021

- DSN-UK's membership numbers continue to increase, from both the UK and abroad;
- Advice and support have been provided to a number of US organisations on caste-based discrimination in employment, following on from the CISCO Inc. case in California;
- The DSN-UK Director continues to co-ordinate the APPG for Dalits, and has provided briefings for a number of questions and debates in the House of Lords;
- The Director has presented at a number of university webinars both in the UK and US, and participated in the widely viewed webinar on 'Love, Caste and Colourism';
- @DSNUK Twitter followers reached over 19,500, and we continue to manage the @CasteintheUK twitter handle for the Pro-Legislation Stakeholder's Group.

DALIT SOLIDARITY NETWORK UK

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

1. Providing technical advice and analysis to the UK Parliament, Government departments and others on discrimination on the grounds of caste

All-Party Parliamentary Group for Dalits (APPG)

The APPG held its inaugural AGM following the General Election in December 2019 and was successfully constituted on 10 March 2020. Lord Harries and Yasmin Qureshi MP remain as Co-Chairs and the Officers are Baroness Thornton, Lord Cashman and Kate Green MP (LAB) and Lord Cormack (CON).

The APPG has continued to raise the issue of Dalits globally, with DSN-UK providing briefings and input. This has mainly been in the areas of Covid-19 'just' recovery in the business and human rights field with questions asked as to how the most vulnerable (and migrant) workers – including Dalits – will have access to basic rights and benefits; freedom of religion and belief; and human rights abuses against minority groups. The Director has also been working closely with the APPG for Pakistani Minorities, particularly on 'Forced Conversion: forced and early marriage', with a report submitted to the parliamentary inquiry in February 2021. Consequently, we have contributed to over ten debates, questions and answers over the past year.

The letter DSN prepared for a large number of Peers and MPs to be sent on behalf of the UK Pro-Legislation Stakeholder Group has had approval sign-up from Liberty, Amnesty UK, Race on the Agenda, Runnymede Trust and Stonewall. DSN-UK has also prepared email correspondence to go to all the new relevant Select Committee Chairs and members of those committees.

Caste legislation in the UK

The focus for DSN's UK work is the *Everyday Casteism* campaign which was launched in October 2020. There has not so far been a huge amount of take up, so we have now drafted an outreach plan for the network Dalit member organisations, educational institutions, Trades Unions, South Asian organisations and individuals and related bodies, among others. We have often faced the challenge of not providing enough concrete evidence on how widespread the issue of caste-based discrimination is in the UK. At the 2019 Annual General Meeting suggestions were made of looking at the possibility of collecting everyday casteist incidents that may not reach courts or mass media attention. A catalogue of reported casteist incidents will strengthen our campaign by allowing us to illustrate how casteist behaviour manifests in the UK and what type of legislative or policy protections are needed to protect the victims and prevent such incidents in the future.

It has recently come to our attention that there is a group who want to produce a British Hindu Report, probably much along the lines of the British Sikh Reports. Within this has been a survey and a call out to join some focus groups for the purpose of writing the report. They are reportedly supported by the APPG of British Hindus, with the lead of this group Mayuri Parmar-Amin as a member of the team. The report will be distributed to government departments to promote the image of British Hindus. We have not been able to access the survey as it has already closed, and while we know that there was a question on discrimination, we do not know whether it referred to caste discrimination. This was discussed with the UK Pro-legislation Stakeholder group and actions were suggested.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021
(Continued)

2. Providing technical advice and analysis to the corporate sector in the UK and internationally on addressing caste-based discrimination and other labour rights abuses

The Ethical Trading Initiative (ETI)

DSN-UK has attended a number of conference calls, including the ETI NGO Caucus where the main focus was discussion around 'A just transition post-COVID'. The Director was part of a small group to discuss changes/relaxation to Indian labour laws in 6 Indian states which will stand for the next 3+ years. ETI has released a strong 'Call to Action', which both DSN-UK and IDSN have endorsed.

There is continued discussion and interest in the role of caste in global supply chains and we have been key to a few events to raise this as a 'salient risk' that needs to be addressed.

ETI is also embarking on a new strategy and several meetings have taken place to input and help shape the strategy moving forward. We have been able to ensure that caste remains firmly on the ETI and business agenda as so many Dalit workers are not only the most vulnerable, but also too often invisible ones. There has been much discussion on the area of mandatory human rights and environmental due diligence and transparency in supply chains. We have worked with Anti-Slavery International and other ETI NGO members on this issue, and promote the use of the ETI/DSN-UK/IDSN Guidance on Caste in Global Supply Chains.

3. Promoting international advocacy with the International Dalit Solidarity Network

At the United Nations

Over the last year, work at the UN has been focused on relevant submissions and country reports, including a CEDAW report on Pakistan, where the committee made two strong recommendations on Dalit women and caste. IDSN has also spoken to UN and EU officials with details of atrocities committed against Dalits in Nepal, which led to the UN High Commissioner for Human Rights, Michele Bachelet, issuing a statement condemning these actions and calling for independent investigations, and several tweets by the UN Resident Co-ordinator in Nepal. Recommendations from IDSN for the UN Minority Forum in Geneva, where the theme was Hate Speech, Social Media and Minorities, included descent and caste four times throughout the report.

The Director of IDSN chaired a global webinar on 'When Language Excludes and Discriminates', hosted by the Indigenous Peoples and Minorities Section of the UN Office of the High Commissioner for Human Rights (OHCHR). Dalit activists were the focus of the event, with the Chair opening by calling for a change in narrative from 'social distancing' to 'safe distancing'. The Director also chaired one of the sessions on the Europe Regional Minority Forum, October Asia-Pacific Regional Minority Forum, which fed into the thematic work of the Special Rapporteur on minority issues for his report to the 46th session of the UN Human Rights Council in March 2021. A couple of months later, IDSN attended the UN forum on Business and Human Rights, and a consultation organised by the UN Working Group on Business and Human Rights, emphasising the need to address caste discrimination under the due diligence concept.

IDSN have had one-to-one meetings with UN Special Rapporteurs on Contemporary Slavery, Racism, Minority Issues and Human Rights Defenders.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021
(Continued)

At the European Union

Despite the lack of presence of DSN-UK at the European Union, the relationship with IDSN has allowed us to continue to keep caste-based discrimination on the European agenda.

The new High Representative for Foreign Affairs has responded to an IDSN letter pledging support for IDSN's ongoing deferral of accredited ECOSOC status. After 10 years and over 100 questions, this is a positive step forward.

There have been a couple of excellent interventions at the EU, with the new Justice Commissioner agreeing to introduce mandatory human rights due diligence in global supply chains in 2021.

EU Special Representative for Human Rights, Eamon Gilmore, has written to IDSN, condemning caste-based acts of violence and standing together with all those calling for justice for the murdered victims in Nepal. A joint statement by the EU Delegation and EU Member States represented in Kathmandu expressed similar sentiments, and has supported efforts to conduct a fair investigation leading to action to ensure justice and reparations for the victims and their families. IDSN were fortunate enough to have a meeting with Mr Gilmore, along with Indian and Nepalese Dalit women, on increasing caste and gender violence. He reassured the delegation that casteism will continue to be a part of the agenda in the EU's engagement. IDSN was also granted a meeting with the EU Ambassador to Nepal, and was reassured that 'caste' would remain a human rights focal point.

With the adoption of the European Parliament's annual report on Human Rights and Democracy in the World, IDSN issued a welcome press release, highlighting the report's call on the EU 'to act on its own grave concerns over caste discrimination' and move to develop an 'EU policy on caste discrimination'. IDSN also engaged in the process of the EU Commission's announcement that they will introduce a legislative initiative in 2021 on mandatory human rights and environmental due diligence for EU-based companies, by inputting into relevant reports and consultations. At the EU-NGO Human Rights Forum, IDSN highlighted the need for urgent action to curb caste-hate speech 'spreading like wildfire', speaking at the keynote panel on 'Fundamental Rights and Freedoms in the Digital Sphere'.

Business and Human Rights

IDSN participated in 'Modern Slavery: Stakeholder dialogue on Caste in Global Supply Chains' organised by Ethical Trade Norway and the Dalit Solidarity Network – Norway, presenting on ways to tackle caste discrimination in global supply chains and the need for global companies to act. This was followed by a presentation by IDSN/DSN-UK, READ (India), ETI (UK) and Advocating Rights in South Asia (ARISA, Netherlands) on 'Caste-based discrimination, an Invisible Issue in the Garment Industry in South Asia'. There were participants from the Netherlands, Denmark, Germany, Norway, India and the UK, consisting of both NGOs and companies from the garment industry.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021
(Continued)

- 4. Raising awareness of all aspects of discrimination, exclusion and abuse of human rights on the grounds of caste-based discrimination**
- 5. Strengthening the network**

We continue to see a rise in our membership numbers, from both the UK and India. Amongst our work to strengthen the solidarity network, we have drafted a letter to some key interfaith groups to raise awareness and seek support for our UK campaign. We also continue to remain in regular contact with Amnesty International's new caste and discrimination based on work descent desk, based in Colombo.

The Director was formally appointed Chair during the virtual Council meeting in May of the Minority Rights Group, and consequently Dalit Rights are kept on the agenda where appropriate. DSN-UK continues to participate in the BOND Caste and Development group, and a joint event or a joint research project on Caste and Covid has been discussed. We also added our name to BOND's letter to the government regarding the merger of DfID and the FCO into the FCDO, along with concerns over the cuts in funding from 0.7% to 0.5%.

The pandemic has had its benefits, as it has allowed a huge opportunity for virtual outreach, and consequently DSN-UK has been part of a number of panels, and the Director the sole presenter at several university webinars both in the UK and the US. As a result of the caste discrimination case in the US at CISCO Inc, new doors have opened up, with DSN-UK's advice and support sought by several organisations in America in their nascent struggle to have caste recognised in equality legislation and policies.

The Director participated in the webinar 'Love, caste and colourism', organised as a result of Netflix's Indian Matchmaking program, which was viewed over 40,000 times, with 300 comments and shares, and an article on the website covering the pernicious nature of 'casteism' in matrimonial agencies and websites.

Along with the articles added to our website, quarterly newsletters and regular tweets, we have seen the DSN-UK twitter following increased to over 19,500 followers.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021
(Continued)

STATEMENT OF THE RESPONSIBILITIES OF THE TRUSTEES

The trustees are required under the Charities Act 1993 to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payment basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

1. select suitable accounting policies and then apply them consistently;
2. make judgements and estimates that are reasonable and prudent;
3. 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; and
4. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. 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.

FINANCIAL REVIEW

The financial result for the year, and the financial situation at 31 March 2021, which the Board of Trustees considers to be satisfactory, are set out on pages 11 to 15.

The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

The charity's policy on reserves is to maintain unrestricted reserves of between four and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 6 months' expenditure at £40,000.

Signed on behalf of the Board of Trustees

Jack Solomon Date 10.11.2021
[Signature] Date 10.11.2021

DALIT SOLIDARITY NETWORK UK
REPORT OF THE INDEPENDENT EXAMINER
YEAR ENDED 31 MARCH 2021

I have examined the financial statements set out on pages 11 to 15 for the year ended 31 March 2021, which have been prepared under the accounting policies set out on page 13.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND THE EXAMINER

The charity's trustees are responsible for the preparation of the accounts and they consider that the audit requirements of section 144(2) of the Charities Act 2011 (the Act) do not apply and that an independent examination is needed. It is my responsibility to:

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

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT

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

1. which gives reasonable cause to believe that in any material respect the requirements:
 - (a) to keep accounting records in accordance with section 130 of the 2011 Act;
 - (b) to prepare accounts which accord with the accounting records; and
 - (c) to comply with the accounting requirements of the 2011 Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



SIMON LEWCOCK
Chartered Certified Accountant
Windsor Lodge
Millfield Road
Hounslow
TW4 5PN

10 November 2021

DALIT SOLIDARITY NETWORK UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

INCOME AND ENDOWMENTS	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31.3.21 £	Year to 31.3.20 £
Grants receivable	2	-	17,500	17,500	34,567
Other fundraising	3	-	3,989	3,989	4,088
IDSN Consultancy		-	43,200	43,200	46,500
Bank and other interest		-	19	19	44
Total income and endowments		-	64,708	64,708	85,199
 EXPENDITURE					
Charitable activities	4	-	65,784	65,784	80,193
Fundraising costs	4	-	5,029	5,029	4,478
Governance costs	4	-	4,049	4,049	3,687
Total expenditure		-	74,862	74,862	88,357
 NET MOVEMENT IN FUNDS					
NET MOVEMENT IN FUNDS		-	(10,154)	(10,154)	(3,158)
Fund balances brought forward		-	92,496	92,496	95,654
Fund balances carried forward		-	82,342	82,342	92,496

In both the current and the prior year, all recognised gains and losses are included in the profit and loss account and therefore a statement of recognised gains and losses has not been presented.

The accompanying notes on pages 13 to 15 form an integral part of these Financial Statements.

DALIT SOLIDARITY NETWORK UK

**BALANCE SHEET
AS AT 31 MARCH 2021**

	Notes	31.3.2021 £	31.3.2020 £
FIXED ASSETS			
Tangible assets for charitable use		-	-
CURRENT ASSETS			
Debtors	5	3,600	-
Bank deposit account		72,649	72,500
Cash at Bank and in hand		11,033	25,769
		<u>87,282</u>	<u>98,269</u>
CREDITORS			
Amounts falling due within one year	6	(4,940)	(5,773)
		<u>82,342</u>	<u>92,496</u>
Financed by:			
Restricted funds	7	-	-
Unrestricted funds:			
General fund	7	42,342	52,496
Designated Reserve fund	7	40,000	40,000
		<u>82,342</u>	<u>92,496</u>

The accompanying notes on pages 13 to 15 form an integral part of these Financial Statements.

Approved by the Board at the AGM on 10 November 2021

Signed on behalf of the Board of Trustees

Kate Solomeyina Date 10.11.2021

[Signature] Date 10.11.2021

DALIT SOLIDARITY NETWORK UK
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts are prepared under the historical cost convention and include the results of Dalit Solidarity Network UK (the Charity)'s operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Financial Reporting Standard (FRS) No. 102 and the Statement of Recommended Practice: Accounting and Reporting by Charities (the SORP 2015).

The charity has taken advantage of the exemption in FRS No. 102 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small entity.

1.2 Fund accounting

Unrestricted funds are general funds available for use at the Trustees' discretion in furtherance of any objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to the area or purpose and the restriction means that the funds can only be used for specific projects or activities.

1.3 Income

Voluntary income and donations are accounted for as received by the Charity. Income from fundraising ventures is shown gross with associated costs included in fundraising costs.

1.4 Value Added Tax

Value Added Tax is not recoverable by the Charity and is included in the relevant costs in the Statement of Financial Activities.

1.5 Fundraising costs

Fundraising costs comprises costs incurred in inducing people and organisations to contribute financially to the Charity's work. This comprises principally a proportion of the cost of meetings and other events.

1.6 Governance costs

Expenditure on governance costs include a percentage of relevant categories of expenditure, such as salary costs, travel and office costs.

1.7 Designated Reserve fund

The charity aims to maintain unrestricted reserves of between four and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 6 months' expenditure at £40,000.

DALIT SOLIDARITY NETWORK UK

**NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2021
(continued)**

2. GRANTS RECEIVABLE		Restricted Funds	Unrestricted Funds	Year to 31.3.21	Year to 31.3.20
		£	£	£	£
ETI Participation Fund		-	5,000	5,000	6,500
Farthing Trust		-	4,000	4,000	4,000
Lush Charity Pot		-	-	-	2,000
Methodist Connexional		-	-	-	15,367
St Clare & St Francis Trust		-	5,000	5,000	5,000
W F Southall Trust		-	2,000	2,000	-
Wyndham Trust		-	1,500	1,500	1,700
		<u>-</u>	<u>17,500</u>	<u>17,500</u>	<u>34,567</u>
3. OTHER FUNDS RAISED					
Membership fees		-	2,869	2,869	3,194
Donations		-	508	508	287
Tax refunds		-	612	612	607
		<u>-</u>	<u>3,989</u>	<u>3,989</u>	<u>4,088</u>
4. EXPENDITURE					
Unrestricted	Charitable Activities	Fund- raising	Governance	Year to 31.3.21	Year to 31.3.20
	£	£	£	£	£
Staff Costs					
Salaries and NI	59,097	4,701	3,358	67,156	59,176
Pension	3,223	256	183	3,663	2,874
Payroll Costs	634	-	-	634	532
Office Costs					
Staff recruitment	1,420	-	-	1,420	-
Rent	-	-	-	-	3,500
Telephone	345	61	-	406	433
Travel and subsistence	-	-	-	-	250
Governance costs	-	-	-	-	69
Insurance	506	-	56	562	494
Membership subscription	-	-	168	168	168
Office and computer costs	55	11	4	69	553
Website	599	-	-	599	460
Examiner's fee and expenses	-	-	280	280	280
Network Costs					
Events including AGM	-	-	-	-	91
International Project Costs					
International meetings	-	-	-	-	4,783
Contributions to expenses from IDSN	(102)	-	-	(102)	(2,738)
International Advocacy	-	-	-	-	2,290
IDSN Consultancy	133	-	-	133	1,215
IDSN Consultancy – travel reimbursement	(125)	-	-	(125)	(3,240)
	<u>65,784</u>	<u>5,029</u>	<u>4,049</u>	<u>74,862</u>	<u>70,990</u>

DALIT SOLIDARITY NETWORK UK

**NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2021
(continued)**

4. EXPENDITURE	Charitable	Fund-	Governance	Year to	Year to
Restricted	Activities	raising		31.3.21	31.3.20
	£	£	£	£	£
Office Rent (Lush)	-	-	-	-	2,000
Methodist – Project costs	-	-	-	-	7,851
Methodist – Personnel	-	-	-	-	5,441
Methodist – Co-ordination of APPG	-	-	-	-	1,040
Methodist – Management and admin costs	-	-	-	-	1,035
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>17,367</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
5. DEBTORS				Year to	Year to
				31.3.21	31.3.20
				£	£
IDSN Consultancy – accrued income				3,600	-
				<u>3,600</u>	<u>-</u>
				<u>3,600</u>	<u>-</u>
6. CREDITORS				Year to	Year to
				31.3.21	31.3.20
				£	£
Lush Charity Pot – deferred income				4,000	4,000
HMRC – PAYE & N.I.				568	1,493
Accruals				373	280
				<u>4,940</u>	<u>5,773</u>
				<u>4,940</u>	<u>5,773</u>
7. FUNDS	Balances	Income and Expenditure		Balances	
	1 Apr 2020	endowments	31 Mar 2021		
	£	£	£	£	
Unrestricted Funds					
General Fund	52,496	64,708	(74,862)	42,342	
	<u>52,496</u>	<u>64,708</u>	<u>(74,862)</u>	<u>42,342</u>	
	<u>52,496</u>	<u>64,708</u>	<u>(74,862)</u>	<u>42,342</u>	
Designated Reserve Fund	40,000	-	-	40,000	
	<u>40,000</u>	<u>-</u>	<u>-</u>	<u>40,000</u>	
	<u>40,000</u>	<u>-</u>	<u>-</u>	<u>40,000</u>	