



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

A Charitable Incorporated Organisation

Number: 1165804

Website: www.racialjusticenetwork.co.uk

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

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

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

RJN Annual Report 2024

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RJN Annual Report 2024

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

1. Reference and Administrative Details

Name of Charity: Racial Justice Network

Charitable Incorporated Organisation Number: 1165804

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

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

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

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

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

Chief Executive Officer:

Peninah Wangari-Jones

2. Structure, Governance, and Management

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

Governing document

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

Appointment and induction of trustees

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

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

Organisation structure

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

Major risks

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

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

3. Objectives and Activities

Objects

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

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

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

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

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

Activities

International Solidarity

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

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

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

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

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

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

Race and Climate Justice: 13th recommendation

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

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

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

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

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

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

Community Organising and Collective Conversations

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

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

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

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

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

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

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

Stop the Scan

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

Throughout 2023-24, we hosted several impactful events:

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

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

Our blog publications raised awareness of critical issues, including:

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

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

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

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

Unlearning Racism Programme

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

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

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

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

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

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

Pastoral support

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

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

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

Research and Reports

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

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

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

Public and media engagements

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

Facebook

Page Engagements: 842 (+331%)

Page Views: 1,161 (+79%)

Instagram

Page Engagements: 125

Profile Reach: 58,129 (+177%)

Twitter (X)

Followers: 8,308

Post Engagements: 4,012

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

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

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

Future Plans (2024/25)

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

Strategic Focus:

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

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

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

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

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

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

4. Financial Review

Financial Position

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

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

Reserves Policy

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

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

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

Notes to the accounts

5. Accounting Policies

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

a) Basis of Preparation

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

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

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

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

d) Incoming Resources

Recognition of Incoming Resources

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

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

e) Resources Expended

Recognition of Expenditure and Liabilities

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

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

Costs of Charitable Activities

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

Governance Costs

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

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

f) Volunteer Help

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

g) Fixed Assets

Tangible Fixed Assets for charity's own use

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

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

h) Depreciation

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

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

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

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

Responsibilities and basis of report

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

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

Independent Examiner's Statement

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

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

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

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



Samuel Kwasi Tsipotey, FCCA

Samuel Associates
36 Charcroft Gardens
Enfield, Middlesex
EN3 7HA

25 November 2024

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

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

8. Balance Sheet as at 31st March 2024

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

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



Farhat Bi

Treasurer

CIO number: 1165804

Financial Statements for the year ended 31st March 2024

Notes to the accounts

2 Voluntary income

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

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

3 Charitable activities

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

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

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

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

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

Financial Statements for the year ended 31st March 2024

Notes to the accounts

Note 4 (continued)

Note 4 (continued)		Interviewer and speakers' fees	Conference costs & international colaboration	Total 2024	Total 2023
Restricted funds					
Black and Brown Organiser	18,696	-	784	19,480	-
Black and Brown Trainer	14,597	-	-	14,597	-
Unlearning Racism	25,802	-	-	25,802	20,262
Race and Climate	11,681	980	-	12,661	12,872
Total restricted funds	70,776	980	784	72,540	33,134
Unrestricted funds					
Collective Conversations	5,564	840	-	6,404	875
Covid Project	-	-	-	-	7,865
Infrastructure	36,760	-	-	36,760	22,792
International Solidarity	12,830	-	80,162	92,992	4,282
Legacy	-	-	-	-	-
Research and Reports	-	-	-	-	-
Stop the Scan	22,254	30	223	22,507	15,531
Pastoral Support	-	-	-	-	-
Total unrestricted funds	77,408	870	80,385	158,664	51,345
Total direct expenditure	148,185	1,850	81,169	231,204	84,479

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

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

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

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

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

5 Net income is after charging:

	2024	2023
	£	£
Depreciation		
Media equipment	487	573

Staff costs were as follows:

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

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

No employee's remuneration exceeded £60,000.

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

7 Fixed assets

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

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

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

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

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

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

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

RJN Annual Report 2024

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

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