



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

Website: www.racialjusticenetwork.co.uk

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

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

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

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

1. Reference and Administrative Details

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

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

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

Chief Executive Officer:

Dr. Peninah Wangari-Jones

Interim-Chief Executive Officer:

Anu Priya

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2. Structure, Governance, and Management

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

Governing document

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

Appointment and induction of trustees

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

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

Organisation structure

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

Major risks

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

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

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3. Objectives and Activities

Objects

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

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

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

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

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

Activities and Achievements

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

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

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

Decolonise Your Mind and Peace Lotus Day

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

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

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

Solidarity Against Far-Right Violence and Racism

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

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

Volunteer Programme and Capacity Building

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

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

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

Race and Climate Justice

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

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

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

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

Reimagining Community Safety

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

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

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

Unlearning Racism Programme

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

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

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

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

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

Digital Transformation

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

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

Reflection, Celebration and Looking Forward

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

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

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

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

Future Plans (2025/26)

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

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

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

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

4. Financial Review

Financial Position

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

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

Reserves Policy

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

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

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Notes to the accounts

5. Accounting Policies

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

a) Basis of Preparation

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

b) Charity Status

The Charity is a Charitable Incorporated Organisation (CIO)

c) Fund Accounting

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

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

d) Incoming Resources

Recognition of Incoming Resources

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

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

e) Resources Expended

Recognition of Expenditure and Liabilities

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

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

Costs of Charitable Activities

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

Governance Costs

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

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

f) Volunteer Help

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

g) Fixed Assets

Tangible Fixed Assets for charity's own use

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

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

h) Depreciation

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

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

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

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

Responsibilities and basis of report

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

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

Independent Examiner's Statement

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

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

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

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



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

Samuel Kwasi Tsipotey, FCCA

Samuel Associates
36 Charcroft Gardens
Enfield, Middlesex
EN3 7HA

28 January 2026


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

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

8. Balance Sheet as at 31st March 2025

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

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


.....

Trustee,

Alexandra Ruhland-Syquia

CIO number: 1165804

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Notes to the accounts

2 Voluntary income

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

3 Charitable activities

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

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

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

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

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Note 4 (continued)

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

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5 Net income is after charging:

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

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

No employee's remuneration exceeded £60,000.

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

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6 Fixed assets

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

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Current assets

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

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Current liabilities

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

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

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

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

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

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

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