



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)

Contents

	Page
Reference and Administrative Details	1
Structure, Governance and Management	2
Objectives and Activities	3-10
Future Plans	11
Financial Review	12
Accounting policies	13-14
Independent Examiner's Report	15
Statement of Financial Activities	16
Balance Sheet	17
Notes to the Financial Statements	18- 28

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:

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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