

RACIAL JUSTICE NETWORK

England & Wales · Charity number 1165804

Details

Status Registered

Legal form CIO

Registered 2016-02-29

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

Contact

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Portland Crescent
Leeds
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Website www.racialjusticenetwork.co.uk

Activities

Objects: (A) TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN THE NORTH OF ENGLAND, ESPECIALLY BLACK AND MINORITY ETHNIC COMMUNITIES, IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY;(B) THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT IN PARTICULAR BY:(I) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE OR RELIGION;(II) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;(III) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;(IV) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

Activities: 1. Research and Reports2. Deliver Training3. Mobilise and organise with individuals and communities to take action.4. Network to Inform and Influence5. Use Media to highlight and raise awareness about issues.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Environment/conservation/heritage, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Bradford City
- Calderdale
- City Of Wakefield
- Kirklees
- Leeds City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£449,421	£284,472	-	-
2024-03-31	£326,154	£354,204	-	-
2023-03-31	£281,473	£222,194	-	-
2022-03-31	£203,303	£104,103	-	-
2021-03-31	£213,684	£107,191	-	-

Trustees

Name	Role	Appointed
Alexandra Ruhland-Syquia		2023-10-15
Claude Hendrickson		2025-09-01
Dr Patrick Williams		2025-09-01

Accounts



**Annual Report and Financial Statements
for the year ended 31st March 2025
A Charitable Incorporated Organisation
Number: 1165804**

Website: www.racialjusticenetwork.co.uk

Instagram: [@theracialjusticenetwork](https://www.instagram.com/theracialjusticenetwork)

Twitter: [@RaceJustice](https://twitter.com/RaceJustice)

Facebook: [Racial Justice Network](https://www.facebook.com/RacialJusticeNetwork)

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The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 202.

1. Reference and Administrative Details

Name of Charity:	Racial Justice Network Charitable
Incorporated Organisation	1165804
Principal Office:	148 The Rose Bowl Portland Crescent Leeds, West Yorkshire LS1 3HB
Bankers:	CAF Bank 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA
Reporting Accountants:	Samuel K. Tsipotey, FCCA 36 Charcroft Gardens Enfield, Middlesex EN3 7HA

Trustees who served during the period to the date of this report are:

<u>Name</u>	<u>Date appointed</u>	<u>Retired/Resigned</u>
Ishah Jawaid	01.02.2023	
Farhat Bi	01.02.2023	
Yvonne Howe	15.10.2023	
Alexandra Ruhland-Syquia	15.10.2023	
Esther Stanford-Xosei	09.12.2023	

Chief Executive Officer:

Dr. Peninah Wangari-Jones

Interim-Chief Executive Officer:

Anu Priya

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2. Structure, Governance, and Management

The Racial Justice Network (RJN) is a Charitable Incorporated Organisation (CIO) based in West Yorkshire, UK. RJN brings together organisations, groups, and individuals across West Yorkshire and beyond to proactively promote racial justice.

Governing document

The charity is governed by a Constitution, an Association model of a CIO having members.

Appointment and induction of trustees

Trustees have historically been appointed from active members within the Racial Justice Network and community.

All trustees are offered a comprehensive induction and training within the first year in post.

Organisation structure

RJN is governed by its trustees and a Chief Executive Officer who are responsible for setting the strategic direction and policies of the charity. The trustees carry the ultimate responsibility for the conduct of the charity and for ensuring that the charity satisfies its legal and contractual obligations. The trustees meet as often as they need to and delegate the day-to-day operations of the charity to the Chief Executive Officer. In the case of an approved, extended leave (such as the maternity leave taken between 11 January 2024 to 10 January 2025) the Chief Executive Officer will delegate responsibilities and decision-making to an Interim-Chief Executive Officer as approved by the Board.

Major risks

The leadership (Board and CEO) ongoingly assess and manage risk, ensuring action plans are in place to mitigate them. Plans are afoot to draw a more comprehensive risk register to be monitored regularly. The main risks identified so far include:

- Loss of key personnel that would severely limit the ability to perform activities and meet objectives;
- Gaps in continuity of programmes and project delivery during periods of transition, such as from one leader to another;
- Loss of income – particularly unrestricted income – from public donations and grants;
- Strategic misalignment with a key partner or funder and resultant loss of funding or other strategic support;
- A catastrophic failure of IT systems including laptops and access to the internet;
- External or internal attacks due to values, stance/vision and positionality.

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3. Objectives and Activities

Objects

The objects of the charity as stated in its governing document are:

- A. To develop the capacity and skills of the members of socially and economically disadvantaged communities in the north of England, especially racially black and minority ethnic communities, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.
- B. The promotion of equality and diversity for the public benefit in particular by:
 - 1. elimination of discrimination on the grounds of race and religion
 - 2. advancing education and raising awareness of equality and diversity
 - 3. conducting or commissioning research on equality and diversity issues and publishing the results to the public.
 - 4. cultivating a sentiment in favour of equality and diversity

Summary of the main activities undertaken for the public benefit in relation to these Objectives

RJN continues to inform, influence, train, mobilise, organise, and conduct research within eight current projects. This work was carried out by the Interim-CEO, CEO, 11 staff members (approx. 5 FTE), five trustees, approximately 30 volunteer members and some support from our partners/collaborators. These projects are:

- 1. Collective Conversations
- 2. Race and Climate Justice
- 3. Stop the scan campaign
- 4. Unlearning Racism Programme
- 5. Research and Reports
- 6. International Solidarity

Activities and Achievements

During the year, Racial Justice Network continued to deliver a wide-ranging programme of grassroots organising, education, community safety work, international solidarity, and movement-building. RJN's work in this period responded directly to escalating racialised violence, climate injustice, long legacies of colonialism, and the needs for solidarity and safety emerging across the Network.

This year was also notable for RJN as its founder and CEO took maternity leave for the first time and the Charity welcomed an Interim-CEO to guide the organisation through this period. With the support of RJN trustees and staff, the Interim-CEO stewarded the organisation through the successful delivery of programmes and priorities. RJN intentionally spent this year focused on core programmes and community engagement and, alongside, continued to deepen the efficacy of its

Racial Justice Network
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approaches to achieving the charitable objects. Going into 2025-2026 the Racial Justice Network is excited to have the founding CEO back in post and guiding the organisation through a strategic planning refresh and continued programme delivery.

Decolonise Your Mind and Peace Lotus Day

In April and May 2024, RJN marked Peace Lotus Day through a series of educational and reflective activities rooted in internationalist solidarity. Peace Lotus Day commemorates resistance to colonial violence, imperialism, genocide and ecocide, and provided space to learn from global struggles for justice and peace.

Building on the 2023 Decolonial International Symposium, RJN hosted a public webinar featuring Elder and Professor Ngũgĩ wa Thiong'o, alongside Esther Xosei, Peninah Wangari-J and Ndungi Githuku. The discussion explored intergenerational and international lessons of resistance and highlighted the continued impacts of colonial domination, described by Professor Ngũgĩ as 'normalised abnormalities'.

As part of this work, RJN launched a documentary capturing the learning from the 2023 Symposium, extending access to decolonial education beyond those able to attend in person. This work directly furthered the Charity's educational objectives by amplifying global majority knowledge systems and fostering critical dialogue.

Solidarity Against Far-Right Violence and Racism

In August 2024, RJN issued a public statement and practical safety guidance in response to far-right violence and racist riots across the UK. The organisation stood in solidarity with racialised communities, refugees and people seeking asylum, acknowledging both the immediate threats and the structural conditions enabling such violence.

Alongside political analysis, RJN shared practical community safety advice and signposted trusted grassroots and advocacy organisations. This intervention supported community wellbeing at a time of heightened fear and risk, reinforcing RJN's commitment to care, solidarity and harm reduction.

Volunteer Programme and Capacity Building

During the summer of 2024, RJN continued to build its Volunteer Programme, expanding opportunities for community members to contribute skills, creativity and leadership to the movement for racial justice. Volunteer roles spanned campaigning, research, education, community building and creative storytelling.

During autumn 2024, RJN recruited for new staff roles. These roles were developed to strengthen RJN's ability to deliver high-quality political education, community organising, and policy influence. Recruitment processes centred lived experience, accessibility, and relational practice, reflecting RJN's commitment to reparative and transformative justice in all aspects of its work.

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RJN also collaborated with University of Sheffield (Centre for Equity and Inclusion), a researcher based at the university was able to research and archive RJN's 10 years of work.

Race and Climate Justice

Building upon the release of 13th Recommendation Report, RJN continued this 13th Recommendation campaign to move climate conversations and actions towards equity and solidarity with other oppressions – such as migration policies, international legal structures, social class inequalities, epistemicide, racism, and others.

In April 2024, RJN's team facilitated Stop the Criminalisation of Earth Defenders, a workshop at the intersect of biometric policing and climate emergency. This workshop served directly to build community through collective education and awareness-raising, while addressing the systemic and institutional drivers of discrimination across social and environmental movements.

During this reporting year – and following three years as part of the Climate Action Leeds partnership – RJN made the strategic decision to exit the partnership in September 2024. This decision followed sustained experiences of epistemic harm, structural exclusion and the marginalisation of race and climate justice within the partnership's governance and practice.

Trustees and staff determined that exiting the partnership was necessary to protect the organisation's integrity, wellbeing, and capacity to pursue its charitable objectives. RJN continues its race and climate justice work independently, guided by the 13th Recommendation framework.

Reimagining Community Safety

A major strand of work during this year focused on reimagining community safety beyond policing and punishment. Through research, blogs, and public forums, RJN explored the colonial roots of modern policing and highlighted community-led alternatives rooted in care, accountability, and transformative justice.

In September 2024, RJN co-hosted the 'Community Safety: Reimagined' forum with Harehills Action Team and StopWatch UK. The event brought together community members, organisers, artists and speakers to share experiences, map alternatives to policing, and strengthen collective responses to harm.

Follow-up work included publishing practical guidance on alternatives to contacting the police and promoting long-term investment in community-based safety infrastructures.

Unlearning Racism Programme

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This year, RJN's Unlearning Racism Programme emerged from its initial years of delivery to adapt to a new social landscape. The programme's aim in this year was to deepen and sustain an interconnected approach to unlearning, grounded in RJN's liberatory, reparative, and transformative justice-based framework. This work sought to galvanise the organisation's existing knowledge from eight years of delivery and archive of materials previously delivered, as well as pilot a new organisational delivery approach with the Justice Together Initiative.

Following the launch last year of the report on our seven years of delivery of Unlearning Racism, RJN sought to build on its insights, proceeding with our education and activism work while taking its lessons to heart.

This year, RJN solidified the Unlearning Racism Programme's work by conducting a media audit and asset collection, developing a categorisation and catalogue system for all the content, materials, and communication the Charity had produced for the programme previously. From this RJN began evolving the content and materials to more effectively meet the programme's next evolution.

The Unlearning Racism Programme received partial funding from the Justice Together Initiative (JTI), a donor collaboration to develop a pilot training for JTI partners, for delivering in our expertise in anti-racism education and facilitation. This funding supported the adaptation and evolved our existing materials to more effectively tailor them to organisations working immigration and asylum system.

Following extensive development, design, and testing of this new iteration of the Unlearning Racism Programme, the Charity recognised that the programme and the funder's requirements for its delivery put an undue pressure. In adherence to our objects of supporting and positively contributing to racially minoritised communities in the North of England, RJN determined that the pilot programme ultimately came at too great a human cost to continue to deliver. Leadership and trustees, as such, decided to wind-down RJN's role in the programme's development to honour our commitment to the communities most affected by racism and the immigration and asylum system.

Digital Transformation

This year RJN also undertook a digital transformation, updating its website and digital platform presence to provide a professional digital presence, grow user engagement, and build the Charity's digital network and credibility.

This work is ongoing but as of year ending 31 March 2025 already demonstrated a growth in active users and promising initial return on investment.

Reflection, Celebration and Looking Forward

In February 2025, RJN published its annual reflection on the year, acknowledging the profound challenges faced by communities alongside moments of resistance,

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creativity and care. Key organisational developments included leadership transitions, strengthened internal processes and renewed commitment to centring the most marginalised.

The calendar year concluded with Gather Up 2024, combining RJN's AGM with celebration, storytelling, art, and community connection. This event embodied RJN's values of joy, resistance and repair, and set the foundation for future initiatives including monthly community safety spaces and the launch of RJN's first podcast, 'Communities of Resistance'.

The financial year ended with deeper reflections on the political and economic landscape and the experiences of marginalised and racialised communities as well internal dynamics (current and historical) leading to a strategising phase with the team, communities and consultants.

Future Plans (2025/26)

In 2025/26, RJN looks forward to refreshing its strategic focus areas and building on its ambition to deliver even more effectively on its charitable objects through the following programmes:

- International Solidarity – continuing to build and strengthen connections and activism across communities and nations;
- Race & Climate Justice – highlighting disproportionate impacts on the Global South using the 13th Recommendation framework, and building on our collaborations to drive action;
- Migrant Justice – reframing narratives on migration, race, and coloniality, and sharing our tools and knowledge more widely;
- Community Building – supporting grassroots organising, collaborative fundraising, and shared capacity across our growing network;
- Decolonial Knowledge Production – decolonising knowledge systems and legitimising non-Western knowledge through our programmes and partnerships;
- Strengthening Governance – revisiting our governing constitution and ensuring our governance procedures and trustee recruitment are effective in delivering RJN's purpose and mission;
- Growing Our Fundraising – continuing to engage funders more deeply in RJN's work and gaining the support of trustees to steward these relationships.

Embedding Infrastructure: Continue improving operational function within the organisation, building processes that allow the team to flourish and ensure long-term stability.

With these plans, we aim to deepen our community impact, strengthen our internal and governance systems, and continue to advance systemic change for racial justice.

4. Financial Review

Financial Position

Incoming Resources in the year amounted to £449,421 (2024- £326,154) of which £119,577 (2023-24 -£99,679) was restricted.

A surplus of £164,949 (2023-24-£28,049 deficit) was made in the year. At 31st March 2025, total funds amounted to £399,482 (2023-24 -£234,533) of which £27,749 (2023-24 - £39,758) was restricted.

Reserves Policy

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less unrestricted net fixed assets. This is equivalent to £397,134 (2024-£192,011) for the year. The trustees regard this as adequate for the following year.

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Notes to the accounts

5. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

a) Basis of Preparation

The financial statements have been prepared under the historical cost convention in accordance with the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

Unrestricted Funds comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

Restricted Funds are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d) Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

e) Resources Expended

Recognition of Expenditure and Liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

Costs of Charitable Activities

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

Governance Costs

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

f) Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

g) Fixed Assets

Tangible Fixed Assets for charity's own use

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

h) Depreciation

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

General equipment	15% reducing balance.
Other fixed assets	15% reducing balance.

6. Independent Examiner's Report to the Trustees of Racial Justice Network

I report to the charity trustees on my examination of the accounts of the above charity (CIO) for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified Fellow of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Handwritten signature of Samuel Kwasi Tsipotey in blue ink, with a horizontal line of small dots below it.

Samuel Kwasi Tsipotey, FCCA

Samuel Associates
36 Charcroft Gardens
Enfield, Middlesex
EN3 7HA

28 January 2026

7. Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and endowments from:					
Voluntary income	2	279,844	-	279,844	110,240
Charitable activities	3	50,000	119,577	169,577	215,915
Total		329,844	119,577	449,421	326,154
Expenditure on:					
Charitable activities	4	81,387	203,085	284,472	354,203
Net income/(expenditure)	5	248,457	(83,508)	164,949	(28,049)
Net movement in funds before transfers		248,457	(83,508)	164,949	(28,049)
Transfers between funds	10	(56,245)	56,245	-	-
Net movement in funds after transfers		192,212	(27,263)	164,949	(28,049)
Reconciliation of funds	10				
Total funds brought forward (amended)		179,521	55,012	234,533	262,582
Total funds carried forward		371,733	27,749	399,482	234,533

8. Balance Sheet as at 31st March 2025

	Notes	Unrestricted funds	Restricted funds	Total 2025	Total 2024
		£	£	£	£
Fixed assets					
Tangible assets	6	2,348	-	2,348	2,763
Current assets					
Total current assets	7	388,923	27,749	416,672	268,840
Current liabilities					
Creditors: Amounts due within one year	8	19,538	-	19,538	37,070
Net current assets		369,385	27,749	397,134	231,770
Net assets		371,733	27,749	399,482	234,533
Funds of the Charity	9	371,733	27,749	399,482	234,533

The financial statements were approved by the Trustees on 28 January 2026 and signed on their behalf by:


.....

Trustee,

Alexandra Ruhland-Syquia

CIO number: 1165804

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Notes to the accounts

2 Voluntary income

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and legacies	9,729	-	9,729	10,416
Grants receivable	270,115	-	270,115	99,824
Total	279,844	-	279,844	110,240

3 Charitable activities

		Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Grants receivable					
Black and Brown (Community) Organiser	Restricted	-	49,999	49,999	38,334
Unlearning & Training	Restricted	-	43,250	43,250	-
Race and Climate Justice	Restricted	-	26,328	26,328	11,078
International Solidarity	Unrestricted	50,000	-	50,000	15,951
Stop the Scan	Unrestricted	-	-	-	76
Total		50,000	119,577	169,577	65,439

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4 Direct expenditure on charitable activities	Unrestricted	Restricted	Total 2025	Total 2024
	funds	funds		
	£	£	£	£
Direct salaries, NI, and pension	5,004	52,958	57,962	119,668
Conference costs	-	-	-	74,615
Direct project support expenses	-	8,732	8,732	7,464
Consultancy fees	5,389	410	5,799	13,316
International collaboration costs	5,663	0	5,663	6,554
Facilitators' and mentors' fees	-	1,000	1,000	3,250
General direct costs & travel	5,295	0	5,295	3,769
Trainers & accessibility costs	-	2,406	2,406	230
Setup costs, phone data	-	-	-	103
Interview & speakers' fees	-	895	895	1,850
Meeting & miscellaneous expenses	-	735	735	385
Total direct expenditure	21,351	67,136	88,487	231,204

Note 4 (continued)	Direct salaries, NI, and pension	Direct project support expenses	Community access & consultancy fees	Facilitators', Speakers and mentors' fees	Trainers fees and expenses	Total
Funds	£	£	£	£	£	£
Community Organiser	10,566	33	-	-	-	10,598
Race and Climate Justice	6,957	645	659	895	106	9,262
Unlearning & Training	22,693	8,120	-	1,000	2,300	34,113
Stop the Scan	12,742	420	-	-	-	13,162
Total restricted project funds	52,958	9,218	659	1,895	2,406	67,136
Unrestricted project funds	57,962					
International Solidarity	5,004	10,092	-	-	-	15,095
General fund	-	6,256	-	-	-	6,256
Total unrestricted funds	5,004	10,092	-	-	-	15,095
Total direct expenditure	57,962	19,310	659	1,895	2,406	82,231

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Support and governance costs	Governance costs	Support costs	Total 2025	Total 2024
	£	£	£	£
Support staff salaries, NI and pension	-	116,192	116,192	69,422
Independent examination fees	3,500	-	3,500	3,000
AGM expenses	5,464	-	5,464	1,476
General consultancy	1,050	-	1,050	5,400
Trustees' travel and meeting expenses	232	-	232	255
General governance expenses	2,200	-	2,200	106
Consultancy, Freelance fees- general admin	-	34,888	34,888	-
Accountancy and payroll fees	-	8,199	8,199	9,058
Bank charges	-	79	79	385
Rent and rates	-	5,724	5,724	6,246
Travel and subsistence	-	1,074	1,074	1,950
Staff training and well-being	-	10,318	10,318	8,506
Telephone and broadband, website	-	2,009	2,009	2,843
General admin and HR expenses	-	4,641	4,641	13,864
Depreciation charge for the year	-	415	415	487
	12,446	183,539	195,985	123,000

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Note 4 (continued)

Share of support costs	Percentage share based on staff time	Governance costs	Support costs	Total support and governance costs	Direct charitable expenditure	Total charitable expenditure	
						2025	2024
Restricted Projects		£	£	£	£	£	£
Community Organiser	18%	2,269	33,457	35,726	10,598	46,324	37,930
Race and Climate Justice	12%	1,494	22,031	23,525	9,262	32,787	24,961
Unlearning & Training	17%	2,135	31,480	33,615	34,113	67,729	31,952
Stop the Scan	22%	2,736	40,347	43,083	13,162	56,245	28,657
Black and Brown Trainer	0%	-	-	-	-	-	20,747
Total restricted funds	69%	8,634	127,316	135,949	67,136	203,085	144,247
Unrestricted funds							
International Solidarity	9%	1,074	15,845	16,919	15,095	32,015	117,592
General fund	22%	2,738	40,379	43,117	6,256	49,373	-
Collective Conversations	0%	-	-	-	-	-	6,404
Infrastructure	0%	-	-	-	-	-	85,960
Total unrestricted funds	31%	3,813	56,223	60,036	21,351	81,387	209,956
Total charitable expenditure	100%	12,446	183,539	195,985	88,487	284,472	354,203

Financial Statements for the year ended 31st March 2025
Notes to the accounts

5 Net income is after charging:

	2025	2024
	£	£
Depreciation		
Media equipment	415	487
 Staff costs were as follows:	 2025	 2024
	£	£
Wages and salaries	166,985	184,397
Social security costs, net	8,543	8,129
Pension costs	3,542	3,228
	179,070	195,754

The average number of employees during the year was 5.0 (2024 -5.3)

No employee's remuneration exceeded £60,000.

2 trustees claimed travel expenses totalling £232 (2024-£207)

Financial Statements for the year ended 31st March 2025

Notes to the accounts

6 Fixed assets

	Media equipment £	Office equipment £	Total £
Cost			
At 1 April 2024	3,672	1,170	4,842
At 31 March 2025	3,672	1,170	4,842
Depreciation			
At 1 April 2024	1,755	324	2,079
Charge for the year	288	127	415
At 31 March 2025	2,043	451	2,494
Net book value			
At 31 March 2025	1,629	719	2,348
At 31 March 2024	1,917	846	2,763

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Current assets

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Bank current account balance	388,923	27,749	416,672	268,840
Cash at bank and in hand	388,923	27,749	416,672	268,840

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Current liabilities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Social Security and taxes	12,446	-	12,446	17,219
Accrued expenses	6,500	-	6,500	19,417
Pension creditor	592	-	592	434
Total	19,538	-	19,538	37,070

Financial Statements for the year ended 31st March 2025
Notes to the accounts

9	Funds of the charity	As at 1 April 2024	Incoming	Outgoing	Transfers	As at 31 March 2024
		£	£	£	£	£
	Unrestricted funds	194,774	329,844	(81,387)	(56,245)	386,986
	Restricted funds	39,759	119,577	(203,085)	56,245	12,496
	Total funds	234,533	449,421	(284,472)	-	399,482

Note 10		Balance 1 April 2024 (Amended)	Incoming	Outgoing	Net movement in the year	Transfers	Balance 31 March 2025
	Funds accounts	£	£	£	£	£	£
	Restricted funds						
	Unlearning & training	39,218	43,250	67,729	(24,479)	-	14,739
	Race and Climate Justice	8,167	26,328	32,787	(6,459)	-	1,708
	Community Organiser	7,627	49,999	46,324	3,675	-	11,302
	Stop the Scan	-	-	56,245	(56,245)	56,245	-
	Total restricted funds	55,012	119,577	203,085	(83,508)	56,245	27,749
	Unrestricted funds						
	General funds	103,046	279,844	49,372.64	230,471	(54,281)	279,236
	Collective Conversations	1,964	-	-	-	(1,964)	-
	International Solidarity	-	50,000	32,015	17,985	-	17,985
	Archivist & Researcher	67,406	-	-	-	-	67,406
	Pastoral Support	7,105	-	-	-	-	7,105
	Total unrestricted funds	179,521	329,844	81,387	248,457	(56,245)	371,733
	Total funds	234,533	449,421	284,472	164,949	-	399,482

Note: Archivist Researcher is a merger of Legacy and Research & Reports

Financial Statements for the year ended 31st March 2025
Notes to the accounts

**Detailed income and expenditure account
for the year ended 31st March**

	2025	2024
	£	£
Incoming resources		
Grants receivable	439,692	304,269
Donations and legacies & sundry income	9,729	17,422
Training fees received	-	4,462
Total income	449,421	326,153
Direct Salaries, NI and pension	57,962	119,668
Conferences & accessibility costs	659	81,392
General direct project costs	18,339	9,001
Consultancy	5,799	13,316
Facilitators' fees	-	250
Mentors' & trainers fees & expenses	3,406	3,007
Project support	1,428	2,335
Speakers' fees	895	1,850
Venue hire	-	385
Total direct charitable expenditure	88,487	231,204
AGM expenses	5,464	1,476
General Governance Expenses	3,250	1054
Independent examination fees	3,500	3,000
Trustee travel expenses	232	207
Total governance expenses	12,446	5,737
Support salaries, NI and pension	116,192	69,422
Freelance fees- general admin	34,888	4,500
General admin expenses	1,135	11,027
Bank charges	79	385
Bookkeeping, accountancy & payroll fees	8,199	9,058
Software subscriptions	2,143	1,566
Staff welfare	9,818	6,929
HR costs	1,778	1,758
Telephone and broadband	2,009	2,843
Staff training	500	1,577
Travel and subsistence	1,074	1,950
Rent	5,724	6,246
Total administration expenses	183,539	117,261
Total expenditure	284,472	354,202
Surplus/(Deficit) for the year	164,949	(28,049)

Accounts



**Annual Report and Financial Statements
for the year ended 31st March 2024**

A Charitable Incorporated Organisation

Number: 1165804

Website: www.racialjusticenetwork.co.uk

Instagram: [@theracialjusticenetwork](https://www.instagram.com/theracialjusticenetwork)

Twitter: [@RaceJustice](https://twitter.com/RaceJustice)

Facebook: [Racial Justice Network](https://www.facebook.com/RacialJusticeNetwork)

RJN Annual Report 2024

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RJN Annual Report 2024

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2024.

1. Reference and Administrative Details

Name of Charity: Racial Justice Network

Charitable Incorporated Organisation Number: 1165804

Principal Office: 148 The Rose Bowl
Portland Crescent
Leeds, West Yorkshire
LS1 3HB

Bankers: CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4TA

Reporting Accountants: Samuel K. Tsipotey, FCCA
36 Charcroft Gardens
Enfield, Middlesex
EN3 7HA

Trustees who served during the period to the date of this report are:

Name	Date appointed
Ishah Jawaid	01.02.2023
Farhat Bi	01.02.2023
Yvonne Howe	15.10.2023
Alexandra Ruhland-Syquia	15.10.2023
Esther Stanford-Xosei	09.12.2023

Chief Executive Officer:

Peninah Wangari-Jones

2. Structure, Governance, and Management

The Racial Justice Network (RJN) is a Charitable Incorporated Organisation (CIO) based in West Yorkshire, UK. RJN brings together organisations, groups, and individuals across West Yorkshire and beyond to proactively promote racial justice.

Governing document

The charity is governed by a Constitution, an Association model of a CIO having members.

Appointment and induction of trustees

Trustees have historically been appointed from active members, associates and volunteers within the Racial Justice Network and community. Based on our learning on needing specific skill sets on the Board, and in recognition that our network and community have (in part) shifted online and become more national as a result, we have complemented our previous approach to include open recruitment.

All trustees will be offered a comprehensive induction and training within the first year in post.

Organisation structure

RJN is governed by its trustees and a Chief Executive Officer who are responsible for setting the strategic direction and policies of the charity. The trustees carry the ultimate responsibility for the conduct of the charity and for ensuring that the charity satisfies its legal and contractual obligations. The trustees meet as often as they need to and delegate the day-to-day operations of the charity to the Chief Executive Officer.

Major risks

The leadership (Board and CEO) ongoingly assess and manage risk, ensuring action plans are in place to mitigate them. Plans are afoot to draw a more comprehensive risk register to be monitored regularly. The main risks identified so far include:

- Loss of key personnel that would severely limit the ability to perform activities and meet objectives;
- Loss of income, particularly unrestricted income from public donations and grants;
- Strategic misalignment with a key partner or funder and resultant loss of funding or other strategic support;
- A catastrophic failure of IT systems including laptops and access to the internet;
- External or internal attacks due to values, stance/vision and positionality.

3. Objectives and Activities

Objects

The objects of the charity as stated in its governing document are:

- A. To develop the capacity and skills of the members of socially and economically disadvantaged communities in the north of England, especially racially black and minority ethnic communities, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.
- B. The promotion of equality and diversity for the public benefit in particular by:
 1. elimination of discrimination on the grounds of race and religion
 2. advancing education and raising awareness of equality and diversity
 3. conducting or commissioning research on equality and diversity issues and publishing the results to the public.
 4. cultivating a sentiment in favour of equality and diversity

Summary of the main activities undertaken for the public benefit in relation to these objectives

RJN continues to inform, influence, train, mobilise, organise, and conduct research within eight current projects. This work was carried out by the CEO, 11 staff members (5.3 FTE), five trustees, approximately 30 volunteer members and some support from our partners/collaborators. These projects are:

1. International solidarity
2. Race and Climate Justice
3. Community Organising and Collective conversations
4. Stop the Scan Campaign
5. Unlearning Racism Programme
6. Pastoral support
7. Research and Reports

Activities

International Solidarity

Our international solidarity work is grounded in the understanding that the fight against racial injustice cannot be confined within borders. The struggles faced by our siblings in the majority world are deeply tied to the legacies of colonialism, which continue to perpetuate a range of interconnected injustices. Recognising this, we have sustained our commitment to learning from, working with, and sharing resources with our partners across borders throughout 2023/24.

In 2023/24, we continued to support global partners and share resources across borders, maintain a strong partnership with the Didê Collective in Salvador, Brazil, which actively supports marginalised communities facing environmental degradation, displacement, anti-Black violence, and religious persecution. Their work deeply resonates with and inspires our efforts in the UK.

A key milestone in our solidarity efforts was the International Decolonial Symposium held in October 2023. The fortnight-long event, featuring literary giant, elder and Prof. Ngũgĩ wa Thiong'o and activists, academics, and activists from Kenya and the UK, provided a critical space to reflect on colonialism's enduring impact and the importance of decolonising our minds and systems. Prof. Ngũgĩ's keynote address called for the decolonisation of thought as essential for dismantling global systems of exploitation.

The discussions sparked from the symposium's sessions reaffirmed that true racial justice requires international, intersectional, and intergenerational efforts to confront colonial legacies. The symposium fostered knowledge exchange and strengthened connections among activists worldwide.

We were honored to collaborate with community leaders and organisers in Manchester, Sheffield, and Leeds, alongside the Universities of Manchester and Sheffield, the Equality, Diversity, and Inclusion Unit at the University of Leeds, and the Centre for Equity and Inclusion in Sheffield, to make the symposium a success.

Prof. Ngũgĩ's mentorship has been integral to our decolonial work, challenging colonial narratives in all areas of our practice. This ongoing dialogue continues to inform our approach to education, activism, and community building.

Race and Climate Justice: 13th recommendation

The 13th recommendation, which emerged from our intervention in the 2019 Leeds Citizen Jury, advocates for an intersectional and international approach to climate justice, recognizing the need to address colonial legacies within climate work.

Our year began by strengthening our connection with local Black and Brown communities. We hosted nine in person events that facilitated dialogue on race, climate justice, and colonial legacies. These events expanded on discussions started online during the COVID-19 pandemic and included sessions on topics like the conflict in the Democratic Republic of Congo, solidarity with Indigenous communities in South America, and the connections between climate justice and Palestinian liberation. One of the key moments was the inauguration of the Ngũgĩ wa Thiong'o Freedom Square, a symbol of decolonial resistance and a space for continued conversations on racial justice and climate repair.

Partnering with Ben Mussanzi Wa Mussangu and the Otley Doughnut Coalition, we built solidarity for "planet repairs," highlighting the need for climate and racial justice. These efforts included discussions within the framework of the Pan-Afrikan Reparations Movement, deepening our understanding of interconnected systems of oppression and global solidarity.

Reflecting on three years of work and community engagement, our 13th Recommendation Report serves as a crucial milestone in solidifying the 13th recommendation as a framework for decolonial climate action. At the launch, contributors like Mama D Ujuaje, Adelle A'asante, and Sai Murray shared poetry and stories about embodying the 13th recommendation.

Our progress would not have been possible without the dedication of the Race and Climate Justice Collective—a group of Black and Brown volunteers passionate about climate justice. Volunteers supported event organisation and helped amplify campaigns such as the Congo genocide awareness. The collective energy of these volunteers was crucial in sustaining our work.

Looking ahead, we aim to expand capacity within the volunteer community and our partner organisations. We recognize the need for more resources to fully realise our vision of decolonial climate justice. Our ongoing focus will be on deepening engagement with local communities and strengthening global solidarity to challenge colonial legacies and uplift marginalised voices in the climate justice movement.

Community Organising and Collective Conversations

This year, we focused on strengthening grassroots capacity, building partnerships, and advocating for racial and migrant justice. Our efforts spanned strategic planning and community engagement, underpinned by trauma-informed practices.

In August, we reaffirmed our commitment to global movements by engaging with the International Social Movement for Afrikan Reparations. We hosted two Nurturing Networks events for racialised activists and the highlight of the year, the Decolonial International Symposium featuring Elder Ngũgĩ wa Thiong'o, fostering collaboration between RJN, academia, and grassroots organisers. These events connected theory with action.

We advanced community-led research, ensuring indigenous knowledge was represented, culminating in a city-wide application to the UK Research Institute. In December, our Gather Up celebration included Africaniwa's exploration of links between climate change and migration through storytelling, while Sanctuary's Got Talent centred joy and resilience through performances. We amplified and supported Africaniwa's epistemic justice work and their preparation for the Chocolate Has a Name Festival. We collaborated across the team to highlight histories, cultures and communities of resistance for Peace Lotus Day. We also supported Free2BMe's efforts to advocate for LGBTQ+ migrants navigating the hostile environment.

We worked closely with other groups, organisations and people including Migrant Action, Africaniwa, Maangamizi Education Trust, Free2BMe, Leeds City of Sanctuary, local activists, collectives and organisers. These collaborations have been crucial in advancing our campaigns, research, and community engagement.

Migrant Action and RJN collaborated on workshops addressing the Illegal Migration Act, co-facilitated by Migrant Action and Right to Remain. We also began mapping key networks on the structural vulnerability of international students in the UK, exploring how hostile environment policies affect their access to rights and justice. This research, conducted by our partner Migrant Action and the Universities of Hull and Swansea, will inform future campaigns to center the voices of international students and other migrants.

Looking forward, RJN will continue to deepen relationships, support grassroots groups, and tackle the hostile environment. Our focus will be on empowering international students and migrant communities to challenge racist institutions. We will also support Migrant Action in integrating community organising into its work,

strengthening the infrastructure for shared community organising and driving transformative change.

Stop the Scan

The Stop the Scan campaign challenges the growing use of mobile biometrics in policing, particularly within the context of the Hostile Environment. In 2023-24, we launched the Know Your Rights booklets, providing practical advice for individuals facing mobile fingerprinting during police stops. The campaign's success was driven by our collaborative efforts with organisations like Black Protest Legal Support and Yorkshire Resists, ensuring that these resources reached communities most affected by digital surveillance and over-policing.

Throughout 2023-24, we hosted several impactful events:

- Day of Solidarity Across West Yorkshire (April 2023): Focused on the implications of the Stop the Small Boats Bill, fostering support among activists and community members.
- Migration is Life (November 2023): Workshops and knowledge-sharing on community protection against the Hostile Environment, alongside the launch of our Know Your Rights booklets.
- 'Stop and Scan' Workshop at Leeds University (December 2023): Provided training on knowing your rights and building community protection strategies.
- Community Walkabout & Distribution of Resources (December 2023): Engaged local communities in Black, brown, and migrant areas to distribute Know Your Rights booklets.

We also participated in a series of convenings and training sessions, such as the Manchester Convening on Policing, Technology, and Policing Monitoring (February 2024), sharing our research on mobile biometrics and its impact on grassroots movements.

Our blog publications raised awareness of critical issues, including:

- Digital Hostile Environments and The Dangers of the Data Protection and Digital Information Bill (April 2023)
- Resisting The Migration Bill (April 2023)
- Stop the Data Discrimination (July 2023)

Through these, we have combined research and strategic partnerships to create a comprehensive resistance to mobile biometrics. Our national network includes collaborations with Yorkshire Resists, Liberty, Netpol, Black Legal Protest Support, and others, who have been instrumental in advancing our work.

In January 2024, we met with Liberty to discuss strategic litigation regarding mobile fingerprinting scanners. This work, supported by Freedom of Information requests, aims to build a case for challenging the use of mobile biometrics and inform a forthcoming report on the issue.

Moving forward, we plan to expand the campaign into student and scholar-activist spaces at universities in Manchester, London, Leeds, Potsdam, and Cardiff. We aim to cross-pollinate with other movements and sectors, recognizing the collective nature of the struggle against digital and racial injustice.

Unlearning Racism Programme

The Unlearning Racism Programme underwent significant transformation this year, focusing on anti-racist interventions in organisations and evaluating the programme's effectiveness.

In the first half of the year, we launched an Organisational Training Pilot in response to growing demand from organisations, aiming to equip them with the skills needed to strengthen their solidarity with Black and Brown communities. The training included a structured process that began with a Statement of Intent, followed by one-on-one meetings with leadership and tailored training packages.

We engaged with three organisations, delivering two training sessions: an in-person workshop with a grassroots organisation and three online workshops with a voluntary sector group.

We conducted a comprehensive evaluation of the programme, guided by our Movement Mentors, including Peninah Wangari-J, Mama D Ujuaje, and Esther Stanford Xosei. This evaluation assessed whether the programme had met its goals and aligned with our original vision. The result was the Unlearning Racism Report, published in March 2024, which reflects on seven years of work, centres the voices of Black and Brown movement leaders, and critically examines the impact of whiteness and white supremacy on the programme's transformative potential.

The evaluation also examined the programme's financial model, revealing misalignments with our initial goal of creating a self-sustaining initiative that would support the Black and Brown-led work of RJN. The strain on our resources led to questions about the programme's future and the responsibilities of facilitating healing for white participants.

As we move forward, we recognize the need for a new vision for this programme centred on care, repair, and deep self-examination. Our future work will continue to prioritise the voices and experiences of Black and Brown-led movements, with a focus on creating lasting change in organisational practices. We are committed to reimagining how we can best support healing and transformation, both for those who experience harm and those who perpetuate it.

Pastoral support

The Racial Justice Network (RJN) continues to provide essential pastoral support, helping individuals and organisations navigate the challenges of racial justice. We offer guidance, practical assistance, and signposting for those facing racism in areas such as housing, employment, policing, and health services. As the demand for support grows, we focus on addressing recurring issues through our programs, joint advocacy, and proactive initiatives.

This year, we provided one-on-one support to organisational leaders, collaborating with them to develop tailored strategies for advancing racial equity. Our pastoral support has helped foster partnerships and coalitions, including notable collaborations with Free2BeMe, Unity Builders West Yorkshire, and Maangamizi Education Trust. We also continue to work with Keeping it Real 247, Bradford Congo

Campaign, Migrant Action, and other key allies. New partnerships, such as with Faith for the Climate and CARAG, are further expanding our collective efforts toward racial justice.

Research and Reports

RJN has prioritised research to inform our advocacy and deepen our understanding of racial justice. Key reports published this year include:

- Race and Climate Justice Report: A three-year reflection on the 13th recommendation and its role in advancing racial and climate justice. The report celebrates the intersection of Black, Indigenous, and racial justice struggles in the fight for a decolonial climate future, emphasising the importance of solidarity and community-led solutions.
- Unlearning Racism Report: This evaluation reflects on the impact of RJN's Unlearning Racism Programme, exploring the challenges of addressing whiteness and white supremacy within anti-racist efforts. It highlights the complexities of racial justice work and suggests ways forward for more transformative practices.

These reports provide critical insights into RJN's work and contribute to the broader conversation on racial justice, helping to shape our ongoing advocacy and future strategies.

Public and media engagements

Engagement across our platforms grew significantly in 2023/2024, reflecting the increasing resonance of our work. Page engagements more than tripled compared to last year, with notable increases in engagement rates and profile reach. These figures demonstrate greater visibility and deeper connections with our audience. Key milestones included our International Decolonial International Symposium and continued community radio coverage with BCB Radio.

Facebook

Page Engagements: 842 (+331%)

Page Views: 1,161 (+79%)

Instagram

Page Engagements: 125

Profile Reach: 58,129 (+177%)

Twitter (X)

Followers: 8,308

Post Engagements: 4,012

We also tracked over 4,000 post engagements, reflecting the growing impact of our digital presence. Our communications efforts were also supported by press coverage and 14 reflective blogs, which sparked critical conversations around our key issues. Although organic reach dipped slightly due to a transition in our communications

team, this shift presents new opportunities under our new Communications Coordinator (April 2024) to realign our strategy for greater advocacy.

Looking ahead, we aim to strengthen communications as a strategic tool for building solidarity, amplifying marginalised voices, and driving systemic change for racial justice.

Future Plans (2024/25)

In 2024/25, RJN will focus on strengthening internal infrastructure, refining our strategy, and ensuring long-term sustainability:

Strategic Focus:

- Capturing the legacy of the Unlearning Racism and reconceptualising the programme in light of the learnings from the report
- Critically reflecting on our learnings from Race Climate Justice report; recalibrating the campaign to be for and in service of and led by Black and brown communities
- Increase coalition building within grassroots networks and groups mobilising around the hostile environment through the Stop the Scan campaign
- Continue to build power and hold more listening spaces with our communities, facilitated as part of our community organizing work
- Building sustainable operations and securing diversified funding
- Redefining Communications strategy as a tool for advocacy and community resourcing

Embedding Infrastructure: Continue improving operational function within the organisation, building processes that allow the team to flourish and ensure long-term stability.

Staff Transitions: Onboarding a new Communications Coordinator and supporting the organisation through Interim CEO transitioning into the organisation as our Founder/CEO is on parental leave.

Reinforcing Governance: Developing an annual trustee recruitment cycle, including induction and regular training to ensure a consistent and robust governance structure for RJN.

Fundraising: Securing core funding from grants to support our Strategic Focus and enable sustainable operations, while we build capacity for activities which diversify our funding.

With these plans, we aim to deepen our community impact, strengthen our internal systems, and advance systemic change for racial justice

4. Financial Review

Financial Position

Incoming Resources in the year amounted to £326,154 (2023- £281,473) of which £99,679 was restricted.

A deficit of £28,049 (2023-£59,279 surplus) was made in the year. At 31st March 2024, total funds amounted to £234,533 (2023-£262,582) of which £39,758 (2023-£41,786) was restricted.

Reserves Policy

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less unrestricted net fixed assets. This is equivalent to £192,011 (2023-£145,078) for the year. The trustees regard this as inadequate for the following year and have resolved to work hard on achieving reasonable surpluses in the future to augment the reserves.

Racial Justice Network
Financial Statements for the year ended 31st March 2023

Notes to the accounts

5. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

a) Basis of Preparation

The financial statements have been prepared under the historical cost convention in accordance the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

Unrestricted Funds comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

Restricted Funds are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d) Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

e) Resources Expended

Recognition of Expenditure and Liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

Costs of Charitable Activities

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

Governance Costs

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

f) Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

g) Fixed Assets

Tangible Fixed Assets for charity's own use

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

h) Depreciation

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

General equipment	15% reducing balance.
Other fixed assets	15% reducing balance.

6. Independent Examiner's Report to the Trustees of Racial Justice Network

I report to the charity trustees on my examination of the accounts of the above charity (CIO) for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified Fellow of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Samuel Kwasi Tsipotey, FCCA

Samuel Associates
36 Charcroft Gardens
Enfield, Middlesex
EN3 7HA

25 November 2024

7. Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and endowments from:					
Voluntary income	2	110,240	-	110,240	11,487
Charitable activities	3	116,235	99,679	215,915	269,986
Total		226,475	99,679	326,154	281,473
Expenditure on:					
Charitable activities	4	238,613	115,590	354,203	222,194
Total		238,613	115,590	354,203	222,194
Net income/(expenditure)	5	(12,139)	(15,911)	(28,049)	59,279
Net movement in funds before transfers		(12,139)	(15,911)	(28,049)	59,279
Transfers between funds	10	(13,883)	13,883	-	-
Net movement in funds after transfers		(26,022)	(2,028)	(28,049)	59,279
Reconciliation of funds	10				
Total funds brought forward (amended)		220,796	41,786	262,582	203,303
Total funds carried forward		194,774	39,758	234,533	262,582

8. Balance Sheet as at 31st March 2024

	Notes	Unrestricted funds	Restricted funds	Total 2024	Total 2023
		£	£	£	£
Fixed assets					
Tangible assets	7	2,763	-	2,763	3,250
Current assets					
Total current assets	8	229,082	39,758	268,840	280,014
Current liabilities					
Creditors: Amounts due within one year	9	37,070	-	37,070	20,682
Net current assets		192,012	39,758	231,770	259,333
Net assets		194,775	39,758	234,533	262,582
Funds of the Charity	10	194,774	39,758	234,533	262,582

The financial statements were approved by the Trustees on 25 November 2024 and signed on their behalf by:



Farhat Bi

Treasurer

CIO number: 1165804

Financial Statements for the year ended 31st March 2024

Notes to the accounts

2 Voluntary income

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Donations and legacies	10,416	-	10,416	11,487
Grants receivable	99,824	-	99,824	261,174
Total	110,240	-	110,240	272,661

	Donations and legacies	Grants receivable	Total 2023	Total 2023
	£	£	£	£
General fund	10,416	99,824	110,240	51,378

3 Charitable activities

		Unrestricted funds	Restricted funds	Total 2024	Total 2023
		£	£	£	£
Grants receivable					
Black and Brown Organiser	Restricted	-	38,334	38,334	16,667
Black and Brown Trainer	Restricted	-	26,518	26,518	15,506
Unlearning Racism	Restricted	-	23,750	23,750	31,012
Race and Climate	Restricted	-	11,078	11,078	7,764
Infrastructure	Unrestricted	50,208	-	50,208	18,334
International Solidarity	Unrestricted	15,951	-	15,951	40,000
Legacy	Unrestricted	25,000	-	25,000	20,000
Research and Reports	Unrestricted	25,000	-	25,000	20,000
Stop the Scan	Unrestricted	76	-	76	52,000
Covid project	Unrestricted	-	-	-	-
Collective Conversations	Unrestricted	-	-	-	-
Pastoral Support	Unrestricted	-	-	-	-
Total		116,235	99,679	215,915	221,283

Financial Statements for the year ended 31st March 2024
Notes to the accounts

4	Direct expenditure on charitable activities	Unrestricted	Restricted	Total 2024	Total 2023
		funds	funds		
		£	£	£	£
	Direct salaries, NI, and pension	58,072	61,597	119,668	57,914
	Conference costs	73,831	784	74,615	-
	Direct project support expenses	5,312	2,152	7,464	17,483
	Consultancy fees	13,316	-	13,316	22,439
	International collaboration costs	6,554	-	6,554	-
	Facilitators' and mentors' fees	-	3,250	3,250	5,596
	General direct costs & travel	709	3,059	3,769	5,193
	Trainers & accessibility costs	-	230	230	4,587
	Setup costs, phone data	-	102.73	103	-
	Interview & speakers' fees	870	979.87	1,850	900
	Meeting & miscellaneous expenses		384.61	385	367
	Total direct expenditure	158,664	72,540	231,204	114,479

Financial Statements for the year ended 31st March 2024
Notes to the accounts

Note 4 (continued)	Direct salaries, NI, and pension	Direct project support expenses	Consultancy fees	Facilitators' and mentors' fees	Direct staff travel & accommodation	Trainers fees and expenses	Total carried forward
Funds	£	£	£	£	£	£	£
Black and Brown Organiser	16,417	1,397	-	-	406	476	18,696
Black and Brown Trainer	11,697	100	-	-	2,558	242	14,597
Unlearning Racism	22,501	101	-	3,200	-	-	25,802
Race and Climate	10,982	554	-	50	95	-	11,681
Total restricted funds	61,597	2,152	-	3,250	3,059	718	70,776
Unrestricted funds							
Collective Conversations	5,472	92	-	-	-	-	5,564
Covid Project	-	-	-	-	-	-	-
Infrastructure	22,357	1,088	13,316	-	-	-	36,760
International Solidarity	11,429	1,036	-	-	365	-	12,830
Legacy	-	-	-	-	-	-	-
Research and Reports	-	-	-	-	-	-	-
Stop the Scan	18,813	3,096	-	-	345	-	22,254
Pastoral Support	-	-	-	-	-	-	-
Total unrestricted funds	58,072	5,312	13,316	-	709	-	77,408
Total direct expenditure	119,668	7,464	13,316	3,250	3,769	718	148,185

Financial Statements for the year ended 31st March 2024

Notes to the accounts

Note 4 (continued)

Note 4 (continued)			Conference costs & international colaboration	Total 2024	Total 2023
		Interviewer and speakers' fees			
Restricted funds					
Black and Brown Organiser	18,696	-	784	19,480	-
Black and Brown Trainer	14,597	-	-	14,597	-
Unlearning Racism	25,802	-	-	25,802	20262
Race and Climate	11,681	980	-	12,661	12,872
Total restricted funds	70,776	980	784	72,540	33,134
Unrestricted funds					
Collective Conversations	5,564	840	-	6,404	875
Covid Project	-	-	-	-	7,865
Infrastructure	36,760	-	-	36,760	22,792
International Solidarity	12,830	-	80,162	92,992	4,282
Legacy	-	-	-	-	-
Research and Reports	-	-	-	-	-
Stop the Scan	22,254	30	223	22,507	15,531
Pastoral Support	-	-	-	-	-
Total unrestricted funds	77,408	870	80,385	158,664	51,345
Total direct expenditure	148,185	1,850	81,169	231,204	84,479

Financial Statements for the year ended 31st March 2024
Notes to the accounts

Support and governance costs	Governance costs	Support costs	Total 2024	Total 2023
	£	£	£	£
Support staff salaries, NI and pension	-	69,422	69,422	66,417
Independent examination fees	3,000	-	3,000	3,000
AGM expenses	1,476	-	1,476	3,021
General consultancy	900	4,500	5,400	1,500
Trustees' travel and meeting expenses	255	-	255	909
General governance expenses	106	-	106	1,397
Accountancy and payroll fees	-	9,058	9,058	6,556
Bank charges	-	385	385	187
Expensed equipment	-	-	-	1,957
Rent and rates	-	6,246	6,246	4,208
Travel and subsistence	-	1,950	1,950	3,594
Staff training and well-being	-	8,506	8,506	3,068
Telephone & broadband, website	-	2,843	2,843	1,712
General admin & HR expenses	-	13,864	13,864	8,597
Depreciation charge for the year	-	487	487	573
Team meeting expenses	-	-	-	1,019
	5,738	117,262	123,000	107,715

Financial Statements for the year ended 31st March 2024
Notes to the accounts

Share of support costs	Percentage share based on staff time	Governance costs	Support costs	Total support and governance costs	Direct charitable expenditure	Total charitable expenditure	2023
		£	£	£	£	£	£
Restricted Projects							
Black and Brown Organiser	15%	861	17,589	18,450	19,480	37,930	7,802
Black and Brown Trainer	5%	287	5,863	6,150	14,597	20,747	7,259
Unlearning Racism	5%	287	5,863	6,150	25,802	31,952	38,905
Race and Climate	10%	574	11,726	12,300	12,661	24,961	16,507
Total restricted funds	35%	2,008	41,042	43,050	72,540	115,590	70,473
Collective Conversations	0%	-	-	-	6,404	6,404	875
Covid project	0%	-	-	-	-	-	7,865
Infrastructure	40%	2,295	46,905	49,200	36,760	85,960	31,374
International Solidarity	20%	1,148	23,452	24,600	92,992	117,592	23,008
Legacy	0%	-	-	-	-	-	9,363
Research and Reports	0%	-	-	-	-	-	9,363
Stop the Scan	5%	287	5,863	6,150	22,507	28,657	39,874
Total unrestricted funds	65%	3,729	76,220	79,950	158,664	238,613	121,722
Total funds	100%	5,738	117,262	123,000	231,204	354,203	192,195

Financial Statements for the year ended 31st March 2024
Notes to the accounts

5 Net income is after charging:

	2024	2023
	£	£
Depreciation		
Media equipment	487	573

Staff costs were as follows:

	2024	2023
	£	£
Wages and salaries	184,397	87,659
Social security costs, net	8,129	5,438
Pension costs	3,228	1,235
	195,754	94,332

The average number of employees during the year was 5.3 (2023 -3.0)

No employee's remuneration exceeded £60,000.

2 trustees claimed travel expenses totalling £207 (2023-£546)

7 Fixed assets

	Media equipment £	Office equipment £	Total £
Cost			
At 1 April 2022	3,672	1,170	4,842
Additions	-	-	-
At 31 March 2023	3,672	1,170	4,842
Depreciation			
At 1 April 2023	1,417	175	1,592
Charge for the year	338	149	487
At 31 March 2024	1,755	324	2,079
Net book value			
At 31 March 2024	1,917	846	2,763
At 31 March 2023	2,255	995	3,250

Financial Statements for the year ended 31st March 2024
Notes to the accounts

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
8 Current assets				
Bank current account balance	224,186	39,758	263,945	246,981
Paypal account balance	4,895	-	4,895	23,033
Cash at bank and in hand	229,082	39,758	268,840	270,014
Custodian funds	-	-	-	10,000
Total current assets	229,082	39,758	268,840	280,014

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
9 Current liabilities				
Social Security and taxes	17,219	-	17,219	14,953
Accrued expenses	19,417	-	19,417	3,800
Pension creditor	434	-	434	1,929
Total	37,070	-	37,070	20,682

	As at 1 April 2023	Incoming	Outgoing	Transfers	As at 31 March 2024
	£	£	£	£	£
10 Funds of the charity					
Unrestricted funds	220,796	226,475	238,613	(13,883)	194,774
Restricted funds	41,786	99,679	115,590	13,883	39,758
Total funds	262,582	326,154	354,203	-	234,533

Financial Statements for the year ended 31st March 2024
Notes to the accounts

	Balance 1 April 2023	Incoming	Outgoing	Net movement in the year	Transfers	Balance 31 March 2024
Funds accounts	£	£	£	£	£	£
Restricted funds						
Black and Brown Organiser	8,865	38,334	37,930	403	-	9,268
Black and Brown Trainer	8,247	26,518	20,747	5,771	-	14,018
Unlearning Racism	24,674	23,750	31,952	(8,202)	-	16,472
Race and Climate	-	11,078	24,961	(13,883)	13,883	-
Total restricted funds	41,786	99,679	115,590	(15,911)	13,883	39,759
Unrestricted funds						
General funds	148,329	110,240	-	110,240	(155,523)	103,046
Collective Conversations	23,622	-	6,404	(6,404)	-	17,218
Covid Project	2,350	-	-	-	-	2,350
Infrastructure	-	50,208	85,960	(35,752)	35,752	-
International Solidarity	3,697	15,951	117,592	(101,641)	97,944	-
Legacy	10,637	25,000	-	25,000	-	35,637
Research and Reports	6,769	25,000	-	25,000	-	31,769
Stop the Scan	20,637	76	28,657	(28,581)	7,944	-
Pastoral Support	4,755	-	-	-	-	4,755
Total unrestricted funds	220,796	226,475	238,613	(12,139)	(13,883)	194,774
Total funds	262,582	326,154	354,203	(28,050)	-	234,533

RJN Annual Report 2024

Detailed income and expenditure account for the year ended 31st March

	2024	2023
	£	£
Incoming resources		
Grants receivable	304,269	261,174
Donations and legacies & sundry income	17,422	11,487
Training fees received	4,462	8,812
Total income	326,154	281,473
Direct Salaries, NI and pension	119,668	57,914
Conferences & accessibility costs	81,392	-
General direct project costs	9,001	5,435
Expensed equipment	-	1,957
Training	-	400
Consultancy	13,316	22,439
Facilitators' fees	250	5,596
Mentors' & trainers fees & expenses	3,007	4,187
Project support	2,335	17,483
Speakers' fees	1,850	900
Venue hire	385	125
Total direct charitable expenditure	231,204	116,436
AGM expenses	1,476	3,021
Consultancy - General	900	1,500
General Governance Expenses	106	1,397
Independent examination fees	3,000	3,000
Trustee meeting expenses	48	363
Trustee travel expenses	207	546
Total governance expenses	5,738	9,827
Support salaries, NI and pension	69,422	66,417
Freelance fees- general admin	4,500	-
Motor expenses	503	1,023
General admin expenses	10,524	3,392
Meeting costs- general staff	-	1,019
Bank charges	385	187
Depreciation charge for the year	-	573
Bookkeeping, accountancy & payroll fees	9,058	6,556
General sundry expenses	-	3,524
Software subscriptions	1,566	416
Staff welfare	6,929	1,651
HR costs	1,758	1,758
Telephone and broadband	2,843	1,217
Staff training	1,577	1,417
Travel and subsistence	1,950	2,571
Rent	6,246	4,208
Total administration expenses	117,262	29,512
Total expenditure	354,204	155,775
Surplus/(Deficit) for the year	(28,050)	125,698

Accounts



Annual Report and Financial Statements for the year ended 31st March 2023

A Charitable Incorporated Organisation

Number: 1165804

Website: www.racialjusticenetwork.co.uk

Instagram: [@theracialjusticenetwork](https://www.instagram.com/theracialjusticenetwork)

Twitter: [@RaceJustice](https://twitter.com/RaceJustice)

Facebook: [Racial Justice Network](https://www.facebook.com/RacialJusticeNetwork)

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RJN Annual Report 2023

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2023.

1. Reference and Administrative Details

Name of Charity:	Racial Justice Network
Charitable Incorporated Organisation Number:	1165804
Principal Office:	15 Queen square Leeds, West Yorkshire LS2 8AJ
Bankers:	Triodos Bank Deanery Road Bristol BS1 5AS
Reporting Accountants:	Samuel K. Tsipotey, FCCA Samuel Associates 36 Charcroft Gardens Enfield, Middlesex EN3 7HA

Trustees who served during the period to the date of this report are:

Dr Laura Teresa Loyola-Hernandez	20.10.2020 served until 10.12.2022
Maureen Andrea Grant	20.10.2020 served until 10.12.2022
Sipilien Birani	01.06.2018 served until 10.12.2022
Simon Mark Murray	01.01.2018 served until 10.12.2022
Dr. John Samuels	10.12.2022 served until 30.08.2023
Yasmin Lewis	10.12.2022 served until 15.08.2023
Camille Lesfores	10.12.2022 served until 09.12.2023
Ishah Jawaid	01.02.2023
Farhat Bi	01.02.2023
Yvonne Howe	15.10.2023
Alexandra Ruhland-Syquia	15.10.2023
Esther Stanford-Xosei	09.12.2023

Chief Executive Officer:

Peninah Wangari-Jones

2. Structure, Governance, and Management

The Racial Justice Network (RJN) is a Charitable Incorporated Organisation (CIO) based in West Yorkshire, UK. RJN brings together organisations, groups, and individuals across West Yorkshire and beyond to proactively promote racial justice.

Governing document

The charity is governed by a Constitution, an Association model of a CIO having members.

Appointment and induction of trustees

Trustees have historically been appointed from active members, associates and volunteers within the Racial Justice Network and community. Based on our learning on needing specific skill sets on the Board, and in recognition that our network and community have (in part) shifted online and become more national as a result, we have complemented our previous approach to include open recruitment.

All trustees will be offered a comprehensive induction and training within the first year in post.

Organisation structure

RJN is governed by its trustees and a Chief Executive Officer who are responsible for setting the strategic direction and policies of the charity. The trustees carry the ultimate responsibility for the conduct of the charity and for ensuring that the charity satisfies its legal and contractual obligations. The trustees meet as often as they need to and delegate the day-to-day operations of the charity to the Chief Executive Officer.

Major risks

The leadership (Board and CEO) ongoingly assess and manage risk, ensuring action plans are in place to mitigate them. Plans are afoot to draw a more comprehensive risk register to be monitored regularly. The main risks identified so far include:

- Loss of key personnel that would severely limit the ability to perform activities and meet objectives;
- Loss of income, particularly unrestricted income from public donations and grants;
- A catastrophic failure of IT systems including laptops and access to the internet.
- External or internal attacks due to values, stance/vision and positionality

3. Objectives and Activities

Objects

The objects of the charity as stated in its governing document are:

- A. To develop the capacity and skills of the members of socially and economically disadvantaged communities in the north of England, especially racially black and minority ethnic communities, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.
- B. The promotion of equality and diversity for the public benefit in particular by:
 1. elimination of discrimination on the grounds of race and religion
 2. advancing education and raising awareness of equality and diversity
 3. conducting or commissioning research on equality and diversity issues and publishing the results to the public.
 4. cultivating a sentiment in favour of equality and diversity

Summary of the main activities undertaken for the public benefit in relation to these objectives

RJN continues to inform, influence, train, mobilise, organise, and conduct research within nine current projects. This work was carried out by the CEO, 10 staff members, five trustees, approximately 30 volunteer members and some support from our partners/collaborators. These projects are:

1. International solidarity
2. Collective conversation spaces/Black and Brown spaces
3. Race and Climate Justice
4. Stop the Scan campaign
5. Covid-19 response campaign project
6. Unlearning racism programme
7. Pastoral support
8. Research and Reports

Activities

Internationalism and International Solidarity

Our international solidarity work came with the recognition that we cannot fight racial injustice within borders, especially as our siblings in the majority world continue to suffer the effects of colonial legacies that exacerbate multiple injustices.

We have continued to learn from, work with and share resources with our siblings across borders in 2022/23. This includes our decolonising efforts involving continued

engagement with academics based at the University of Nairobi and United States International University (USIU) in the project '*Colonialism, resistance and resistance from the colonised perspective*'. This project has engaged with, listened to and recorded communities in rural communities in Kenya about indigenous knowledges, practices and resistances which existed before, during and after colonialism. We have also maintained our relationships with activists, activists and organisers in Kenya who have continued to contribute to our projects and thought processes here in the UK.

The education work we began in Kenya in 2019/20 has continued with the guidance and provocations from intellectual giant, elder and professor Ngũgĩ wa Thiong'o. This has birthed the conceptualisation of and work towards an international symposium to be held in 2023 during which we hope to bring together academics, activists and activists from Kenya, the USA and the UK to academic and community spaces in the UK.

Our partnerships with activists and community organisers in Salvador, Brazil have continued. Our partners offer pastoral support, mobilising and organising with urban and rural communities affected by environmental catastrophes, including landslides, religious persecution, anti-Black racism, forced displacement from ancestral land, digital divides and the policing and killing of Black youth.

Other international solidarity work has included continued exchanges, resources and knowledge sharing between organisers, activists, community development, workers, unionists, and academics in Kenya, the United States and Brazil. We have also invited international speakers and perspectives to contribute to our talks and podcasts.

All of the work and others planned continues to feed into the [decolonial framework](#) made available after the decolonising education Kenya 2020. Our international work ensures the framework continues to be implemented in educational spaces, workplaces, and in the prospective international network. The documentary of [decolonise education](#) in Kenya continues to be shared and watched by communities in the UK and abroad.

Collective conversation spaces

Collective Conversation spaces were created to hold community conversations in response to live or ongoing topical issues, bringing a colonial and race lens, with a focus on repairs. Funding from Tudor Trust has supported our originally unfunded Collective Conversation spaces.

Collective conversation spaces like Soul Deep are open to the wider public and cover a range of topics, especially climate justice, solidarity, policing, and intersectional approaches within movements.

We also have a dedicated 'Black and Brown space' which is an extension of the collective conversation spaces. These spaces offer additional nurturing, safer or more intimate spaces for Black and Brown communities in response to ongoing issues whilst avoiding the white gaze.

This year, we have held several workshops, informal and unadvertised spaces covering a range of topics on coloniality, Black women in leadership, Black wellbeing and activism, weaponisation and division in movements, movement capture and much more.

Race and Climate Justice: 13th recommendation

The 13th recommendation was conceived to address the erasure of the Black and global perspectives that RJN took to the Leeds Citizen Jury in 2019. The 13th recommendation highlights the need for an international perspective on climate justice, an intersectional understanding of the interconnectedness of our collective struggles, the interdependence of our movements, and the importance of addressing colonial legacies in all climate work.

In 2022-23, the Race and Climate Justice programme has continued work on three key areas:

1. Holding an online space to continue the embedding of the 13th recommendation campaign
2. External and outreach work on the 13th recommendation
3. Organising and mobilising around climate justice and planet repairs as exemplified by the 13th recommendation.

With support from a dedicated team of volunteers, RJN has continued to hold online spaces and invite different forms of participation including speakers and artists.

We held 17 events in 2022/23 in collaboration with other projects at RJN. During our last round of online events, we refreshed the sessions that we delivered, introducing more collaborative and creative forms of engagement. At the end of the year, we had our first movie screening as well as our first collaboration with Stop the Scan.

- April 2022 - Race and Climate Justice Collective - Solutions of climate justice
- May 2022 - Soul Deep 3: Colonial Time, Colonial Space and Climate Justice Friday; Race and Climate Justice Collective - Solidarity with Abya Yala
- June 2022 - Deep soul
- July 2022 - Reparations; Reparative relationships
- September 2022 - We live within the earth and the earth lives within us
- October 2022 - Queerness is Heritage
- November 2022 - Powerlands screenings with Race and Climate Collective
- December 2022 - Soul Deep 7: Acknowledgement
- January 2023 - A Song to the Earth - challenging Ubuntu in the 13th recommendation.

- Solutions II: Moving through by Remembering the Way Tuesday, 28 June 2022 18:00
- March 2023 - Stop the criminalization of environmental protectors. Resist the war on life; Race and Climate Justice- Solutions of climate justice Tuesday, 28 March 2023 18:00

We held the last round of online events from the back of the COVID-19. During this round we innovated with the sessions that were delivered and introduced more collaborative and creative forms of engaging. At the end of the year we also had our first movie screening as well as the first collaboration with Stop the Scan. Overall, it was a useful year to begin the process of returning to in person events.

Working closely with one of our partner organisations, [Community Centered Knowledge](#), we have held 'Soul Deep' sessions, a space for deeper and broader reflection on climate and interlinked issues that uplift different knowledge systems and ways of being. We covered a wide range of topics, held film screenings showcasing films from Jamaica and Abya Yala (South America) and co-created poems.

Our finite resources impact our capacity to meet demand, maintain our relationships with our regional, national and international partners and siblings as well as volunteers for the 13th recommendation campaign and build new coalitions of support. We will revisit our strategy and address the funding deficit for this area in 2023/24.

Stop the Scandal Campaign

Stop the Scan is a campaign to resist the extension of mobile biometrics used in police stop and search connected to Home Office data.

In 2022-23, we welcomed organisers and further developed our community reach. We built coalitions through consultation, input into policy work, knowledge sharing and strategising with people, organisations and communities across the UK to resist the Hostile Environment, particularly from a digital perspective.

Using social media and blog writing as tools, we raised awareness of the campaign and how it intertwines with wider hostile environment oppressions. We continued our strategic research for Stop the Scan to pursue new routes to challenge.

Our partnerships range from local to regional and national organisations and campaigns, including Yorkshire Resists, Big Brother, Antiraid Leeds, PAFRAS, Liberty, Open Rights Group, Black Legal Protest Support, Netpol, Joint Centre for the Welfare for Immigrations, the Biometrics Commissioner and Deputy Mayor of Leeds. We are grateful for their support and hope to continue our collaboration.

In March, we collaborated with Race and Climate Justice Collective on 'Stop the Criminalisation of Earth Defenders, a workshop looking at the intersections between biometric policing and the climate emergency.

In April, as part of a 'Day of Solidarity' across West Yorkshire, we held an event with local and regional partners to address the 'Stop the Small Boats Bill'. During the event, participants shared how the new bill would affect their work and how they could support each other in Yorkshire.

Stop the Scan is still the only campaign of its kind nationally, bringing together tactics of researching, writing reports, and building collaborative and strategic partnerships and relationships with individuals and organisations nationally. The funding from Baring Foundation has made this work possible and we appreciate them seeing its importance.

Looking ahead, we hope to expand the campaign to student and scholar-activist spaces within the universities in Manchester, London, Leeds, Potsdam and Cardiff. We also plan to use our work to cross-pollinate with other movements and sectors in the recognition that ours is a collective struggle that requires many strategies and actions.

Unlearning Racism Programme

The purpose of the Unlearning Racism programme is to contribute to and support racial justice work led by the leadership and eldership of Black and Brown people of the global majority. Using movement building methodologies and tools, the programme aims to mobilise white people and communities towards collective action to dismantle structures and systems of white supremacy through political education.

In 2022-23, we delivered two training programmes - one of our eight-week-long flagship courses and an intensive course over a weekend. The weekend intensive was a new format and offering, in response to feedback about lack of capacity to participate in the longer courses. A total of 37 people attended our trainings.

This year marked a period of reflection based on the inherent risks associated with anti-racist education. We incorporated insights from Movement Mentors, Esther Stanford Xosei and Mama D Ujuaje and drew on other outside sources such as Rachel Ricketts, DiDi Delgado, and Ambalavaner Sivanandan. We set about transparently navigating some of these risks, acknowledging where there have been setbacks. The tensions highlighted include a preference for white people learning about white supremacy from other racialised as white, the continuation of silos, the perpetuation of white supremacy in caucused spaces, and the risk of white anti-racism becoming a protective "safety net"

Embracing accountability, the URC tried to grapple with questions of effectiveness in terms of our purpose of supporting Black and Brown-led anti-racist work. The 2022 adjustments reveal a continued commitment to action-oriented content, practical tasks such as the redistribution of wealth and solidarity work (with a focus on relationship building), and a shift from allyship towards more solidarity, by presenting requests and opportunities for action upfront in courses and communications.

This resulted in a practical win for the RJN, as we moved to new office premises, based on a connection which came from a past participant of the Unlearning Racism course.

As we approach the conclusion of the programme's sixth year in 2024, including the end of the funded period by the Branber's Foundation, we will conduct a comprehensive review of the programme to either reshape or conclude the programme, depending on what serves Racial Justice Network's mission to end racial injustice and address colonial legacies best.

Pastoral support

The Racial Justice Network offers pastoral support to move ideas, through the co-creation of strategy, into actions.

As an organisation focusing on racial justice, there is a steady flow of communication from people seeking support to further this within their contexts, individually, organisationally or collectively. Themes within this relate to experiences of or issues with racism in housing, employment, policing, health institutions and more. We are not able to support everyone who makes contact with us, but, where possible, we ensure that we respond, signpost and practical support.

If we notice a pattern of support requests, we address this via one or more of our current programmes, joint advocacy or signposting. For example, we have had several people within organisations and institutions reach out requesting training and consultancy support which has fed into our Unlearning Racism programme.

This year, we have offered one-to-one support to organisational leads, listening to their needs and strategising with them. We have also resourced some organisations who previously received donations to support their projects.

Our Pastoral Support work has led to the creation of coalitions and consortiums, with one such consortium including RJN, Free2BeMe, Unity Builders, Maangamizi Education Trust and RJN applying for joint funding. We also work in partnership with Keeping it Real 247, Bradford Congo Campaign, Conflict Resolution Bradford, Community Centered Knowledge, Migrant Action and Vumi Central.

Research and Reports

RJN conducted research and published several reports, articles and blogs in 2022-2023 that have gone on to impact practice:

- [Mobilising Against Use of Biometric Fingerprint and Facial Recognition Technology](#): a report on the increased use of the biometric services gateway by police forces across the UK.
- [#HandsOffOurBiodata](#): Mobilising against police use of biometric fingerprint and facial recognition technology, the Racial Justice Network and Yorkshire Resists, UK.
- [Report on Increased Mobile Fingerprint Scanning](#) - October 2022
- [Baring Foundation Guest Blog](#) - 'Stop and Scan' Mobilising against police use of biometric fingerprint and facial recognition technology. - February 2023
- [Same Skies Think Tank Guest Blog](#) - #StopTheSCANDal Campaign - March 2023

Public and media engagements

In 2022-23, we saw an overall 40% increase in engagement levels on social media channels (Twitter, Facebook, Instagram, Youtube, LinkedIn), newsletter via Mailchimp and a 15% surge in website traffic. Our significant initiatives, such as the Stop the Scan Campaign reached diverse audiences and achieved meaningful results involving various communities both in person and through digital channels, to address and raise awareness of the 'Stop the Boats Bill'. Partnerships with groups such as Leeds Black Feminist Society significantly broadened our influence, enhancing the resonance of our message.

While celebrating these achievements, we faced challenges in navigating evolving social media algorithms, prompting us to diversify content and adjust posting schedules.

Our key public engagements this year include:

- ['This African Activist is Upset, Really Upset'](#): A blog delving deep into colonial impact on identity. This think piece sheds light on the experiences of Kenyan freedom fighter Field Marshall Muthoni Kirima, specifically addressing the symbolic act of cutting her dreadlocks. The article details and pays tribute to Kirima's significant work in the context of colonial repercussions.
- [Protecting LGBTQ+ rights internationally](#): a reflective piece prompted by the passing of Kenyan LGBTQ+ rights activists Edwin Chilobat. This work also included discussions around safeguarding of LGBTQ+ rights and sharing resources for individuals within our networks and broader community that aims to support the LGBTQ+ community.
- [The Catalyst Show on BCB Radio](#): A regular slot featuring numerous episodes where team members, along with various guests, engage in discussion on prevalent subjects and issues concerning racial and social justice.
- [Leeds RAG Fashion Show](#): Part of a longer three-month engagement with students at Leeds University, we gave talks and raised awareness on the impacts of fast fashion consumerism on the environment and its link to global struggles. We also addressed the importance of using our position as people living in the Global North to demonstrate international solidarity,

emphasising the urgent need to address the environmental consequences of being the world's second-largest polluter.

- [The Hola Massacre- The last straw that toppled Colonial Kenya](#) On the anniversary of a horrific incident that occurred in Kenya in 1959 under the orders of the British colonialists in Kenya, that catalysed decolonisation efforts.

Moving forward, we aim to refine our Communication Strategy, optimising information exchange both internally and externally. This will ensure that our communication remains nimble, impactful, and aligned with RJN's mission and the community's evolving needs.

Other activities

A big focus for RJN this year has been the development of our internal infrastructure to support our bold mission. This was made possible by core funding from the Joseph Rowntree Charitable Trust, Lankelly Chase Foundation, Paul Hamlyn Foundation, Baring foundation and donations from individuals who see and support the value of our work.

We have offered more in-depth support for the team from regular learning and reflection spaces to the creation of a values-based framework to anchor and guide our internal processes.

New members joined the Board in December 2022 and early 2023 and we hope to work closely with them to take RJN from strength to strength. We also concluded a recruitment drive for four new team roles and will welcome them at the start of the next financial year.

We are grateful to our volunteers across different programme areas, funders, donors and partners without whose support we would not be able to do the highly impactful work that we do

4. Future Plans

RJN's future plans include:

- Further trustee recruitment, training and induction to be in a strong place to support RJN's growth
- Core fundraising to ensure stability and continuity of internal infrastructure development and responsiveness to needs on the ground from racialised communities
- Project fundraising for programmes whose funding ends in 2024
- Staff recruitment for legacy and restoration work
- Hosting an international symposium that builds on our work in Kenya in 2019, and honouring the life and works of special guest, elder and professor Ngũgĩ wa Thiong'o
- For grounding and reflexivity, we will continue to create, hold space for and uplift knowledge systems. We will do this by practising by engaging different centres of knowledge and knowledge holders formally and informally including, but not limited to a council of elders.

5. Financial Review

Financial Position

Incoming Resources in the year amounted to £281,473 (2022- £132,574) of which £230,095 was restricted.

A surplus of £59,279 (2022-£28,543) was made in the year. At 31st March 2023, total funds amounted to £262,582 (2022-£203,303) of which £114,254 (2022-£76,353) was restricted.

Reserves Policy

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less unrestricted net fixed assets. This is equivalent to £145,078 (2022-£124,297) for the year. The trustees regard this as adequate for the following year.

Racial Justice Network
Financial Statements for the year ended 31st March 2023
Notes to the accounts

6. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

a) Basis of Preparation

The financial statements have been prepared under the historical cost convention in accordance the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

Unrestricted Funds comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

Restricted Funds are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d) Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

e) Resources Expended

Recognition of Expenditure and Liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

Costs of Charitable Activities

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

Governance Costs

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

f) Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

g) Fixed Assets

Tangible Fixed Assets for charity's own use

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

h) Depreciation

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

General equipment	15% reducing balance.
Other fixed assets	15% reducing balance.

7. Independent Examiner's Report to the Trustees of Racial Justice Network

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31st March 2023 which are set out on pages 6 to 17.

Responsibilities and basis of report

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

The charity's gross income does not exceed £250,000 and I am qualified to undertake the examination by being a qualified Fellow of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Samuel Kwasi Tsipotey, FCCA

Samuel Associates
36 Charcroft Gardens
Enfield, Middlesex
EN3 7HA

28 November 2023

8. Statement of Financial Activities (Incorporating an Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and endowments from:					
Voluntary income	2	11,487	-	11,487	54,239
Charitable activities	3	39,891	230,095	269,986	78,335
Total		51,378	230,095	281,473	132,574
Expenditure on:					
Charitable activities	4	30,000	192,194	222,194	104,031
Total		30,000	192,194	222,194	104,031
Net income/(expenditure)	5	21,378	37,901	59,279	28,543
Net movement in funds		21,378	37,901	59,279	28,543
Reconciliation of funds					
Total funds brought forward	10	126,950	76,353	203,303	174,760
Total funds carried forward		148,328	114,254	262,582	203,303

8. Balance Sheet as at 31st March 2023

	Notes	Unrestricted funds £	Restricted funds £	Total £	2022 £
Fixed assets					
Tangible assets	7	3,250	-	3,250	2,653
Current assets					
Total current assets	8	165,760	114,254	280,014	211,308
Current liabilities					
Creditors: Amounts due within one year	9	20,682	-	20,682	10,657
Net current assets		145,078	114,254	259,333	200,651
Net assets		148,328	114,254	262,582	203,304
Funds of the Charity	10	148,328	114,254	262,582	203,303

The financial statements were approved by the Trustees on 28 November 2023 and signed on their behalf by:

.....

Farhat Bi

Treasurer

CIO number: **1165804**

Financial Statements for the year ended 31st March 2023

Notes to the accounts

2 Voluntary income

	Unrestricted funds	Restricted funds	Total 2023	2022
	£	£	£	£
Donations and legacies	11,487	-	11,487	54,239
Grants receivable	39,891	221,283	261,174	-
Total	51,378	221,283	272,661	54,239

	Donations and legacies	Grants receivable	Total 2023	2022
	£	£	£	£
General fund	11,487	39,891	51,378	54,239

Financial Statements for the year ended 31st March 2023

Notes to the accounts

		Unrestricted funds £	Restricted funds £	Total 2023 £	2022 £
3 Charitable activities					
Grants receivable					
Black and Brown Organiser	Restricted	-	16,667	16,667	-
Black and Brown Trainer	Restricted	-	15,506	15,506	-
Covid project	Restricted	-	-	-	-
Collective Conversations	Restricted	-	-	-	-
Infrastructure	Restricted	-	18,334	18,334	-
International Solidarity	Restricted	-	40,000	40,000	5,000
Legacy	Restricted	-	20,000	20,000	-
Race and Climate	Restricted	-	7,764	7,764	5,000
Research and Reports	Restricted	-	20,000	20,000	-
Stop the Scan	Restricted	-	52,000	52,000	-
Unlearning Racism	Restricted	-	31,012	31,012	17,916
Total restricted		-	221,283	221,283	27,916
		Unrestricted funds £	Restricted funds £	Total 2023 £	2022 £
Grants receivable		39,891	221,283	261,174	62,919
Training fees		-	8,812	8,812	15,416
Total		39,891	230,095	269,986	78,335

Financial Statements for the year ended 31st March 2023
Notes to the accounts

4 Direct expenditure on charitable activities	Unrestricted funds £	Restricted funds £	Total 2023 £	2022 £
Direct salaries, NI, and pension	30,000	27,914	57,914	68,562
Direct project support expenses	-	17,483	17,483	1,286
Consultancy fees	-	22,439	22,439	-
Facilitators' and mentors' fees	-	5,596	5,596	-
Expensed equipment	-	-	-	3,189
General direct costs	-	5,193	5,193	14,844
Trainers mentors fees and expenses	-	4,587	4,587	2,007
Internet, phones and credit for communities	-	-	-	175
Interview & speakers' fees	-	900	900	-
Meeting & miscellaneous expenses	-	367	367	266
Total direct expenditure	30,000	84,479	114,479	90,329

Financial Statements for the year ended 31st March 2023

Notes to the accounts

Note 4 (continued)

Funds	Direct salaries, NI, and pension £	Direct project support expenses £	Consult ancy fees £	Facilitat ors' and mentor s' fees £	General miscellan eous costs £	Trainers mentors fees and expenses £	Total carried forward £
General fund	30,000	-	-	-	-	-	30,000
Restricted funds							
Covid project	-	7,807	-	-	58	-	7,865
Infrastructure	-	-	22,439	-	352	-	22,792
International Solidarity	-	4,282	-	-	-	-	4,282
Race and Climate	7,859	-	-	-	1,665	2986.8	12,510
Stop the Scan	10,028	5,394	-	-	79	-	15,501
Unlearning Racism	10,028	-	-	5,596	3,039	1600	20,262
Total direct expenditure	27,914	17,483	22,439	5,596	5,193	4,587	83,212

Financial Statements for the year ended 31st March 2023

Notes to the accounts

Funds	Total b/f	Interview & speakers' fees	Meeting & miscellaneous expenses	Total 2023	2022
	£	£	£	£	£
General fund	30,000	-	-	30,000	-
Restricted funds					
Pastoral support	-	-	-	-	9,667
Covid project	7,865			7,865	20,683
Collective Conversations	-	750	125	875	15,174
Infrastructure	22,792	-	-	22,792	-
International Solidarity	4,282	-	-	4,282	7,003
Race and Climate	12,510	120	242.06	12,872	9,277
Research and Reports	-	-	-	-	4,313
Stop the Scan	15,501	30		15,531	13,070
Unlearning Racism	20,262	-	-	20,262	13,128
Total direct charitable expenditure	83,212	900	367	84,479	92,314

Financial Statements for the year ended 31st March 2023

Notes to the accounts

Note 4 (continued)

Support and governance costs	Governance costs £	Support costs £	Total 2023 £	2022 £
Support staff salaries, NI and pension	-	66,417	66,417	0
Independent examination fees	3,000	-	3,000	6,000
AGM expenses	3,021	-	3,021	-
General consultancy	1,500	-	1,500	-
Trustees' travel and meeting expenses	909	-	909	351
General governance expenses	1,397	-	1,397	-
Accountancy and payroll fees	-	6,556	6,556	804
Bank charges	-	187	187	60
Expensed equipment	-	1,957	1,957	-
Miscellaneous expenses	-	2,235	2,235	1,249
Rent and rates	-	4,208	4,208	654
Travel and subsistence	-	3,594	3,594	-
Staff training and well-being	-	3,068	3,068	356
Telephone & broadband	-	1,217	1,217	565
General admin & HR expenses	-	6,362	6,362	293
Depreciation charge for the year	-	573	573	468
Team meeting expenses	-	1,019	1,019	206
Website, software and internet expenses	-	493	493	710
	9,828	97,887	107,715	11,716

Financial Statements for the year ended 31st March 2023

Notes to the accounts

Note 4 (continued)

Restricted Projects	Percentage share based on income	Governance costs £	Support costs £	Total support and governance costs £	Direct charitable expenditure £	Total charitable expenditure £	2022 £
Black and Brown Organiser	7%	712	7,090	7,802	-	7,802	18,454
Black and Brown Trainer	7%	662	6,597	7,259	-	7,259	21,737
Pastoral support	0%	-	-	-	-	-	-
Covid project	0%	-	-	-	7,865	7,865	-
Collective Conversations	0%	-	-	-	875	875	-
Infrastructure	8%	783	7,800	8,583	22,792	31,374	8,292
International Solidarity	17%	1,708	17,017	18,725	4,282	23,008	11,776
Legacy	9%	854	8,508	9,363	-	9,363	10,566
Race and Climate	3%	332	3,303	3,635	12,872	16,507	5,016
Research and Reports	9%	854	8,508	9,363	-	9,363	14,358
Stop the Scan	23%	2,221	22,122	24,343	15,531	39,874	13,832
Unlearning Racism	17%	1,701	16,942	18,643	20,262	38,905	-
	100%	9,828	97,887	107,715	84,479	192,194	104,031

5 Net income is after charging:

	2023	2022
	£	£
Depreciation		
Media equipment	573	468

Staff costs including key management personnel and trustees' remuneration

Financial Statements for the year ended 31st March 2023
Notes to the accounts

6. Staff costs including key management personnel and Trustees' remuneration

6 Staff costs were as follows:

	2023	2022
	£	£
Wages and salaries	87,659	64,078
Social security costs	5,438	3,560
Pension costs	1,235	925
	94,332	68,563

The average number of employees during the year was 3.0 (2022 -3.0)

No employee's remuneration exceeded £60,000.

2 trustees claimed travel expenses totalling £546 (2022-£351)

7 Fixed assets	Media equipment £	Office equipment £	Total £
Cost			
At 1 April 2022	3,672	-	3,672
Additions	-	1,170	1,170
At 31 March 2023	3,672	1,170	4,842
Depreciation			
At 1 April 2022	1,019	-	1,019
Charge for the year	398	175	573
At 31 March 2023	1,417	175	1,592
Net book value			
At 31 March 2023	2,255	994	3,250
At 31 March 2022	2,653	-	3,823

Financial Statements for the year ended 31st March 2023

Notes to the accounts

	Unrestricted funds £	Restricted funds £	Total 2023 £	2022 £
8 Current assets				
Bank current account balance	132,727	114,254	246,981	183,319
Paypal account balance	23,033	-	23,033	27,989
Cash at bank and in hand	155,760	114,254	270,014	211,308
Custodian funds paid in advance	10,000	-	10,000	-
Total current assets	165,760	114,254	280,014	211,308

	Unrestricted funds £	Restricted funds £	Total 2023 £	2022 £
9 Current liabilities				
PAYE	14,953	-	14,953	632
Accrued expenses	3,800	-	3,800	9,000
Pension creditor	1,929	-	1,929	1,025
Total	20,682	-	20,682	10,657

	As at 1 April 2022 £	Incoming £	Outgoing £	As at 31 March 2023 £
10 Funds of the charity				
Unrestricted funds	126,950	51,378	(30,000)	148,328
Restricted funds	76,353	230,095	(192,194)	114,254
Total funds	203,303	281,473	(222,194)	262,582

Financial Statements for the year ended 31st March 2023

Notes to the accounts

Restricted funds	Balance 1 Apr 2022	Incoming	Outgoing	Net movement in the year	Transfers	Balance 31 Mar 2023
	£	£	£	£	£	£
Black and Brown Organiser	-	16,667	(7,802)	8,865	-	8,865
Black and Brown Trainer	-	15,506	(7,259)	8,247	-	8,247
Collective Conversations	24,497	-	(875)	(875)	-	23,622
Covid Project	10,215	-	(7,865)	(7,865)	-	2,350
Infrastructure	-	18,334	(31,374)	(13,040)	13,040	-
International Solidarity	(13,295)	40,000	(23,008)	16,992	-	3,697
Legacy	-	20,000	(9,363)	10,637	-	10,637
Race and Climate	(2,531)	7,764	(16,507)	(8,743)	11,274	-
Research and Reports	(3,868)	20,000	(9,363)	10,637	-	6,769
Stop the Scan	32,825	52,000	(39,874)	12,126	(24,314)	20,637
Unlearning Racism	23,755	39,824	(38,905)	919	-	24,674
Pastoral Support	4,755	-	-	-	-	4,755
Total	76,353	230,095	(192,194)	37,901	-	114,254

RJN Annual Report 2023

Detailed income and expenditure account for the year ended 31st March 2023

	2023	2022
Incoming resources	£	£
Grants receivable	261,174	62,919
Donations and legacies	11,487	53,759
Training fees received	8,812	15,896
Total income	281,473	132,574
Direct Salaries, NI and pension	57,914	68,563
General direct project costs	5,435	14,844
Expensed equipment	1,957	2,007
Training	400	2,000
Consultancy	22,439	-
Facilitators' fees	5,596	-
Mentors' fees	4,187	-
Project support	17,483	-
Speakers' fees	900	-
Venue hire	125	-
Donations to community	-	3,189
Total direct charitable expenditure	116,436	90,603
Support salaries, NI and pension	66,417	-
AGM expenses	3,021	-
Consultancy - General	1,500	-
General Governance Expenses	1,397	-
Independent examination fees	3,000	6,000
Trustee meeting expenses	363	-
Trustee travel expenses	546	351
Total governance expenses	76,245	6,351
Motor expenses	1,023	-
General admin expenses	3,392	2,011
Promotions	-	1,419
Meeting costs- general staff	1,019	-
Bank charges	187	60
Depreciation charge for the year	573	468
Community phone credit	-	175
Bookkeeping and accountancy fees	5,994	804
General sundry expenses	3,524	-
Payroll charges	562	-
Software subscriptions	416	-
Communications	-	566
Staff welfare	1,651	356
HR costs	1,758	-
Telephone and broadband	1,217	565
Staff training	1,417	-
Travel and subsistence	2,571	-
Rent	4,208	654
Total administration expenses	29,513	7,078
Total expenditure	222,194	104,032
Surplus/(Deficit) for the year	59,279	28,542

Accounts

Racial Justice Network
(A Charitable Incorporated Organisation)

Trustees Annual Report
for the year ended 31st March 2022

A Charitable Incorporated Organisation

Number: 1165804

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Racial Justice Network
Trustees Annual Report for the year ended 31st March 2022

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2022.

1. Reference and Administrative Details

Name of Charity:	Racial Justice Network
Charitable Incorporated Organisation Number:	1165804
Principal Office:	Bread and Roses 14 North Parade Bradford BD1 3HT
Bankers:	Triodos Bank Deanery Road Bristol BS1 5AS
Reporting Accountants:	Samuel K. Tsipotey, BA (Hon), FCCA, MSc Samuel Associates 36 Charcroft Gardens Enfield Middlesex EN3 7HA

The trustees who served during the period to the date of this report are:

Dr Laura Teresa Loyola-Hernandez	Chair	elected 20.10.2020
Maureen Andrea Grant		elected 20.10.2020
Sipilien Birani		elected 01.06.2018
Simon Mark Murray		elected 01.01.2018

Chief Executive Officer:

Peninah Wangari-Jones

Racial Justice Network
Trustees Annual Report for the year ended 31st March 2022

2. Structure, Governance, and Management

The Racial Justice Network (RJN) is a Charitable Incorporated Organisation (CIO) based in West Yorkshire, UK. RJN brings together organisations, groups, and individuals across West Yorkshire and beyond to proactively promote racial justice.

Governing document

The charity is governed by a Constitution, an Association model of a CIO having members.

Appointment and induction of trustees

Trustees have been appointed from active members, associates and volunteers within the Racial Justice Network community. A community that has demonstrable knowledge of the organisation and a commitment to the vision, mission and objectives. With induction carried out over the duration and trustee meetings. However this method of appointment and induction was going to move towards open public recruitment as well as compulsory trustee training.

Organisation structure

RJN is governed by its trustees and a Chief Executive Officer who are responsible for setting the strategic direction and policies of the charity. The trustees carry the ultimate responsibility for the conduct of the charity and for ensuring that the charity satisfies its legal and contractual obligations. The trustees meet as often as they need to and delegate the day-to-day operations of the charity to the Chief Executive Officer.

Major risks

The Trustees recognise that any major risks to which the charity is exposed need to be reviewed and systems put in place to mitigate them. To that end, RJN is continually monitoring and managing its risk and ensuring action plans are in place to mitigate its key risks. Plans are afoot to draw a more comprehensive risks register to be monitored on a regular basis. The main risks identified so far include:

- Loss of key personnel that would severely limit the ability to perform activities and meet objectives;
- Loss of income, particularly unrestricted income from public donations and grants;
- A catastrophic failure of IT systems including laptops and access to the internet.

The Board review the Risk Assessment on a quarterly basis and adjust strategy accordingly reviewing mitigating actions.

Racial Justice Network
Trustees Annual Report for the year ended 31st March 2022

3. Objectives and Activities

Objects

The objects of the charity as stated in its governing document are:

- A) To develop the capacity and skills of the members of socially and economically disadvantaged communities in the north of England, especially racially black and minority ethnic communities, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

- B) The promotion of equality and diversity for the public benefit in particular by:
 - i) the elimination of discrimination on the grounds of race and religion
 - ii) advancing education and raising awareness in equality and diversity
 - iii) conducting or commissioning research on equality and diversity issues and publishing the results to the public.
 - iv) cultivating a sentiment in favour of equality and diversity

Summary of the main activities undertaken for the public benefit in relation to these objectives

RJN continues to inform, influence, train, mobilise, organise, conduct research within nine current projects. This work was carried out by the executive director, six staff members four trustees, approximately 50 volunteer members and some support from our partners. These projects are:

1. International solidarity
2. Black and Brown collective conversation spaces
3. Race and Climate Justice
4. Stop the Scan campaign
5. Covid-19 response campaign project
6. Unlearning racism programme
7. Pastoral support
8. Research and Reports
9. Other activities

Racial Justice Network
Trustees Annual Report for the year ended 31st March 2022

1. Internationalism and International solidarity

We have continued to work with, learn from and share resources with our siblings across the borders. International solidarity came as and with the recognition that we cannot fight race injustice within borders particularly as our siblings in the majority world continue to suffer the effects of colonial legacies that exacerbate multiple injustices.

Decolonising efforts this year involved engaging with academics based at the University of Nairobi and United States International University in the project '*Colonialism, resistance and resistance from the colonised perspective*'. The project involved engaging, listening and recording communities in rural communities in Kenya about indigenous knowledges, practices and resistances which existed before, during and after colonialism.

Other international solidarity work has been continued exchanges, resource and knowledge sharing between organisers, activists, community development, workers,

unionists, academics in Kenya, Brazil and Colombia. We have also invited international speakers and perspectives to contribute to our talks as was the case with Reed Exhibitions, Portugal and Githuku Ndungi.

All of the work and others planned continues to feed into the [decolonial framework](#) made available after the decolonising education Kenya 2020. Our international work ensures the framework continues to be implemented in educational spaces, workplaces, and in the prospective international network. Documentary of the [decolonise education](#) in Kenya continues to be shared and watched by communities in the UK and abroad.

2. Black and Brown collective conversation spaces

We restarted our Black & Brown Space amidst the Black Lives Matter movement resurgence as the world exploded to protests and actions after the murder of George Floyd. There had been an additional pressure and expectation for Black and Brown communities to not only get involved in the action but also provide answers on how we need to end racism which was impacting heavily on our wellbeing. During the year we continued to focus our energy on caucusing spaces and offering individual support to those who called on us.

3. Race and Climate Justice: 13th recommendation

The 13th recommendation was conceived following the involvement of Trustee Sai Murray and Director, Peninah Wangari-Jones, in the Leeds Citizens Jury addressing climate action, in which their input was omitted from the final 12 recommendations. The recommendation which we are now referring to as a framework highlights the need for an international perspective on climate justice understanding towards the interconnectedness/interdependence of oppressions and struggles, and addressing the colonial legacies which perpetuate these struggles through exploitation of the majority world. Despite staff changes and capacity issues, the race and climate justice project has continued to deepen and embed the 13th framework in their analysis within the project as well as

continue to encourage and put pressure on the climate movement actors and stakeholders to do the same. This has been raising awareness about the 13th framework, holding monthly online space and participation in other external groups and social justice actions in the region, nationally and internationally.

The Climate and Race Collective is a space which has engaged in sharing decolonial learning over the past months has engaged in sharing decolonial thinking. From the dates of April 2021 to March 2022 there were 7 sessions in total.

- Reparations and the climate justice movement with Esther Stanford-Xosei, 27 May 2021,
- Getting to the heart of the crisis in conversation with Race and Climate justice collective, 28 September 2021
- Realising the call for reparations with Race and Climate Justice, October 26, 2021
- Practical steps to bring justice with Race and Climate Justice, November 20, 2021
- Talking care with language: shaping a climate justice glossary with Race and Climate justice collective, January 25, 2021
- 22nd of February 2022: Right and responsibilities
- 29th of March 2022: What is Colonialism and Coloniality

Over the sessions we were able to engage with people across Yorkshire and also across the U.K due to the online possibility that the pandemic generated. Overall, we engaged over 200 people through the span of the sessions. Through the whole sessions, we reflected on the relevance of the 13th recommendation and ways in which we could collectively embrace internationalist solidarity, centred those most affected and investigated international perspectives of the climate crises.

We have also created an additional space to deepen topics relating to climate. We have also created an additional space to deepen topics relating to climate called soul deep. This has been in collaboration with our sibling organisation [community centred knowledge](#) and led by Mama D.

4. Stop the Scandal Campaign

Yorkshire Resists is a collective of activists, groups and organisations working together to resist the hostile environment within the racial justice network, has continued to work together on the stop the scan campaign and well as the covid-19 action. [Stop the Scan](#) is a campaign to resist the extension of mobile biometrics used in police stop and search connected with Home Office data.

In March 2021, we met with West Yorkshire Police to discuss our report on the public's perception. We also asked them to provide ethnicity data on the number of people being stopped and scanned as they had previously denied our FOI. In early 2022, we received notification that West Yorkshire Police had agreed to there would be a written protocol around officers accessing the Home Office database and that they would monitor this for accountability. We wrote an email as a response expressing our concerns that this would have zero impact on stopping the use of these devices.

In June 2021 we published our *Stop the scan: police use of mobile fingerprinting technology for immigration enforcement* ([see here](#)) published in June 2021, was done in partnership and as a collaboration with Queen Mary University London, following FOI of who was getting scanned and outcomes. Our report demonstrates our initial concerns that this technology is being used disproportionately used on racially minoritized communities and for immigration control. This report is a follow up of our first Stop the Scan report launched in January 2021, on the *Public's perception of the biometric fingerprint* ([see here](#)) based on responses by 115 people completed the national survey

We also hosted several collective conversations with Yorkshire Resists to share findings and recommendations of the reports as well as our ongoing concerns on stop the scan campaign and its connection to race and policing. The events discussed how the hostile environment has impacted policing within Black, Brown and migrant communities during the Covid-19 pandemic:

- The New Police, Crime, Sentencing and Courts Bill: our right to protest and the impact on national use of biometric scanners, June 17 2021
- Open meeting Stop the scandal, 10 November 2021
- Presentation of stop the scan reports at Quaker house in Leeds, 23 March 2022

5. COVID-19 response campaign and action

The pandemic and lock-down announcement in March 2020 and other consecutive lockdowns and lifestyle changes brought huge pressure and need to adapt to new changes. This campaign emerged from engaging with local authorities about what they were doing to support marginalised communities combined with conducting a listening exercise by contacting our members, communities and individuals we engage with to find out how they were coping with the changes. We discovered marginalised communities were struggling and experiencing multiple barriers as shared in our Covid-19 call to action. The campaign focused on three things, firstly, to raise awareness about the plight, finding and sharing resources. Secondly, to assist in connecting the community groups and leaders together, and share resources. Thirdly, by engaging and working with these groups to lobby local and national authorities for better conditions.

In 2021-2022 we continued to distribute the resources that had been donated to us, listen and offer pastoral support to individuals and groups from migrant communities to

overcome some of the challenges facing by the ongoing pandemic. Other support for the community groups have included promoting their work, raising awareness about their material needs and financial needs and the plight of being invisibilised and under-resourced. In order to captivate the above, we interviewed 10 community advocates and leaders on their experiences and actions during Covid-19. We wrote and published a report *Between a rock and a hard place; migrant led communities responses to covid-19 in West Yorkshire* (see [here](#)). The report was done in collaboration with Huddersfield University and Queen Mary University. On July 17, 2021 our director, Penny Wangari-Jones, and trustee and co-author of the report, Laura Loyola-Hernández, got the opportunity to meet with Jeremy Corbyn, share the report and our ongoing Covid-19, and Stop the Scan campaign. Overall, our report highlights the multiple injustices faced by migrant communities in West Yorkshire, which were exacerbated during the pandemic. We wanted to uplift and celebrate the difficult, innovative and resourcefulness within marginalised communities. The report was launched with support from Free2bme and other community members in October 2021.

6. Unlearning Racism Programme

Since launching in 2018 RJN designed and delivered a unique model of political education called the Unlearning Racism programme. We've delivered training to 140 individuals, over seven courses. In 2021 - 2022 following strategic conversations within RJN and guidance from Movement Mentors we trialled new approaches in our organising work (as discussed in our [blog post on white accountable action](#)). Central to this work was the recognition that is not enough to reckon with how racism operates within the system of white supremacy, white folks need to take up actions and endeavours in support of racial justice. In many ways the courses demonstrated participants moving from a position of paralysis to increased self-awareness and racial literacy, participants left the course with a deeper understanding of and ability to examine racism and white supremacy culture (see [evaluation summary](#)). However, our newly introduced accountability structures did little to meet our intended core purpose; to mobilise white people towards taking collective action. Evidenced through the low uptake of mentor requests and case studies which demonstrated limited support for specific movements.

Over the last few months we have welcomed and sat with the pitfalls, tensions and contradictions we hold as white folk in doing this work (See [report](#) detailing our

reflections). Director Penninah Wangari Jones offered the invaluable insight that; *'the learning happens in caucused spaces and action happens in community'*. As such, we believe it was counterproductive to host a caucused 'White Accountable Action Group'. We weren't seeing actions emerging from this space and attendance often came at the expense of attending other RJN spaces, which would allow relationship building with Black and Brown organisers. Moving forward, we would like to support a redistribution of energy into organising for racial justice, with white alumni supporting campaigns and projects both within and outside of RJN.

Alongside a re-examination of the accountability model, another central theme of this year has been the development of the URC financial model, this ensures any income generated from course is split 50/50 in order to cover core costs, with a redistribution of fees into RJN's unrestricted funds to support other projects and finance mentor support. In 2022, we were successful in receiving fundraising to sustain the programme. The Branbers Foundation has supported us with development funding of £93,036 over two years. This will enable us to increase the staff capacity of the project team, split between

3 staff members to work on Research & Development. This will extend current Unlearning Racism Programme Coordinators contracts; and resource a Black and Brown Spaces coordinator for 2 years within RJN. With this new collaborative relationship in place, we hope to work to build a new model of work which can be used to run interventions/workshops with organisations.

7. Pastoral support:

The Racial Justice Network offers pastoral support in strategising and moving ideas to action. We continue to receive emails and other messages from the public seeking help on matters relating to racial injustice. Although we are not able to support every individual, group or organisation who contacts us, our dedicated team continue to respond, signpost and offer practical support to some.

Most of the messages we receive are to do with racism within housing, employment, policing, health institutions and so forth. Other requests for support have been in the form of people seeking to transform their institutions or themselves and wanting training or consultancy of some sort. Unfortunately, we are not able to support everyone who comes forward but some of what comes through is also fed into some of our other projects, advocacy with institutions involved and signposting. One to one support has involved working with individuals and groups facing injustice to strategise and plan actions. This year we have also spent time conducting one to one support with organisations leads, listening to their needs and strategising with them. This year included resourcing some organisations who previously received donations to support their projects as well as jointly apply for funding as a consortium. Creating consortiums and working collaboratively was good for developing and building on existing relationships and awareness of (in)equity. Example of this includes: [Free2bme](#), unity builders, keeping it real 247, CARAG, [Esther Stanford-Xosei](#).

8. Research and Reports

RJN conducted and published several reports in 2021-2022 that have gone on to impact on practice. The pandemic, the murder of George Floyd also meant that we had to change our spaces of engagement and organising. Moving issues we listen to from our communities or injustices we observe to reporting or written form was in line with utilising our platforms, trust and relationships we have as well utilise expertise and skills we have as a team to action. Speaking to powers that be, telling individual and community stories through oral and verbal format repeatedly not only exhausts, re-traumatises but also desensitises those who are talking and listening. Written words also served as evidence. The reports written in the 2021-22 report period are:

- STOP THE SCAN: Police use of mobile fingerprinting technology for immigration enforcement, UK (2021) Racial Justice Network and Yorkshire Resists,

<https://racialjusticenetwork277579038.files.wordpress.com/2021/06/stop-the-scan-report.pdf>, June 2021

- The Racial Justice Network (2021) Community Resilience: migrant communities mutual support in West Yorkshire during Covid-19, UK,

<https://racialjusticenetwork277579038.files.wordpress.com/2021/07/migrant-communities-led-responses-to-covid-19-report.pdf>, July 2021

We have also published articles and blogs throughout the course of the year on our [website](#).

9. Other activities

Our director and team continue to attend or sit in key decision making and strategic spaces within the voluntary sector and other local authorities where they are able to raise issues happening on the ground. RJN has created and coordinated several spaces to negotiate and highlight concerns on social and race injustice. For instance, a meeting with the deputy mayor Alison Lowe talk about stop the scan campaign and the hate crime and systemic injustice reports. Other involvement includes participating and facilitating spaces that impact on policy, practice and legislation. Examples of this include input, consultations and conversations with Ubele, Paul Hamlyn Foundation, Reed Exhibitions

Public and media engagements on race/colonial analysis

Our engagement with the public has been mainly on when we are invited to speak or when we organise our own talks like the collective conversations and Black and Brown spaces. Our invitations to speak on panels, public events and protests has continued to grow but are forced to turn down almost 50% of the requests. We were invited to speak

in many local, national and international forums, panels and events. Amongst them were speaking at BIASAN Bradford, Ma'at festival in Portugal, Bradford University, Bradford Council, Kill the Bill protests, University of Nairobi, Reed Exhibitions, Resist and Renew, media reform, decolonising economics. With an estimate reach to be over 10,000 people.

Our communication officer, supported by other members of the team has done a fantastic job in producing, editing and circulating short videos and infographics on activities and campaigns we are working on like stop the scan, covid campaign action, 13th framework, talks that we have featured on our own platforms. We have steadily increased our followers over this time.

On issues relating to race, movements, migration, race injustice, we have also participated, responded to and turned down media requests. Amongst media productions are BBC Leeds, BBC Look North, Radio Aire, BCB radio in Bradford, BBC Worcester. We have also had newsprint coverage on magazines and news articles like the Wire, Examiner and T&A. We have continued to publish articles and blogs on our own website with some of our articles having readership. We also published two reports during the year, prompting action, conversations and changes within institutions and authorities.

Our communications have also been of significance and vital in our work. With a big following across our media platforms, we have been able to tell our stories, challenge and raise awareness whilst giving a platform to racially minoritised issues and other marginalised voices. We have utilised our media to reach communities, start campaigns, respond to ongoing issues and share reports. We have also collaborated with several organisations who have done the same like Reed Exhibitions. We have also acknowledged and celebrated outstanding transnational communities/individuals, campaigns.

Racial Justice Network
Trustees Annual Report for the year ended 31st March 2022

4. Financial Review

Financial Position

Incoming Resources in the year amounted to £132,574 (2021- £259,214)

A surplus of £28,543 (2021 - £155,943) was made in the year. At 31st March 2022, total funds amounted £203,303 (2021-£174,760) of which £76,353 (2021 - £76,353) was restricted.

Reserves Policy

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less net fixed assets. This is equivalent to £95,286 for the year.

Future Plans

RJN's future plans are creating strong governance and financial structures for the longevity and sustainability of the organisation which includes trustee recruitment, comprehensive trustee training and induction. This will support the infrastructure and future growth of the organisation.

RJN is also planning to fundraise and recruit management roles to focus on the internal work of the organisation that include human resource, finance management, team development and wellbeing. This will ensure that we remain legitimate, uphold and reinforce the external delivery and aspects of RJN and stay true to our values and mission.

Other plans include fundraising for the continuity of projects such as the unlearning racism project, research and reports project, pastoral project, international projects and birth of new legacy and restoration work. This will include resourcing and working collaboratively with other organisations, groups, individuals whose work is aligned with RJN.

Signed by

A handwritten signature in black ink, appearing to read 'Sipilien Birani', written over a horizontal line.

Sipilien Birani
(RJN Treasurer)

Racial Justice Network
(A Charitable Incorporated Organisation)

Annual Report and Financial Statements
for the year ended 31st March 2022

A Charitable Incorporated Organisation
Number: 1165804

**Racial Justice Network
Financial Statements
for the year ended 31st March 2022**

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Racial Justice Network
Financial Statements for the year ended 31st March 2022

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2022.

1. Reference and Administrative Details

Name of Charity:	Racial Justice Network
Charitable Incorporated Organisation Number:	1165804
Principal Office:	Bread and Roses 14 North Parade Bradford BD1 3HT
Bankers:	Triodos Bank Deanery Road Bristol BS1 5AS
Reporting Accountants:	Samuel K. Tsipotey, FCCA Samuel Associates 36 Charcroft Gardens Enfield Middlesex EN3 7HA

The trustees who served during the period to the date of this report are:

Dr Laura Teresa Loyola-Hernandez	Chair	elected 20.10.2020
Maureen Andrea Grant		elected 20.10.2020
Sipilien Birani		elected 01.06.2018
Simon Mark Murray		elected 01.01.2018

Executive Director:

Peninah Wangari-Jones

Racial Justice Network
Financial Statements for the year ended 31st March 2022

2. Financial Review

Financial Position

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Reserves Policy

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less net fixed assets. This is equivalent to £124,297 (2021-£95,286 for the year. The trustees regard this as adequate for the following year.

Racial Justice Network
Financial Statements for the year ended 31st March 2022
Notes to the accounts

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

a) Basis of Preparation

The financial statements have been prepared under the historical cost convention in accordance the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

Unrestricted Funds comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

Restricted Funds are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d) Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

e) Resources Expended

Recognition of Expenditure and Liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

Costs of Charitable Activities

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

Racial Justice Network
Financial Statements for the year ended 31st March 2022
Notes to the accounts

Governance Costs

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

f) Volunteer Help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

g) Fixed Assets

Tangible Fixed Assets for charity's own use

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

h) Depreciation

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

General equipment	15% reducing balance.
Other fixed assets	15% reducing balance.

Independent Examiner's Report to the Trustees of Racial Justice Network

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31st March 2022 which are set out on pages 6 to 15.

Responsibilities and basis of report

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

The charity's gross income does not exceed £250,000 and I am qualified to undertake the examination by being a qualified Fellow of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



~~~~~

**Samuel Kwasi Tsipotey, FCCA**

Samuel Associates  
36 Charcroft Gardens  
Enfield  
Middlesex  
EN3 7HA

8 November 2022

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**

**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**for the year ended 31st March 2022**

|                                                         | <b>Note<br/>s</b> | <b>Unrestricte<br/>d funds<br/>£</b> | <b>Restrict<br/>ed funds<br/>£</b> | <b>Total<br/>£</b> | <b>2021<br/>£</b> |
|---------------------------------------------------------|-------------------|--------------------------------------|------------------------------------|--------------------|-------------------|
| <b>Income and endowments from:</b>                      |                   |                                      |                                    |                    |                   |
| Voluntary income                                        | 2                 | 54,239                               | -                                  | <b>54,239</b>      | 105,175           |
| Charitable activities                                   | 3                 | 65,835                               | 12,500                             | <b>78,335</b>      | 154,039           |
| Total                                                   |                   | <b>120,074</b>                       | <b>12,500</b>                      | <b>132,574</b>     | <b>259,214</b>    |
| <b>Expenditure on:</b>                                  |                   |                                      |                                    |                    |                   |
| <b>Charitable activities</b>                            | 4                 | -                                    | 104,031                            | <b>104,031</b>     | 103,271           |
| Total                                                   |                   | -                                    | <b>104,031</b>                     | <b>104,031</b>     | <b>103,271</b>    |
| <b>Net income/(expenditure)</b>                         | 5                 | 120,074                              | (91,531)                           | <b>28,543</b>      | 155,943           |
| <b>Net movement in funds before a transfer of funds</b> |                   | 120,074                              | (91,531)                           | <b>28,543</b>      | 155,943           |
| <b>Transfer of funds</b>                                |                   | (91,531)                             | 91,531                             | -                  | -                 |
| <b>Net movement in funds after a transfer of funds</b>  |                   | <b>28,543</b>                        | -                                  | <b>28,543</b>      | <b>155,943</b>    |
| <b>Reconciliation of funds</b>                          | 10                |                                      |                                    |                    |                   |
| <b>Total funds brought forward</b>                      |                   | 98,407                               | 76,353                             | <b>174,760</b>     | 18,816            |
| <b>Total funds carried forward</b>                      |                   | <b>126,950</b>                       | <b>76,353</b>                      | <b>203,303</b>     | <b>174,760</b>    |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Balance Sheet as at 31st March 2022**

|                                        | Notes | Unrestricted funds<br>£ | Restricted funds<br>£ | Total<br>£     | 2021<br>£      |
|----------------------------------------|-------|-------------------------|-----------------------|----------------|----------------|
| <b>Fixed assets</b>                    |       |                         |                       |                |                |
| Tangible assets                        | 7     | 2,653                   | -                     | <b>2,653</b>   | 3,121          |
| <b>Current assets</b>                  |       |                         |                       |                |                |
| Cash at bank and in hand               | 8     | 134,955                 | 76,353                | <b>211,308</b> | 178,508        |
| <b>Current liabilities</b>             |       |                         |                       |                |                |
| Creditors: Amounts due within one year | 9     | 10,657                  | -                     | <b>10,657</b>  | 6,870          |
| <b>Net current assets</b>              |       | <b>124,298</b>          | <b>76,353</b>         | <b>200,651</b> | <b>171,639</b> |
| <b>Net assets</b>                      |       | <b>126,950</b>          | <b>76,353</b>         | <b>203,303</b> | 174,760        |
| <b>Funds of the Charity</b>            | 10    | <b>126,950</b>          | <b>76,353</b>         | <b>203,303</b> | 174,760        |

The financial statements were approved by the Trustees on 8 November 2022 and signed on their behalf by:

.....

Treasurer

CIO number: **1165804**

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**

**Notes to the accounts**

**2 Voluntary income**

|                        | Unrestrict<br>ed funds<br>£ | Restrict<br>ed funds<br>£ | Total 2022<br>£ | 2021<br>£      |
|------------------------|-----------------------------|---------------------------|-----------------|----------------|
| Donations and legacies | 54,239                      | -                         | 54,239          | 95,575         |
| Grants receivable      | -                           | -                         | -               | 9,600          |
| <b>Total</b>           | <b>54,239</b>               | <b>-</b>                  | <b>54,239</b>   | <b>105,175</b> |

| <b>Projects</b>          |              | Donations<br>and legacies<br>£ | Grants<br>receivabl<br>e<br>£ | Total 2022<br>£ | 2021<br>£     |
|--------------------------|--------------|--------------------------------|-------------------------------|-----------------|---------------|
| General fund             | Unrestricted | 54,239                         | -                             | 54,239          | <b>97,055</b> |
| Collective Conversations | Restricted   | -                              | -                             | -               | 1,600         |
| Covid Project            | Restricted   | -                              | -                             | -               | 1,500         |
| Race & Climate           | Restricted   | -                              | -                             | -               | 5,000         |
| Stop the Scan            | Restricted   | -                              | -                             | -               | 20            |
| Total restricted         |              | -                              | -                             | -               | <b>8,120</b>  |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

**3 Charitable activities**

|                   |  | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|-------------------|--|----------------------------|--------------------------|-------------------------|-------------------|
| Grants receivable |  | 50,419                     | 12,500                   | 62,919                  | 152,833           |
| Training fees     |  | 15,416                     | -                        | 15,416                  | 1,206             |
| <b>Total</b>      |  | <b>65,835</b>              | <b>12,500</b>            | <b>78,335</b>           | <b>154,039</b>    |

|                          |              | Grants<br>receivable<br>£ | Training<br>fees<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|--------------------------|--------------|---------------------------|-----------------------|-------------------------|-------------------|
| General fund             | Unrestricted | <b>50,419</b>             | <b>15,416</b>         | <b>65,835</b>           | <b>13,500</b>     |
| Collective Conversations | Restricted   | -                         | -                     | -                       | 25,000            |
| Covid Project            | Restricted   | -                         | -                     | -                       | 22,000            |
| International Solidarity | Restricted   | 5,000                     | -                     | 5,000                   | 7,000             |
| Pastoral Support         | Restricted   | -                         | -                     | -                       | 15,333            |
| Stop the Scan            | Restricted   | -                         | -                     | -                       | 40,000            |
| Unlearning Racism        | Restricted   | 2,500                     | 15,416                | 17,916                  | 31,206            |
| Race and Climate         | Restricted   | 5,000                     | -                     | 5,000                   | -                 |
| <b>Total</b>             |              | <b>12,500</b>             | <b>15,416</b>         | <b>27,916</b>           | <b>140,539</b>    |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

| 4 Expenditure on direct charitable activities | Unrestrict<br>ed funds<br>£ | Restrict<br>ed funds<br>£ | Total 2022<br>£ | 2021<br>£     |
|-----------------------------------------------|-----------------------------|---------------------------|-----------------|---------------|
| Direct salaries, NI, and pension              | -                           | 68,563                    | 68,563          | 52,699        |
| General admin expenses                        | -                           | 1,286                     | 1,286           | -             |
| Donations to community                        | -                           | -                         | -               | 1,139         |
| Expensed equipment                            | -                           | 3,189                     | 3,189           | 3,078         |
| General direct costs                          | -                           | 14,844                    | 14,844          | 17,009        |
| Training                                      | -                           | 2,007                     | 2,007           | 3,444         |
| Internet, phones and credit for communities   | -                           | 175                       | 175             | 3,673         |
| Interview fees                                | -                           | -                         | -               | 740           |
| Miscellaneous expenses                        | -                           | 266                       | 266             | 1,316         |
| Total                                         | -                           | 90,329                    | <b>90,329</b>   | <b>83,098</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

Note 4 (continued)

| <b>Funds</b>                    | Direct<br>salaries, NI,<br>and<br>pension | Donations<br>to<br>communit<br>y | Expensed<br>equipmen<br>t | General<br>direct costs | Internet,<br>phones and<br>credit for<br>communitie<br>s | Training     |
|---------------------------------|-------------------------------------------|----------------------------------|---------------------------|-------------------------|----------------------------------------------------------|--------------|
|                                 | £                                         | £                                | £                         | £                       | £                                                        | £            |
| General fund-<br>Unrestricted   | -                                         | -                                | -                         | -                       | -                                                        | -            |
| Restricted funds                |                                           |                                  |                           |                         |                                                          |              |
| Collective Conversations        | 9,392                                     | -                                | 428                       | 3,420                   | -                                                        | -            |
| Covid Project                   | 11,055                                    | -                                | 2,760                     | 6,015                   | 175                                                      | -            |
| International Solidarity        | 7,003                                     | -                                | -                         | -                       | -                                                        | -            |
| Pastoral Support                | 9,667                                     | -                                | -                         | -                       | -                                                        | -            |
| Race & Climate                  | 5,667                                     | -                                | -                         | 3,610                   | -                                                        | -            |
| Research & Reports              | 4,313                                     | -                                | -                         | -                       | -                                                        | -            |
| Stop the Scan                   | 12,144                                    | -                                | -                         | -                       | -                                                        | -            |
| Unlearning Racism               | 9,322                                     | -                                | -                         | 1,799                   | -                                                        | 2,007        |
| <b>Total direct expenditure</b> | <b>68,563</b>                             | <b>-</b>                         | <b>3,189</b>              | <b>14,844</b>           | <b>175</b>                                               | <b>2,007</b> |

| Funds                           | Misc.      | Communications,<br>promotions &<br>sundry expenses | General<br>admin<br>expenses | Total 2022    | Total 2021    |
|---------------------------------|------------|----------------------------------------------------|------------------------------|---------------|---------------|
| General fund- Unrestricted      | -          | -                                                  | -                            | -             | 15,198        |
| Restricted funds                |            |                                                    |                              |               |               |
| Collective Conversations        | 19         | 1,419                                              | 496                          | 15,174        | 15,910        |
| Covid Project                   | 112        | 566                                                | -                            | 20,683        | 12,549        |
| International Solidarity        | -          | -                                                  | -                            | 7,003         | 19,395        |
| Pastoral Support                | -          | -                                                  | -                            | 9,667         | 9,248         |
| Race & Climate                  | -          | -                                                  | -                            | 9,277         | 6,631         |
| Research & Reports              | -          | -                                                  | -                            | 4,313         | 3,377         |
| Stop the Scan                   | 135        | -                                                  | 791                          | 13,070        | 5,960         |
| Unlearning Racism               | -          | -                                                  | -                            | 13,128        | 6,822         |
| <b>Total direct expenditure</b> | <b>266</b> | <b>1,985</b>                                       | <b>1,286</b>                 | <b>92,314</b> | <b>79,893</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

Note 4 (continued)

| <b>Support and governance costs</b> | Governance<br>costs<br>£ | Support<br>costs<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|-------------------------------------|--------------------------|-----------------------|-------------------------|-------------------|
| Independent examination fees        | 6,000                    | -                     | 6,000                   | 3,000             |
| Trustees' expenses                  | 351                      | -                     | 351                     | 490               |
| General governance expenses         | -                        | -                     | -                       | 250               |
| Accountancy & payroll fees          | -                        | 804                   | 804                     | 398               |
| Archiving                           | -                        | -                     | -                       | 1,667             |
| Bank charges                        | -                        | 60                    | 60                      | 1,019             |
| Expensed equipment                  | -                        | -                     | -                       | 50                |

|                                  |              |              |               |              |
|----------------------------------|--------------|--------------|---------------|--------------|
| Miscellaneous expenses           | -            | 1,249        | 1,249         | 175          |
| Pension costs                    | -            | -            | -             | 175          |
| Rent                             | -            | 654          | 654           | 150          |
| Staff training and well-being    | -            | 356          | 356           | 120          |
| Telephone                        | -            | 565          | 565           | 102          |
| General admin expenses           | -            | 293          | 293           | 33           |
| Depreciation charge for the year | -            | 468          | 468           | 551          |
| Team meeting expenses            | -            | 206          | 206           | -            |
| Website and internet expenses    | -            | 710          | 710           | -            |
|                                  | <b>6,351</b> | <b>5,365</b> | <b>11,716</b> | <b>8,179</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

Note 4 (continued)

| <b>Projects</b>          | <b>Percent share</b> | <b>Governance costs<br/>£</b> | <b>Support costs<br/>£</b> | <b>Total support and governance costs<br/>£</b> | <b>Direct charitable expenditure<br/>£</b> | <b>Total charitable expenditure<br/>£</b> | <b>2021<br/>£</b> |
|--------------------------|----------------------|-------------------------------|----------------------------|-------------------------------------------------|--------------------------------------------|-------------------------------------------|-------------------|
| Collective Conversations | 28%                  | 1,778                         | 1,502                      | 3,281                                           | 15,174                                     | 18,454                                    | 18,200            |
| Covid Project            | 9%                   | 572                           | 483                        | 1,054                                           | 20,683                                     | 21,737                                    | 13,285            |
| International Solidarity | 11%                  | 699                           | 590                        | 1,289                                           | 7,003                                      | 8,292                                     | 20,295            |
| Pastoral Support         | 18%                  | 1,143                         | 966                        | 2,109                                           | 9,667                                      | 11,776                                    | 10,721            |
| Race & Climate           | 11%                  | 699                           | 590                        | 1,289                                           | 9,277                                      | 10,566                                    | 7,531             |
| Research & Reports       | 6%                   | 381                           | 322                        | 703                                             | 4,313                                      | 5,016                                     | 3,868             |

|                   |      |              |              |               |               |                |               |
|-------------------|------|--------------|--------------|---------------|---------------|----------------|---------------|
| Stop the Scan     | 11%  | 699          | 590          | 1,289         | 13,070        | 14,358         | 6,860         |
| Unlearning Racism | 6%   | 381          | 322          | 703           | 13,128        | 13,831         | 7,312         |
| Total restricted  | 100% | <b>6,351</b> | <b>5,365</b> | <b>11,716</b> | <b>92,314</b> | <b>104,031</b> | <b>88,072</b> |

**5 Net income is after charging:**

|                 | <b>2022</b> | <b>2021</b> |
|-----------------|-------------|-------------|
|                 | <b>£</b>    | <b>£</b>    |
| Depreciation    |             |             |
| Media equipment | 468         | 551         |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

**6. Staff costs including key management personnel and Trustees' remuneration**

|                       | <b>2022</b>   | <b>2021</b>   |
|-----------------------|---------------|---------------|
|                       | <b>£</b>      | <b>£</b>      |
| Wages and salaries    | 64,078        | 48,395        |
| Social security costs | 3,560         | 2,285         |
| Pension costs         | 925           | 228           |
|                       | <b>68,563</b> | <b>50,907</b> |

The average number of employees during the year was 2.9 (2021-2.9)

No employee's remuneration exceeded £60,000.

One trustee claimed travel expenses totalling £351 (2021-£490)

| Fixed assets          |                         | Media equipment | Total        |
|-----------------------|-------------------------|-----------------|--------------|
|                       |                         | £               | £            |
| <b>Cost</b>           |                         |                 |              |
|                       | At 1 April 2021         | 3,672           | 3,672        |
|                       | Additions               | -               | -            |
|                       | <b>At 31 March 2022</b> | <b>3,672</b>    | <b>3,672</b> |
| <b>Depreciation</b>   |                         |                 |              |
|                       | <b>At 1 April 2021</b>  | 551             | 551          |
|                       | Charge for the year     | 468             | 468          |
|                       | <b>At 31 March 2022</b> | <b>1,019</b>    | <b>1,019</b> |
| <b>Net book value</b> |                         |                 |              |
|                       | <b>At 31 March 2022</b> | <b>2,653</b>    | <b>2,653</b> |
|                       | At 31 March 2021        | 3,121           | 3,121        |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

|                              | Unrestricted funds | Restricted funds | Total 2022     | 2021           |
|------------------------------|--------------------|------------------|----------------|----------------|
|                              | £                  | £                | £              | £              |
| <b>8 Current assets</b>      |                    |                  |                |                |
| Bank current account balance | 106,966            | 76,353           | 183,319        | 145,943        |
| PayPal account balance       | 27,989             | -                | 27,989         | 32,565         |
| Cash at bank and in hand     | <b>134,955</b>     | <b>76,353</b>    | <b>211,308</b> | <b>178,508</b> |

|                              | Unrestricted funds | Restricted funds | Total 2022    | 2021         |
|------------------------------|--------------------|------------------|---------------|--------------|
|                              | £                  | £                | £             | £            |
| <b>9 Current liabilities</b> |                    |                  |               |              |
| PAYE                         | 632                | -                | 632           | 1,824        |
| Net pay                      | -                  | -                | -             | 1,776        |
| Accrued expenses             | 9,000              | -                | 9,000         | 3,000        |
| Pension creditor             | 1,025              | -                | 1,025         | 270          |
| Total                        | <b>10,657</b>      | <b>-</b>         | <b>10,657</b> | <b>6,870</b> |

| 10 Funds of the charity | As at 1 April<br>2021<br>£ | Incoming<br>£  | Outgoing<br>£    | As at 31<br>March 2022<br>£ |
|-------------------------|----------------------------|----------------|------------------|-----------------------------|
| Unrestricted funds      | 98,407                     | 120,074        | (91,531)         | 126,950                     |
| Restricted funds        | 76,353                     | 12,500         | (12,500)         | 76,353                      |
| Total funds             | <b>174,760</b>             | <b>132,574</b> | <b>(104,031)</b> | <b>203,303</b>              |

## Racial Justice Network

### Income and Expenditure Account

#### for the year ended 31st March 2022

#### Natural classification of income and expenses

| Income                          | 2022<br>£ | 2022<br>£      | 2021<br>£      |
|---------------------------------|-----------|----------------|----------------|
| Grants receivable               | 62,919    |                | 162,433        |
| Donations and legacies          | 53,759    |                | 95,575         |
| Training fees received          | 15,896    |                | 1,206          |
| <b>Total income</b>             |           | <b>132,574</b> | <b>259,214</b> |
| <b>Expenditure</b>              |           |                |                |
| Direct Salaries, NI and pension | 68,563    |                | 52,699         |

|                                                     |                      |                       |
|-----------------------------------------------------|----------------------|-----------------------|
| General direct project costs                        | 14,844               | 17,009                |
| General admin expenses                              | 2,000                | 9,686                 |
| Training                                            | 2,007                | 3,494                 |
| Phones and credit for community                     | -                    | 3,255                 |
| Expensed equipment                                  | 3,189                | 3,128                 |
| Independent examination fees                        | 6,000                | 3,000                 |
| Archiving                                           | -                    | 1,667                 |
| Miscellaneous expenses                              | 2,011                | 1,491                 |
| Promotions                                          | 1,419                | 1,240                 |
| Donations to community                              | -                    | 1,139                 |
| Bank charges                                        | 60                   | 1,019                 |
| Meeting fees                                        | -                    | 940                   |
| Interview fees                                      | -                    | 740                   |
| Depreciation charge for the year                    | 468                  | 551                   |
| Trustee expenses                                    | 351                  | 490                   |
| Accountancy fees                                    | 804                  | 398                   |
| Governance expenses                                 | -                    | 250                   |
| Community phone credit                              | 175                  | 248                   |
| Pension fees                                        | -                    | 175                   |
| Internet for communities                            | -                    | 170                   |
| Communications                                      | 566                  | 160                   |
| Staff welfare                                       | 356                  | 120                   |
| Telephone                                           | 565                  | 102                   |
| Staff training                                      | -                    | 70                    |
| Rent                                                | 654                  | 30                    |
| <b>Total expenditure</b>                            | <u>104,031</u>       | <u>103,271</u>        |
| <b>Surplus/(Deficit) of income over expenditure</b> | <u><b>28,543</b></u> | <u><b>155,943</b></u> |

**Racial Justice Network**  
**(A Charitable Incorporated Organisation)**

**Annual Report and Financial Statements**  
**for the year ended 31st March 2022**

**A Charitable Incorporated Organisation**  
**Number: 1165804**

**Racial Justice Network  
Financial Statements  
for the year ended 31st March 2022**

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**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2022.

**1. Reference and Administrative Details**

|                                              |                                                                                                          |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------|
| Name of Charity:                             | Racial Justice Network                                                                                   |
| Charitable Incorporated Organisation Number: | 1165804                                                                                                  |
| Principal Office:                            | Bread and Roses<br>14 North Parade<br>Bradford<br>BD1 3HT                                                |
| Bankers:                                     | Triodos Bank<br>Deanery Road<br>Bristol<br>BS1 5AS                                                       |
| Reporting Accountants:                       | Samuel K. Tsipotey, FCCA<br>Samuel Associates<br>36 Charcroft Gardens<br>Enfield<br>Middlesex<br>EN3 7HA |

The trustees who served during the period to the date of this report are:

|                                  |       |                    |
|----------------------------------|-------|--------------------|
| Dr Laura Teresa Loyola-Hernandez | Chair | elected 20.10.2020 |
| Maureen Andrea Grant             |       | elected 20.10.2020 |
| Sipilien Birani                  |       | elected 01.06.2018 |
| Simon Mark Murray                |       | elected 01.01.2018 |

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**Executive Director:**

Peninah Wangari-Jones

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**

## **2. Financial Review**

### **Financial Position**

Incoming Resources in the year amounted to £132,574 (2021- £259,214)

A surplus of £28,543 (2021 - £155,943) was made in the year. At 31st March 2022, total funds amounted £203,303 (2021-£174,760) of which £76,353 (2021 - £76,353) was restricted.

### **Reserves Policy**

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less net fixed assets. This is equivalent to £124,297 (2021-£95,286 for the year. The trustees regard this as adequate for the following year.

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

**1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

**a) Basis of Preparation**

The financial statements have been prepared under the historical cost convention in accordance the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

**b) Charity Status**

The Charity is a Charitable Incorporated Organisation (CIO)

**c) Fund Accounting**

**Unrestricted Funds** comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

**Restricted Funds** are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

**d) Incoming Resources**

**Recognition of Incoming Resources**

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

**e) Resources Expended**

**Recognition of Expenditure and Liabilities**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

**Costs of Charitable Activities**

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

**Governance Costs**

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

**f) Volunteer Help**

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

**g) Fixed Assets**

**Tangible Fixed Assets for charity's own use**

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

**h) Depreciation**

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

|                    |                       |
|--------------------|-----------------------|
| General equipment  | 15% reducing balance. |
| Other fixed assets | 15% reducing balance. |

## **Independent Examiner's Report to the Trustees of Racial Justice Network**

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31st March 2022 which are set out on pages 6 to 15.

### **Responsibilities and basis of report**

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent Examiner's Statement**

The charity's gross income does not exceed £250,000 and I am qualified to undertake the examination by being a qualified Fellow of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



Handwritten signature of Samuel Kwasi Tsipotey in cursive script, followed by a horizontal line of small asterisks.

**Samuel Kwasi Tsipotey, FCCA**

Samuel Associates  
36 Chancroft Gardens  
Enfield  
Middlesex  
EN3 7HA

8 November 2022

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**

**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**for the year ended 31st March 2022**

|                                                         | <b>Note<br/>s</b> | <b>Unrestricte<br/>d funds<br/>£</b> | <b>Restrict<br/>ed funds<br/>£</b> | <b>Total<br/>£</b> | <b>2021<br/>£</b> |
|---------------------------------------------------------|-------------------|--------------------------------------|------------------------------------|--------------------|-------------------|
| <b>Income and endowments from:</b>                      |                   |                                      |                                    |                    |                   |
| Voluntary income                                        | 2                 | 54,239                               | -                                  | <b>54,239</b>      | 105,175           |
| Charitable activities                                   | 3                 | 65,835                               | 12,500                             | <b>78,335</b>      | 154,039           |
| Total                                                   |                   | <b>120,074</b>                       | <b>12,500</b>                      | <b>132,574</b>     | <b>259,214</b>    |
| <b>Expenditure on:</b>                                  |                   |                                      |                                    |                    |                   |
| <b>Charitable activities</b>                            | 4                 | -                                    | 104,031                            | <b>104,031</b>     | 103,271           |
| Total                                                   |                   | -                                    | <b>104,031</b>                     | <b>104,031</b>     | <b>103,271</b>    |
| <b>Net income/(expenditure)</b>                         | 5                 | <b>120,074</b>                       | <b>(91,531)</b>                    | <b>28,543</b>      | 155,943           |
| <b>Net movement in funds before a transfer of funds</b> |                   | 120,074                              | (91,531)                           | <b>28,543</b>      | 155,943           |
| <b>Transfer of funds</b>                                |                   | (91,531)                             | 91,531                             | -                  | -                 |
| <b>Net movement in funds after a transfer of funds</b>  |                   | <b>28,543</b>                        | -                                  | <b>28,543</b>      | <b>155,943</b>    |
| <b>Reconciliation of funds</b>                          | 10                |                                      |                                    |                    |                   |
| <b>Total funds brought forward</b>                      |                   | 98,407                               | 76,353                             | <b>174,760</b>     | 18,816            |
| <b>Total funds carried forward</b>                      |                   | <b>126,950</b>                       | <b>76,353</b>                      | <b>203,303</b>     | <b>174,760</b>    |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Balance Sheet as at 31st March 2022**

|                                        | Notes | Unrestricted funds<br>£ | Restricted funds<br>£ | Total<br>£ | 2021<br>£ |
|----------------------------------------|-------|-------------------------|-----------------------|------------|-----------|
| <b>Fixed assets</b>                    |       |                         |                       |            |           |
| Tangible assets                        | 7     | 2,653                   | -                     | 2,653      | 3,121     |
| <b>Current assets</b>                  |       |                         |                       |            |           |
| Cash at bank and in hand               | 8     | 134,955                 | 76,353                | 211,308    | 178,508   |
| <b>Current liabilities</b>             |       |                         |                       |            |           |
| Creditors: Amounts due within one year | 9     | 10,657                  | -                     | 10,657     | 6,870     |
| <b>Net current assets</b>              |       | 124,298                 | 76,353                | 200,651    | 171,639   |
| <b>Net assets</b>                      |       | 126,950                 | 76,353                | 203,303    | 174,760   |
| <b>Funds of the Charity</b>            | 10    | 126,950                 | 76,353                | 203,303    | 174,760   |

The financial statements were approved by the Trustees on 8 November 2022 and signed on their behalf by:

.....

Treasurer

CIO number: **1165804**

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**

**Notes to the accounts**

**2 Voluntary income**

|                        | Unrestrict<br>ed funds<br>£ | Restrict<br>ed funds<br>£ | Total 2022<br>£ | 2021<br>£      |
|------------------------|-----------------------------|---------------------------|-----------------|----------------|
| Donations and legacies | 54,239                      | -                         | 54,239          | 95,575         |
| Grants receivable      | -                           | -                         | -               | 9,600          |
| <b>Total</b>           | <b>54,239</b>               | <b>-</b>                  | <b>54,239</b>   | <b>105,175</b> |

| <b>Projects</b>          |              | Donations<br>and legacies<br>£ | Grants<br>receivabl<br>e<br>£ | Total 2022<br>£ | 2021<br>£     |
|--------------------------|--------------|--------------------------------|-------------------------------|-----------------|---------------|
| General fund             | Unrestricted | 54,239                         | -                             | 54,239          | <b>97,055</b> |
| Collective Conversations | Restricted   | -                              | -                             | -               | 1,600         |
| Covid Project            | Restricted   | -                              | -                             | -               | 1,500         |
| Race & Climate           | Restricted   | -                              | -                             | -               | 5,000         |
| Stop the Scan            | Restricted   | -                              | -                             | -               | 20            |
| Total restricted         |              | -                              | -                             | -               | <b>8,120</b>  |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

**3 Charitable activities**

|                   |  | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|-------------------|--|----------------------------|--------------------------|-------------------------|-------------------|
| Grants receivable |  | 50,419                     | 12,500                   | 62,919                  | 152,833           |
| Training fees     |  | 15,416                     | -                        | 15,416                  | 1,206             |
| <b>Total</b>      |  | <b>65,835</b>              | <b>12,500</b>            | <b>78,335</b>           | <b>154,039</b>    |

|                          |              | Grants<br>receivable<br>£ | Training<br>fees<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|--------------------------|--------------|---------------------------|-----------------------|-------------------------|-------------------|
| General fund             | Unrestricted | <b>50,419</b>             | <b>15,416</b>         | <b>65,835</b>           | <b>13,500</b>     |
| Collective Conversations | Restricted   | -                         | -                     | -                       | 25,000            |
| Covid Project            | Restricted   | -                         | -                     | -                       | 22,000            |
| International Solidarity | Restricted   | 5,000                     | -                     | 5,000                   | 7,000             |
| Pastoral Support         | Restricted   | -                         | -                     | -                       | 15,333            |
| Stop the Scan            | Restricted   | -                         | -                     | -                       | 40,000            |
| Unlearning Racism        | Restricted   | 2,500                     | 15,416                | 17,916                  | 31,206            |
| Race and Climate         | Restricted   | 5,000                     | -                     | 5,000                   | -                 |
| <b>Total</b>             |              | <b>12,500</b>             | <b>15,416</b>         | <b>27,916</b>           | <b>140,539</b>    |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

| 4 <b>Expenditure on direct charitable activities</b> | Unrestrict<br>ed funds<br>£ | Restrict<br>ed funds<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|------------------------------------------------------|-----------------------------|---------------------------|-------------------------|-------------------|
| Direct salaries, NI, and pension                     | -                           | 68,563                    | 68,563                  | 52,699            |
| General admin expenses                               | -                           | 1,286                     | 1,286                   | -                 |
| Donations to community                               | -                           | -                         | -                       | 1,139             |
| Expensed equipment                                   | -                           | 3,189                     | 3,189                   | 3,078             |
| General direct costs                                 | -                           | 14,844                    | 14,844                  | 17,009            |
| Training                                             | -                           | 2,007                     | 2,007                   | 3,444             |
| Internet, phones and credit for communities          | -                           | 175                       | 175                     | 3,673             |
| Interview fees                                       | -                           | -                         | -                       | 740               |
| Miscellaneous expenses                               | -                           | 266                       | 266                     | 1,316             |
| <b>Total</b>                                         | -                           | <b>90,329</b>             | <b>90,329</b>           | <b>83,098</b>     |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

Note 4 (continued)

| <b>Funds</b>                    | Direct<br>salaries, NI,<br>and<br>pension | Donations<br>to<br>communit<br>y | Expensed<br>equipmen<br>t | General<br>direct costs | Internet,<br>phones and<br>credit for<br>communitie<br>s | Training     |
|---------------------------------|-------------------------------------------|----------------------------------|---------------------------|-------------------------|----------------------------------------------------------|--------------|
|                                 | £                                         | £                                | £                         | £                       | £                                                        | £            |
| General fund-<br>Unrestricted   | -                                         | -                                | -                         | -                       | -                                                        | -            |
| Restricted funds                |                                           |                                  |                           |                         |                                                          |              |
| Collective Conversations        | 9,392                                     | -                                | 428                       | 3,420                   | -                                                        | -            |
| Covid Project                   | 11,055                                    | -                                | 2,760                     | 6,015                   | 175                                                      | -            |
| International Solidarity        | 7,003                                     | -                                | -                         | -                       | -                                                        | -            |
| Pastoral Support                | 9,667                                     | -                                | -                         | -                       | -                                                        | -            |
| Race & Climate                  | 5,667                                     | -                                | -                         | 3,610                   | -                                                        | -            |
| Research & Reports              | 4,313                                     | -                                | -                         | -                       | -                                                        | -            |
| Stop the Scan                   | 12,144                                    | -                                | -                         | -                       | -                                                        | -            |
| Unlearning Racism               | 9,322                                     | -                                | -                         | 1,799                   | -                                                        | 2,007        |
| <b>Total direct expenditure</b> | <b>68,563</b>                             | <b>-</b>                         | <b>3,189</b>              | <b>14,844</b>           | <b>175</b>                                               | <b>2,007</b> |

| Funds                           | Misc.      | Communications,<br>promotions &<br>sundry expenses | General<br>admin<br>expenses | Total 2022    | Total 2021    |
|---------------------------------|------------|----------------------------------------------------|------------------------------|---------------|---------------|
| General fund- Unrestricted      | -          | -                                                  | -                            | -             | 15,198        |
| Restricted funds                |            |                                                    |                              |               |               |
| Collective Conversations        | 19         | 1,419                                              | 496                          | 15,174        | 15,910        |
| Covid Project                   | 112        | 566                                                | -                            | 20,683        | 12,549        |
| International Solidarity        | -          | -                                                  | -                            | 7,003         | 19,395        |
| Pastoral Support                | -          | -                                                  | -                            | 9,667         | 9,248         |
| Race & Climate                  | -          | -                                                  | -                            | 9,277         | 6,631         |
| Research & Reports              | -          | -                                                  | -                            | 4,313         | 3,377         |
| Stop the Scan                   | 135        | -                                                  | 791                          | 13,070        | 5,960         |
| Unlearning Racism               | -          | -                                                  | -                            | 13,128        | 6,822         |
| <b>Total direct expenditure</b> | <b>266</b> | <b>1,985</b>                                       | <b>1,286</b>                 | <b>92,314</b> | <b>79,893</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

Note 4 (continued)

| <b>Support and governance costs</b> | Governance<br>costs<br>£ | Support<br>costs<br>£ | <b>Total 2022<br/>£</b> | <b>2021<br/>£</b> |
|-------------------------------------|--------------------------|-----------------------|-------------------------|-------------------|
| Independent examination fees        | 6,000                    | -                     | 6,000                   | 3,000             |
| Trustees' expenses                  | 351                      | -                     | 351                     | 490               |
| General governance expenses         | -                        | -                     | -                       | 250               |
| Accountancy & payroll fees          | -                        | 804                   | 804                     | 398               |
| Archiving                           | -                        | -                     | -                       | 1,667             |
| Bank charges                        | -                        | 60                    | 60                      | 1,019             |
| Expensed equipment                  | -                        | -                     | -                       | 50                |

|                                  |              |              |               |              |
|----------------------------------|--------------|--------------|---------------|--------------|
| Miscellaneous expenses           | -            | 1,249        | 1,249         | 175          |
| Pension costs                    | -            | -            | -             | 175          |
| Rent                             | -            | 654          | 654           | 150          |
| Staff training and well-being    | -            | 356          | 356           | 120          |
| Telephone                        | -            | 565          | 565           | 102          |
| General admin expenses           | -            | 293          | 293           | 33           |
| Depreciation charge for the year | -            | 468          | 468           | 551          |
| Team meeting expenses            | -            | 206          | 206           | -            |
| Website and internet expenses    | -            | 710          | 710           | -            |
|                                  | <b>6,351</b> | <b>5,365</b> | <b>11,716</b> | <b>8,179</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

Note 4 (continued)

| <b>Projects</b>          | <b>Percent share</b> | <b>Governance costs<br/>£</b> | <b>Support costs<br/>£</b> | <b>Total support and governance costs<br/>£</b> | <b>Direct charitable expenditure<br/>£</b> | <b>Total charitable expenditure<br/>£</b> | <b>2021<br/>£</b> |
|--------------------------|----------------------|-------------------------------|----------------------------|-------------------------------------------------|--------------------------------------------|-------------------------------------------|-------------------|
| Collective Conversations | 28%                  | 1,778                         | 1,502                      | 3,281                                           | 15,174                                     | 18,454                                    | 18,200            |
| Covid Project            | 9%                   | 572                           | 483                        | 1,054                                           | 20,683                                     | 21,737                                    | 13,285            |
| International Solidarity | 11%                  | 699                           | 590                        | 1,289                                           | 7,003                                      | 8,292                                     | 20,295            |
| Pastoral Support         | 18%                  | 1,143                         | 966                        | 2,109                                           | 9,667                                      | 11,776                                    | 10,721            |
| Race & Climate           | 11%                  | 699                           | 590                        | 1,289                                           | 9,277                                      | 10,566                                    | 7,531             |
| Research & Reports       | 6%                   | 381                           | 322                        | 703                                             | 4,313                                      | 5,016                                     | 3,868             |

|                   |      |              |              |               |               |                |               |
|-------------------|------|--------------|--------------|---------------|---------------|----------------|---------------|
| Stop the Scan     | 11%  | 699          | 590          | 1,289         | 13,070        | 14,358         | 6,860         |
| Unlearning Racism | 6%   | 381          | 322          | 703           | 13,128        | 13,831         | 7,312         |
| Total restricted  | 100% | <b>6,351</b> | <b>5,365</b> | <b>11,716</b> | <b>92,314</b> | <b>104,031</b> | <b>88,072</b> |

**5 Net income is after charging:**

|                 | <b>2022</b> | <b>2021</b> |
|-----------------|-------------|-------------|
|                 | <b>£</b>    | <b>£</b>    |
| Depreciation    |             |             |
| Media equipment | 468         | 551         |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

**6. Staff costs including key management personnel and Trustees' remuneration**

|                       | <b>2022</b>   | <b>2021</b>   |
|-----------------------|---------------|---------------|
|                       | <b>£</b>      | <b>£</b>      |
| Wages and salaries    | 64,078        | 48,395        |
| Social security costs | 3,560         | 2,285         |
| Pension costs         | 925           | 228           |
|                       | <b>68,563</b> | <b>50,907</b> |

The average number of employees during the year was 2.9 (2021-2.9)

No employee's remuneration exceeded £60,000.

One trustee claimed travel expenses totalling £351 (2021-£490)

| Fixed assets |                         | Media equipment | Total        |
|--------------|-------------------------|-----------------|--------------|
|              |                         | £               | £            |
|              | <b>Cost</b>             |                 |              |
|              | At 1 April 2021         | 3,672           | 3,672        |
|              | Additions               | -               | -            |
|              | <b>At 31 March 2022</b> | <b>3,672</b>    | <b>3,672</b> |
|              | <b>Depreciation</b>     |                 |              |
|              | At 1 April 2021         | 551             | 551          |
|              | Charge for the year     | 468             | 468          |
|              | <b>At 31 March 2022</b> | <b>1,019</b>    | <b>1,019</b> |
|              | <b>Net book value</b>   |                 |              |
|              | At 31 March 2022        | <b>2,653</b>    | <b>2,653</b> |
|              | At 31 March 2021        | 3,121           | 3,121        |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2022**  
**Notes to the accounts**

|                              | Unrestricted funds | Restricted funds | Total 2022     | 2021           |
|------------------------------|--------------------|------------------|----------------|----------------|
|                              | £                  | £                | £              | £              |
| <b>8 Current assets</b>      |                    |                  |                |                |
| Bank current account balance | 106,966            | 76,353           | 183,319        | 145,943        |
| PayPal account balance       | 27,989             | -                | 27,989         | 32,565         |
| Cash at bank and in hand     | <b>134,955</b>     | <b>76,353</b>    | <b>211,308</b> | <b>178,508</b> |

|                              | Unrestricted funds | Restricted funds | Total 2022    | 2021         |
|------------------------------|--------------------|------------------|---------------|--------------|
|                              | £                  | £                | £             | £            |
| <b>9 Current liabilities</b> |                    |                  |               |              |
| PAYE                         | 632                | -                | 632           | 1,824        |
| Net pay                      | -                  | -                | -             | 1,776        |
| Accrued expenses             | 9,000              | -                | 9,000         | 3,000        |
| Pension creditor             | 1,025              | -                | 1,025         | 270          |
| Total                        | <b>10,657</b>      | <b>-</b>         | <b>10,657</b> | <b>6,870</b> |

| 10 Funds of the charity | As at 1 April<br>2021<br>£ | Incoming<br>£  | Outgoing<br>£    | As at 31<br>March 2022<br>£ |
|-------------------------|----------------------------|----------------|------------------|-----------------------------|
| Unrestricted funds      | 98,407                     | 120,074        | (91,531)         | 126,950                     |
| Restricted funds        | 76,353                     | 12,500         | (12,500)         | 76,353                      |
| Total funds             | <b>174,760</b>             | <b>132,574</b> | <b>(104,031)</b> | <b>203,303</b>              |

## Racial Justice Network

### Income and Expenditure Account

#### for the year ended 31st March 2022

#### Natural classification of income and expenses

| Income                          | 2022<br>£ | 2022<br>£      | 2021<br>£      |
|---------------------------------|-----------|----------------|----------------|
| Grants receivable               | 62,919    |                | 162,433        |
| Donations and legacies          | 53,759    |                | 95,575         |
| Training fees received          | 15,896    |                | 1,206          |
| <b>Total income</b>             |           | <b>132,574</b> | <b>259,214</b> |
| <b>Expenditure</b>              |           |                |                |
| Direct Salaries, NI and pension | 68,563    |                | 52,699         |

|                                                     |                      |                       |
|-----------------------------------------------------|----------------------|-----------------------|
| General direct project costs                        | 14,844               | 17,009                |
| General admin expenses                              | 2,000                | 9,686                 |
| Training                                            | 2,007                | 3,494                 |
| Phones and credit for community                     | -                    | 3,255                 |
| Expensed equipment                                  | 3,189                | 3,128                 |
| Independent examination fees                        | 6,000                | 3,000                 |
| Archiving                                           | -                    | 1,667                 |
| Miscellaneous expenses                              | 2,011                | 1,491                 |
| Promotions                                          | 1,419                | 1,240                 |
| Donations to community                              | -                    | 1,139                 |
| Bank charges                                        | 60                   | 1,019                 |
| Meeting fees                                        | -                    | 940                   |
| Interview fees                                      | -                    | 740                   |
| Depreciation charge for the year                    | 468                  | 551                   |
| Trustee expenses                                    | 351                  | 490                   |
| Accountancy fees                                    | 804                  | 398                   |
| Governance expenses                                 | -                    | 250                   |
| Community phone credit                              | 175                  | 248                   |
| Pension fees                                        | -                    | 175                   |
| Internet for communities                            | -                    | 170                   |
| Communications                                      | 566                  | 160                   |
| Staff welfare                                       | 356                  | 120                   |
| Telephone                                           | 565                  | 102                   |
| Staff training                                      | -                    | 70                    |
| Rent                                                | 654                  | 30                    |
| <b>Total expenditure</b>                            | <u>104,031</u>       | <u>103,271</u>        |
| <b>Surplus/(Deficit) of income over expenditure</b> | <u><b>28,543</b></u> | <u><b>155,943</b></u> |

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# Accounts

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**Racial Justice Network**  
**(A Charitable Incorporated Organisation)**

**Annual Report and Financial Statements**  
**for the year ended 31st March 2021**

**A Charitable Incorporated Organisation**  
**Number: 1165804**

**Racial Justice Network  
Financial Statements  
for the year ended 31s March 2021**

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**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**

The trustees of the charity present their Annual Report and Accounts for the year ended 31st March 2021.

**1. Reference and Administrative Details**

|                                              |                                                                                                                         |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Name of Charity:                             | Racial Justice Network                                                                                                  |
| Charitable Incorporated Organisation Number: | 1165804                                                                                                                 |
| Principal Office:                            | Bread and Roses<br>14 North Parade<br>Bradford<br>BD1 3HT                                                               |
| Bankers:                                     | Triodos Bank<br>Deanery Road<br>Bristol<br>BS1 5AS                                                                      |
| Reporting Accountants:                       | Samuel K. Tsipotey, BA (Hon), FCCA, MSc<br>Samuel Associates<br>36 Charcroft Gardens<br>Enfield<br>Middlesex<br>EN3 7HA |

The trustees who served during the period to the date of this report are:

|                                  |           |                    |
|----------------------------------|-----------|--------------------|
| Dr Laura Teresa Loyola-Hernandez | Chair     | elected 20.10.2020 |
| Maureen Andrea Grant             |           | elected 20.10.2020 |
| Sipilien Birani                  | Treasurer | elected 01.06.2018 |
| Simon Mark Murray                | Secretary | elected 01.01.2018 |

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**Executive Director:**

Peninah Wangari-Jones

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**

## **2. Financial Review**

### **Financial Position**

Incoming Resources in the year amounted to £259,214 (2020- £12744)

A surplus of £155,943 (2020 - £89 deficit) was made in the year. At 31st March 2021 total funds amounted £174,760 (2020-£18,816) of which £76,353 (2020-£15,766) was restricted.

### **Reserves Policy**

The trustees are required to ensure that free monies are available in each financial year to meet any reasonably foreseeable contingency. The charity will maintain a projection of income for at least one year ahead and will ensure that this continues to be derived from as wide a variety of sources as possible. They will take all necessary steps to ensure that at no time within this period would it be possible for the cessation of one or more funding streams to present so serious a challenge to the future of the organisation that it could not be managed so as to continue to provide a best value service.

In reviewing the potential costs that could arise should a significant reduction in income be suffered, the trustees have determined that 'free' reserves should be maintained equal to 12 months of unrestricted total operating expenditure. Free reserves are defined as total unrestricted reserves less net fixed assets. This is equivalent to £95,286 for the year.

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

**1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

**a) Basis of Preparation**

The financial statements have been prepared under the historical cost convention in accordance the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, issued in March 2005.

**b) Charity Status**

The Charity is a Charitable Incorporated Organisation (CIO)

**c) Fund Accounting**

**Unrestricted Funds** comprise accumulated surpluses and deficits on general funds that are available for use at the discretion of the Trustees in furtherance of the Charity's objects and that have not been designated for other purposes.

**Restricted Funds** are funds subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

**d) Incoming Resources**

**Recognition of Incoming Resources**

These are included in the Statement of Financial Activities (SOFA) when

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.

**e) Resources Expended**

**Recognition of Expenditure and Liabilities**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Expenditure is recognised on an accruals basis as a liability is incurred.

**Costs of Charitable Activities**

These comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. They include both costs that can be directly allocated to the charity's activities and costs of an indirect nature necessary to support these activities, shown as support costs in the accounts.

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

**Governance Costs**

These are the costs associated with the governance arrangements of the charity. They include the costs of the preparation and examination of statutory accounts, trustees' meetings and the costs of any legal advice given to trustees on governance or constitutional matters.

All costs are charged between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity (or project) are allocated directly; others are apportioned on an appropriate basis.

**f) Volunteer Help**

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report, where material.

**g) Fixed Assets**

**Tangible Fixed Assets for charity's own use**

These are capitalised if they can be used for more than one year and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt.

A fixed asset acquired fully or partly from a restricted grant is included at its full cost of acquisition without netting off the grant proceeds and the grant reported as an incoming resource. Where the use of the asset such acquired is not restricted by the grantor, an amount equal to the grant is transferred into a designated fund to be written off over the useful life of the asset in accordance with the recommendations of SORP 2005, paragraph 111.

**h) Depreciation**

Tangible Fixed Assets are depreciated so as to write off their cost less any estimated residual value over their useful lives at the following rates:

|                    |                       |
|--------------------|-----------------------|
| General equipment  | 15% reducing balance. |
| Other fixed assets | 15% reducing balance. |

## **Independent Examiner's Report to the Trustees of Racial Justice Network**

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31st March 2021 which are set out on pages 8 to 17.

### **Responsibilities and basis of report**

As the charity trustees of the CIO, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent Examiner's Statement**

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants (ACCA).

I have completed my examination and can confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that, in any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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



**Samuel Kwasi Tsipotey, FCCA**

Samuel Associates  
36 Charcroft Gardens  
Enfield  
Middlesex  
EN3 7HA

22 July 2022

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**

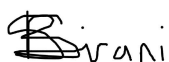
**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**for the year ended 31st March 2021**

|                                        | <b>Notes</b> | <b>Unrestricted<br/>funds</b> | <b>Restricted<br/>funds</b> | <b>Total</b>   | <b>2020</b>   |
|----------------------------------------|--------------|-------------------------------|-----------------------------|----------------|---------------|
|                                        |              | <b>£</b>                      | <b>£</b>                    | <b>£</b>       | <b>£</b>      |
| <b>Income and endowments<br/>from:</b> |              |                               |                             |                |               |
| Voluntary income                       | <b>2</b>     | 97,055                        | 8,120                       | <b>105,175</b> | 7,774         |
| Charitable activities                  | <b>3</b>     | 13,500                        | 140,539                     | <b>154,039</b> | 5,000         |
| <b>Total</b>                           |              | <b>110,555</b>                | <b>148,659</b>              | <b>259,214</b> | <b>12,774</b> |
| <b>Expenditure on:</b>                 |              |                               |                             |                |               |
| Charitable activities                  | <b>4</b>     | 15,198                        | 88,072                      | <b>103,271</b> | 12,864        |
| <b>Total</b>                           |              | <b>15,198</b>                 | <b>88,072</b>               | <b>103,271</b> | <b>12,864</b> |
| <b>Net income/(expenditure)</b>        | <b>5,6</b>   | <b>95,357</b>                 | <b>60,587</b>               | <b>155,944</b> | <b>(89)</b>   |
| <b>Net movement in funds</b>           |              | <b>95,357</b>                 | <b>60,587</b>               | <b>155,944</b> | <b>(89)</b>   |
| <b>Reconciliation of funds</b>         | <b>10</b>    |                               |                             |                |               |
| <b>Total funds brought forward</b>     |              | <b>3,050</b>                  | <b>15,766</b>               | <b>18,816</b>  | <b>18,906</b> |
| <b>Total funds carried forward</b>     |              | <b>98,407</b>                 | <b>76,353</b>               | <b>174,760</b> | <b>18,816</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Balance Sheet**  
**as at 31st March 2021**

|                                        | Notes     | Unrestricted funds | Restricted funds | Total          | 2020     |
|----------------------------------------|-----------|--------------------|------------------|----------------|----------|
| <b>Fixed assets</b>                    |           | <b>£</b>           | <b>£</b>         | <b>£</b>       | <b>£</b> |
| Tangible assets                        | <b>7</b>  | 3,121              | -                | <b>3,121</b>   | -        |
| <b>Current assets</b>                  |           |                    |                  |                |          |
| Cash at bank and in hand               | <b>8</b>  | 102,155            | 76,353           | <b>178,508</b> | 18,816   |
| <b>Current liabilities</b>             |           |                    |                  |                |          |
| Creditors: Amounts due within one year | <b>9</b>  | (6,870)            | -                | <b>(6,870)</b> | -        |
| <b>Net current assets</b>              |           | <b>95,286</b>      | <b>76,353</b>    | <b>171,639</b> | 18,816   |
| <b>Net assets</b>                      |           | <b>98,407</b>      | <b>76,353</b>    | <b>174,760</b> | 18,816   |
| <b>Funds of the Charity</b>            | <b>10</b> | <b>98,407</b>      | <b>76,353</b>    | <b>174,760</b> | 18,816   |

The financial statements were approved by the Trustees on 22 July 2022 and signed on their behalf by:



...Sipilien Birani.....

Treasurer

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**

**Notes to the accounts**

**2 Voluntary income**

|                        |  | Unrestricted funds | Restricted funds | Total          | 2020          |
|------------------------|--|--------------------|------------------|----------------|---------------|
|                        |  | £                  | £                | £              | £             |
| Donations and legacies |  | 89,055             | 6,520            | 95,575         | 7,774         |
| Grants receivable      |  | 8,000              | 1,600            | 9,600          | 5,000         |
| <b>Total</b>           |  | <b>97,055</b>      | <b>8,120</b>     | <b>105,175</b> | <b>12,774</b> |

| Projects                               |              | Donations and legacies | Grants receivable | Total        | 2020         |
|----------------------------------------|--------------|------------------------|-------------------|--------------|--------------|
|                                        |              | £                      | £                 | £            | £            |
| General fund                           | Unrestricted | 89,055                 | 8,000             | 97,055       | 5,381        |
| Collective Conversations               | Restricted   | -                      | 1,600             | 1,600        | -            |
| Covid Project International Solidarity | Restricted   | 1,500                  | -                 | 1,500        | -            |
| Pastoral Support                       | Restricted   | -                      | -                 | -            | 1,000        |
| Race & Climate                         | Restricted   | 5,000                  | -                 | 5,000        | -            |
| Research and Reports                   | Restricted   | -                      | -                 | -            | -            |
| Stop the Scan                          | Restricted   | 20                     | -                 | 20           | -            |
| Unlearning Racism                      | Restricted   | -                      | -                 | -            | 60           |
| <b>Total restricted</b>                |              | <b>6,520</b>           | <b>1,600</b>      | <b>8,120</b> | <b>1,060</b> |
| <b>Totals for 2020</b>                 |              | <b>6,441</b>           | <b>1,333</b>      | <b>7,774</b> |              |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

**3 Charitable activities**

|                   |  | Unrestricted funds | Restricted funds | Total   | 2020  |
|-------------------|--|--------------------|------------------|---------|-------|
|                   |  | £                  | £                | £       | £     |
| Grants receivable |  | 13,500             | 139,333          | 152,833 | 5,000 |
| Training fees     |  | -                  | 1,206            | 1,206   | -     |
| Total             |  | 13,500             | 139,333          | 152,833 | 5,000 |

|                          |              | Grants receivable | Training fees | Total   | 2020  |
|--------------------------|--------------|-------------------|---------------|---------|-------|
|                          |              | £                 | £             | £       | £     |
| General fund             | Unrestricted | 13,500            | -             | 13,500  | -     |
| Collective Conversations | Restricted   | 25,000            | -             | 25,000  | 5,000 |
| Covid Project            | Restricted   | 22,000            | -             | 22,000  | -     |
| International Solidarity | Restricted   | 7,000             | -             | 7,000   | -     |
| Pastoral Support         | Restricted   | 15,333            | -             | 15,333  | -     |
| Stop the Scan            | Restricted   | 40,000            | -             | 40,000  | -     |
| Unlearning Racism        | Restricted   | 30,000            | 1,206         | 31,206  | -     |
| Total restricted         |              | 139,333           | 1,206         | 140,539 | 5,000 |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

| <b>4 Expenditure on charitable activities</b> | <b>Unrestricted<br/>funds</b> | <b>Restricted<br/>funds</b> | <b>Total</b>  | <b>2020</b>   |
|-----------------------------------------------|-------------------------------|-----------------------------|---------------|---------------|
|                                               | <b>£</b>                      | <b>£</b>                    | <b>£</b>      | <b>£</b>      |
| Direct salaries, NI, and pension              | -                             | 52,699                      | 52,699        | -             |
| General admin expenses                        | 9,656                         | -                           | -             | -             |
| Donations to community                        | 43                            | 1,096                       | 1,139         | -             |
| Expensed equipment                            | 1,627                         | 1,450                       | 3,078         | -             |
| General direct costs                          | 418                           | 16,591                      | 17,009        | 12,520        |
| Training                                      | -                             | 3,444                       | 3,444         | -             |
| Internet, phones and credit for communities   | -                             | 3,673                       | 3,673         | -             |
| Interview fees                                | -                             | 740                         | 740           | -             |
| Communications & promotions                   | 1,397                         | -                           | -             | -             |
| Meeting fees                                  | 940                           | -                           | -             | -             |
| Miscellaneous expenses                        | 1,116                         | 200                         | 1,316         | -             |
| <b>Total</b>                                  | <b>15,198</b>                 | <b>79,893</b>               | <b>83,098</b> | <b>12,520</b> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

Note 4 (continued)

| Funds                                      |              | Direct salaries, NI, and pension | Donations to community | Expensed equipment | General direct costs | Internet, phones and credit for communities | carried forward |
|--------------------------------------------|--------------|----------------------------------|------------------------|--------------------|----------------------|---------------------------------------------|-----------------|
|                                            |              | £                                | £                      | £                  | £                    | £                                           |                 |
| General fund                               | Unrestricted | -                                | 43                     | 1,627              | 10,075               | -                                           | 11,746          |
| Collective Conversations                   | Restricted   | 15,189                           | -                      | -                  | 721                  | -                                           | 15,910          |
| Covid Project International                | Restricted   | 4,688                            | 1,096                  | 1,450              | 1,150                | 3,425                                       | 11,809          |
| Solidarity Pastoral                        | Restricted   | 5,555                            | -                      | -                  | 13,640               | -                                           | 19,195          |
| Support Race & Climate                     | Restricted   | 9,248                            | -                      | -                  | -                    | -                                           | 9,248           |
| Research & Reports                         | Restricted   | 5,551                            | -                      | -                  | 1,080                | -                                           | 6,631           |
|                                            | Restricted   | 3,377                            | -                      | -                  | -                    | -                                           | 3,377           |
| Stop the Scan Unlearning Racism            | Restricted   | 5,712                            | -                      | -                  | -                    | 248                                         | 5,960           |
|                                            | Restricted   | 3,377                            | -                      | -                  | -                    | -                                           | 3,377           |
| <b>Total direct charitable expenditure</b> |              | <b>52,699</b>                    | <b>1,096</b>           | <b>1,450</b>       | <b>16,591</b>        | <b>3,673</b>                                | <b>87,254</b>   |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

Note 4 (continued)

|                                                    |              | brought<br>forward | Training     | Intervie<br>w &<br>meeting<br>fees | Communications,<br>promotions &<br>sundry expenses | Total         | 2020          |
|----------------------------------------------------|--------------|--------------------|--------------|------------------------------------|----------------------------------------------------|---------------|---------------|
|                                                    |              | £                  | £            | £                                  | £                                                  | £             | £             |
| General fund                                       | Unrestricted | <b>11,746</b>      |              | <b>940</b>                         | <b>2,513</b>                                       | <b>15,198</b> | <b>12,864</b> |
| Collective<br>Conversations                        | Restricted   | 15,910             | -            | -                                  | -                                                  | <b>15,910</b> | 200           |
| Covid Project<br>International<br>Solidarity       | Restricted   | 11,809             | -            | 740                                | -                                                  | <b>12,549</b> | -             |
| Pastoral<br>Support                                | Restricted   | 19,195             | -            | -                                  | 200                                                | <b>19,395</b> | 800           |
|                                                    | Restricted   | 9,248              | -            | -                                  | -                                                  | <b>9,248</b>  | -             |
| Race & Climate<br>Research &<br>Reports            | Restricted   | 6,631              | -            | -                                  | -                                                  | <b>6,631</b>  | -             |
|                                                    | Restricted   | 3,377              | -            | -                                  | -                                                  | <b>3,377</b>  | -             |
| Stop the Scan<br>Unlearning<br>Racism              | Restricted   | 5,960              | -            | -                                  | -                                                  | <b>5,960</b>  | 265           |
|                                                    | Restricted   | 3,377              | 3,444        | -                                  | -                                                  | <b>6,822</b>  | 195           |
| <b>Total direct<br/>charitable<br/>expenditure</b> | Restricted   | <b>87,254</b>      | <b>3,444</b> | <b>1,680</b>                       | <b>2,713</b>                                       | <b>79,893</b> | <b>1,460</b>  |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

Note 4 (continued)

| <b>Support and governance costs</b> | <b>Governance costs</b> | <b>Support costs</b> | <b>Total</b> | <b>2020</b> |
|-------------------------------------|-------------------------|----------------------|--------------|-------------|
|                                     | <b>£</b>                | <b>£</b>             | <b>£</b>     | <b>£</b>    |
| Independent examination fees        | 3000                    | -                    | 3,000        | -           |
| Trustees' expenses                  | 490                     | -                    | 490          | -           |
| General governance expenses         | 250                     | -                    | 250          | 187         |
| Accountancy fees                    | -                       | 398.00               | 398          | -           |
| Archiving                           | -                       | 1,667                | 1,667        | -           |
| Bank charges                        | -                       | 1,019                | 1,019        | 37          |
| Expensed equipment                  | -                       | 50                   | 50           | -           |
| Miscellaneous expenses              | -                       | 175                  | 175          | -           |
| Pension costs                       | -                       | 175                  | 175          | -           |
| Rent                                | -                       | 150                  | 150          | -           |
| Staff training                      | -                       | 70                   | 70           | -           |
| Telephone                           | -                       | 102                  | 102          | -           |
| Training                            | -                       | 50                   | 50           | -           |
| General admin expenses              | -                       | 33                   | 33           | 120         |
| Depreciation charge for the year    | -                       | 551                  | 551          | -           |
| <b>Total</b>                        | <b>3,740</b>            | <b>4,439</b>         | <b>8,179</b> | <b>344</b>  |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

Note 4 (continued)

| <b>Restricted Projects</b>                     | <b>Percentage share based on staff time</b> | <b>Governance costs</b> | <b>Support costs</b> | <b>Total support and governance costs</b> | <b>Direct charitable expenditure</b> | <b>Total charitable expenditure</b> | <b>2020</b>  |
|------------------------------------------------|---------------------------------------------|-------------------------|----------------------|-------------------------------------------|--------------------------------------|-------------------------------------|--------------|
|                                                |                                             | <b>£</b>                | <b>£</b>             | <b>£</b>                                  | <b>£</b>                             | <b>£</b>                            | <b>£</b>     |
| Collective Conversations                       | 28%                                         | 1,047                   | 1,243                | 2,290                                     | 15,910                               | <b>18,200</b>                       | 483          |
| Covid Project                                  | 9%                                          | 337                     | 400                  | 736                                       | 12,549                               | <b>13,285</b>                       | -            |
| International Solidarity                       | 11%                                         | 411                     | 488                  | 900                                       | 19,395                               | <b>20,295</b>                       | -            |
| Pastoral Support                               | 18%                                         | 673                     | 799                  | 1,472                                     | 9,248                                | <b>10,721</b>                       | 858          |
| Race & Climate                                 | 11%                                         | 411                     | 488                  | 900                                       | 6,631                                | <b>7,531</b>                        | -            |
| Research & Reports                             | 6%                                          | 224                     | 266                  | 491                                       | 3,377                                | <b>3,868</b>                        | -            |
| Stop the Scan                                  | 11%                                         | 411                     | 488                  | 900                                       | 5,960                                | <b>6,860</b>                        | 265          |
| Unlearning Racism                              | 6%                                          | 224                     | 266                  | 491                                       | 6,822                                | <b>7,312</b>                        | 198          |
| <b>Total restricted charitable expenditure</b> | <b>100%</b>                                 | <b>3,740</b>            | <b>4,439</b>         | <b>8,179</b>                              | <b>79,893</b>                        | <b>88,072</b>                       | <b>1,804</b> |

**5 Net income is after charging:**

|                 |            |
|-----------------|------------|
| Depreciation    | <u>£</u>   |
| Media equipment | <u>551</u> |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

**6 Staff costs, including key management personnel and Trustees' remuneration**

Staff costs were as follows:

|                       | <b>2021</b>   | <b>2020</b> |
|-----------------------|---------------|-------------|
|                       | £             | £           |
| Wages and salaries    | 48,395        | -           |
| Social security costs | 2,285         | -           |
| Pension costs         | <u>228</u>    | <u>-</u>    |
|                       | <u>50,907</u> | <u>-</u>    |

The average number of employees during the year was 2.9 (2020 - 0)

No employee's remuneration exceeded £60,000 in the year.

One trustee claimed travel expenses totalling £490 (2020-nil). Trustees are not remunerated for being trustees.

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

**7 Fixed assets**

|                           | Media equipment | Total |
|---------------------------|-----------------|-------|
| Cost                      | £               | £     |
| At 1 April 2020           | -               | -     |
| Additions                 | 3,672           | 3,672 |
| At 31 March 2021          | 3,672           | 3,672 |
| <br><b>Depreciation</b>   |                 |       |
| At 1 April 2020           | -               | -     |
| Charge for the year       | 551             | 551   |
| At 31 March 2021          | 551             | 551   |
| <br><b>Net book value</b> |                 |       |
| At 31 March 2021          | 3,121           | 3,121 |
| At 31 March 2020          | -               | -     |

|                                 | Unrestricted funds | Restricted funds | Total   | 2020   |
|---------------------------------|--------------------|------------------|---------|--------|
| £                               | £                  | £                | £       | £      |
| <b>8 Current assets</b>         |                    |                  |         |        |
| Bank current account balance    | 69,590             | 76,353           | 145,943 | 17,925 |
| Paypal account balance          | 32,565             | -                | 32,565  | 892    |
| <b>Cash at bank and in hand</b> | 102,155            | 76,353           | 178,508 | 18,817 |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**  
**Notes to the accounts**

|                              | Unrestricted funds | Restricted funds | Total        | 2020     |
|------------------------------|--------------------|------------------|--------------|----------|
| <b>9 Current liabilities</b> | <b>£</b>           | <b>£</b>         | <b>£</b>     | <b>£</b> |
| PAYE                         | 1,824              | -                | 1,824        | -        |
| Net pay                      | 1,776              | -                | 1,776        | -        |
| Accrued expenses             | 3,000              | -                | 3,000        | -        |
| Other                        | 270                | -                | 270          | -        |
| <b>Total</b>                 | <b>6,870</b>       | <b>-</b>         | <b>6,870</b> | <b>-</b> |

| <b>10 Funds of the charity</b> | <b>As at 1st April 2020</b> | <b>Incoming</b> | <b>Outgoing</b>  | <b>As at 31st March 2021</b> |
|--------------------------------|-----------------------------|-----------------|------------------|------------------------------|
|                                | <b>£</b>                    | <b>£</b>        | <b>£</b>         | <b>£</b>                     |
| Unrestricted funds             | 3,050                       | 110,555         | (15,198)         | <b>98,407</b>                |
| Restricted funds               | 15,766                      | 148,659         | (88,072)         | <b>76,353</b>                |
| <b>Total funds</b>             | <b>18,816</b>               | <b>259,214</b>  | <b>(103,271)</b> | <b>174,760</b>               |

**Racial Justice Network**  
**Financial Statements for the year ended 31st March 2021**

**Racial Justice Network**  
**Income and Expenditure Account**  
**for the year ended 31st March 2021**

**Natural classification of income and expenses**

**Income**

|                        | £ | £              |
|------------------------|---|----------------|
| Grants receivable      |   | 162,433        |
| Donations and legacies |   | 95,575         |
| Training fees received |   | 1,206          |
| <b>Total income</b>    |   | <b>259,214</b> |

**Expenditure**

|                                  |        |
|----------------------------------|--------|
| Direct Salaries, NI and pension  | 52,699 |
| General direct project costs     | 17,009 |
| General admin expenses           | 9,686  |
| Training                         | 3,494  |
| Phones and credit for community  | 3,255  |
| Expensed equipment               | 3,128  |
| Independent examination fees     | 3,000  |
| Archiving                        | 1,667  |
| Miscellaneous expenses           | 1,491  |
| Promotions                       | 1,240  |
| Donations to community           | 1,139  |
| Bank charges                     | 1,019  |
| Meeting fees                     | 940    |
| Interview fees                   | 740    |
| Depreciation charge for the year | 551    |
| Trustee expenses                 | 490    |
| Accountancy fees                 | 398    |
| Governance expenses              | 250    |
| Community phone credit           | 248    |
| Pension costs                    | 175    |
| Internet for communities         | 170    |
| Communications                   | 160    |
| Staff welfare                    | 120    |
| Telephone                        | 102    |
| Staff training                   | 70     |

|                                                     |    |                |
|-----------------------------------------------------|----|----------------|
| Rent                                                | 30 |                |
| <b>Total expenditure</b>                            |    | <b>103,271</b> |
| <b>Surplus/(Deficit) of income over expenditure</b> |    | <b>155,943</b> |

# Trustee Annual Report 2021

## The Racial Justice Network

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[www.racialjusticenetwork.co.uk](http://www.racialjusticenetwork.co.uk)

Instagram: [@theracialjusticenetwork](https://www.instagram.com/theracialjusticenetwork)

Twitter: [@RaceJustice](https://twitter.com/RaceJustice)

Facebook: [Racial Justice Network](https://www.facebook.com/RacialJusticeNetwork)

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## **Overview of charity**

|                                                                         |   |
|-------------------------------------------------------------------------|---|
| Team                                                                    | 2 |
| Structure, Governance and Management                                    | 3 |
| Objectives and Aims                                                     | 4 |
| Summary of the objects of the charity set out in its governing document | 5 |
| Summary of the main activities and achievements during this year        |   |

## **Areas of work**

|                                                 |    |
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## **Reference and administration details**

**Charity name** Racial Justice Network

**Other names the charity is known by** None

**Registered charity number (if any)** 1165804

**Charity's principal address** Bread and Roses, 14 North Parade, Bradford. BD1 3HT

## **Names of the charity trustees and staff team**

Sai Murray (trustee)

Sipilien Birani (trustee)

Maureen Grant (trustee)

Laura Loyola-Hernández (trustee)

Peninah Wangari-Jones ( executive director)

Sharon Anyiam (project officer)

Melany Zarate(project coordinator)

Sarai Pinney (communications worker)

Maia Kelly (project coordinator)

Grace Deione (project coordinator)

Mbuuaraa Kambazembi (administration assistant)

## **Overview of charity**

The Racial Justice Network (RJN) is a charity based in West Yorkshire, UK. Our goal is to address colonial legacies and challenging racial injustices. RJN brings together over seventy organisations and individuals from across West Yorkshire and beyond to proactively promote racial justice. We advocate and support individuals and groups to embolden confidence and skills to tackle challenges, and to run effective campaigns. We also support and encourage people to build solidarity, and to mobilise large communities of resistance to affect change.

## **Structure, Governance and Management**

In the year 2021, we bid farewell to trustee Jannat Hossain. We are grateful for their input and continuing support. The current trustees Sai Murray, Sipilien Birani, Laura Loyola-Hernández and Maureen Grant continue to be a pillar of support, guidance of the organisation challenges and successes, and we look forward to developing our work and influence in the next few years.

### **Summary of the objects of the charity set out in its governing document**

- (A) To develop the knowledge, capacity and skills of the members of racially disadvantaged communities in the north of England, especially racially minoritised communities, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.
- (B) The promotion of effective and positive action with and for the public benefit in particular by:
- i) the elimination of discrimination.
  - ii) advancing education and raising awareness.
  - iii) conducting or commissioning research and publishing the results to the public.
  - iv) cultivating a sentiment in favour of equity and equality.

## **Objectives and Aims**

RJN has a holistic, societal, environmental, spiritual and cultural repairs approach to address legacies of colonialism and end racial injustice. We are committed to tackling racism as it manifests at structural, institutional and interpersonal levels. We endeavour to be attentive to interlocking systems of oppression (for example: hetero-patriarchy, ableism, classism) whilst maintaining a focus on racism. We believe that our work is best achieved through collective action and decision making. As such we value work that is collaborative, and open to collective learning and sharing that recognises that vast knowledge and skills within our communities.

We are keen to work in solidarity with groups and individuals who share our values, which are:

- Open to learning and sharing
- Work collaboratively and in solidarity
- Be united upon a clear vision and purpose
- Inclusive and centre those who are most marginalised

### **Our aims**

- Organise and mobilise with racially minoritised communities and take positive and effective action.
- Raise awareness about race inequality and injustice by listening and working with disempowered communities to challenge and hold powers accountable.
- Bring racial justice into mainstream thought and build solidarity.

Our objectives:

- Develop knowledge, skills and capacity of racially minoritised groups to participate more fully in society
- Build a resilient community able to take positive and effective action on issues that affect them
- Promote and create new paths to build a more equitable society
- To collectively repair our (mis)education by enhanced awareness around race, racialisation and racism, locally, nationally and globally
- To maintain Race Analysis as core to the network and push race on the 'Agenda'
- Be aware, consider and apply Intersections

**Summary of the main activities undertaken for the public benefit in relation to these objects: *Summary of work 2021***

RJN team continued to run 8 projects by informing and influencing, training, mobilising and organising, conducting research and reports and utilising media. This work was carried out by the executive director, 6 staff members and 4 trustees, about 50 volunteer members and some support from our patrons and mentors.

Trustees and members continue to be involved in operational as well as strategic running of the organisation for example report writing and research, statement, contribution to papers, articles, workshop facilitation, contribution to talks, team supervisions amongst other things. Trustees have also delivered talks in panels on topics relating to race, racism and racialisation, policing, technology, climate, migration. Trustees and the director meet every month. In addition, the growing work in RJN has meant that trustees have also delivered training, organised and facilitated events, been panelists or speakers at events, attended meetings with partners and been available for ongoing support to the director, the volunteers and fundraised during the year.

The work has also been made possible because of a dedicated team of over 50 volunteers who have participated in and organised our events, facilitated events,

created, contributed to and maintain our website, delivered talks, delivered and co-delivered trainings, raised funds, written articles/blogs, run our social media without their skills, commitment and capacity this work would not have been achievable.

The work has also been made possible by joint working, willing partners and friends who have supported, cited, affirmed and praised our radical work, acknowledged our authenticity and expertise, seen the importance of our work in their communities, places of work, decision making and so forth.

## **Summary of the main activities and achievements during this year**

### **Internationalism and international solidarity**

We have continued to work with, learn from and share resources with our siblings across the borders. International solidarity came as and with the recognition that we cannot fight race injustice within borders particularly as our siblings in the majority world continue to suffer the effects of colonial legacies that exacerbate multiple injustices.

#### **- Decolonising education Kenya continuation**

Following on from our decolonising education work and conference in Nairobi, Kenya January 2020 which saw a collaboration between The Racial Justice Network, Kenyan activists and activists, the University of Nairobi, Africa Digital Media Institute and the University of Manchester this international solidarity and relationship have been maintained. The University of Manchester and University of Nairobi collaborated on a piece of research looking at experiences of colonialism via our director's doctorate. Other collaborations have been invitations to present at two international conferences on the experiences, disparities and mitigations of marginalised communities during the Covid-19 pandemic. The presentations featured our covid campaign response highlighting multiple injustices and the resilience within the migrant communities.



Other international solidarity work has been continued exchanges, resource and knowledge sharing between organisers, activists, artists, community development workers, unionists, academics in Kenya, Brazil, Germany and others. We have also invited international speakers and perspectives to contribute to our talks as was the case with Ngugi wa Thiong'o, Esther Stanford-Xosei, Dr. Christine Kahigi and Githuku Ndungi.

All of the work and others planned continues to feed into the DECOLONIAL FRAMEWORK that was made available after the decolonising education Kenya 2020, ensuring it continues to be implemented in educational spaces, workplaces, and in the prospective international network. Documentary of the decolonise Kenya 2020 continues to be shared and watched by communities in the UK and abroad.

See linked here TRAILER and the FULL VIDEO here.

### **Public and media engagements on race/colonial analysis**

Our engagement with the public has been mainly on when we are invited to speak or when we organise our own talks like the collective conversations and Black and Brown spaces. Our invitations to speak on panels, public events, protests, at workshops and so forth has continued to grow to a point where we have been forced to turn down almost 50% of the requests. We were invited to speak in many local, national and international forums, panels and events. Amongst them were speaking at BIASAN Bradford, Friends of the Earth, Ma'at festival in Portugal, Millside Bradford, Bradford university, Health forums, Bradford Council, Kill the Bill protests, University of Nairobi, Reed Exhibitions, Resist and renew, media reform, decolonising economics and estimate the reach to be over 10,000 people.

As well as the short documentary produced in 2020 which was circulated widely including promoted as a recommendation by local picture house, we also produced and

circulated short videos and infographics on activities and campaigns we are working on like stop the scan, covid campaign action, 13th framework, 5 year anniversary, talks that we have featured on our own platforms. We have steadily increased our followers over this time.

On issues relating to race, movements, migration, race injustice, we have also participated, responded to and turned down media requests. Amongst media productions are BBC Leeds, BBC Look North, Radio Aire, BCB radio in Bradford, BBC Worcester, BBC Hampshire.

We have also had newsprint coverage on magazines and news articles like the Wire, Guardian, Examiner and T&A . We have continued to publish articles and blogs on our own website with some of our articles having readership. We also published several reports during the year, prompting action, conversations and changes within institutions and authorities for instance **Hate crime and systemic report**, highlighting experiences and impact on Black and Brown communities. [Link here](#)

**Our communications** have also been of significance and vital in our work. With a big following across our media platforms, we have been able to tell our stories, challenge and raise awareness whilst giving a platform to racially minoritised issues and other marginalised voices. We have utilised our media to reach communities, start campaigns, respond to ongoing issues and share reports. We have also collaborated with a number of organisations who have done the same i.e Northern monk, Space two and Reed Exhibitions. We have also acknowledged and celebrated outstanding transnational communities/individuals, campaigns.

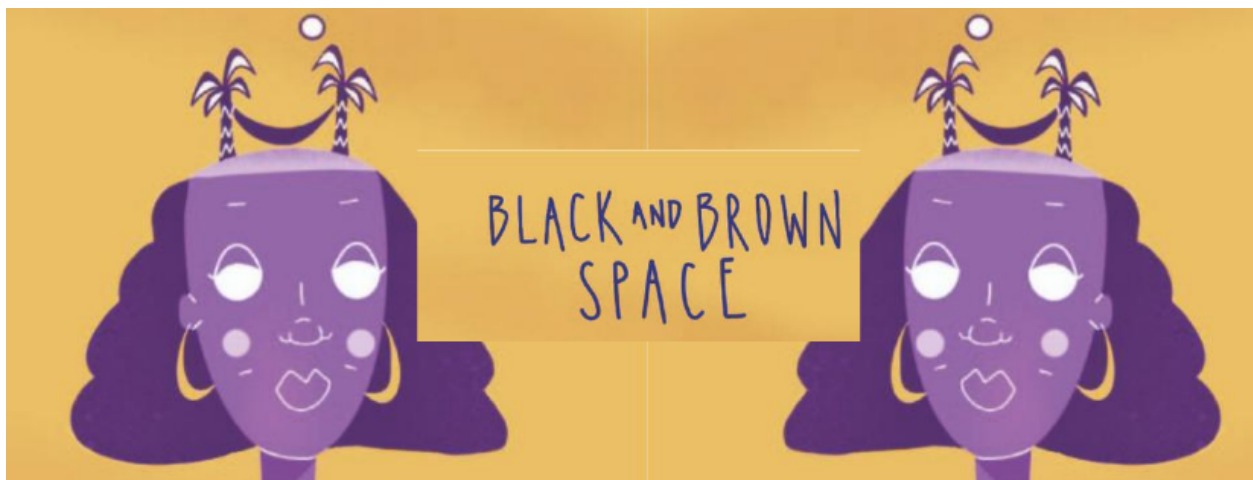
### **Collective conversations**

Our Collective Conversations are a form of public engagements to continue drawing race analysis and intersections of race and other oppressions. The sensitization and conscientisation are offered in the forms of talks, panels, forums, and most recently

webinars. Due to the pandemic, RJN was forced to rethink and find new ways of continuing engagement with the public on issues relating to race by moving to online platforms and recording then resharing due to accessibility. We have held several others on topics like Race and Policing, Race and climate justice, Reparations, Conversation with internationally renowned writer, academic **Ngugi wa Thiong'o** ([link here](#)), Technology and impact on Black, Brown and other marginalised communities.

### **Black and Brown space**

Having restarted our Black & Brown Space amidst the Black Lives Matter movement resurgence as the world exploded to protests and actions after the murder of George Floyd, there was an expectation for Black and Brown communities to not only get involved in the action but also provide answers on how we need to end racism. Due to staff changes and skill sets, we chose to focus our energy on caucusing some of the mixed spaces but also offering individual support to those who step in.



You can watch previous clips of our Black and Brown space [here](#).

However, we have continued to offer relational meetings and other one to one support for our Black and Brown who reach out to RJN.

### **Race and Climate Justice; 13th recommendation**

The 13th recommendation was conceived following the involvement of Trustee Sai Murray and Director, Peninah Wangari-Jones, in the Leeds Citizens Jury addressing climate action, in which their input was omitted from the final 12 recommendations. **See their input video [here](#).**

The recommendation which we are now referring to as a framework highlights the need for an international perspective on climate justice, understanding towards the interconnectedness/interdependence of oppressions and struggles, and addressing the colonial legacies which perpetuate these struggles through exploitation of the majority world. Which are what they are considering to be the three tenets of the 13 th framework

The launch of the thirteenth recommendation gave an opportunity for us to reframe the narrative, decolonise the climate movement and see the interconnectedness/interdependence of climate to social justice and to universal oppressions rooted in colonialism. Act local, think global mantra to say any and all recommendations on action moving forwards must take account of and engage with the tenets.

2021 has been a year of deepening and embedding the framework above within climate movement regionally, nationally and internationally. Steered by a group of committed organisers, activists and academics. We also began to sustain this work with some financial resources from the lottery via the climate action Leeds work.

This group aims to continue to open collective spaces of reflection that aim to highlight the interconnectedness of climate and social justice with universal oppressions rooted in colonialism. In order to achieve this, we refer to the 13th recommendation. We emphasize that we can not leave the struggles of the majority world while planning changes here in the Minority world or the Global North.

The pandemic allowed the group to expand its borders and now has individuals contributing to the space not only from Yorkshire but also other parts of the country as well as internationally. This has allowed for the continued reflection on what internationalist solidarity means for the group. During those reflections, embedding the 13th framework led to the realization of methods for the community envisioned to take action. The mechanisms by which we aim to forge change continue to transform and develop as we grow in trust with one another, which is especially important when trying to centre how race has only divided the discourse around climate to center those who are perpetuating the crisis. For that reason we have introduced working groups alongside the race and climate group;

**1. External interventions:** A space where we collaborate to deliver talks, training and mentorship following the visions of RJN.

The group has been able to participate in various external events hoping to promote the 13th and the vision of RJN. Some of the talks about the 13th framework were with friends of earth and 'Maat talk with museum of African xx.

**2. Reparations campaign:** A group that is working towards understanding the process, implementation and delivery of reparations, sharing previous knowledge from previous work happening in Bristol.

The reparations group hopes to continue its learning process as we have been slowly but surely been creating a structure that hopes to harness leadership from Black and Brown communities to deliver a plan which truly represents the needs of the community. This process is at the core of anti-racism work, as it demands awareness of the important education of not only ourselves as individuals, but also the legal system and economic system.

### 3. Monthly learning space:

Monthly learning meetings led by our dedicated team of volunteers, organisers, facilitators continued and will continue to apply learning as well embody and embed the 13th framework with topics on language, colonialism, solutions, degrowth strategies, conservation amongst others. 2021 also the extension of this learning space with further deepening sessions to be run by our sibling organisation and RJN supporter Mama D



Artwork Helena Morado @catsarecomrades

The 13th:  
A framework to centre racial justice

Act local, think global.

There can be no climate justice without addressing the international impact of actions on a local level.

Leeds is not an island

Sal Murray



...any and all recommendations on action moving forwards **must** take account of and engage with:

Penny Wanga...

1. **Colonial legacies** and the climate debt owed to the majority world from exploiting countries (such as the UK)
2. **International perspectives** on climate justice and the many solutions already being modelled by frontline activists and communities in the majority world.
3. Climate action as climate justice as social justice – the **interconnectedness** of oppressions and struggles, specifically: race, gender, class, migration, geography.
4. **Solidarity** to indigenous, Black, and brown communities whose livelihood, land and lives are disproportionately threatened by the destructive neo-colonial practices of extractive industry and multinational corporations.
5. **Solidarity** to all those facing the brutality of fortress Europe, the Hostile Environment, and the institutionally racist security, prison and policing infrastructure.

zoom

## Stop the Scandal Campaign

Yorkshire Resists a collective of activists, groups and organisations working together to resist the hostile environment within the racial justice network, has continued to work together on the stop the scan campaign and well as the covid-19 action.

Stop The Scan is a campaign to resist the extension of mobile biometrics used in police stop and search connected with Home Office data. In 2021 we published two reports relating to the stop the scan campaign. One was on the **public's perception of the biometric fingerprint** [link here](#) after 115 people

completed the national survey. The second report **Stop the scan: police use of mobile fingerprinting technology for immigration enforcement** ([link here](#)) published in June 2021, was done in partnership and as a collaboration with Queen Mary University London, following FOI of who was getting scanned and outcomes.



We also hosted several collective conversations with Yorkshire Resists to share findings and recommendations of the reports as well as our ongoing concerns on stop the scan campaign and its connection to race and policing. The events discussed how the hostile environment has impacted policing within Black, Brown and migrant communities during the Covid-19 pandemic.

## COVID-19 response campaign and action

The pandemic and lock-down announcement in March 2020 and other consecutive lockdowns and lifestyle changes brought huge pressure and need to adapt to new changes. As well as engaging with local authorities about what they were doing to support marginalised communities, the Racial Justice Network decided to conduct a

listening exercise by contacting our members, communities and individuals we engage with to find out how they were coping with the changes.

We found that despite food and parcel drop-offs, and encouragement to go online being the done thing, communities we work with could not. The poor, migrant communities in precarious jobs, working in a grey economy, without recourse to public funding, undocumented and destitute individuals seeking asylum with no families, who were in dire situations. There is a real digital divide, with English not being a first language, computer illiteracy, a lack of devices and finances to be connected digitally and a misinformation on COVID19, triggers and past traumas, mental and social support, over occupation, domestic abuse, and the hostile environment were amongst some of the issues they were facing. Which prompted us to launch a 'Covid-19 call to action' campaign.

The campaign focused on three things, firstly, to raise awareness about the plight, finding and sharing resources. Secondly, to assist in connecting the community groups and leaders together, and share resources. Thirdly, by engaging and working with these groups to lobby local and national authorities for better conditions.

2021 saw us continue to distribute the resources that had been donated to us, continue to listen and offer pastoral support to individuals and groups from migrant communities to overcome some of the challenges they were facing. We also published a **report** **Between a rock and a hard place; migrant led communities responses to covid-19 in West Yorkshire.** [See link here](#) This report came out of conversations and interviews with 10 amazing community advocates running projects and supporting over 1000 communities regionally and internationally through the pandemic. The report done in collaboration with Huddersfield university and Queen Mary university, London highlighted multiple injustices, uplifting and celebrating the difficult, innovative and resourcefulness within marginalised communities.



## **Unlearning Racism Programme**

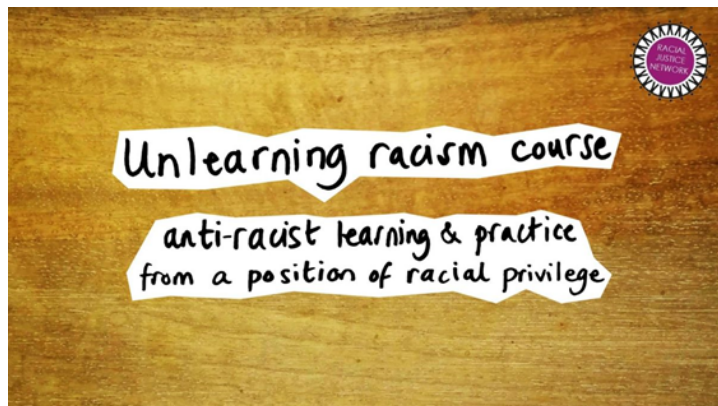
Over the last 3 years the Racial Justice Network has been developing a unique model of political education called the Unlearning Racism Collective. What started off as a short training, has developed into a powerful programme which works with people who identify as white, to identify and challenge their own and others' racisms, develop their anti-racist practice and take anti-racist actions while building lasting relationships of trust and accountability with people of colour. Our unique model supports people who are aware of their own internalised prejudices through embedding the work within our Black and Brown, lived experience-led network and accountability structures.

In response to the surge in interest after George Floyd's murder, we had over 1000 individuals, and 40 organisations (of up to 800 staff) expressing interest in Unlearning Collective's work. Following introductory webinars and grounding in antiracist practice to around 600 participants in 2020, we returned to longer and slower courses in 2021 .

We started the year in a period of reflection, evaluation and development after the realisation that our capacity as a small organising group was overwhelmed, following the huge groundswell of demand placed on us and RJN in the wake of the [cruel murder of George Floyd](#) in 2020.

A central theme of this year has been the development of our accountability model to reinforce our structures in order to more effectively show up for racial justice. This felt like a priority before we could consider scaling our work to meet demand, if we were to be integritous to our values. In response we have revised the Unlearning Racism Course content to be more oriented towards action throughout, and offered each course a dedicated Mentor, whose role is to support accountability as well as guide opportunities for action. Course mentorship is now generously offered by the phenomenal power team of Mama D Ujuaje, Esther Stanford Xosei and Peninah Wangari-Jones.

After this preparatory work, in July 2021 we invited white-identified residents in the North to enrol on individual or organisation-sponsored places on one of three Unlearning Racism Courses. In addition we've developed and trialled an Accountable Action Peer Support Group with members of the Unlearning Racism Collective which will be open to all current and future course alumni. Our intention for this space is for it to be responsive to needs of our Accountability Partners and Mentors who might send calls to action when opportunities for mobilisation or targeted action arise. Looking forward we will be continuing to develop our accountability model, and also expanding delivery to include Weekend Courses, and responding to growing demand from Organisations.



### **Pastoral support:**

The Racial Justice Network offers pastoral support in strategising and moving ideas to action. We continue to receive emails and other messages from the public seeking help on matters relating to racial injustice. Although we are not able to support every individual, group or organisation who contact us, our dedicated team continue to respond, signpost and offer practical support to some. Most of the messages we receive are to do with racism within housing, employment, policing, health institutions and so forth, other requests for support have been in the form of people seeking to transform their institutions or themselves and wanting training or consultancy of some sort.

Unfortunately we are not able to support everyone who comes forward but some of what comes through is also fed into some of our other projects, advocacy with institutions involved and signposting.

1-2-1 support has involved working with individuals and groups facing injustice to strategise and plan actions.

## **Research and Reports**

RJN conducted and published several reports in 2021 that have gone on to impact on practice. The pandemic, the murder of George Floyd also meant that we had to change our spaces of engagement and organising. Moving issues we listen to from our communities or injustices we observe to reporting or written form was in line with utilising our platforms, trust and relationships we have as well utilise expertise and skills we have as a team to action. Speaking to powers that be, telling individual and community stories through oral and verbal format repeatedly not only exhausts, retraumatises but also desensitises those who are talking and listening. Written words also served as evidence.

[Public's perception of the use of biometrics fingerprint technology](#)

[Between a rock and a hard place: migrant communities led responses to covid-19.](#)

[Hate crime and systemic injustice](#)

[Stop the scan: police use of fingerprinting technology for immigration enforcement](#)

We have also published articles and blogs throughout the course of the year on our [WEBSITE](#)

## **Informing and Influencing**

Our director and team continue to attend or sit in key decision making and strategic spaces within the voluntary sector and other local authorities where they are able to raise issues happening on the ground.

RJN has created and coordinated several spaces to negotiate and highlight concerns on social and race injustice. For instance a meeting with the former crime commissioner Mark Burns and team, incoming Mayor Tracey B, Alison Lowe to talk about stop the scan campaign, reports and the hate crime and systemic injustice reports with support from Bradford councillor Richard Dunbar.

Other involvement includes participating and facilitating spaces that impact on policy, practice and legislation. Examples of this include input, consultations and conversations with Tudor trust, Ubele, Paul Hamlyn Foundation, JRCT, Reed Exhibitions.

### **Other achievements**

Coordination and the organising of spaces that brought several civil liberty organisations concerned about technology, policing and impact on marginalised communities which included DLR piper, Foxglove, JCWI, Awo, ORG, Liberty. Other groups we have engaged with on other racial and racial justice issues include united peoples movement, free2be me, Leedsno borders, anti raids network, antifacist network, Yorkshire resist, sisters uncut Leeds, netpol, unjust, rainbow junktion, pathras, Leeds Gate, Friends, Families and Travellers.

Include increase in funds. We continue to be sustained by grants and funding bids for instance Paul Hamlyn Foundation, Tudor Trust, Awards for all and individual donations. Other notable donations include Cloud water, Reed exhibitions, Queen Mary University London, Joint bid to undertake climate action Leeds work and a recent successful bid to Barings foundation.

We were also able to use promotions budget that we saved from not hiring venues during the pandemic to create merchandise and offer our volunteer organisers, activists, members, donors, staff team RJN merchandise that included T Shirts, Tote bags, badges amongst other things.

These funds allowed for our director and six staff members to be employed and get a salary.

### **Financial review and responsibilities**

RJN operates a Triodos Bank account in the financial year of April 2020 and March 2021, a total of £17 925.41 was carried over, the annual income was £195 633.96 and a total of £106 345.21 in expenses. Expenses were spent on salary payment, rent, travel both national and international, event expenses, response to covid 19 with digital support and other miscellaneous payments.

Law applicable to charities in England and Wales requires the trustees 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. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

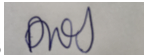
- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- oversee the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and which enable them to ensure that

the financial statements comply with the Charities Act. 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.

**Signed on behalf of the charity's trustees**

**Peninah Wangari-Jones**



**Position: Director**

**Date: 24.01.2022**