

**DALIT SOLIDARITY NETWORK UK (DSN UK)**

**REGISTERED CHARITY NO: 1107022**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025**

**Address:**

Canopi, 82 Tanner Street

London SE1 3GN

Tel: +44 (0)78 7238 5742

E-mail: [info@dsnuk.org](mailto:info@dsnuk.org)

Website: [www.dsnuk.org](http://www.dsnuk.org)

Registered Charity Number: 1107022

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# DALIT SOLIDARITY NETWORK UK (DSN UK)

## CHARITY INFORMATION

CHARITY NO **1107022**

### Board of Trustees

Bala Gnanapragasam

Corinne Lennox

Dabir Ahmed

Dinesh Kumar Pariyar

Ramani Leathard

Sushanth Singh

Lavanya Pallapi

Chair

Vice chair (Resigned on 31/07/2025)

Treasurer

### 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 14<sup>th</sup> July 2003, amended 4<sup>th</sup> July 2004, and last amendment was in the Annual General Meeting on 5<sup>th</sup> 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 1<sup>st</sup> 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 12<sup>th</sup> 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 27<sup>th</sup> 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 31<sup>st</sup> 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.

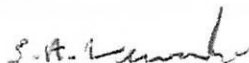
**Basis of independent examiner's report**

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
<b>Total income and endowments</b>		<b>-</b>	<b>42,902</b>	<b>42,902</b>	<b>51,178</b>
<b>EXPENDITURE</b>					
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
<b>Total expenditure</b>		<b>-</b>	<b>29,151</b>	<b>29,151</b>	<b>63,948</b>
<b>NET SURPLUS / (DEFICIT)</b>		<b>-</b>	<b>13,751</b>	<b>13,751</b>	<b>(12,770)</b>
Fund balances brought forward 1st April 2024		-	8,595	8,595	21,365
Fund balances carried forward 31st March 2025		-	<b>22,346</b>	<b>22,346</b>	<b>8,595</b>

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

<b>5. DEBTORS</b>	<b>2025</b>	<b>2024</b>
	£	£
Gift Aid claims	2,924	2,924
	<u>2,924</u>	<u>2,924</u>

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

**7. FUND DETAILS**

The Unrestricted funds comprise the following:

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

The Restricted funds comprise the following:

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