

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 in a cursive style.

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

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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.



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

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

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

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

	Notes	Unrestricted funds £	Restricted funds £	Total £	2021 £
Fixed assets					
Tangible assets	7	2,653	-	2,653	3,121
Current assets					
Cash at bank and in hand	8	134,955	76,353	211,308	178,508
Current liabilities					
Creditors: Amounts due within one year	9	10,657	-	10,657	6,870
Net current assets		124,298	76,353	200,651	171,639
Net assets		126,950	76,353	203,303	174,760
Funds of the Charity	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 ed funds £	Restrict ed funds £	Total 2022 £	2021 £
Donations and legacies	54,239	-	54,239	95,575
Grants receivable	-	-	-	9,600
Total	54,239	-	54,239	105,175

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

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

3 Charitable activities

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

		Grants receivable £	Training fees £	Total 2022 £	2021 £
General fund	Unrestricted	50,419	15,416	65,835	13,500
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	-
Total		12,500	15,416	27,916	140,539

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

4 Expenditure on direct charitable activities	Unrestricte d funds £	Restrict ed funds £	Total 2022 £	2021 £
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	90,329	83,098

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

Note 4 (continued)

Funds	Direct salaries, NI, and pension	Donations to communit y	Expensed equipmen t	General direct costs	Internet, phones and credit for communitie s	Training
	£	£	£	£	£	£
General fund- 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
Total direct expenditure	68,563	-	3,189	14,844	175	2,007

Funds	Misc.	Communications, promotions & sundry expenses	General admin 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
Total direct expenditure	266	1,985	1,286	92,314	79,893

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

Note 4 (continued)

Support and governance costs	Governance costs £	Support costs £	Total 2022 £	2021 £
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	-
	6,351	5,365	11,716	8,179

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

Note 4 (continued)

Projects	Percent share	Governance costs £	Support costs £	Total support and governance costs £	Direct charitable expenditure £	Total charitable expenditure £	2021 £
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%	6,351	5,365	11,716	92,314	104,031	88,072

5 Net income is after charging:

	2022	2021
	£	£
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

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

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
		£	£
	Cost		
	At 1 April 2021	3,672	3,672
	Additions	-	-
	At 31 March 2022	3,672	3,672
	Depreciation		
	At 1 April 2021	551	551
	Charge for the year	468	468
	At 31 March 2022	1,019	1,019
	Net book value		
	At 31 March 2022	2,653	2,653
	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
	£	£	£	£
8 Current assets				
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	134,955	76,353	211,308	178,508

	Unrestricted funds	Restricted funds	Total 2022	2021
	£	£	£	£
9 Current liabilities				
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	10,657	-	10,657	6,870

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

Racial Justice Network

Income and Expenditure Account

for the year ended 31st March 2022

Natural classification of income and expenses

Income	2022 £	2022 £	2021 £
Grants receivable	62,919		162,433
Donations and legacies	53,759		95,575
Training fees received	15,896		1,206
Total income		132,574	259,214
Expenditure			
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
Total expenditure	<u>104,031</u>	<u>103,271</u>
Surplus/(Deficit) of income over expenditure	<u>28,543</u>	<u>155,943</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 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

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

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

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

	Notes	Unrestricted funds £	Restricted funds £	Total £	2021 £
Fixed assets					
Tangible assets	7	2,653	-	2,653	3,121
Current assets					
Cash at bank and in hand	8	134,955	76,353	211,308	178,508
Current liabilities					
Creditors: Amounts due within one year	9	10,657	-	10,657	6,870
Net current assets		124,298	76,353	200,651	171,639
Net assets		126,950	76,353	203,303	174,760
Funds of the Charity	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 ed funds £	Restrict ed funds £	Total 2022 £	2021 £
Donations and legacies	54,239	-	54,239	95,575
Grants receivable	-	-	-	9,600
Total	54,239	-	54,239	105,175

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

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

3 Charitable activities

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

		Grants receivable £	Training fees £	Total 2022 £	2021 £
General fund	Unrestricted	50,419	15,416	65,835	13,500
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	-
Total		12,500	15,416	27,916	140,539

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

4 Expenditure on direct charitable activities	Unrestrict ed funds £	Restrict ed funds £	Total 2022 £	2021 £
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
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Interview fees	-	-	-	740
Miscellaneous expenses	-	266	266	1,316
Total	-	90,329	90,329	83,098

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

Note 4 (continued)

Funds	Direct salaries, NI, and pension	Donations to communit y	Expensed equipmen t	General direct costs	Internet, phones and credit for communitie s	Training
	£	£	£	£	£	£
General fund- 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
Total direct expenditure	68,563	-	3,189	14,844	175	2,007

Funds	Misc.	Communications, promotions & sundry expenses	General admin 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
Total direct expenditure	266	1,985	1,286	92,314	79,893

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

Note 4 (continued)

Support and governance costs	Governance costs £	Support costs £	Total 2022 £	2021 £
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	-
	6,351	5,365	11,716	8,179

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

Note 4 (continued)

Projects	Percent share	Governance costs £	Support costs £	Total support and governance costs £	Direct charitable expenditure £	Total charitable expenditure £	2021 £
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%	6,351	5,365	11,716	92,314	104,031	88,072

5 Net income is after charging:

	2022	2021
	£	£
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

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

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
		£	£
	Cost		
	At 1 April 2021	3,672	3,672
	Additions	-	-
	At 31 March 2022	3,672	3,672
	Depreciation		
	At 1 April 2021	551	551
	Charge for the year	468	468
	At 31 March 2022	1,019	1,019
	Net book value		
	At 31 March 2022	2,653	2,653
	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
	£	£	£	£
8 Current assets				
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	134,955	76,353	211,308	178,508

	Unrestricted funds	Restricted funds	Total 2022	2021
	£	£	£	£
9 Current liabilities				
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	10,657	-	10,657	6,870

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

Racial Justice Network

Income and Expenditure Account

for the year ended 31st March 2022

Natural classification of income and expenses

Income	2022 £	2022 £	2021 £
Grants receivable	62,919		162,433
Donations and legacies	53,759		95,575
Training fees received	15,896		1,206
Total income		132,574	259,214
Expenditure			
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
Total expenditure	<u>104,031</u>	<u>103,271</u>
Surplus/(Deficit) of income over expenditure	<u>28,543</u>	<u>155,943</u>