

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

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Registered Charity Number: 1107022

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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 Chaityabhumi 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.

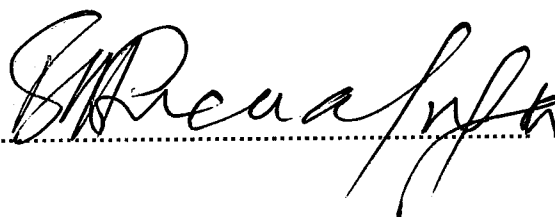
The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

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

28th 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

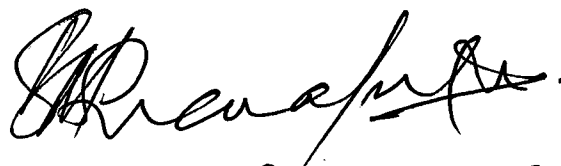
BALANCE SHEET AS AT 31 MARCH 2024

	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. GNANAPRAGASAM
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	-	2,000	2,000	3,285
Joseph Rowntree Charitable Trust	-	33,332	33,332	-
Lush Charity Pot	-	-	-	3,000
Prism-Matrix	-	750	750	450
St Clare & St Francis Trust	-	4,000	4,000	4,000
University of London	-	4,082	4,082	4,500
Wyndham Trust	-	1,700	1,700	1,700
		45,864	45,864	31,935

3. OTHER FUNDS RAISED

Membership fees	-	2,917	2,917	3,207
Donations	-	1,435	1,435	2,981
Gift Aid	-	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	-	-	-	(7,620)	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>

