



The Mint House

**OXFORD CENTRE FOR RESTORATIVE PRACTICE**

**Annual report and accounts  
for the year ended 31 December 2025**

**Charity Registration No. 1173037**

## **Reference and Administrative Information**

### **Trustees**

Dr Rosemary Chadwick (Chair)  
Revd. Dr Myra Blyth  
Mr. Geoff Emerson (resigned 8 May 2025)  
Revd. Jon Keyworth  
Mr. Steven Lee (appointed 11 September 2025)  
Dr Matthew Mills (resigned 17 November 2025)  
Mrs. Christine Plews  
Dr Kathryn Rowsell  
Revd. Professor Michael Taylor (appointed 13 March 2025)  
Mr. Peter Wallis

**Charity number**

1173037

### **Address of principal office**

The Mint House  
c/o New Road Baptist Church  
Oxford  
OX1 1LQ

## **Trustees' Report for the year ended 31 December 2025**

### **Structure, governance and management**

The trustees present their report and accounts for the year ended 31 December 2025.

The Mint House, Oxford Centre for Restorative Practice ('The Mint House') is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission on 15 May 2017. Our constitution is based on the Foundation model constitution for CIOs produced by the Charity Commission.

Trustees met every two months during the year. The Board brings together restorative practitioners, managers, researchers, and strategic leaders, offering diverse insights into embedding restorative practice in daily life. Trustees also contribute expertise in training, project management, charity governance, finance, partnership, strategy, community development and income generation. New trustees are recruited through a combination of targeted approaches and open advertising.

The Board has established policies and procedures to govern day-to-day operations. Trustees regularly review the major risks facing the Mint House and consider appropriate mitigation measures. The trustees also continue to review safeguarding arrangements to ensure that all activities involving children, young people and vulnerable adults are delivered safely and responsibly.

We are grateful to New Road Baptist Church for their financial support and for providing space (The Mint House) for meetings and events.

### **Objects and activities**

The objects of the Mint House are:

To promote restorative practices for the public benefit as a means of resolving conflict and promoting reconciliation, in particular (but not exclusively) in Oxford and the surrounding area by:

- promoting and facilitating the use of restorative justice and restorative practices in schools, in the criminal justice system, in the workplace, in faith communities and elsewhere in the community in situations where conflict may arise.
- advancing education and research on restorative practices and the publication of the useful results of that research.

The trustees have paid due regard to the Charity Commission's guidance on public benefit in carrying out their duties and looking at how best to fulfil these objects.

## **Mint House Vision and Mission**

The Mint House was founded by partners in and around Oxford who recognized the power of restorative practice in nurturing and repairing relationships, bridging divides and repairing harms caused by crime and conflict, and who resolved to work together to promote its wider use. We want restorative principles and practices to become part of everyday life, enriching all our lives through greater mutual understanding. We work towards this through:

- communications and events that introduce restorative practice to new audiences and explore its application in different contexts.
- training and support to help groups and organisations develop restorative approaches.
- advancing and sharing learning on aspects of restorative practice.
- 'on the ground' initiatives demonstrating the difference restorative justice and practice can make to creating, maintaining and repairing relationships.

## **Achievements and performance**

### **Communications and Events**

#### ***Online network events***

In 2025 we held seven online network events together involving 366 participants, a 66% increase compared with 2024. Sessions explored the uses and value of listening circles, trauma-informed restorative practices and approaches to embedding restorative practices. Participants also heard perspectives and learning from around the world, including Australia and Singapore.

89% of the 64 participants who provided feedback rated their likelihood of sharing what they had heard with others as eight or more out of 10. The quotations below illustrate some of the follow-up actions participants planned to take:

*Inspired to think about how I can offer all day circles on healing to my local community.*

*I plan to explore the use of listening circles more within my working practice.*

*Stepping back from being the 'fixer' role.*

*Being more intentional in highlighting and naming trauma informed approaches and what children and young people need when working in schools...*

*Several soundbites that will form the basis of some staff training/sharing: "Curious not Furious", "Explore not Explode" etc.*

### **Workshops**

Four slightly longer online workshops, involving 177 participants in total, explored the role of restorative practice in safeguarding, art and design-based approaches within restorative practice, and ways of recognising and responding to power dynamics and unconscious bias in restorative justice and practice.

82% of the 79 attendees who provided feedback rated these workshops as very relevant. Below are some examples of learning that participants planned to act on:

*I plan to act on incorporating arts-based RJ with the participants I work with, especially the youth that find it difficult to express themselves through words.*

*Doing art and activity alongside people.*

*I will definitely be sharing with colleagues the importance of thinking... about the quality of restorative dialogue when faced with a safeguarding disclosure.*

*The importance of preparing yourself so that when a disclosure happens you can really truly listen and support.*

*To be aware of my power. I would never have thought of that as power is not my agenda. But the fact it may be implied was thought provoking.*

*It has given me a framework to consider power when organizing [restorative] conferences.*

*Seek feedback and help in identifying and managing my biases.*

*Openly reflect on potential biases in case discussion.*

### **Conference**

Over 50 people from diverse sectors came together for our one-day online conference on becoming a relational and restorative organization, again with high ratings from participants for their likelihood of sharing what they had heard with others.

### **In-person events**

Online sessions were interspersed with in-person events. Thanks go to Oxford's Maison Française for hosting a film screening of Rebecca Abrams' compelling play *All of Us*, and to St Antony's College for helping us mark Restorative Justice Week with a networking reception for local contacts interested in or working to grow restorative practice. This year the reception was preceded by a thought-provoking lecture by Dr Jon Reid on the role of compassion in education.

2025 also saw our first full cycle of seasonal *restorative practice in nature* listening circles hosted by the Oxford Urban Wildlife Group in the wonderful calming setting of Boundary Brook Nature Reserve.

### **Networks and partnerships**

Network-building and support continued to form an important aspect of our work, supporting peer learning, collaboration and the amplification of shared messages.

We continued to convene two informal networks: one on UK Restorative Communities and another for communications colleagues across restorative justice and restorative practice organisations.

With support from the Sir Halley Stewart Trust, we began exploring interest in a Churches Restorative Practice Network. A launch event in November 2025 was attended by 54 people, representing a broad range of church traditions, roles, and experience levels.

Participants' feedback highlighted strong interest in training and skills-sharing, access to resources, and opportunities for peer support. There was also enthusiasm for exploring new ideas and accessing restorative facilitation.

### **Communications**

Our presence on LinkedIn, our main social media presence, increased by 37%, with similar growth in our email mailing list.

### **Training and Support**

We delivered nine training courses during the year, involving 118 participants. This represents a decrease compared with 2024, when participation was boosted by several waves of training delivered for colleagues in the forensic mental health service.

Participants included colleagues from Oxfordshire's children's workforce, colleagues taking part in Oxfordshire's Relational Schools Programme and staff at an Oxford primary school for whom we delivered bespoke training.

We expanded our work with homelessness services, delivering training for staff at Homeless Oxfordshire and Oxford City's Out of Hospital Care team, which supports people experiencing homelessness as they leave hospital.

All 53 County Council colleagues who provided feedback said they would highly recommend the training. 77% reported that they expected to use the learning every day in their work, with the remainder expecting to use it 'fairly often.'

When asked what they intended to do differently, many colleagues spoke about taking more time to listen, resisting the instinct to rush in and fix problems, and paying closer attention to unmet needs. The quotations below illustrate these reflections:

*Incorporate more active listening when supporting service users to come to a solution, rather than trying to assist in the ideas around decision making for solutions.*

*Think about unmet needs a lot more.*

*Be more present and mindful of people's feelings and how those feelings impact on their needs.*

We retained our registered training provider status with the Restorative Justice Council (RJC) and secured specific course accreditation for our restorative practitioner training

course. During the year, our Training and Projects Officer led work to refresh course materials, strengthen quality assurance processes, and develop new training offers.

### **Advancing and Sharing Learning**

Early in 2025 we completed the online publication of our series of 12 reflection aids for restorative leaders under the banner of *Humility and Hope*. Distilling learning from our earlier research and practice dialogues, the aids are designed to act as prompts and sources of encouragement for those seeking to embed restorative approaches within their organisations. An event in March 2025 gave participants the opportunity to interrogate the reflection aids and contribute their own insights. We hope to build on this work further in 2026.

We shared insights from our project piloting use of restorative practice in supported housing for people experiencing homelessness at the South East Homeless Forum. We also contributed a chapter to an upcoming publication on whole-system approaches to restorative justice, helping to share our learning with a wider audience.

### **‘On the ground’ initiatives**

Our supported housing pilot ended in March 2025. The project yielded much learning about both the opportunities and challenges of work in this area. We spent time reflecting on the learning and next steps with partners in the city council and in Oxfordshire’s Lived Experience Advisory Forum. A new phase of work will resume in 2026, made possible by support from the Rough Sleeping and Homelessness Initiatives Grant Scheme.

In an important and welcome development, we began collaborating with Oxfordshire Probation Unit to strengthen the role of restorative justice in the Unit’s work. Between July and November 2025, our team of associate facilitators explored openness to restorative justice among 17 people on probation, all of whom were prolific offenders.

The pilot has been temporarily paused due to other pressures on the probation service. However, two restorative meetings have taken place to date. In several other cases the person on probation expressed remorse, and there are promising prospects of several cases progressing once the work resumes.

Alongside this, a parallel strand of work is exploring how restorative practice can be integrated into sentence planning.

We were delighted to receive funding from Awards for All for a year-long project designed to introduce restorative justice and practice to new, and more diverse, audiences through a mix of taster training, listening circles and storytelling sessions delivered in conjunction with local community partners. Planning for this work began, with delivery due to start in 2026.

## **Financial Review**

Our income increased by £32,203 (64%) compared to 2024, largely due to the securing of substantial restricted funds towards the end of the year, where expenditure will be incurred in 2026.

Restricted grants and donations increased to £42,297. Together with restricted charitable income of £3,772, this funding will enable delivery of initiatives in supported housing, criminal justice, churches and community settings as well as supporting the wider dissemination of restorative practice and subsidising training for those without the financial means to participate. We are grateful to all those listed in Note 7 to the accounts who have provided this funding.

Unrestricted income remained strong, despite the completion of the major contract in 2024 for the delivery of training to the forensic mental health service. Training for Oxfordshire County Council staff continued at similar levels to the previous year and we saw significant growth in non-contract training and other awareness raising activities, including our successful second conference.

Overall expenditure fell by £3,171 (6%), largely due to lower levels of restricted expenditure compared with 2024. As noted above, a substantial increase in restricted expenditure is expected in 2026.

The overall surplus for the year (£30,051) was entirely attributable to the timing of receipt of restricted funds, and restricted reserves increased to £39,997. Unrestricted activities incurred a deficit of £3,310 (2024 – surplus of £5,512) and unrestricted reserves fell back to £15,238, still £2,202 (17%) higher than at the start of 2024.

The Trustees consider it prudent to hold unrestricted reserves sufficient to meet at least six months of known commitments not funded through secured restricted funds. Trustees calculate this to require £14,156 to be held as unrestricted reserves. At the end of 2025 there was a margin of £1,082 (8%) above this requirement.

## **Trustees, Staff and Associates**

We were glad to welcome Steven Lee as our new treasurer. We also acknowledge with thanks the dedication and skill brought to our work by our two part-time staff members and the support provided by our growing team of associate trainers, facilitators and volunteers.

## **Future Plans**

2026 will be an important year for The Mint House. Recent funding successes mean we begin the year with our largest ever portfolio of 'on the ground' initiatives. We welcome the opportunity this brings to strengthen relationships with local partners and to demonstrate restorative justice and practice in action. Making the greatest possible difference through these projects, while learning from partners about what works best for them, will be key priorities.

We plan to develop training and support for new audiences, forge new collaborations, and further grow the Churches Restorative Practice Network. We also hope to raise the profile of environmental restorative justice and explore its potential more fully.

Succession planning will be another focus. In line with our constitution, three of our founding trustees will step down from the Board mid-year, with the final founding trustee (and current Chair) due to stand down in May 2027. We will recruit new trustees and work closely with them to ensure a smooth transition.

Alongside this, we will continue to strengthen our capacity and infrastructure, develop income from a diverse range of sources, and maintain the profile and reputation of The Mint House.

The trustees' report was approved by the Board of Trustees

Signed Rosemary Chadwick

Dated 7 May 2026

Independent Examiner's report to the trustees of The Mint House, Oxford Centre for Restorative Practice

I report to the charity trustees on my examination of the financial statements of The Mint House, Oxford Centre for Restorative Practice for the year ended 31 December 2025 set out on pages 10 to 15.

**Respective responsibilities of the charity's trustees and the Examiner**

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

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

**Basis of Independent Examiner's report**

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no material matters have come to my attention in connection with examination giving me cause to believe that:

- accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act ; or
- the financial statements do not accord with such records; or
- the financial statements do 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 financial statements to be reached.



SK Dexter  
Independent Examiner  
Grove, Oxfordshire OX12 7HT

7 May 2026

The Mint House, Oxford Centre for Restorative Practice  
Statement of Financial Activities for the Year Ended 31 December 2025

		2025		2024
	Note	Unrestricted £s	Restricted £s	Totals £s
<b>Income</b>				
Grants and Donations	3	8,492	42,297	50,789
Charitable Activities	4	27,890	3,772	31,662
<b>Total Income</b>		<b>36,382</b>	<b>46,069</b>	<b>82,451</b>
<b>Expenditure</b>				
Fundraising Activities		96	-	96
Charitable Activities	5, 6	39,596	12,708	52,304
<b>Total Expenditure</b>		<b>39,692</b>	<b>12,708</b>	<b>52,400</b>
<b>Net Income/(Expenditure)</b>		<b>(3,310)</b>	<b>33,361</b>	<b>(5,323)</b>
Total Funds Brought Forward		18,548	6,636	25,184
<b>Total Funds Carried Forward</b>		<b>15,238</b>	<b>39,997</b>	<b>55,235</b>

The Mint House, Oxford Centre for Restorative Practice  
Balance Sheet

At 31 December 2025

	2025		2024
	Unrestricted £s	Restricted £s	Totals £s
Debtors			
Cash at Bank	600	15,623	16,223
Current Assets	15,183	24,754	39,937
	15,783	40,377	56,160
Creditors	(545)	(380)	(925)
Net Assets	15,238	39,997	55,235
			25,184
Unrestricted Fund	15,238	-	15,238
Restricted Fund	-	39,997	39,997
Total Funds	15,238	39,997	55,235
			25,184

These accounts were approved by the Trustees on 7 May 2026 and signed on their behalf by Ray... Chad...

## Notes to the financial statements for the year ended 31 December 2025

### 1 Accounting policies

#### Charity information

The Mint House, Oxford Centre for Restorative Practice is a charitable incorporated organisation registered with the Charity Commission for England and Wales.

#### 1.1 Accounting convention

The accounts have been prepared in accordance with the charity's constitution, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" issued in October 2019. The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees arrive at this conclusion based on the current income pipeline and the economic and financial risks that existed at the time of signing the accounts. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

### **1.5 Resources expended**

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to do so.

Charitable activities include expenditure associated with meeting its charitable objectives. This includes the cost of grant making, and direct provision of charitable services.

### **1.6 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

#### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

#### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

## **2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

## The Mint House, Oxford Centre for Restorative Practice

		2025		Totals	2024
		Unrestricted	Restricted		Totals
3. Grants and Donations					
Grants	New Road Baptist Church	-	3,600	3,600	5,000
	Oxford City Council	-	9,872	9,872	-
	National Lottery (Awards for All)	-	9,427	9,427	-
	Sir Hailey Stewart	-	4,950	4,950	-
	Marion Stevenson	-	5,000	5,000	-
	Beeching Trust	-	5,000	5,000	-
	Southall Trust	-	-	-	5,000
	Cumber Family Trust	-	-	-	1,000
	Stanton Ballard Charitable Trust	500	-	500	-
Donations	New Road Baptist Church	4,000	-	4,000	3,900
	Big Give Christmas Challenge	-	4,448	4,448	-
	Other	3,992	-	3,992	2,497
Totals		8,492	42,297	50,789	17,397

£6,000 of grants and donations in 2024 were for restricted purposes.

### 4. Income from Charitable Activities

Network Events and Training	3,924	-	3,924	909
Quiz Sheets and Other Fundraising	1,298	-	1,298	1,698
Oxfordshire County Council	14,470	-	14,470	14,923
Oxford Health	1,392	-	1,392	15,000
Conference	2,106	-	2,106	-
Non Contract Training	4,700	-	4,700	-
Higher Education	-	-	-	321
Ministry of Justice	-	3,272	3,272	-
Doris Field Trust	-	500	500	-
<b>Totals</b>	<b>27,890</b>	<b>3,772</b>	<b>31,662</b>	<b>32,851</b>

### 5. Expenditure on Charitable Activities

Charitable expenditure	37,690	12,095	49,785	53,111
Support and governance costs (see note 6)	1,906	613	2,519	2,400
<b>Total charitable activities</b>	<b>39,596</b>	<b>12,708</b>	<b>52,304</b>	<b>55,511</b>

Expenditure on charitable activities in 2024 included £16,835 from restricted funds.

### 6. Support and Governance costs

Support Costs				
Restorative Justice Council Fees	270	87	357	315
Project and Publicity Materials	-	-	-	125
Information Commissioner Registration & DBS Checks	92	30	122	93
Insurance	268	86	354	291
SquareSpace and Secure Email	192	62	254	21
Google-suite and Zoom	118	38	156	156
Staff Overhead Costs	597	192	789	399
Governance Costs	369	118	487	1,000
<b>Total Support and Governance Costs</b>	<b>1,906</b>	<b>613</b>	<b>2,519</b>	<b>2,400</b>

Support costs in 2024 included £728 allocated to restricted funds.

The Mint House, Oxford Centre for Restorative Practice

7. Analysis of Restricted Funds

		Balance @ 1.1.2025	Income	Expenditure	Balance @ 31.12.2025
Westhill Endowment		378	-	(378)	-
Just Oxford	Pye Foundation	768	-	(768)	-
	Cumber Family Trust	745	-	(745)	-
	New Road Baptist Church	4,745	3,600	(4,256)	4,089
	Oxford City Council	-	9,872	-	9,872
Criminal Justice	Ministry of Justice	-	3,272	(1,015)	2,257
	Marion Stevenson	-	5,000	(2,513)	2,487
	Beeching Trust	-	5,000	(2,513)	2,487
		-	-	-	-
Churches RP Network	Sir Hailey Stewart	-	4,950	(400)	4,550
Community Arts	National Lottery	-	-	-	-
		-	9,427	(120)	9,307
Subsidised Training	Doris Field Trust	-	-	-	-
		-	500	-	500
RP Dissemination	Big Christmas Challenge	-	-	-	-
		-	4,448	-	4,448
Total Restricted Funds		6,636	46,069	(12,708)	39,997

The Westhill Endowment Restricted Fund supports our Building Bridges research and practices dialogues. The purposes of all other Restricted Funds are shown in the table above.

Restricted expenditure includes the cost of time incurred by employees based on their actual employment costs

8. Trustees

None of the trustees received any remuneration from the charity. Donations totaling £1,400 were received from two trustees during the year. A further £450 was received from related parties.

9. Employees

There were two part-time employees during the period (2024 – two).