

# RJ WORKING CIO

England & Wales · Charity number 1197378

## Details

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Other names	RJ WORKING CIO, RJ WORKING COMMUNITY CIO, RJ WORKING COMMUNITY INTEREST COMPANY
Status	Registered
Legal form	CIO
Registered	2022-01-06
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://www.rjworking.co.uk">www.rjworking.co.uk</a>

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE:(A) THE ADVANCEMENT OF CONFLICT RESOLUTION AND RECONCILIATION BY THE ADVANCEMENT OF EDUCATION IN RESTORATIVE JUSTICE AND THE APPLICATION OF RESTORATIVE APPROACHES IN SCHOOLS , COLLEGES, WORKPLACES AND WITHIN THE COMMUNITY WHERE CONFLICT MAY ARISE, WITH A PARTICULAR FOCUS ON EMPOWERING SOCIALLY AND ECONOMICALLY DISADVANTAGED GROUPS AND THOSE VULNERABLE TO DISCRIMINATION, PARTICULARLY THOSE WITH CHARACTERISTICS PROTECTED BY THE EQUALITIES ACT 2010, SUPPORTING YOUNG PEOPLE TO ENGAGE IN RESTORATIVE PRACTICE. (B) THE ADVANCEMENT OF ENVIRONMENTAL PROTECTION OR IMPROVEMENT THROUGH AWARENESS AND EDUCATION AND THE USE OF RESTORATIVE PRACTICE TO ADDRESS ENVIRONMENTAL CONFLICTS AND;(C) TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD BY RAISING AWARENESS OF HUMAN RIGHTS ISSUES, PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS AND EDUCATING THE PUBLIC ABOUT HUMAN RIGHTS.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER:TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.RESTORATIVE JUSTICE IS A PROCESS WHEREBY ALL THE PARTIES WITH A STAKE IN A PARTICULAR CONFLICT OR HARM COME TOGETHER TO RESOLVE COLLECTIVELY HOW TO DEAL WITH ITS AFTERMATH AND ITS IMPLICATIONS FOR THE FUTURE.

**Activities:** RJ Working promotes Restorative practice to benefit the UK public, using interactive training and education for reconciliation and conflict resolution, to increase knowledge, and to develop emotional intelligence and skills for problem-solving and communication. The activities engage young people, schools, workplaces and local communities, in particular economically and socially vulnerable groups.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Environment/conservation/heritage, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£261,709	£258,479	-	-
2024-07-31	£203,734	£167,377	-	-
2023-07-31	£167,725	£150,110	-	-
2022-07-31	£93,587	£87,203	-	-

## Trustees

Name	Role	Appointed
<b>YASMINE FOSU</b>	Chair	2021-12-14
Derek William Hayes		2021-12-14
JAMES SK MITCHELL		2021-12-10
Julian Lutzka		2023-09-06
LESLEY PATRICIA CHANDLER		2021-12-14
Rosie Shima Smart-Knight		2024-12-04
SUSANNAH STOREY		2021-12-14
Stacy Moraa Siekei		2025-06-04
Tean Roberts		2022-01-26

**RJ WORKING CIO**

England & Wales - Charity number 1197378

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# Accounts

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# RJ WORKING CIO

## Annual Report

1st August 2024 to 31st July 2025



Charity Number: 1197378  
Registered Office:  
The Elms, 61 Green Lane,  
Redruth, Cornwall TR15 1LS

[rjworking.co.uk](http://rjworking.co.uk)



RJ Working  
Restorative Approaches to Harm

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Funded by  
UK Government



Council of the  
ISLES OF SCILLY



This report has been independently examined by:

**Whyfield Limited**

Ground Floor Building A, Green Court, Truro Business Park,  
Threemilestone, Truro. Cornwall TR4 9LF

# Welcome

## from our Chair

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## Yasmine Fosu

On behalf of the Board, I would like to thank our funders, partners, team and young leaders whose continued commitment enables RJ Working to deliver high-quality Restorative Practice and youth-led initiatives across Cornwall, while relating to wider national and international initiatives.

This has been a year of consolidation, continuing three major programmes started in 2024, all of which exceeded their targets. RJ Working has continued to invest in young people's leadership, whatever their age or stage, and to support them moving forward through the organisation, as I did myself, after starting as an intern, back in 2019.

This Annual Report reflects strong progress, because RJ Working does not stand still. Changemaking is central to our purpose and is the focus of all our projects and programmes. Yet this is a sensitive matter, one of young people's engagement in questions of choice, and agency, at a time of huge social change, when social justice, nationally and internationally, is in question, with misinformation playing a significant part. The loss of EU funding in Cornwall is now impacting, and the long-term worklessness it was addressing is not over.

The value of Restorative practice continues to shine, as a way of enabling young people's voices to be expressed, heard, and to lead to 'next steps'. Translating the challenges of climate breakdown into positive community co-resilience is becoming an overarching aim, encompassing all four aims itemised later in this Report. Of course, this requires an intergenerational commitment to the adults of the future: their confidence and adaptability, which the Restorative model actively supports. Alongside this, using the Restorative model for valuing identity, and continuing to explore interdependence, is also vital.

Cornwall, sometimes viewed as peripheral due to its geographic location, can model inclusion, belonging, mattering, and the buzz of young people thriving in consequence. For us, this is associated with the Restorative model being received and understood, then implemented to a standard that means those children and young people who are less affluent, less privileged, stand more of an equal chance through having their contribution valued. With Restorative Development Leads appointed within the team for Schools/Communities and for Climate/Participation, RJ Working is well positioned for further strategic development.

A handwritten signature in black ink, appearing to read 'YF'.

Yasmine Fosu  
Chair of Trustees

# Board of Trustees



Our work this year has been possible thanks to:

- Our Restorative Team: Becky, Phil, Ed, Matt, Anna, Keren, Jack, Maya, Lily and Esmee
- Our Interns: Annelie, Sarah, Thalia and our other Jack
- Our Core Support Team: Lucy, Nicky and Deborah
- Our Consultancy Support Team: Leon, Bernadette, Dan and Carolann

Special thanks to our Patron, Professor Mark Walters.

# Charitable Objectives



(a) the advancement of  
**conflict resolution  
and reconciliation**

by the advancement of education in Restorative justice and the application of Restorative approaches in schools, colleges, workplaces and within the community where conflict may arise, with a particular focus on empowering socially and economically disadvantaged groups and those vulnerable to discrimination, particularly those with characteristics protected by the Equalities Act 2010; supporting young people to engage in restorative practice.

(b) the advancement of  
**environmental  
protection or  
improvement**  
through awareness and education and the use of Restorative practice to address environmental conflicts.

(c) to promote  
**human rights**

(as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by raising awareness of human rights issues, promoting public support for human rights and educating the public about human rights.

In furtherance of that object but not otherwise, the trustees shall have power: To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

# Charitable activities and public benefit

The trustees confirm compliance with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales, in reviewing RJ Working's aims, objectives and current activities and planning its future activities.

All our charitable activities are undertaken to further our charitable purposes for the public benefit. We continuously review our aims, objectives, and activities, looking at what we achieve, the outcomes of our work, the success of each key activity and the benefits brought to the groups of people we are set up to help. These processes help ensure our aims, objectives and activities focus on our stated purposes.

## **Our work seeks to reduce inequity and tackle injustices restoratively.**

Our activities focus on facilitating young people's teamwork and leadership; inviting them to change the nature of the conversation and connection they have with each other and with the adults in their lives, developing their capabilities for communication and problem-solving and developing their confidence and self-esteem.



We work predominantly with children and young people from across Cornwall and the Isles of Scilly; our programmes focus on empowering young people with experience of social and economic disadvantage and/or are vulnerable to discrimination and prejudice.

To enable the cultural and structural changes needed for young people's voices and participation to be more valued and appreciated, we also train adults who work with young people from organisations and services across a number of sectors including social care and education (this training for adults is delivered as a form of income-generation complementary to our charitable aims).

The question of how to effectively tackle inequity is threaded through all our training, as is now recognising the primary factor embedding social injustice being the crises of nature and climate. We see social harms and environmental harms as inextricably interwoven, and Restorative Practice as capable of enabling collective redemptive action.

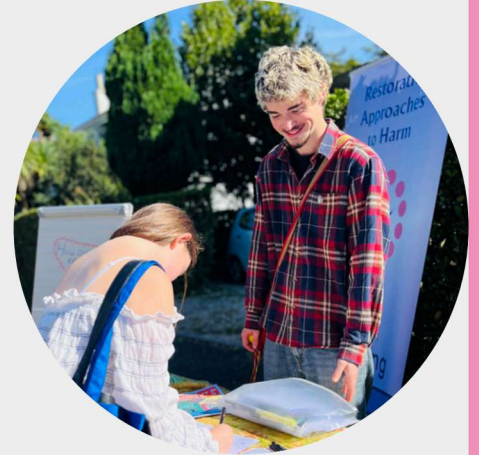
We deliver co-designed training programmes and facilitate the development and delivery of youth-led projects.



2024-2025

# Highlights

- Pioneering '**Consulting Communities through Youth-led Climate Awareness**', in Camborne, Pool, and Redruth, holding **over 25 intergenerational Restorative events**, independently evaluated and assessed for replicability
- **Consolidating partnerships** through Cornwall's Youth Engagement Programme (YEP!) and reaching a **further 170 young people aged 16-19** identified as **at risk** of disengaging from education, via our **Restorative Engagement Programme** in Cornwall's FE Colleges
- Publishing our **Youth-led Climate Action Theory of Change** in the form of a Youth-Led Climate Action Team (YCAT) **Report**, with 10 **Restorative 'Stories of Change'**, as a model for Cornwall and for other regions to make their own.
- Collaborating with national organisation Wild Card via their **Rewild the Ghost Woods campaign**, exploring **Nature Restoration** and ancient woodlands with local schools and communities
- Piloting young people's **Restorative circle discussions** for talking together about democratic structures, **participation, representation and consultation** - and how these can be practised
- Developing our **partnership with Carefree Cornwall** through an **exchange of learning** - RJ Working facilitated a whole-team Restorative Practice training and learned more about **care-experienced young people** (accepted as a protected characteristic by Cornwall Council)



# Highlights

continued...

- Creating local spaces for young people to build **connection, solidarity and allyship**. Tackling prejudice and discrimination Restoratively through our **Beyond the Labels** programme - and communicating these values through **filmmaking** and **mural design**
- Redesigning our **adult training offer** to develop pathways to **'Tackling Racism Restoratively'** and **'Tackling Climate Change Restoratively'** so that young people's **education and community contexts** are more receptive to their initiatives
- Receiving funds and support from **Camborne Town Council** to work Restoratively with local schools and Camborne's **Youth Council**, to engage young people and to support Camborne's **Youth Conference**. We will champion this as a leading model for **hyper-local investment in young people**
- **Learning as a team** with Jo McAndrews about **trauma-informed approaches** to climate conversations; with Peter Lefort about **positive tipping points**; with Leon Dundas and Cornwall Quakers about **Active Anti Racism and Black History** in the South West
- Raising young people's awareness of Cornwall's Clean Energy career opportunities through **Restorative Green Skills** workshops at FE colleges, and working with multidisciplinary partnership programme **The Future is Green** to spread the word about Floating Offshore Wind (FLOW) developments



# Impact and Achievements:

Impact and achievements this year have spanned all four of the RJ Working inter-related Strategic Aims, designed to tackle inequalities, as follows:

## Strategic Aim 1

**To empower young people's leadership of Restorative Practice and Restorative Climate Action developments in education and in geographic communities**

**292**

Young people supported to explore Green Careers options

**125**

Young people introduced to Restorative Practice at Humphry Davy School

**144**

Young people trained in Restorative teamwork and leadership as circle-keepers

RJ Working continues to champion young people's leadership, and we have explored new ways to develop this across Cornwall and the Isles of Scilly.

This year, we published our Youth Climate Action Report, which illustrates our Theory of Change for young people's leadership in Restorative Climate Action.

Our training and leadership opportunities upskill young people to create

power through Restorative Practice in their own localities, enabling them to cascade this through their communities.

In Camborne, Pool, and Redruth, young people led local climate conversations and supported these as intergenerational circle-keepers.

Sixty eight young people were supported in their transition from Primary School to Secondary School, a point at which inequalities can become entrenched.

Our Step-Up programme empowers leadership and agency through Restorative Practice, and enabled them to share their learning with younger children.

We developed connections with Cornwall's Floating Offshore Wind (FLOW) project, and supported 292 young people to explore how their career choices can relate to climate and social justice.

We hosted a week-long work experience for 12 media students, co-creating a resource about Climate Awareness for sharing with hundreds of young people via Truro & Penwith College

### Case study: Visually communicating Restorative Practice

Developing through a community-based programme, 'Beyond The Labels' developed through young people, into a lunchtime club at Humphry Davy School. The project introduces young people to Restorative Practice as a set of skills and way of working together which supports teamwork and leadership. This has developed into a safe space to make connections, for young people aged 13-16 to discuss issues related to identity. The group explores ways we are the same, by finding the threads that connect us and also celebrates differences. Sessions have included games and creative activities; building trust and confidence for looking at issues important to participants and talking together about how to challenge stereotypes & overcome prejudice.

The 'Beyond The Labels' group decided that they wanted to share their values with the wider community. The result is a beautiful mural that they designed and painted in their school grounds. The artwork is a stunning display of colour and natural shapes, filled with words that are of great importance to the community. The mural has already received many comments of admiration and support and will remain iconic within the school community for years to come.

We have also worked with national organisations to bring visual exhibitions which communicate visually to young people in Cornwall: the Loving Earth Project, and Letters from the Global South. Both exhibitions bring themes of Restoratively 'making things better' for people and planet in relation to the Climate~Nature Crisis, and uplift the voices of young people through art.



# Strategic Aim 2

**To use Restorative Practice to develop understanding, knowledge and skills for tackling identity-related harm, both interpersonal and systemic, especially through Active Anti racism and LGBTQI alliance.**

**97**

**Young people engaged through our Ripple Effect programme**

**78%**

**Of training participants said their understanding of how to tackle racism Restoratively improved**

This year, we have continued to develop our work tackling identity-related harm in all our projects and programmes, and also through specific design. Through online multiagency trainings for adults who work with young people, plus workshops in schools and colleges, we have stretched participants learning to consider allyship and connection through a Restorative lens. Our trainings and programmes emphasise that everyone's identity has multiple aspects and develop capacity for affirmation and creativity in responding to harm

We re-launched our flagship Tackling Racism Restoratively training, which supports participants to;

- Understand the impact of identity based harm in Cornwall, especially racism
- Build knowledge, confidence and strategies to deal with racism when it arises
- Identify potential ways forward & activate confidence for change at personal, organisational & community levels

We delivered the Ripple Effect Programme in four schools, which directly supports young people to explore identity-based harms and restorative responses through social~emotional Restorative learning. This programme embeds Restorative practice, building young people's abilities: to recognise and respond to interpersonal harm & cultural harm, to explore constructive approaches to conflict, and to develop lasting social bonds and a deeper sense of community.

## Case study: Tackling Racism Restoratively

This year, RJ Working re-launched our Tackling Racism Restoratively multiagency training, building on ['Children Visible By Colour'](#) guidance, developed by Kowetha in collaboration with Barnados. This partnership-building approach ensured the training is shaped by lived experience, creating learning in collaboration with young people and communities. The training is focused on building knowledge and skills for identifying and responding to racism Restoratively. By equipping practitioners and organisations with Restorative tools to address racism, training influences practice to create safer, more inclusive environments. Part of the systemic approach to tackling identity related harm.

Through our 1-day Tackling Racism Restoratively trainings in 2025, RJ Working has to-date engaged organisations from across Cornwall. Representatives have participated from *Cornwall Council Refugee Resettlement Team, Carefree Cornwall, Truro and Penwith College, Quakers, St Day School, Cornwall VSF, YZUP We Are With You, Humphry Davy School, and Five Islands Academy*

One participant said of their experience:

*"The training was skilfully facilitated to successfully create the inclusion, equity and support of an 'in-person' circle. It was the best online training experience I have had - thank you!"*



**'The Right to Travel' from the Loving Earth Project**

# Strategic Aim 3

**To demonstrate young people's inclusion and participation increasing, through Restorative Practice and Restorative Climate Action, in education, geographic and peer communities, via a whole system approach in Cornwall.**

We have supported young people to raise awareness and make change in their local communities. This has included connecting them with local decision makers so that their voices can be heard on the issues that matter to them. For example, Beyond the Labels group in Bodmin achieved the Surfers Against Sewage Plastic Free Award and then ran a series of assemblies at their school to raise awareness about plastic pollution amongst their younger peers. They wrote asking their local MP Ben Maguire to meet with them. This resulted in discussing with him how he can support the changes they want to see, both locally and nationally.

Systemic approaches are central to RJ Working's mission, the most effective changes will be embedded at a systemic level and a Restorative culture can enable the creation and maintainance of these changes.

We contributed to Cornwall's Public Health Child Poverty Report, engaging young people in Redruth and the Isles of Scilly in Restorative conversations about inequality, injustice, and what it feels like to 'not have enough'. RJ Working produced two films, which can be seen on the Public Health [website](#). The Report is informing the creation of a local Child Poverty Taskforce - a group of leaders from different organisations across Cornwall.



**"I have learnt about problem solving and not running away from conflict."**

**"The sessions have helped me think about not making assumptions about other people and not judging people and feeling able to help others."**

## Case study: Restorative Engagement Programme

As part of Cornwall's Youth Engagement Programme partnership, we worked with over 20 small groups of young people who were who were at risk of disengaging from education. Here's what team member and Youthwork Trainee Lily had to say about co-working on the project:

"I've been working alongside my colleague Lucy to deliver the Restorative Engagement Programme (REP) in Bodmin and Truro. I've seen how the sessions have made a visible difference to the young people involved. I've noticed some who have gone from uncomfortably shy, unable to make eye-contact and reserved, to, 4 weeks on, being able to join in fully with fun games, and share opinions confidently during circle time, exercise their empathy and vulnerability during sessions, and really show who they are as individuals to us and the other group members.

"It's been a pleasure to see young people start to feel comfortable sharing their opinions and thoughts. When watching short films on themes such as assumptions, prejudice and workplace expectations they've been able to engage through the safety of spaces we've all created together. Adopting a Restorative lens through which to see other people's perspectives, has helped young people to understand and better prepare for the tricky situations and relationships they may experience in further education or in a future job. Processes and activities we've used to support their next and future steps have included: badge making to distil their commitments, dissecting the iceberg theory, exploring their personal future goals and aspirations, letting us know what they'd like to achieve and figuring out what support they might need. They have worked on building resilience and confidence by slowly opening up, building trust as a group, and participating more and more each session".

**170**  
young people aged 16+ found their sense of purpose through our Restorative Engagement Programme



# Strategic Aim 4

To influence policy and practice, regionally, nationally and internationally, by integrating youth-led Restorative Practice and Restorative Climate Action with other models, networks and learning initiatives.

7  
Alliances and networks where RJ Working is introducing the relevance of Restorative Practice

96  
Participants from community organisations and schools in multiagency trainings

628  
Participants in community climate conversations

The Restorative model is extremely versatile and adaptable, able to fit with other initiatives and approaches. It emphasises strengths and assets, and builds on these, within and between young people, to generate new resources, motivations and shared aspirations.

Restorative Practice training is experiential, and becomes a learning exchange between participants, which they can then adopt and adapt for different contexts.

Some of the discrete communities where RJ Working has held a long-term commitment and involvement - such as Gypsy Roma Traveller communities and England's most remote community on the Isles of Scilly, have been using the Restorative model for a number of years now, and are reaping the rewards. St Day and Carharrack School, where nearly all staff have trained in the Restorative model, has gone on to adopt the Rights Respecting philosophy, with huge benefits to their children's confidence and agency.

At a national level, RJ Working has introduced the Restorative model to IVAR, as the learning partner for the Co-op Future Communities Foundation where we are one of 13 partners in a national network. Similarly, young leaders within the team have presented the Restorative approach within Paul Hamlyn Foundation's Youth Fund Learning Network, which comprises a range of varied youthwork organisations. We are also engaged with the national network of Peace Education co-ordinated by Quakers and RJ Working features in the important publication 'Peace At The Heart'

Shared Restorative language and principles across sectors and geographic boundaries is also the mission of the European Forum for Restorative Justice (EFRJ) where RJ Working is a keen member.

## Case study: Consulting Communities through Youth-Led Climate Awareness

The Youth-led Climate Action Team organised and held a series of Restorative Community conversations around climate awareness across Camborne, Redruth and Pool. The programme was designed to achieve a deep dive into communities deeply affected by climate change in terms of its impact on food and energy costs. Community members had often not previously realised these connections. Climate Action Plans have been developed by Redruth Town Council and Camborne Town Council, but the project discovered i) a low-level of awareness of these plans, and ii) the need to develop community resilience for the challenges. The programme created opportunities for local people to come together to talk, plan, and decide priorities.

Central to the programme was the empowerment of young people to play a leading role in shaping climate responses

The team organised 29 community conversation events, creating spaces where people from different generations and different backgrounds could share experiences and explore concerns together, reaching a total of 628 participants. Questions were designed to elicit feelings about climate change, and community responses, enabling community members to reflect on both the challenges and identify strengths for responding. It was recognised that climate change already affects everyday life, including rising food costs, heating bills and concerns about flooding.

The events were held at primary schools, community centres, secondary schools, and built towards larger youth-led Restorative community conversations, involving local councillors and MPs, so that policy makers could directly hear community experiences and young people's perspectives on climate.



# Plans for the future

- RJ Working wants to bring the values of the Fair Education Alliance to Cornwall: to further develop collaborations with the leadership teams in schools, colleges, and the relevant Local Authority staff, to tackle inequities for children and young people at their roots.
- We will review our success in providing Social Work training and Youthwork training placements and consider how RJ Working might contribute Restorative Practice learning systemically, to more students, enabling theory to be integrated with practice.
- RJ Working will continue to explore & test new structures for youth leadership & ongoing development.
- We are excited about finding the right young CEO to lead next steps, whether from within or outside the multidisciplinary team. Our current CEO, one of four women founders, is committed to further youth leadership, the right person could have initial experience in teaching, social work or business – most important will be their commitment, and a well managed handover.
- Research and impact evidence will be an important feature of the coming year, now that we have learned so much through developing a Theory of Change for Youth-led Climate Action work.
- A Theory of Change & Impact Evaluation for work about Identity harms would raise this work to parallel status, where we want it to be.
- We will continue to develop the four key themes of our YCAT Report to enable climate literacy and oracy:
  - i) food: what we eat & where it comes from
  - ii) energy: including household bills & transport
  - iii) nature restoration
  - iv) questioning: fashion, consumerism, materialism
- Aware of painful divisions created by the national media around migration, we are even more committed than ever to developing understandings in Cornwall about the Cornish history of migration through poverty. And affirming the value of welcome in times of need.
- We will share Restorative principles and language to strengthen existing and new partnerships in the interests of young people who struggle to stay 'in' their peer group and /or their education setting. We hope the Restorative model will be used more & more to bring down barriers to inclusion.
- RJ Working plans to champion young people's increasing involvement in local politics, enabling those who don't talk about these things to consider questions of democracy: participation, representation, and consultation.
- Increasingly, young people will know that Restorative practice can support the urgently needed changes at every level which are vital for all young people's futures.

## Penwith Eco Fair



## Loving Earth Project



## Letters from the Global South Exhibition



# Structure, governance and management

## Governing Document

RJ Working is a Charitable Incorporated Organisation, registered as charity no 1197378 on 6th January 2022. Our Constitution is our Governing Document and was adopted on 14th December 2021. Prior to that conversion we were a CIC with charitable objectives and an asset lock, dating back to 2012.

## Recruitment and Appointment of our Board of Trustees

The Charity Trustees, under the requirements of the Constitution are appointed to serve for a set period of time after which they must be re-elected at a Trustee Meeting. All members of the Board of Trustees give their time voluntarily and do not receive benefits from the charity.

The charity's work focuses on children and young people, promoting their teamwork and leadership. RJ Working subscribes to the Young Trustees Movement which promotes the appointment of younger Trustees and in the case of RJ Working this appropriately reflects a closer relationship with the age group our organisation is serving and invests in the leadership of diverse young people at Trustee level as well as in recruitment to the paid operational staff team.

To support the Board of Trustees we draw on expert advice for example from Headteachers, Local Authority specialists and colleague social purpose organisations.

To maintain the broad skill mix required, members of the Board of Trustees are asked to provide and update a list of their skills. In the event of particular skills being lost due to retirements, or newly required skills being identified, we actively recruit to meet these needs.

## Trustee Induction and Training

New Trustees have an induction to the organisation and the majority (those whose roles are most relevant) undertake our 3-day Multiagency training in Restorative Practice.

Trustees have an annual Safeguarding Update along with the annual updating of our Safeguarding Policy. Members of our operational /strategic team have regular opportunities to meet with Trustees.

## Risk Management

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is regularly updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Our strategic Business Plan, regularly reviewed, allows for diversification of funding to support our increasing range of activity, especially new or pioneering steps such as tackling environmental harms restoratively. Internal control risks are minimised by the dual procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with requirements for the health and safety of staff, children and young people (including safeguarding) and vulnerable adults. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

## Organisational Structure

We have a Board of Trustees and an operational / strategic team. Both these include diverse young people across all levels of involvement with Projects, Programmes, and Leadership. The team includes two registered Social Workers, a former Teacher and a qualified Youthworker.

We are supported by outsourced professional expertise in HR, IT and finance management. RJ Working is a member organisation of the UK Restorative Justice Council and meets the requirements of its training and organisational standards.

## Financial Policies

**Investments:** We currently make no investments; if this situation changed, we would develop an ethical Policy in accordance with our commitment to climate justice.

**Reserves:** Our Policy is to accumulate reserves to cover 3-6 months of committed running costs.

# Financial Review

## from our Treasurer

### Jamie Mitchell

BSc Hons Economics



**The financial year 2024/25 has seen strengthened organisational capacity with RJ Working building on foundations established in previous years. The charity has continued to expand its reach while maintaining careful financial oversight and proportionate management.**

The year closed with a surplus of £3,230; while more modest than the previous year, this reflects deliberate managed investment in delivery capacity aligned to secured funding streams. Expenditure increased in proportion to expanded programme activity, through staffing and frontline facilitation. This growth in salary costs directly reflects increased delivery commitments across youth engagement, restorative practice and climate focused community initiatives, rather than growth in fixed overheads.

Two significant funding streams during the year marked a departure from RJ Working's more traditional grant-based income profile: i) Community Levelling Up Programme funding, received through Cornwall Council as part of Shared Prosperity Fund delivery, and ii) contracted service provision through the Youth Engagement Programme (YEP), secured via a competitive tender process; both contributed substantially to programme expansion. These opportunities were central to the increased need for staffing capacity during the year. While neither represents guaranteed long-term funding, they demonstrate RJ Working's growing ability to compete successfully for commissioned contracts and to align its restorative model with wider social, economic & environmental policy priorities.

Training delivered to adults and young people generated £43,790, continuing to contribute meaningfully to income while supporting the embedding of restorative practice in partner organisations and educational settings. Total funds carried forward at the year-end were £90,646, comprising £47,573 in restricted funds held for specific programme delivery and £43,073 in unrestricted reserves. The Trustees continue to manage unrestricted reserves in line with our policy of maintaining between 3 and 6 months of committed running costs, ensuring organisational resilience while continuing to deliver high quality services.

Looking ahead, the wider funding environment remains competitive and subject to policy change, particularly in Shared Prosperity Fund programmes. However, RJ Working enters 2025/26 with some stability through funder relationships, a diversified funding and income base and strengthened delivery results and evidence. The Trustees continue to ensure staffing levels remain proportionate to secured income, while pursuing longer term funding, and continuing to develop opportunities for earned income which are aligned to our mission.

*Jamie Mitchell*

Jamie Mitchell  
Treasurer

**RJ Working**  
**Charity No 1197378**

**Approval statement**

I report on the financial statements of the Charity for the financial year ended 31st July 2025 which are set out on pages 5 & 6.

**Respective responsibilities of Trustees and Examiners**

The Trustees (who are the directors of the company for the purposes of company law) are responsible for the preparation of the accounts.

The Charity's Trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act). As amended by s.28 of the Charities Act 2006) and that an independent examination is needed.

it is my responsibility to:

1. examine the accounts under section 43 of the act, as amended);
2. to follow the procedures laid down in the general directions given by the Charity commission (under Section 43(7)(b) of the Act, as amended); and
3. to state whether particular matters have come to my attention.

**Basis of Independent Examiners' Statement**

An examination includes a review of accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view' and the report is limited to those matters set out in the statement below.

**Independent Examiner's statement**

In the course of my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that:  
proper accounting records are kept (in accordance with section 41 of the Act); and  
accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act

Whyfield Limited 30/04/2026

Whyfield Limited  
Ground Floor Building A Green Court  
Truro Business Park  
Threemilestone  
Truro  
Cornwall  
TR4 9LF

**RJ Working**  
**Charity No 1197378**  
**Receipts and Payments Account for Financial Year Ending 31st July 2025**

<b>Receipts</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>2</b> Voluntary Income	-	-
<b>3</b> Other charitable activities	43,790	30,026
<b>4</b> Investment Income	-	-
<b>5</b> Incoming from charitable activities:	-	-
Donations	-	1,070
Restricted grant income	211,939	118,039
Other income	-	-
Other grant income	5,980	54,599
	<u>261,709</u>	<u>203,734</u>
<b>Payments</b>		
<b>7</b> Employment costs	186,085	109,047
Donations	21	-
IT Support	6,404	4,446
Rent & Rates	6,375	2,750
Training Delivery Costs	26,146	17,858
Payroll	866	1,451
Pension Costs	2,831	1,912
Training Supervision and Professional Memberships	5,339	1,747
Accountancy and Professional Fees	4,263	5,930
Support costs	20,149	22,236
	<u>258,479</u>	<u>167,377</u>
Support costs are allocated accordingly;		
Administration	10,732	16,974
Postage & delivery	716	386
Insurance	1,758	1,465
<b>6</b> Depreciation	1,920	434
Data, communication and software consumables	1,231	1,059
Other costs	1,718	1,918
Marketing	2,074	-
	<u>20,149</u>	<u>22,236</u>

Net income is after charging Depreciation of £1,920.24

**RJ Working**  
**Charity No 1197378**  
**Statement of Financial Activites for Financial Year Ending 31st July 2025**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2025</b>
	£	£	£
Income	49,770	211,939	261,709
Total Income	<u>49,770</u>	<u>211,939</u>	<u>261,709</u>
Expenditure			
Cost of charitable activites	46,540	211,939	258,479
	<u>46,540</u>	<u>211,939</u>	<u>258,479</u>
Net Income/(Expenditure)	3,230	-	3,230
Fund balances brought forward	86,843	49,272	136,115
Fund balances carried forward <i>(less prior year opening bal adjustment)</i>	<u>43,073</u>	<u>47,573</u>	<u>90,646</u>

**RJ Working**  
**Charity No 1197378**  
**Statement of Assets & Liabilites at 31st July 2025**

		<b>2025</b>		<b>2024</b>
		<b>£</b>		<b>£</b>
Fixed Assets				
Tangible assets	<b>9</b>	5,508		2,332
Current Assets	<b>10</b>			
Debtors		9,914		15,694
Cash at bank		84,989		126,966
		<u>94,903</u>		<u>142,660</u>
Current Liabilites	<b>11</b>			
Creditors		- 8,595		- 3,979
Accrued Expenses		- 1,170		- 4,898
		<u>- 9,765</u>		<u>- 8,877</u>
Net Current Assets		85,138		133,783
Net Assets	<b>14</b>	<u>90,646</u>		<u>136,115</u>
Funds	<b>13</b>			
Resticted funds		47,573		49,272
Unrestricted funds		43,073		86,843
		<u>90,646</u>		<u>136,115</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for small entities.

For the year ending 31/07/2025 the charitable company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation on the accounts.

*Jamie Mitchell*

Jamie Mitchell (Apr 30, 2026 17:18:40 GMT+1)

signed on behalf of the Trustees on

**30/04/2026**

Dated.....

## **1. Accounting Policies**

### **Basis of Accounting**

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 on 16 July 201 as updated by Update Bulletin 1 issued on 2 February 2016, the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

### **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled the income and the amount can be quantified with reasonable accuracy.

### **Resources expended**

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular activities on a basis

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

### **Fund accounting**

The unrestricted fund has arisen through general fundraising, unrestricted donations and surpluses from pursuing the charity's objectives. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

The cost of raising and administering such funds are charged against the specific fund.

### **Depreciation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings and equipment	25% straight line	25% straight line
----------------------------------	-------------------	-------------------

**2. Voluntary Income**

	<b>2025</b>	<b>2024</b>
Donations	-	1,070
	<u>-</u>	<u>1,070</u>

**3. Income from other Charitable Activities**

	<b>2025</b>	<b>2024</b>
Training adults & young people	43,790	30,026
	<u>43,790</u>	<u>30,026</u>

**4. Investment Income**

	<b>2025</b>	<b>2024</b>
Interest from cash deposits	-	-
	<u>-</u>	<u>-</u>

**5. Incoming resources from charitable activities**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2025</b>	<b>2024</b>
Grant Income	5,980	211,939	217,919	172,638
Other Income	-	-	-	-
	<u>5,980</u>	<u>211,939</u>	<u>217,919</u>	<u>172,638</u>

## 6. Net Income

Net Income is stated after charging

	2025	2024
Depreciation	<u>1,920</u>	<u>434</u>

## 7. Employee's remuneration

The average number of persons employed by the charity during the year was as follows:

	2025	2024
The aggregate payroll costs of these persons were as follows:	<u>12</u>	<u>9</u>

	2025	2024
Wages & Salaries	<u>186,085</u>	<u>109,047</u>

No employee received emoluments of more than £60,000 during the year

## 8. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

## 9. Tangible Fixed Assets

	<b>Fixtures fittings and equipment</b>	<b>Computer equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>			
At 1st August 2024	6,324	-	6,324
Additions	-	5,095	5,095
At 31 July 2025	<u>6,324</u>	<u>5,095</u>	<u>11,419</u>
<b>Depreciation</b>			
At 1st August 2024	3,992	-	3,992
Charge for the year	986	934	1,920
At 31 July 2025	<u>4,978</u>	<u>934</u>	<u>5,912</u>
<b>Net book value:</b>			
<b>At 31 July 2025</b>	<u>1,346</u>	<u>4,161</u>	<u>5,507</u>
At 1st August 2024	<u>2,332</u>	<u>-</u>	<u>2,332</u>

## 10. Debtors

	<b>2025</b>	<b>2024</b>
Prepayments	2,409	2,082
Trade	2,520	7,520
Other debtors	4,985	6,092
	<u>9,914</u>	<u>15,694</u>

## 11. Current Liabilities

Amounts falling due within 1 year

	<b>2025</b>	<b>2024</b>
Accruals	1,170	4,898
Trade Creditors	594	2,159
Employment Costs	479	1,820
Deferred income	7,520	-
	<u>9,763</u>	<u>8,877</u>

## 12. Members' Liability

The charity is a charitable incorporated organisation and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

## 13. Analysis of Funds

	At 1 August 2024	Incoming Resources	Resources Expended	At 31 July 2025
	£	£	£	£
<b>General Funds</b>				0
Unrestricted Income Fund	86,842	49,770	46,540	90,072
<b>Restricted Funds</b>				
Active Communities Grant	3,000	16,686	19,686	-
CCF Mental Health	6,666	3,334	10,000	-
CCF Social Enterprise	5,000	-	5,000	-
University of Exeter	11	-	11	-
Community Capacity	20	-	20	-
Awards for all	-	35,000	19,935	15,065
Paul Hamlyn	16,323	53,684	55,007	15,000
Garfield Weston	-	20,000	19,994	6
Quakers of Cornwall	3,252	-	-	3,252
Postcode Local Trust	15,000	6,000	15,000	6,000
Camborne Town Council	-	3,000	-	3,000
James Reckitt	-	3,750	-	3,750
QvinE	-	500	-	500
Woodroffe Benson	-	1,000	-	1,000
	<u>49,272</u>	<u>142,954</u>	<u>144,653</u>	<u>47,573</u>
<b>Total Funds</b>	<u>136,114</u>	<u>192,724</u>	<u>191,193</u>	<u>137,646</u>

## 14. Net assets by fund

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Tangible assets	5,508	-	5,508	2,332
Current assets	47,330	47,573	94,903	142,660
Current Liabilities	- 9,765	-	- 9,765	- 8,877
<b>Net Assets</b>	<u>43,073</u>	<u>47,573</u>	<u>90,646</u>	<u>136,115</u>

**RJ WORKING CIO**

England & Wales - Charity number 1197378

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# Accounts

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# RJ Working CIO



## Annual Report & Financial Statements

1st August 2023 to 31st July 2024

Charity Number: 1197378  
Registered Office:  
The Elms, 61 Green Lane,  
Redruth, Cornwall TR15 1LS  
[rjworking.co.uk](http://rjworking.co.uk)



RJ Working  
Restorative Approaches to Harm

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This report has been independently examined by:

**Whyfield Limited**

Ground Floor Building A, Green Court, Truro Business Park,  
Threemilestone, Truro. Cornwall TR4 9LF

# Welcome

## from our Chair



## Yasmine Fosu

**It is a great pleasure to be reviewing another year of RJ Working growth and development through to July 2024.**

I'm delighted to report that following the landmark Youth-led Climate Action Festival in July 2023, the team's creative use of Restorative Practice has gone from strength to strength.

This has been a year where RJ Working's commitment to young people's relationship with nature, climate and environment has continued to flourish, expressed through inspirational coaching and mentoring in various communities. The Restorative model is used to cascade support, from young adults to teenagers, from teenagers to children, through breadth of reach via events with high numbers and through depth of meaningful connection in smaller groups.

The growing team continues to pioneer innovative uses of Restorative Practice: both with young people and the adults who work with them. By equipping educational communities, Local Authorities and community organisations to adopt and use Restorative Practice as a framework for needed conversations, we are fostering shared understandings, collaboration, and co-design, supporting a culture of adaptability and resilience.

As we've always said, Restorative Practice can be 'social glue' where there is division, conflict, and vulnerability. Restorative principles support young people to engage in shared problem-solving and decision-making. Aligning our services with the priorities of different sectors, RJ Working is well-positioned to strengthen very local partnerships, such as Town and Parish Councils, which are increasingly focused on addressing nature restoration, pollution reduction and climate action, with relevance for young people's citizenship. Then at a national level, RJ Working is also achieving influence and growing its capabilities for offering the Restorative model within various networks responding to the intensifying challenges of our time.

It feels like we've come a long way since I joined the team as an intern back in 2019. Yet I can see how the work we did then is woven into the continuing tapestry of Restorative Practice development, especially in the ways equity, diversity and inclusion are integrated in each project and programme. As a charity, and as a social enterprise, RJ Working is increasingly secure in its mission and ambition to support youth leadership of a fairer world: each group of young people taking Restorative principles and language for their own distinctive context and challenges, to enable their ownership of a collective response.

Yasmine Fosu  
Chair of Trustees

# Board of Trustees



Derek Hayes



Tean Roberts



Yasmine Fosu  
(Chair)



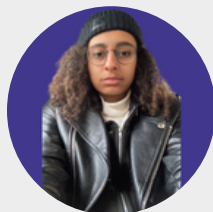
Jamie Mitchell  
(Treasurer)



Susannah Storey



Lesley Chandler



Julian Lutzka  
(from 6th  
September 2023)



Abigail Cows  
(up to 29th  
November 2023)

Our work this year has been possible thanks to:

- Our Restorative Team: Becky, Seb, Matt, Eggy, Fran, George, Anna, Jack, Julian, Mia, Polly, Keren
- Our Interns: Annelie, Auríel, Ash, Harry and Jack
- Our Core Support Team: Lucy, Nicky and Deborah
- Our Consultancy Support Team: Leon, Bernadette, Dan and Carolann

Special thanks to our Patron, Professor Mark Walters.

# Charitable Objectives

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(a) the advancement of  
**conflict resolution  
and reconciliation**

by the advancement of education in Restorative justice and the application of Restorative approaches in schools, colleges, workplaces and within the community where conflict may arise, with a particular focus on empowering socially and economically disadvantaged groups and those vulnerable to discrimination, particularly those with characteristics protected by the Equalities Act 2010; supporting young people to engage in restorative practice.

(b) the advancement of  
**environmental  
protection or  
improvement**  
through awareness and education and the use of Restorative practice to address environmental conflicts.

(c) to promote  
**human rights**

(as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by raising awareness of human rights issues, promoting public support for human rights and educating the public about human rights.

In furtherance of that object but not otherwise, the trustees shall have power: To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

# Charitable activities and public benefit

The trustees confirm compliance with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales, in reviewing RJ Working's aims, objectives and current activities and planning its future activities.

All our charitable activities are undertaken to further our charitable purposes for the public benefit. We continuously review our aims, objectives, and activities, looking at what we achieve, the outcomes of our work, the success of each key activity and the benefits brought to the groups of people we are set up to help. These processes help ensure our aims, objectives and activities focus on our stated purposes.

## **Our work seeks to reduce inequity and tackle injustices restoratively.**

Our activities focus on facilitating young people's teamwork and leadership; inviting them to change the nature of the conversation and connection they have with each other and with the adults in their lives, developing their capabilities for communication and problem-solving and developing their confidence and self-esteem.



We work predominantly with children and young people from across Cornwall and the Isles of Scilly; our programmes focus on empowering young people with experience of social and economic disadvantage and/or are vulnerable to discrimination and prejudice.

To enable the cultural and structural changes needed for young people's voices and participation to be more valued and appreciated, we also train adults who work with young people from organisations and services across a number of sectors including social care and education (this training for adults is delivered as a form of income-generation complementary to our charitable aims).

The question of how to effectively tackle inequity is threaded through all our training, as is now recognising the primary factor embedding social injustice being the crises of nature and climate. We see social harms and environmental harms as inextricably interwoven, and Restorative Practice as capable of enabling collective redemptive action.

We deliver co-designed training programmes and facilitate the development and delivery of youth-led projects.

2023-2024

# Highlights

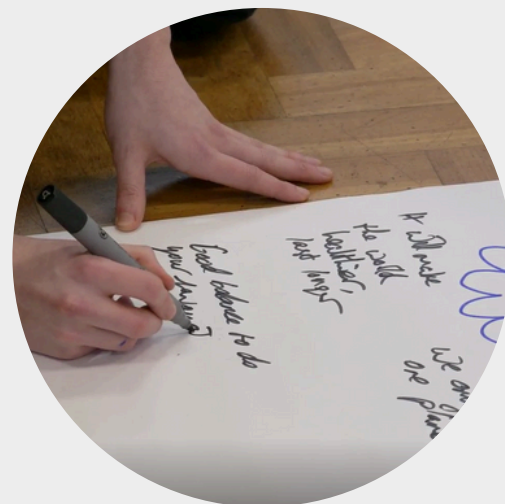
- Realising that embedded Restorative Practice is associated with **very successful Ofsted Reports**. Five Islands Academy achieved an Outstanding rating in children and young people's Personal Development with assessments including **"Pupils develop a powerful sense of community"** and **"The culture of the school is such that everyone works together to find solutions and resolve issues"**.
- Learning about **identity, intersectionality, anti-racism and allyship**, via Restorative Practice with **young people at risk of discrimination and isolation** in two of Cornwall's major towns, Penzance and Bodmin. This resulting in **Beyond the Labels** programme creating safe spaces supported by the **People's Health Trust**, with the wider work supported by **Quakers**.
- As part of the **Co-op Foundation Future Communities** network, co-working with prestigious **evaluation partner IVAR** to introduce Restorative Practice experientially to the network.
- Forging links with the national-profile **Climate Child Protection and Safeguarding Team (CCPAST)** through understanding that **climate breakdown** is impacting the **physical, psychological, emotional and social wellbeing of young people**.
- Developing a **Theory of Change for Youth-Led Restorative Climate Action**. Paul Hamlyn Foundation supported RJ Working to access the **expertise of James Noble**, one of the founding proponents and developers of the Theory of Change model at **NPC**, national leaders of the use of the model. We are **beginning to test** our theory in practice.



# Highlights

## continued...

- Achieving a Community Capacity Fund grant from **Cornwall Council**, through which to develop a survey with support from **Peter Lefort of University of Exeter** and **Chris Cotter of Jola Associates**. This became a **youth-led consultation**, in person and online of over 200 residents of Camborne Pool and Redruth, providing evidence for a **Levelling Up project piloting youth-led Climate Conversations**.
- Relaunching Restorative Practice training with **Council of the Isles of Scilly** Senior Staff and elected Councillors, who serve **the UK's most remote community**, 28 miles from the Cornwall coast where our **schools programme delivery is established year-on-year**.
- While not exceptional this year, we were delighted to maintain previous highlights, such as again nominating, with **two young people shortlisted for Community and Business awards** and again providing a fast-track **student social work placement**, sponsored by and in partnership with **Cornwall Council**.
- The launch of a **significant contract with Cornwall Council** delivering the Youth Engagement Programme (YEP !) **funded through UKSPF**. Led and managed by CSW, bringing together major providers across Cornwall, this has enabled RJ Working to **extend our reach and influence** and to have a **consistent role at all FE College sites with marginalised and vulnerable young people** through our **Restorative Engagement Programme**.
- CSW on behalf of the **YEP partnership success winning a national award for 'Social Mobility Quality Improvement Initiative of the Year'** at the prestigious Quality Professional Awards which honour unwavering commitment. The YEP partnership will be **evaluated** in depth by **University of Exeter** researchers.



# Impact and Achievements:

Impact and achievements this year have spanned all four of the RJ Working inter-related Strategic Aims, designed to tackle inequalities, as follows:

## Strategic Aim 1

To empower young people's leadership of Restorative Practice and Restorative Climate Action developments in education and in geographic communities

229

Young People trained to lead circles in their communities

573

Children & young people reached by those leaders

31

Young People working as part of our team, supported to surprise themselves by leading in new ways

Young people in the lead, through paid roles in which they are role models, remains central to the organisational identity of RJ Working. Whether work experience, internships, sessional roles or contracted in the short or longer term, each young person is supported through induction and training which we hope will prove of lifelong value.

Investing young people with authority, as trainers, coaches and mentors, is a form of empowerment which we seek to cascade through different contexts and settings.

This has proved especially relevant to training circle-keepers for youth-led climate conversations. Young people's insights, contributions, teamwork and leadership ensure that the organisation is engaged in continuous learning and development.

### Case study: Mia & Lucy

**Mia:** *Initially on the edge of the team I got involved because of my concerns about nature and climate. I was really sure about wanting to help but struggled with uncertainty, lack of confidence, and finding the right words. RJ Working's focus on relationships and Lucy's mentoring and support encouraged me to develop my courage and skills. Although extremely nervous about co-delivering a programme for the first time, Lucy's guidance about adjusting activities for diverse groups of young people gave me control and my anxiety subsided. She encouraged me to plan and deliver sessions which felt like a huge achievement. This experience along with Lucy's positive and constructive feedback reinforced the value of my distinctive contribution and the effectiveness of my facilitation style. I recognised my strengths—like vulnerability and honesty—and grew in confidence. RJ Working's celebration of strengths and sense of togetherness motivated me through challenges. I hope to pass on the same support and encouragement Lucy gave me, to other young people.*

**Lucy:** *Creating spaces within our team where young people can step into their power makes it possible for us all to learn and grow together. Youth leadership is at the heart of RJ Working, making it special to witness Mia's journey from our Youth Climate Action Team to competently fulfilling their role with us as a project worker. It has been profoundly transformative to watch them grow. I learnt loads from Mia as we worked together to problem-solve and adapt our approach and content for the varied groups of young people we worked with.*



# Strategic Aim 2

**To use Restorative Practice to develop understanding, knowledge and skills for tackling identity-related harm, both interpersonal and systemic, especially through Active Anti racism and LGBTQI alliance.**

**78%**

of Beyond The Labels participants felt their communication skills developed

**75%**

of Beyond The Labels participants felt more confident in talking about difficult and sensitive topics

This strategic aim is not separate but is threaded through all the other work that we do, whether working with children, young people, or the adults who care about them. Every training course and programme raises questions around everyone's identity having multiple aspects and reference points, and considers sources of affirmation for these. Using the Restorative model we explore and stretch participants' capacity for allyship and connection, strengthening a peer group culture of care, and courage to speak up when hurts or harms occur..

This year has seen the engagement of many more young people, supporting them to explore issues of identity, prejudice and discrimination in safe, and inclusive environments, and enabling more understanding and connectedness within and between different groups .

"It's hearing people's thoughts about things that you wouldn't usually discuss with them. It's being listened to and heard out. It's learning about new things."

## Case study: Beyond The Labels

Building relationships, allyship, skills and confidence, including routes to repair and recovery from prejudice and discrimination, these are at the heart of our Beyond the Labels groups. These weekly sessions are shaped by the interests and needs of minoritised young people taking increasing control; making choices about the themes they want to explore and the creative means to bring their ideas to life.

Young people have run sessions focused on fast fashion, identity, sustainability, activism and self-expression. Creative activities have included collaging, crochet, zine making, felt badgemaking, printmaking using recycled materials, sculpture, banner making, games, short films, and discussions structured through the Restorative model.

These sessions are valued as a safe space to be yourself, a place to discuss the issues surrounding harm to identity as well as a social setting for allyship and connection. This project has also supported participants using Restorative skills to make things better in their local community. The Penzance group created a touring 'Questioning Fashion' event to explore what fashion means for identity and raise awareness of the impact of fast fashion on our environment.

One regular group participant said : "I've made good relationships and had something to look forward to weekly and both directly and indirectly this group has improved my mental health so much"



# Strategic Aim 3

To demonstrate young people's inclusion and participation increasing, through Restorative Practice and Restorative Climate Action, in education, geographic and peer communities, via a whole system approach in Cornwall.

This year saw new and creative ways of achieving inclusion and participation using Restorative principles and practices. Our Restorative Engagement Programme for young people aged 16+ reaches out to those on the margins and at risk – of exclusion by authority or by peer group, or at risk of other forms of hurt and harm. Weekly groups at FE Colleges have consolidated our partnerships and provided more consistent connection for participants. In other settings, young team members championed democratic participation through coaching: how to consult and represent peers; how to engage and inspire younger children; how to share responsibility for building a strategic campaign.

560  
Young People participating in Food Conversations

1083  
Young People in assemblies talking about Community

5  
College sites engaged in REP working with  
101  
Young People

*One of our team felt inspired to design and record a school assembly on the theme of 'What does Community mean to you?' (linked here) which was shown many times and led to hundreds of conversations, including intergenerational exchanges*

## Case study: Questioning Food Systems

RJ Working was invited to support **questioning Food Systems** at Camborne Science and International Academy (CSIA). Three of the team presented to a whole Year Group of **about 250 young people aged 13-14**, introducing key topics like **food miles, pesticides, food waste, the food economy, and hidden ingredients**. This knowledge established a basis for the students to engage in discussion post-assembly.

The discussions were held in **circles of about ten**, using talking pieces to ensure every student's voice was heard. Each student had the chance to share what food means to them, **thinking past what is on their plate to discuss the related issues of health, costs, family and friends, ritual, identity, community, joy and connection** (to name just a few of the issues raised).

With their thinking-minds expanded, we asked the students to imagine what school food **changes they would like to see, which ranged from small to transformative**. Young people became very excited about the proposal of a **School Food Council** and what it could achieve. RJ Working continues to support student-led initiatives and connection with campaigns like Act4Food Act4Change.

Camborne's Mayor Zoe Fox participated in the assembly and praised the initiative saying: 'Good, tasty food is fundamental; **doing food better helps you, your community, and the planet**' and added 'Food is about enjoyment and employment!'



# Strategic Aim 4

To influence policy and practice, regionally, nationally and internationally, by integrating youth-led Restorative Practice and Restorative Climate Action with other models, networks and learning initiatives.

3  
Climate workshops contributed at

2 national conferences

689  
young people took part in youth-designed Climate~Nature surveys in a school and a college

334  
people took part in youth-designed Climate~Nature surveys in a focused community

When we have further tested our Theory of Change for Youth-led Climate Action we will report on it with the support of leading expert James Noble. We hope and intend this will be of interest to the funders who are providing us with access to national networks as well as to those networks and others. In the meantime, this year we have extended our reach within Cornwall which we plan to discuss with the Centre for Youth Impact, participating in VCSE Alliances and working across sectors in health and social care as well as education.

Regarding national and international reach,

- Members of the team mentored widening participation students to take part in the national SHAPE Conference developed by SOS (Students Organising for Sustainability).
- We gave an online interactive workshop as part of the Yearly Meeting of British Quakers, titled **Restorative Approaches to Climate Breakdown**.
- The team's film "STOP Ecocide" was shown at a **Regional Conference** at Bristol and has since been requested by the **international STOP Ecocide campaign**.
- We remain committed to the **European Forum for Restorative Justice** which also keeps us in touch with international developments in Restorative Practice globally.

## Case study: Restorative Youthwork at BASW

RJ Working was honoured to be selected by the British Association of Social Workers (BASW) to contribute to its prestigious Annual Conference in May 2024, themed "A Sustainable Future for Social Work," focused on sustaining and advancing the profession, creating sustainable communities, and addressing poverty, austerity, and climate challenges in the UK and globally.

We co-designed two workshops: the online "Restorative Youthwork and Climate Change" and the in-person "Climate Child Protection and Safeguarding" developed in partnership with Social Workers and Health staff.

We also helped to design and plan the opening plenary, a conversation between Climate Psychologist Caroline Hickman and two young people, which reached many hundreds of attendees, including Senior Leaders from across the UK. We could see audience members were visibly moved by young people's testimonies about the personal, emotional, psychological, and social harm caused by the climate crisis.

This set the scene for deeper engagement in our workshops.

At this event we were able to raise awareness for the personal and immediate, as well as long-term and structural impacts on young people. Senior leaders commended the work and offered ongoing support, advancing RJ Working's goal of amplifying youth voices in decision-making. Moving forward, we plan to incorporate our workshop materials into YCAT training delivery and explore contributing to a national and international campaign advocating for climate to be recognised as a safeguarding issue.



# Plans for the future

- Toward the end of the reported year, RJ Working embarked on an innovative Programme 'Consulting Communities through Youth-led Climate Awareness', so of course this informs our immediate plans for the next year. The youth-led team committed to 20 events and supporting the empowerment and agency of local young people. If as successful as we intend, this deeper dive in Camborne, Pool, Redruth will become a pilot or prototype for youth-led community-building about climate in other disadvantaged (highest 10% IMD) areas in Cornwall.
- Similarly, Cornwall's Youth Engagement Programme (YEP), spans the next RJ Working financial year. This highly successful partnership is contracted by Cornwall Council, to enable inclusion through employment. RJ Working's contribution is to work at all key FE College sites, with young people who are struggling, often on the brink of giving up. Our Restorative Engagement Programme (REP) is provided via weekly groupwork shown to stabilise and motivate, this work is planned to continue and grow.
- RJ Working anticipates an increasing need to uphold equality, to engage in active anti-racism, to champion the value of identity. We want to equip all young people with the language and principles for talking about identity and how to respectfully explore mutable and immutable aspects. We anticipate working with Kowetha and Barnardos about this and we plan a training day on reparations with team consultant Leon Dundas.
- We will maintain our commitment to the Gypsy Roma Traveller communities in Cornwall and further our offers of relationship-based support.
- Our training of adults who care about young people, will continue to support needed change in the structural and cultural context in which young people are growing up. We are developing a menu of training which includes courses titled 'Tackling Racism Restoratively' and 'Tackling Climate Change Restoratively' which will be launched over the coming year.
- RJ Working intends to report on its work more publicly and further develop its partnerships, locally, regionally, nationally and internationally. We know that Restorative practice can support the urgently needed changes at every level which are vital for all young people's futures.



**Redruth wall art  
quoting Chief Seattle 1848**



# Structure, governance and management

## Governing Document

RJ Working is a Charitable Incorporated Organisation, registered as a charity on 6th January 2022. Our Constitution is our Governing Document and was adopted on 14th December 2021. Prior to that conversion we were a CIC with charitable objectives and an asset lock, dating back to 2012.

## Recruitment and Appointment of our Board of Trustees

The Charity Trustees, under the requirements of the Constitution are appointed to serve for a set period of time after which they must be re-elected at a Trustee Meeting. All members of the Board of Trustees give their time voluntarily and do not receive benefits from the charity.

The charity's work focuses on children and young people, promoting their teamwork and leadership. RJ Working subscribes to the Young Trustees Movement which promotes the appointment of younger Trustees and in the case of RJ Working this appropriately reflects a closer relationship with the age group our organisation is serving and invests in the leadership of diverse young people at Trustee level as well as in recruitment to the paid operational staff team.

To support the Board of Trustees we draw on expert advice for example from Headteachers, Local Authority specialists and colleague social purpose organisations.

To maintain the broad skill mix required, members of the Board of Trustees are asked to provide and update a list of their skills. In the event of particular skills being lost due to retirements, or newly required skills being identified, we actively recruit to meet these needs.

## Trustee Induction and Training

New Trustees have an induction to the organisation and the majority (those whose roles are most relevant) undertake our 3-day Multiagency training in Restorative Practice.

Trustees have an annual Safeguarding Update along with the annual updating of our Safeguarding Policy. Members of our operational /strategic team have regular opportunities to meet with Trustees.

## Risk Management

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is regularly updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Our strategic Business Plan, regularly reviewed, allows for diversification of funding to support our increasing range of activity, especially new or pioneering steps such as tackling environmental harms restoratively. Internal control risks are minimised by the dual procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with requirements for the health and safety of staff, children and young people (including safeguarding) and vulnerable adults. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

## Organisational Structure

We have a Board of Trustees and an operational / strategic team. Both these include diverse young people across all levels of involvement with Projects, Programmes, and Leadership. The team includes two registered Social Workers, a former Teacher and a qualified Youthworker.

We are supported by outsourced professional expertise in HR, IT and finance management. RJ Working is a member organisation of the UK Restorative Justice Council and meets the requirements of its training and organisational standards.

## Financial Policies

**Investments:** We currently make no investments; if this situation changed, we would develop an ethical Policy in accordance with our commitment to climate justice.

**Reserves:** Our Policy is to accumulate reserves to cover 3-6 months of committed running costs.

# Financial Review

## from our Treasurer

### Jamie Mitchell

BSc Hons Economics



**I am pleased to see that the financial year 2023-2024 has been a period of further significant growth and achievement for RJ Working.**

Our Annual Accounts reflect continued year-on-year progress, shown in the graphics below. This is underpinned by steadfast support from longstanding funders and successful new partnerships.

Key contributions this year include ongoing funding from Paul Hamlyn Foundation Youth Fund and the Co-op Foundation Future Communities Fund, as well as securing new resources such as support from Garfield Weston Foundation and the People's Health Trust. Shared Prosperity Funding (SPF) has replaced the European Social Fund in Cornwall, albeit with a significant reduction; all the more remarkable that RJ Working has achieved this in a competitive environment.

**Annual  
income  
growth  
21%**

**Increase in  
funding  
sources  
40%**

Our financial stability has provided a strong foundation for RJ Working to expand its reach and ambition. A standout achievement this year has been our first contract with Cornwall Council, subcontracted to CSW, which has proved highly productive: exceeding our targets further cementing RJ Working's reputation as a trusted and effective partner. We are optimistic about the potential renewal of this contract for a further 12 months in 2025/26, an exciting opportunity to build on this success.

In addition, securing SPF Community Capacity Funding has been transformative, enabling community engagement activities in Camborne & Redruth to be a pilot for other areas. Consulting over 200 community members generated valuable insights into local concerns and priorities regarding the climate crisis. These informed a full feasibility study, pointing to next steps, instrumental in securing funding through the SPF Community Levelling Up Fund. This new funding has allowed us to launch Youth-Led Climate Conversation Circles in Camborne, Redruth, and Pool which will continue through 2024 and early 2025.

Looking ahead, we remain committed to diversifying our funding base and exploring innovative training opportunities for income generation. With the continued support of our funders and partners, RJ Working is entering an exciting phase of sustainable growth, expanded influence, and deeper impact on the communities we serve.

*Jamie Mitchell*

Jamie Mitchell  
Treasurer

**RJ Working**  
**Charity No 1197378**

**Approval statement**

I report on the financial statements of the Charity for the financial year ended 31st July 2024 which are set out on pages 5 & 6.

**Respective responsibilities of Trustees and Examiners**

The Trustees (who are the directors of the company for the purposes of company law) are responsible for the preparation of the accounts.

The Charity's Trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act). As amended by s.28 of the Charities Act 2006) and that an independent examination is needed.

it is my responsibility to:

1. examine the accounts under section 43 of the act, as amended);
2. to follow the procedures laid down in the general directions given by the Charity commission (under Section 43(7)(b) of the Act, as amended); and
3. to state whether particular matters have come to my attention.

**Basis of Independent Examiners' Statement**

An examination includes a review of accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view' and the report is limited to those matters set out in the statement below.

**Independent Examiner's statement**

In the course of my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that:  
proper accounting records are kept (in accordance with section 41 of the Act); and  
accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act

*Whyfield Limited*  
Feb 14, 2025

Whyfield Limited  
Ground Floor Building A Green Court  
Truro Business Park  
Threemilestone  
Truro  
Cornwall  
TR4 9LF

**RJ Working**  
**Charity No 1197378**  
**Receipts and Payments Account for Financial Year Ending 31st July 2024**

<b>Receipts</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>2</b> Voluntary Income	-	-
<b>3</b> Other charitable activities	30,026	17,535
<b>4</b> Investment Income	-	-
<b>5</b> Incoming from charitable activities:	-	-
Donations	1,070	8,323
Restricted grant income	118,039	93,967
Other income	-	-
Other grant income	54,599	47,900
	<u>203,734</u>	<u>167,725</u>
<b>Payments</b>		
<b>7</b> Employment costs	109,047	89,951
Donations	-	5,100
IT Support	4,446	4,360
Rent & Rates	2,750	3,000
Training Delivery Costs	17,858	19,045
Payroll	1,451	1,013
Pension Costs	1,912	985
Training Supervision and Professional Memberships	1,747	765
Accountancy and Professional Fees	5,930	5,907
Support costs	22,236	19,985
	<u>167,377</u>	<u>150,111</u>
Support costs are allocated accordingly;		
Administration	16,974	10,359
Postage & delivery	386	1,633
Insurance	1,465	1,334
<b>6</b> Depreciation	434	983
Data, communication and software consumables	1,059	5,139
Other costs	1,918	537
	<u>22,236</u>	<u>19,985</u>

Net income is after charging Depreciation of £433.95

**RJ Working**  
**Charity No 1197378**  
**Statement of Financial Activites for Financial Year Ending 31st July 2024**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2024</b>
	£	£	£
Income	85,695	118,039	203,734
Total Income	<u>85,695</u>	<u>118,039</u>	<u>203,734</u>
Expenditure			
Cost of charitable activites	49,338	118,039	167,377
	<u>49,338</u>	<u>118,039</u>	<u>167,377</u>
Net Income/(Expenditure)	36,357	-	36,357
Fund balances brought forward	50,486	38,425	88,911
Fund balances carried forward	<u>86,843</u>	<u>49,272</u>	<u>136,115</u>

**RJ Working**  
**Charity No 1197378**  
**Statement of Assets & Liabilities at 31st July 2024**

		<b>2024</b>		<b>2023</b>
		£		£
Fixed Assets				
Tangible assets	<b>9</b>	2,332		372
Current Assets	<b>10</b>			
Debtors		15,694	10,470	
Cash at bank		126,966	87,605	
		<u>142,660</u>	<u>98,075</u>	
Current Liabilities	<b>11</b>			
Creditors	-	3,979	-	6,816
Accrued Expenses	-	4,898	-	2,720
		<u>8,877</u>	<u>9,536</u>	
Net Current Assets		<u>133,783</u>		<u>88,539</u>
Net Assets	<b>14</b>	<u><u>136,115</u></u>		<u><u>88,911</u></u>
Funds	<b>13</b>			
Restricted funds		49,272		38,425
Unrestricted funds		86,843		50,486
		<u>136,115</u>		<u>88,911</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for small entities.

For the year ending 31/07/2024 the charitable company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation on the accounts.

*Jamie Mitchell*

signed on behalf of the Trustees on

Dated Feb 14, 2025

## **1. Accounting Policies**

### **Basis of Accounting**

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 on 16 July 2011 as updated by Update Bulletin 1 issued on 2 February 2016, the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

### **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

### **Resources expended**

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular activities on a basis

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

### **Fund accounting**

The unrestricted fund has arisen through general fundraising, unrestricted donations and surpluses from pursuing the charity's objectives. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

The cost of raising and administering such funds are charged against the specific fund.

### **Depreciation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings and equipment	25% straight line	25% straight line
----------------------------------	-------------------	-------------------

## 2. Voluntary Income

	2024	2023
Donations	<u>1,070</u>	<u>8,323</u>
	<u>1,070</u>	<u>8,323.00</u>

## 3. Income from other Charitable Activities

	2024	2023
Training adults & young people	<u>30,026</u>	<u>17,535</u>
	<u>30,026</u>	<u>17,535</u>

## 4. Investment Income

	2024	2023
Interest from cash deposits	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

## 5. Incoming resources from charitable activities

	Unrestricted	Restricted	2024	2023
Grant Income	54,599	118,039	172,638	141,867
Other Income	-	-	-	-
	<u>54,599</u>	<u>118,039</u>	<u>172,638</u>	<u>141,867</u>

## 6. Net Income

Net Income is stated after charging

	<b>2024</b>	<b>2023</b>
Depreciation	<u>434</u>	<u>983</u>

## 7. Employee's remuneration

The average number of persons employed by the charity during the year was as follows:

	<b>2024</b>	<b>2023</b>
The aggregate payroll costs of these persons were as follows:	<u>9</u>	<u>7</u>

	<b>2024</b>	<b>2023</b>
Wages & Salaries	<u>109,047</u>	<u>89,951</u>

No employee received emoluments of more than £60,000 during the year

## 8. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

## 9. Tangible Fixed Assets

	<b>Fixtures fittings and equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1st August 2023	3,930	3,930
Additions	2,394	2,394
At 31 July 2024	<u>6,324</u>	<u>6,324</u>
<b>Depreciation</b>		
At 1st August 2023	3,558	3,558
Charge for the year	434	434
At 31 July 2024	<u>3,992</u>	<u>3,992</u>
<b>Net book value:</b>		
<b>At 31 July 2024</b>	<u>2,332</u>	<u>2,332</u>
At 1st August 2023	<u>372</u>	<u>372</u>

## 10. Debtors

	<b>2024</b>	<b>2023</b>
Prepayments	2,082	1,674
Trade	7,520	2,410
Other debtors	6,092	6,386
	<u>15,694</u>	<u>10,470</u>

## 11. Current Liabilities

Amounts falling due within 1 year

	<b>2024</b>	<b>2023</b>
Accruals	4,898	2,720
Trade Creditors	2,159	7,601
Employment Costs	1,820	-
	<u>8,877</u>	<u>9,536</u>

## 12. Members' Liability

The charity is a charitable incorporated organisation and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

## 13. Analysis of Funds

	At 1 August 2023	Incoming Resources	Resources Expended	At 31 July 2024
	£	£	£	0 £
<b>General Funds</b>				
Unrestricted Income Fund	50,485	85,695	49,338	86,842
<b>Restricted Funds</b>				
Paul Hamlyn Foundation	3,194		3,194	-
Active Communities Grant	-	18,000	15,000	3,000
CCF Mental Health	-	10,000	3,334	6,666
CCF Social Enterprise	-	5,000	-	5,000
University of Exeter	1,065	-	1,054	11
Community Capacity	-	4,675	4,655	20
#iwillFund	5,230	-	5,230	-
Paul Hamlyn Foundation Climate Action Youth Fund	14,964	30,000	28,641	16,323
Cornwall and Isles of Scilly Integrated Care Board	5,376	-	5,376	-
Quakers of Cornwall	4,869	-	1,617	3,252
Postcode Local Trust	-	18,000	3,000	15,000
tnl Community Fund	3,727	-	3,727	-
	-	-	-	-
	<u>38,425</u>	<u>85,675</u>	<u>74,828</u>	<u>49,272</u>
Total Funds	<u>88,910</u>	<u>171,370</u>	<u>124,166</u>	<u>136,115</u>

## 14. Net assets by fund

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Tangible assets	2,332	-	2,332	372
Current assets	93,388	49,272	142,660	98,075
Current Liabilities	- 8,877	-	- 8,877	- 9,536
Net Assets	<u>86,843</u>	<u>49,272</u>	<u>136,115</u>	<u>88,911</u>

**RJ WORKING CIO**

England & Wales - Charity number 1197378

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# Accounts

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# RJ Working CIO

Registered Office: The Elms, 61 Green Lane,  
Redruth, Cornwall TR15 1LS



## Annual Report and Financial Statements

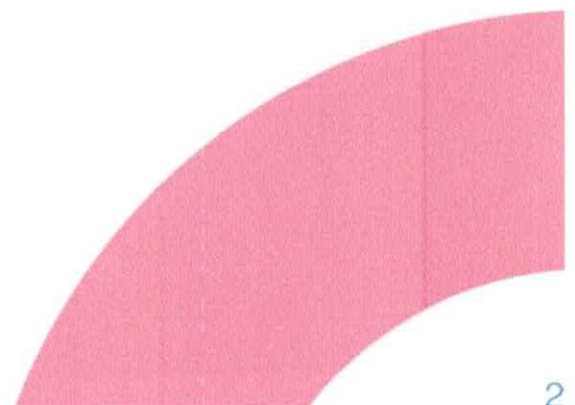
for the period 1st August 2022 to 31st July 2023

Independent Examiner:  
Whyfield Limited  
Ground Floor Building A,  
Green Court, Truro Business Park,  
Threemilestone,  
Truro, Cornwall TR4 9LF

Charity Number 1197378

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- 2. Board of Trustees**
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- 4. Review of the Reporting Period: Charitable activities and public benefit, Highlights, Impact & achievements in relation to four Strategic Aims, with numbers and case studies.**
- 5. Structure, Governance, and Management**
- 6. Treasurer's Report and Financial Review**
- 7. Statement of Financial Activity**





## 1. Chair's Report

I am delighted to have been passed the Chair's role by Guy Watson, having myself been part of RJ Working's journey as an organization since I joined as an intern in 2019. I was involved in developing specific programmes over the following years, culminating in a significant award of recognition, prior to my joining the Board. It's been really special for me, on my own journey of growth and development, to witness the big changes that RJ Working is making in the world.

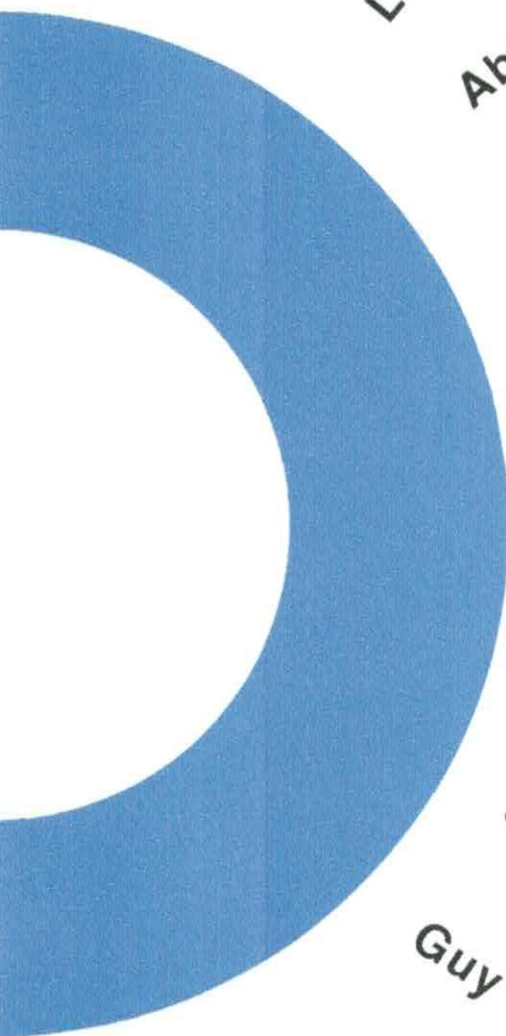
The Annual Report and Accounts presented here, are for the 12 month period from 1st August 2022 to 31st July 2023. This has been a pivotal time for RJ Working: a time of consolidation and development in key areas. The seeds of young people's Restorative Practice leadership are bearing fruit – thanks to young people being increasingly in the lead throughout our programmes and projects, we are working with increasing numbers of participants and increasing depth, in each complex community.

RJ Working continues to pioneer innovative adaptations of the Restorative model, to meet the needs of young people and integrating the team's strong commitment to equality, diversity and inclusion in the process. Nowhere is this more evident than in our Climate Action Programme, which has developed from one of our charitable purposes to become a core part of the RJ Working mission, with our four Strategic Aims adapted to reflect this. The RJ Working Youth-Led Climate Action Team has this year attracted long-term support, to include impact evaluation, from Paul Hamlyn Foundation, and we are also beginning a long-term relationship with the Co-op Future Communities Foundation. It is a great achievement to have further developed stability and growth at a time of ruthless financial cuts in the state sector, and to have further developed the role of Restorative Practice in tackling the multiple challenges young people are facing.

A handwritten signature in black ink, appearing to read 'YFosu'.

**Yasmine Fosu**  
**Board of Trustees Chair**

## 2. Trustees in the Reporting Period



Lesley Chandler

Abigail Cowls

Yasmine Fosu

Athia Gupta-Armstrong  
(up to 24 May 2023)

Derek Hayes

Jamie Mitchell (Treasurer)

Tean Roberts

Susannah Storey

Guy Watson (Chair)

### 3. RJ Working CIO Charitable Objectives:

**a)** the advancement of conflict resolution and reconciliation by the advancement of education in restorative justice and the application of restorative approaches in schools , colleges, workplaces and within the community where conflict may arise, with a particular focus on empowering socially and economically disadvantaged groups and those vulnerable to discrimination, particularly those with characteristics protected by the Equalities Act 2010, supporting young people to engage in restorative practice.

**(b)** the advancement of environmental protection or improvement through awareness and education and the use of restorative practice to address environmental conflicts and;

**(c)** to promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by raising awareness of human rights issues, promoting public support for human rights and educating the public about human rights.

In furtherance of that object but not otherwise, the trustees shall have power:

To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objectives.

## 4. Review of the Reporting Period

### Our charitable activities and public benefit



The trustees confirm compliance with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales, in reviewing RJ Working's aims, objectives and current activities and planning its future activities. All our charitable activities are undertaken to further our charitable purposes for the public benefit. We continuously review our aims, objectives, and activities, looking at what we achieve, the outcomes of our work, the success of each key activity and the benefits brought to the groups of people we are set up to help. These processes help ensure our aims, objectives and activities focus on our stated purposes.

Our work seeks to reduce inequity and tackle injustices restoratively. Our activities focus on facilitating young people's teamwork and leadership; inviting them to change the nature of the conversation and connection they have with each other and with the adults in their lives, developing their capabilities for communication and problem-solving and developing their confidence and self-esteem.

We work predominantly with children and young people from across Cornwall and the Isles of Scilly; our programmes focus on empowering young people with experience of social and economic disadvantage and/or are vulnerable to discrimination and prejudice. To enable the cultural and structural changes needed for young people's voices and participation to be more valued and appreciated, we also train adults who work with young people from organisations and services across a number of sectors, including social care and education. The question of how to effectively tackle inequity is threaded through all our training, alongside the crises of nature, pollution and climate which embed social injustice further. We see social harms and environmental harms as inextricably interwoven, and Restorative Practice as capable of enabling collective redemptive action. We deliver co-designed training programmes and facilitate the development and delivery of youth-led projects.

# Highlights from the reporting period include:

Exciting new developments of youth led Restorative approaches to **Nature, Environment and Climate** with a new 3 year project – a Youth-led Climate Action Team project funded by Paul Hamlyn Foundation

Building on our **16+** work empowering young people to explore and act on issues of **identity, prejudice, equity and justice**. The Quaker Swarthmore Lecture (and book) inspired local Quakers to sponsor paid internships at RJ Working as a way of tackling embedded racialised inequity.

**Strengthening a Culture of Care and Welcome** in our wider communities through facilitation and delivery of in-person events for children with refugee experience. Our online events for the adults who care led to RJ Working being invited to deliver a workshop for Primary Headteachers across the county.

**Putting young people in the lead** through paid internships, youth leadership teams and our 2/3 majority young people Trustee Board. Young people were also trained and supported to deliver training to adults in schools and wider communities; increasing adult commitment to embedding youth led Restorative practice and ensuring young people's voices are heard.

**Strengthening our relationships with schools:** facilitating their continued growth of Restorative practice. We supported schools to achieve national Restorative Practice accreditation; developed programmes such as “**Step Up**” supporting primary to secondary transition and “**Green Ripple**” enabling new ways of finding health and wellbeing in nature.

**Extending our reach and influence** through being awarded a Cornwall Council UKSPF contract, involving partnerships with 7 major organisations and having a consistent presence for marginalised and vulnerable young people at all Cornwall FE College sites.

**Building and strengthening partnerships** such as with Truro and Penwith College where a second year of our Activism Academy for 16 – 19 years was commissioned. This innovative RJW programme enables young people to explore, learn and understand more about social and environmental injustices and to build community together to address these issues.

**Community Support and Engagement:** RJ Working held its first ever crowdfunder event and was bowled over by the widespread support this received. Hundreds of organisations and individuals (with a special mention to Redruth School for their Eco group's film) were involved in the Crowdfunder which saw over £10,000 raised. It was heartening and affirming to see the community so firmly behind a project to ensure young people's voices are heard.

Developments with our **established student Social Work training placement**, this year saw development of a fast-track role, sponsored by Cornwall Council over 5 months

**Inclusion for young people with complex additional needs** was enabled through a Restorative Connections programme featuring weekly sessions at Oakland School, focused on developing relationships and communications.



# Impact and Achievements

At the start of the year, we revised our four Strategic Aims and the objectives associated with each, to include our charitable purpose of applying Restorative Practice to environmental harms.

Harms to nature, the environment, and climate have become central to the youth-led mission of RJ Working. This is a pioneering and distinctive expansion of Restorative Practice for building community.

Our impact and achievements this year spanned all four RJ Working inter-related Strategic Aims:

## **Strategic Aim 1: To empower young people's leadership of Restorative Practice and Restorative Climate Action developments in education and in geographic communities.**

☒ RJ Working continued to expand its employment of a diverse range of young people, not normally given such leadership opportunities. A partnership with Exeter University aimed at widening participation and funding from Quakers increased the range of internships we were able to offer. In total so far 27 young people aged 18 – 25 years old have held paid positions at RJW, this has included 7 paid interns, sessional roles, and contracts (short and longer term). Young people have been invested with leadership status at RJ Working and so in communities, schools, and colleges. Their insight and contributions, together with those of young Trustees and volunteers, have been rich and informative and enabled young people's perspectives to be woven through the organisation, enhancing the quality of the work.

Young people at RJW were at the centre of developing the Youth Led Climate Action Team (YCAT), both designing and planning it and attracting the 3-year £90,000 Paul Hamlyn Foundation grant for pioneering this initiative; four young people felt empowered to be the sole RJ Working representatives for the second and final stage assessment for this support.

Employability Awards in Exeter had a judging panel including the 2022 overall winner Yasmine Fosu, RJ Working's incoming Chair of Trustees. Two young people employed by RJ Working made it to the shortlists for their categories (Leadership and Community Development), their certificates presented amidst the applause of a strong business community.

Young people accessed opportunities for making a powerful impact through collective visibility and voice. For example, seven young people developed and produced an innovative filmed contribution to the Stop Ecocide campaign to educate and inform the wider community. This film was launched at the Ecological Emergency Summit at Heartlands, where for the second year, young people supported by RJ Working 'stole the show' through their evident courage and commitment on stage before a big audience.



176

Young people  
trained to be  
leaders in their  
communities

#### **Case Study : Youth-led Climate Action Festival**

*The Youth-Led Climate Action programme launched in Feb 2023; the young Co-ordinator and the youth climate action team members working hard to bring together different threads of activity, and leading the climate consultation which enabled nearly 3000 young people across West Cornwall and the Isles of Scilly to have their voices heard. This was used to design Cornwall's first ever Youth-led Climate Action festival, the culmination in June of phase one of the programme. The Festival aimed to build community in response to the climate crisis, develop climate literacy, share learning and exchange ideas. Young adults were at the forefront and leading every aspect of the Festival. Their facilitation of this event provided inspirational role modelling for the 60+ younger young people (aged 13 – 16 years old) who participated. Key decision makers and influencers (MPs, senior Council Lead,) and education staff were present in the background, watching in awe as young adults orchestrated the day. In addition to designing, planning and leading the Festival, young people held a number of roles as filmmakers, comperes, workshop hosts and creatives. Festival activities included themed presentations (e.g. about the hidden costs of fast fashion), making podcasts, filming interviews, creating a collective art piece, solar light making; ivy weaving, dance & movement in response to the Climate; craftivism and active hope campaigning. The festival enabled young people to explore and understand how powerful collective action can be; and inspired and supported the planning of a range of future steps.*

***Strategic Aim 2: To use Restorative Practice to develop understanding, knowledge and skills for tackling identity-related harm, both interpersonal and systemic, especially through Active Anti-racism and LGBTQI alliance.***

This is not a separate aim, but fits with others, as highlighted in our learning from Zunaira Malik, our first Climate Action Team Co-ordinator. For example, Eggy Ray first joined us for Zunaira's campaign training, went on to become a Young Assessor for the Co-op Foundation awarding funds to young activists.

This year RJ Working has continued to Interweave connection, allyship and the capability of 'speaking up' in response to identity-related harm into all our Restorative programmes, making inclusive values explicit, and reducing marginalisation.

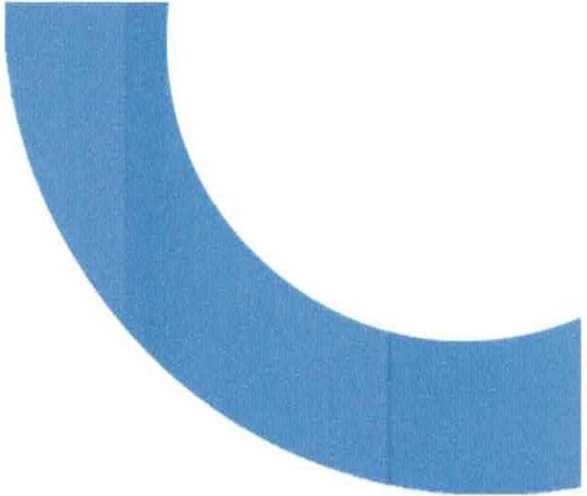
This year has seen the creation of more community spaces and training events where identity can be explored, and diversity appreciated and respected, (recognising how hard it is for young people of colour and of different religions to claim their space in a predominantly white area).

We have also supported and increased capabilities for talking about what it means to be 'Cornish' & identity having many aspects. RJ Working has hosted events and children's celebrations contributing to Ramadan and Eid (making the most of expertise and contacts brought as assets accrued in London by our 16+ Lead)

We have continued to invest in the authority of consultants with expertise about racism and Restorative Practice (Leon Dundas and Bernadette Chelvanayagam).

A former intern with experience of racism represented RJ Working at the Runnymede Trust Conference in Leeds. She progressed to lead a workshop, (with support from another team member) at the UK Restorative Justice Council national conference. This was based on a film of an RJW youth-led event 'Beyond The Labels ~ Together for Justice' which she had orchestrated with other young people.

RJ Working continues to explore deeper applications of Restorative Practice in specific communities eg Gypsy, Roma Traveller and young people with refugee experience, amidst ongoing dialogue with colleague organisations such as Cornwall Pride, Black Voices Cornwall, Kowetha, and Cornwall Refugee Resource Network.



Young people have clearly communicated the importance of continuing to address the question of how to achieve a collective voice for young people with marginalised identities who are geographically dispersed. RJW has achieved a next step (supported by People's Health Trust), setting up *Beyond The Labels (Together for Justice)* youth groups in Penzance (West Cornwall) and Bodmin (East Cornwall), both serving complex disadvantaged communities. We hope and intend that a future stage will see this development expand to Cornwall-wide.

#### **Case Study: New Trustee Recruitment**

*A deep learning for our team during this period has culminated in the recruitment of our youngest Trustee. Five years ago, aged 14, with experience of racism and marginalisation, he participated in our **Ripple Effect** programme in his school. He was frustrated and disappointed by school staff not relinquishing their authoritarian culture once the group of young people was equipped to shoulder more responsibility (learning about this has strengthened our team commitment to structural and contextual change). Subsequently, he met and challenged RJ Working team members at FE College then participated in EDI groups, including the **Beyond the Labels** event. Concurrently, RJ Working had been awarded seed funds from Cornwall Quakers for internships to support young people with experience of racism. This focus had emerged following the national Quaker Swarthmore Lecture of 2022 by Helen Minnis: '**Testing the Temperature of the Water**' relating to the experience of 'swimming' in a culture of racism. A practical challenge in the lecture and associated book was to recognise internships as a valuable advantage, often invisibly accessed through class and economic status, creating structural exclusion, as was the case for this young man. The story of his year-long internship with RJ Working has been documented on film, has culminated in his successful take-up of a university place and at 19 becoming a Trustee of RJ Working. Funds for further internships for this specific purpose have been donated and so the opportunity will be recurring.*

**Strategic Aim 3:**  
**To demonstrate young people's inclusion and participation increasing, through Restorative Practice and Restorative Climate Action, in education, geographic and peer communities, via a whole system approach in Cornwall.**

28

School and college communities worked with

Increasingly food, growing and nature partnerships are proving to be an effective demonstration of next steps following conversations and development of relationships in response to climate harms. RJ Working has begun an important conversation with Sustainable Food Cornwall, supported by research evidence from Dr Fatma Sabet, and also with Community Growing Project Loveland. Through these early stage partnerships young people are beginning to lead projects that explore food, growing and food origins and ways young changemakers can engage others in Restorative steps to tackle the social consequences of the climate crisis. RJ Working's partnership with Trebah (a Cornwall Garden with national status) saw over 60 young people mainly from areas in the highest 15% IMD, engage in green Restorative Practice Programmes in a wild setting.

New partnerships have enabled pioneering Restorative Practice initiatives and creative community approaches eg developing audience discussions following shared experience of watching films, an approach now embedding locally, as a form of community conversation.

In autumn 2022, RJ Working launched its first Crowdfunder to enable wider consultation of young people, through partnership with national organisation Interclimate. RJW Youth-Led Climate Action Team (YCAT) were so successful in their engagement with younger people that West Cornwall had the highest response rate nationally. The crowdfunder exercise engaged support from artists inspired by the natural world, including sculptor Tim Shaw, and painter Gareth Edwards. RJ Working recognises the relevance of creative arts for communicating about nature and affirming a love of nature. Our work with the Gypsy Roma Traveller community saw us collaborate with their local school in a Festival of Light at Trebah Garden with strong participation from parents and carers.

Since our core mission is using Restorative Practice to tackle inequalities, RJ Working holds a particular commitment to the 17 areas in Cornwall which are in the most disadvantaged 10% in England (IMD) and valuing the experience of young people living with complexity. While reaching out to national networks to share the relevance and adaptability of Restorative Practice for varied

challenges, we also continued to deepen youth-led developments in these areas. The highest IMD areas where we worked in depth include Penzance, Camborne/Redruth, Falmouth/Penryn, Bodmin, St Austell. RJ Working has a stronger presence in West and Mid-Cornwall and the ambition of developing initiatives in East Cornwall over the years to come.

We offer the Restorative model at different stages in the lives of young people, at school, at college, in their communities, and with relevance for their potential employment. This means the Restorative model being increasingly understood,

and found useful by adults in all those contexts too. This is illustrated on the Isles of Scilly, the UK's most remote Local Authority, 31 miles off Cornwall's coast, where this year we have contributed on behalf of the Integrated Health Board, and as part of the # I Will national campaign championing young people's community contributions, in addition to our usual annual engagement of young people via Ripple Effect and Step Up programmes. The school also, with RJ Working's support, achieved the Quality Mark of the UK Restorative Justice Council.



**145**

**Adults who work with  
young people trained to  
support youth-led  
Restorative practice**

## **Case Study: Restorative Skills for the Workplace – Evaluation Snapshot**

This programme was originally developed in light of the impact of covid on young people's opportunities to develop and practice their social and emotional skills and was delivered to 14 – 16-year-olds. It was so successful that, in response to identified need, it was developed for application for young people aged 16 +. The programme has been particularly valued by students who struggle with authority and by those who have not achieved academically.

The programme focuses on the 'people' side of the workplace and uses Restorative approaches to enable students to develop skills, language and tools to support them in employment situations. The training is specific to the Cornish context, using a series of short films we commissioned to be made locally. The sessions draw on real life workplace scenarios and focus on the development of social and emotional competences which are transferable and will serve young people well in all manner of employment, training, community and personal relationship contexts.

Evaluation results showed that after completing the programme, young people felt stronger, more skilled and confident in a number of areas. The biggest shift was in increased awareness of the impact of words and actions on other people. Young people felt they had learnt a lot and could apply their learning in a range of situations. Some of the direct feedback and responses received include:

### **Young People:**

*"I enjoyed the videos. I could understand how to behave in a job"*

*"This has helped me understand how to handle intense situations in workplaces / college / socially"*

*"Learning about how to deal with an employer"*

*"I learnt a lot of different feeling words"*

*"Listening to people's feelings, listening to people's thoughts"*

### **College Lecturer**

*"I have witnessed learners. accessing restorative skills and tools, when dealing with difficult situations. They have been able to deal with conflict in a more constructive way, resulting in positive outcomes. This is a direct result of having engaged in the Restorative Practice sessions."*

***Strategic Aim 4: To influence policy and practice, regionally, nationally and internationally, by integrating youth-led Restorative Practice and Restorative Climate Action with other models, networks and learning initiatives.***

We have further raised awareness and expanded the adaptation of the Restorative model and its relevance for social and emotional well-being, through initiative funded by Cornwall's Integrated Health Board. The Green Ripple Effect programme continues to strengthen young people's relationship with nature and experience the natural environment as a source of health and well-being. The role of Restorative Practice in counteracting adversity and promoting well-being in education settings and its fit with a Trauma Informed approach has been further established by author J Brummer in "Trauma Informed Restorative Schools"

RJW's innovative and groundbreaking 3-year Youth led Climate Action Team started this year and has seen older young people aged 17+ supporting vitally needed climate literacy and systems changes in school/college and wider geographic communities, via teamwork and leadership of high-profile events, communications and projects such as the international Stop Ecocide campaign, with their contribution attracting recognition from Quakers and other respected national networks. RJW amplifying young voices and maximising their impact, locally, regionally and nationally, whether through films, podcasts or conference presentations, is set to continue.

RJ Working has grown its networks to further raise the profile of Restorative approaches and their relevance for identity-related harm, climate action, community cohesion and other vital concerns. We have joined the national Co-op Future Communities Network (alongside 13 other organisations across the UK), focused on Youth Leadership and the transfer of power to young people. We participate in the PHF Youth Fund Learning Network, Peace Education and Peer Mediation networks, and other Quaker-supported webs of activity. Also the #iwill network – where we are effectively integrating Restorative practice with Youth Social Action. RJW is becoming part of the Sustainable Wellbeing Environmental Network (SWEN) and will promote more widely access to nature, and environmental activism as sources of health and wellbeing for young people. At a level we intend to be exemplary, we initiated a Restorative Practice network among Cornwall's schools, which contributed to four of them achieving national recognition via Restorative Organisation status from the UK Restorative Justice Council.

We have also made strategic contributions at five Universities, notably Plymouth, East London and the Technological University of Dublin serving complex disadvantaged student populations. We trained key senior staff to introduce Restorative Practice and supported them to integrate applications of Restorative Practice with their plans. Our relationships with Falmouth University and University of Exeter continue with a particular emphasis on connections that relate to the social implications of environmental concerns.

2563

young people  
completing the in-depth  
climate survey

### ***Case Study – Education based Restorative Activism***

This application of Restorative Practice across Education communities is beginning to take root in Cornwall where 7 FE Colleges in key towns, are an ideal setting: almost all young people move to FE College aged 16, forging new relationships, communities, ideas. The newly established Youth-led Climate Action Team (YCAT), are beginning to facilitate the translation of awareness into action, in relation to nature, food, energy and transport. Focussing on Restorative meaning “making things better”, using inclusive circle processes with all voices heard and creating a safe environment for open decision-making and respectful valuing of difference, YCAT are progressing dialogue and building relationships, connections and capabilities for this transfer to action, strengthening youth-led communities for the challenging social consequences of the climate crisis. Our consultation surveys have told us that over 70 % of young people are concerned about climate change with many being very concerned; a priority for young people is causing less damage to the environment. \

Young people recognise the power of individuals and corporate business but lack knowledge and understanding about how to take collective action. This is our offer and opportunity.

# Plans for the future

The Trustees have considered how future planned activities will contribute to the aims and objectives they have set. They have referred to the guidance contained in the Charity Commission's general guidance on public benefit. As detailed above, this period has been one of exciting developments and achievements, and we are committed to building on these as we move forward.

The Youth Led Climate Action Team (YCAT) will be at the forefront of some of our plans for the future. National voices who champion young people such as the Children at the Table campaign and The Children Society's annual Good Childhood Report 2023 do not yet mention climate as a primary concern for young people, affecting all their lives, and as a crucial safeguarding issue. YCAT intend to attract sufficient support and partnership connection to help change the public narrative to more truthfully reflect the reality voiced by Dr Camilla Kingdon, 'Britain's most senior paediatrician' (Guardian 21.10.23) '*Every adolescent is at grave risk from the physical and mental effects of the climate crisis*'.

YCAT will be seeking also to influence and raise awareness in different national fora, together with the CEO, they will offer a workshop *Restorative Youthwork and Climate Change*.

More locally, but digging deeper, we plan to support young people to design and deliver an intergenerational 'community conversations' project in Camborne, Redruth, and their neighbouring parishes, engaging the public about the climate and its implications: for health and wellbeing, for the cost of living, and for community. As part of this development we plan to facilitate consultation and engagement at secondary schools around food, growing and nature.

We will further improve our measurement of impact and outcomes, review and strengthen evaluation tools and methods. As part of this we will, with external support, develop a Theory of Change for our Climate Action programme.

We will build our social enterprise arm, which is entirely consistent with our charitable objectives, developing targeted bespoke Restorative training for groups from different sectors. This will enable them to adopt and adapt Restorative practice for their own purposes and contribute to growing linkage between organisations as Restorative approaches support collaboration and co-design.

# 5. Structure, Governance and Management

## ***Governing Document***

RJ Working is a Charitable Incorporated Organisation, registered as a charity on 6th January 2022. Our Constitution is our Governing Document and was adopted on 14th December 2021. Prior to this, RJ Working was a Community Interest Company with charitable purposes, set up in 2012. The conversion to a CIO was overseen with pro bono support through Trustlaw.

## ***Recruitment and Appointment of our Board of Trustees***

The Charity Trustees, under the requirements of the Constitution are appointed to serve for a set period of time after which they must be re-elected at a Trustee Meeting. All members of the Board of Trustees give their time voluntarily and do not receive benefits from the charity.

The charity's work focuses on children and young people, promoting their teamwork and leadership. RJ Working subscribes to the Young Trustees Movement which promotes the appointment of younger Trustees and in the case of RJ Working this appropriately reflects a closer relationship with the age group our organisation is serving and invests in the leadership of diverse young people at Trustee level as well as in recruitment to the paid operational staff team. To support the Board of Trustees we draw on expert advice for example from Headteachers, University-based climate specialists, Local Authority specialists and colleague social purpose organisations. To maintain the broad skill mix required, members of the Board of Trustees are asked to provide and update a list of their skills. In the event of particular skills being lost due to resignations, or newly required skills being identified, we actively recruit to meet these needs.

## ***Trustee Induction and Training***

New Trustees have an induction to the organisation and the majority (those whose roles are most relevant) undertake our 3-day Multiagency training in Restorative Practice. Trustees have an annual Safeguarding Update along with the annual updating of our Safeguarding Policy. Members of our operational /strategic team have regular opportunities to meet with Trustees.

## ***Risk Management***

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is regularly updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Our strategic Business Plan, regularly reviewed, allows for the diversification of funding to support our increasing range of activity, especially new or pioneering steps such as tackling environmental harms restoratively. Internal control risks are minimised by the dual procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with requirements for the health and safety of staff, children and young people (including safeguarding) and vulnerable adults. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

## ***Organisational Structure***

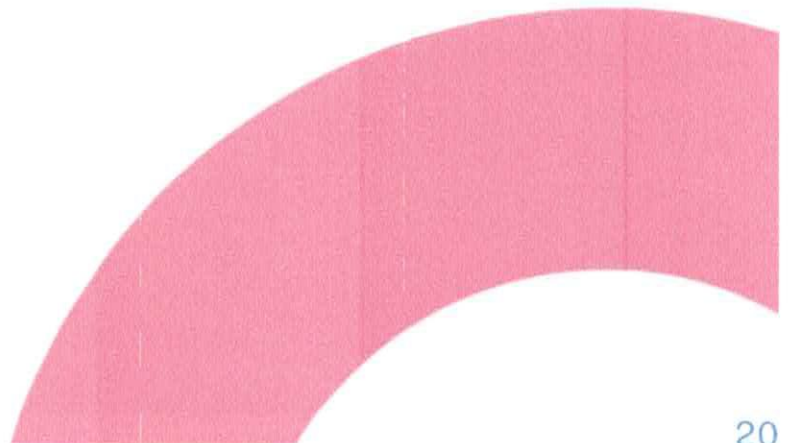
We have a Board of Trustees and an operational / strategic team. Both these include diverse young people across all levels of involvement with Projects, Programmes, and Leadership. The team includes two registered Social Workers a former Teacher and a qualified Youthworker.

We are supported by outsourced professional expertise in HR, IT and finance management. RJ Working is a member organisation of the UK Restorative Justice Council and meets the requirements of its training and organisational standards.

## ***Financial Policies***

**Investments:** We currently make no investments; if this situation changed, we would develop an ethical Policy in accordance with our commitment to climate justice.

**Reserves:** Our Policy is to accumulate free reserves to cover 3-6 months of committed running costs.





## 6. Treasurer's Report

I am pleased to see year-on-year growth shown in our Annual Accounts. In the financial year 2022-2023 RJ Working attracted financial support from new funders and those who knew our work already. This included significant year-on-year funding from two key grantmakers: the Co-op Future Communities Foundation and Paul Hamlyn Foundation Youth Fund, both having a mission entirely congruent with RJ Working's commitment to tackling inequality and the social consequences of the climate and ecological crises.

This support lays the foundation for further stability, a backbone of secure funds through which other funders can have confidence. Furthermore, we will have an increasing basis for income generation as we develop

organisational capabilities for communicating with our target markets: school and college communities, gatekeepers to young people, and a widening community of partner organisations realising the relevance of Restorative practice for their own organisational purposes. Local Authorities are vitally important in the provision of Children's Services and together with Town and Parish Councils in messaging about nature, pollution and climate action.

Our strategic approach to training stakeholders from all these sectors positions RJ Working well for further growth and development based on a variety of income streams and earned income which is closely aligned to our charitable purposes.

*Jamie Mitchell*

**Jamie Mitchell, BSc Hons Economics  
Treasurer**

# 7. Statement of Financial Activity

RJ Working  
Charity No 1197378

## Approval statement

I report on the financial statements of the Charity for the financial year ended 31st July 2023 which are set out on pages 5 & 6.

### Respective responsibilities of Trustees and Examiners

The Trustees (who are the directors of the company for the purposes of company law) are responsible for the preparation of the accounts.

The Charity's Trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act), as amended by s.28 of the Charities Act 2006) and that an independent examination is needed.

It is my responsibility to:

1. examine the accounts under section 43 of the act, as amended);
2. to follow the procedures laid down in the general directions given by the Charity commission (under Section 43(7)(b) of the Act, as amended); and
3. to state whether particular matters have come to my attention.

### Basis of Independent Examiners' Statement

An examination includes a review of accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view' and the report is limited to those matters set out in the statement below.

### Independent Examiner's statement

In the course of my examination, no matter has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that:  
proper accounting records are kept (in accordance with section 41 of the Act); and  
accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act



Whyfield Limited  
Ground Floor Building A Green Court  
Truro Business Park  
Threemilestone  
Truro  
Cornwall  
TR4 9LF

**RJ Working**  
**Charity No 1197378**  
**Statement of Financial Activites for Financial Year Ending 31st July 2023**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2023</b>
	£	£	£
Income	73,758	93,967	167,725
Total Income	<u>73,758</u>	<u>93,967</u>	<u>167,725</u>
Expenditure			
Cost of charitable activites	56,143	93,967	150,110
	<u>56,143</u>	<u>93,967</u>	<u>150,110</u>
Net Income/(Expenditure)	17,615	-	17,615
Fund balances brought forward	32,871	40,103	72,974
	<u>32,871</u>	<u>40,103</u>	<u>72,974</u>
Fund balances carries forward	<u>50,486</u>	<u>38,425</u>	<u>88,911</u>

**RJ Working**  
**Charity No 1197378**  
**Receipts and Payments Account for Financial Year Ending 31st July 2023**

	2023	6th January - 31st July 2022
	£	£
<b>Receipts</b>		
2 Voluntary Income	-	-
3 Other charitable activities	17,535	26,752
4 Investment Income	-	-
5 Incoming from charitable activities:	-	-
Donations	8,323	-
Restricted grant income	93,967	58,654
Other income	-	-
Other grant income	47,900	8,181
	<u>167,725</u>	<u>93,587</u>
<b>Payments</b>		
7 Employment costs	89,951	55,582
Donations	5,100	-
IT Support	4,360	2,336
Rent & Rates	3,000	2,145
Training Delivery Costs	19,045	5,766
Payroll	1,013	462
Pension Costs	985	491
Training Supervision and Professional Memberships	765	2,686
Accountancy and Professional Fees	5,907	1,868
Support costs	19,985	15,867
	<u>150,111</u>	<u>87,203</u>
Support costs are allocated accordingly;		
Administration	10,359	3,852
Postage & delivery	1,633	393
Insurance	1,334	1,144
6 Depreciation	983	982
Data, communication and software consumables	5,139	8,824
Other costs	537	672
	<u>19,985</u>	<u>15,867</u>

Net income is after charging Depreciation of £982.50

**RJ Working**  
**Charity No 1197378**  
**Statement of Assets & Liabilities at 31st July 2023**

		2023 £	2022 £
Fixed Assets			
Tangible assets	9	372	1,355
Current Assets	10		
Debtors		10,470	9,011
Cash at bank		87,605	69,908
		<u>98,075</u>	<u>78,919</u>
Current Liabilities	11		
Creditors	-	6,816	5,014
Accrued Expenses	-	2,720	2,286
		<u>- 9,536</u>	<u>- 7,300</u>
Net Current Assets		<u>88,539</u>	<u>71,619</u>
Net Assets	14	<u><u>88,911</u></u>	<u><u>72,974</u></u>
Funds	13		
Restricted funds		38,425	40,103
Unrestricted funds		50,486	32,871
		<u>88,911</u>	<u>72,974</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for small entities.

For the year ending 31/07/2023 the charitable company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation on the accounts.



.....  
signed on behalf of the Trustees on

Dated 09/04/2024 .....

## 1. Accounting Policies

### Basis of Accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 on 16 July 2014 as updated by Update Bulletin 1 issued on 2 February 2016, the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

### Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled the income and the amount can be quantified with reasonable accuracy.

### Resources expended

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular activities on a basis

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

### Taxation

The charity is exempt from corporation tax on its charitable activities.

### Fund accounting

The unrestricted fund has arisen through general fundraising, unrestricted donations and surpluses from pursuing the charity's objectives. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The cost of raising and administering such funds are charged against the specific fund.

### Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings and equipment	25% straight line	25% straight line
----------------------------------	-------------------	-------------------

## 2. Voluntary Income

	2023	6th January - 31st July 2022
Donations	<u>8,323</u>	<u>-</u>
	<u>8,323</u>	<u>-</u>

## 3. Income from other Charitable Activities

	2023	6th January - 31st July 2022
Training adults & young people	<u>17,535</u>	<u>26,752</u>
	<u>17,535</u>	<u>26,752</u>

## 4. Investment Income

	2023	6th January - 31st July 2022
Interest from cash deposits	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

## 5. Incoming resources from charitable activities

	Unrestricted	Restricted	2023	6th January - 31st July 2022
Grant Income	47,900	93,967	141,867	66,835
Other Income	-	-	-	-
	<u>47,900</u>	<u>93,967</u>	<u>141,867</u>	<u>66,835</u>

## 6. Net Income

Net Income is stated after charging

	2023	2022
Depreciated	<u>983</u>	<u>983</u>

## 7. Employee's remuneration

The average number of persons employed by the charity during the year was as follows:

	2023	2022
The aggregate payroll costs of these persons were as follows:	<u>7</u>	<u>4</u>

	2023	2022
Wages & Salaries	<u>89,951</u>	<u>55,582</u>

No employee received emoluments of more than £60,000 during the year

## 8. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

## 9. Tangible Fixed Assets

	Fixtures fittings and equipment	Total
	£	£
<b>Cost</b>		
At 6 January 2022	3,930	3,930
Additions	-	-
At 31 July 2022	<u>3,930</u>	<u>3,930</u>
<b>Depreciation</b>		
At 6 January 2022	2,575	2,575
Charge for the year	983	983
At 31 July 2022	<u>3,558</u>	<u>3,558</u>
<b>Net book value:</b>		
At 31 July 2022	<u>372</u>	<u>372</u>
At 6 January 2022	<u>1,355</u>	<u>1,355</u>

## 10. Debtors

	2023	2022
Prepayments	1,674	1,097
Trade	2,410	5,814
Other debtors	6,386	2,100
	<u>10,470</u>	<u>9,011</u>

## 11. Current Liabilities

Amounts falling due within 1 year

	2023	2022
Accruals- Accounting	2,720	2,286
Trade Creditors	7,601	1,375
Employment Costs	- 785	3,639
	<u>9,536</u>	<u>7,300</u>

## 12. Members' Liability

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

## 13. Analysis of Funds

	At 1 August 2022	Incoming Resources	Resources Expended	At 31 July 2023
	£	£	£	0 £
<b>General Funds</b>				
Unrestricted Income Fund	32,870	73,758	56,143	50,485
<b>Restricted Funds</b>				
Paul Hamlyn Foundation	30,002		26,808	3,194
Postcode Local Trust	6,597		6,597	-
University of Exeter	1,691	2,507	3,133	1,065
Cornwall Community Foundation	1,812	-	1,812	-
CC I Will		9,750	4,520	5,230
YCAT Paul Hamlyn		30,000	15,036	14,964
CCF Mental Health (restricted funds)		13,000	7,624	5,376
Quakers of Cornwall (Restricted)		8,000	3,131	4,869
Awards for all grant		10,000	6,273	3,727
	-	-	-	-
	<u>40,102</u>	<u>73,257</u>	<u>74,934</u>	<u>38,425</u>
Total Funds	<u>72,972</u>	<u>147,015</u>	<u>131,077</u>	<u>88,910</u>

## 14. Net assets by fund

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Tangible assets	372	-	372	1,355
Current assets	59,650	38,425	98,075	78,919
Current Liabilities	- 9,536	-	- 9,536	- 7,300
Net Assets	<u>50,486</u>	<u>38,425</u>	<u>88,911</u>	<u>72,974</u>

**RJ WORKING CIO**

England & Wales - Charity number 1197378

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# Accounts

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**Registered Office**

The Elms, 61 Green Lane  
Redruth  
Cornwall  
TR15 1LS

**CIO Charity Number**

1197378

**Independent Examiner**

Whyfield Limited  
Ground Floor Building A  
Green Court  
Truro Business Park  
Threemilestone  
Truro  
Cornwall  
TR4 9LF

## RJ Working

Annual Report and Financial Statements for the period 6<sup>th</sup> January – 31<sup>st</sup> July 2022



Credit: Seb Hammond

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1. Chairs Introduction
2. Charitable Objectives
3. Board of Trustees
4. Review of the Reporting Period: Objectives, Activities Achievements & Performance including public benefit
5. Structure, Governance, and Management
6. Treasurer's Report and Financial Review
7. Statement of Financial Activity

## Chair's Introduction

I am delighted to present our first “Annual Report and Accounts” as a Charitable Incorporated Organisation (CIO).

RJ Working was registered with the Charity commission on 6<sup>th</sup> January 2022, following conversion, undertaken pro bono by solicitors Duane Morris, via a Resolution passed by our Board on 14<sup>th</sup> December 2021. Prior to that, RJ Working was a Community Interest Company, set up in June 2012, with an asset-lock and charitable objectives.



Subsequently, our financial Year End date has been changed from 30<sup>th</sup> June to 31<sup>st</sup> July with the approval of the Charity Commission. As required by the Charity Commission, this Report is limited to RJ Working's first seven months as a CIO. However, to enable a transparent understanding of the continuity of our finances from the previous financial year, a full year's set of accounts covering the whole period from 1<sup>st</sup> July 2021 – 31<sup>st</sup> July 2022 is also available. This additional information is provided via the RJ Working website [www.rjworking.co.uk](http://www.rjworking.co.uk)

Throughout this seven-month Report, the strength of RJ Working's history is apparent and reflects progress made in vital areas: social action led by children and young people, championing nature and the environment in the face of the climate crisis, building inclusive communities through the Restorative model.

Our overarching mission, for young people's leadership to tackle inequality, has gone from strength to strength, with young people's voices central to the Board of Trustees and the Operational Team, empowering the communities that we serve. Restorative approaches and practices have never been more needed.

A handwritten signature in black ink that reads "Guy Watson". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Guy Watson  
Chair of Trustees

## **Our Charitable Objectives**

(a) the advancement of conflict resolution and reconciliation by the advancement of education in restorative justice and the application of restorative approaches in schools, colleges, workplaces and within the community where conflict may arise, with a particular focus on empowering socially and economically disadvantaged groups and those vulnerable to discrimination, particularly those with characteristics protected by the Equalities Act 2010, supporting young people to engage in restorative practice.

(b) the advancement of environmental protection or improvement through awareness and education and the use of restorative practice to address environmental conflicts and;

(c) to promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by raising awareness of human rights issues, promoting public support for human rights, and educating the public about human rights.

In furtherance of that object but not otherwise, the trustees shall have power:

To engage in political activity provided that the trustees are satisfied that the proposed activities will further the purposes of the charity to an extent justified by the resources committed and the activity is not the dominant means by which the charity carries out its objects.

## **Trustees in the Reporting Period**

Lesley Chandler

Abigail Cows

Yasmine Fosu (appointed 4/10/2021)

Athia Gupta-Armstrong

Derek Hayes

Jamie Mitchell (appointed 01/07/2021)

Tean Roberts (appointed 26/01/22)

Susannah Storey

Guy Watson (Chair)

## Review of the Reporting Period

### *Our charitable activities and public benefit*

The trustees confirm compliance with the requirements of section 17 of the Charities Act 2011, to have due regard to the public benefit guidance published by the Charity Commission for England and Wales, in reviewing RJ Working's aims, objectives and current activities and planning its future activities. All our charitable activities are undertaken to further our charitable purposes for the public benefit. We continuously review our aims, objectives, and activities, looking at what we achieve, the outcomes of our work, the success of each key activity and the benefits brought to the groups of people we are set up to help. These processes help ensure our aims, objectives and activities focus on our stated purposes.

Our work seeks to reduce inequity and tackle injustices restoratively. Our activities focus on facilitating young people's teamwork and leadership; inviting them to change the nature of the conversation and connection they have with each other and with the adults in their lives, developing their capabilities for communication and problem-solving and developing their confidence and self-esteem.

We work predominantly with children and young people from across Cornwall and the Isles of Scilly; our programmes focus on empowering young people with experience of social and economic disadvantage and/or are vulnerable to discrimination and prejudice. To enable the cultural and structural changes needed for young people's voices and participation to be more valued and appreciated, we also train adults who work with young people from organisations and services across a number of sectors including social care and education.

We deliver co-designed training programmes and facilitate the development and delivery of youth-led projects. Developments during the reporting period include:

- Developing a Restorative approach to **Nature, Environment and Climate**, through piloting a Green Ripple Effect programme growing into Eco groups in and outside school communities.
- **Strengthening our relationships with schools** and expanding and adapting our programmes, with a focus on **transitions** from Primary to Secondary school and from Secondary to FE, which we know are times that compound inequalities.
- **Putting young people in the lead** at RJ Working, through paid internships, youth leadership teams and our increasingly youth-led Board of Trustees.
- Developing our work with young people aged **16+** through a range of programmes and events which brought young people together to explore issues of **identity, prejudice, equity, and justice**. Establishing strong working relationships with 3 of Cornwall's **FE Colleges**.
- Working with our wider communities to strengthen a **Culture of Care and Welcome** through training cultural organisations and supporting a network of schools welcoming children with refugee experience.

## **Strategic Objectives and Achievements**

During this reporting period we have fulfilled operational objectives corresponding to each of our four related Strategic Aims, as follows:

### **Strategic Aim 1: To empower young people’s leadership of Restorative Practice and Restorative Climate Action developments in education and in geographic communities.**

We implemented plans for young people to lead our organisation, continuing to recruit young people to the team and to the Board, achieving a two-thirds majority of young Trustees. We sought out young people not normally given leadership opportunities and valued the relevance of their complex experience for Restorative Practice development. We fostered young people’s leadership, teamwork and coaching capabilities; championed their interpersonal use of Restorative Practice and their inspiration of others through their community building /environmental action /social justice activities as visible global citizens.

We expanded our partnerships to reach more younger children and to empower 16+ leadership, forging Restorative pathways from KS1 all the way to College. We trialled a new Primary model incorporating longer-term intensive contact with parents and wider family members on a weekly basis. We initiated and supported a network of Cornwall’s schools on their journey to achieve Restorative Organisation status with the UK Restorative Justice Council – a national first!

**87**  
young people  
trained to be  
leaders in their  
communities

#### **Case Study – Abigail’s Youth Leadership Journey (aged 19)**

*“I applied for an internship with RJ Working because I was drawn to working with children, that’s my biggest passion; I felt this way because of the big impact my teachers had on me when I was younger. I was very nervous and shy before I joined. But because I led programmes and projects at RJW this changed a lot, and my confidence has increased so much.*

*I led the Green Ripple Programme. I felt really anxious at the beginning, but I slowly realised that I was doing a great job. I was able to describe Restorative Practice theory to young people in a way they could understand. They even started unpacking ideas about race and racism, and I felt like I had enabled them to have those discussions. I learnt loads about working as a team – sometimes you might not agree, and it can be really demanding, but the team is so important, and we had a great dynamic, which led to really successful events. Now I understand Restorative Practice and how it works; in a few hours people were inspired by what it means to be restorative. I realised how quickly people can take things on, and how ideas like this can shape their lives.*

*I even represented RJ Working at a national conference, and led training for theatre venues around tackling racism. That was the most confident I have ever been, and I felt like I could do it. I have learnt better ways to deal with people. I used to ignore people when I was angry with them, but this work has taught me so many strategies for dealing with people when things are difficult. Through my hard work and the way I have grown, I was able to lead an interview for a new intern to join RJ Working, and that enabled me to see things from a different perspective. Doing this internship has enabled me to push myself out of my comfort zone – I am so much more confident now, and ready to conquer the world!”*



**Strategic Aim 2: To use and promote Restorative Practice to develop understanding, knowledge and skills for tackling identity-related harm, both interpersonal and systemic, especially through Active Anti-racism.**

We ensured that tackling identity-related harm, especially racism, was an integrated component of all our projects and that young people and adults with experience of racism were at the centre of developing this work. We continued to develop a pool of young co-trainers offering our practice workshops ‘Tackling Racism Restoratively’, drawing on our CEO’s blog about ‘Zero Tolerance’ published by the UK Restorative Justice Council. We delivered workforce training in FE settings to support effective tackling of racism and other identity harms. We supported the set-up of student-led ‘Equity, Diversity & Inclusion’ groups in FE settings. We reached wider communities and sectors through our multiagency Tackling Racism Restoratively programme, including the voluntary sector, education, social work, and Local Authorities.

**Case Study – Connecting Beyond the Labels**

*Engagement and consultation with young people had identified their need for space and support to explore issues of identity, prejudice and discrimination; young people were also keen to learn how to become good allies and to develop their skills and approaches to respond to harm being caused. The young leadership team co-created and organised a multi-layered initiative that brought together young people from across Cornwall.*

*The young people’s aims for “Connecting Beyond the Labels” were:*

- *To debunk the labels – creating a space here where everyone can express and explore their true identity, and be themselves – beyond the labels others put on people*
- *To better equip ourselves to tackle injustices – sharing a taster of some tools and principles of Restorative Practice to support with this*
- *To build a network of young people who care about social justice and want to make a change*

*The initiative brought together 32 young people aged 16-25 from 8 different communities. A fun, creative, supportive and challenging programme enabled everyone to build trust and new connections, explore aspects of their own identities, share lived experiences of prejudice and discrimination, and listen to and learn from one another. The group worked in circles, practiced active listening, built trust by working in small groups, and gave space to those who have experienced oppression. Young people explored scenarios, practiced identifying feelings and needs and used creativity to express their experiences in different ways through creative writing, collage making, painting, and making an inspirational short film together. The many outcomes include the building of a network of young people who want to work together to tackle the bigger harms in society through Restorative Approaches; the development of some long lasting relationships and some new and exciting initiatives.*

*Young people’s feedback Included:*

*“I’ve never been around such a diverse group in Cornwall”*

*“We talked about really heavy topics, but in a positive and uplifting way”*

*“I learnt so much from people’s openness and honesty about their experiences”*

*“I feel more confident defending other people having heard their stories”*

**Strategic Aim 3: To demonstrate young people’s inclusion and participation increasing, through Restorative Practice and Restorative Climate Action, in education, geographic and peer communities, via a whole system approach in Cornwall.**

We continued to promote the relevance of Restorative Practice for repair and recovery from the disruption and disconnection caused by Covid-19 in education and in geographic communities. Using our success in significantly reducing formal exclusions to attract deeper engagement from Secondary Schools, Multi-Academy Trusts and FE Colleges, we worked with young people to champion the relevance of Restorative Practice for their employment, their communication and their problem-solving skills. We developed ‘Restorative Employment Skills’ training to help remedy work experience lost due to covid-19. We piloted new ways of introducing Restorative Practice creatively, through drama and the arts for example young people challenging adults about harms to the environment in ‘Splanna’ (see below). We established and co-created a Restorative Connections programme for young people in response to the huge numbers going off the school roll to meet the needs of young people learning out-of-school. Our work with Gypsy Roma Traveller families is growing into an in-depth engagement pilot project, addressing needs and coping strategies. We piloted a Green Ripple Effect programme reaching more than 70. Young people introducing many who, although living in rural areas, have not previously realized their relationship with nature or its benefits for their wellbeing.

**16**  
organisations  
participating in  
our  
programmes

**290**  
young people  
reached with  
Restorative  
Practice

**Case study – “Splanna” – Cornish for “Shine Brightly”**

*A pioneering application of Restorative Practice to nature and the environment using the arts.*

*In collaboration with Falmouth Art Gallery, we facilitated a programme: “Splanna” (Cornish for Shine Brightly) with young people between the ages of 9 and 14, to collectively work towards understanding and contributing to environmental activism through art, debate, and Restorative Practice.*

*Through circle-keeping, open questioning and careful listening, the group made a safe cultural framework for their creativity while facing up to climate related harms. This enabled them to find & use their voices for issues they care about and translate their ideas into artistic works - a valuable platform for them to be seen, heard and understood. Splanna exhibited their work at Falmouth Art Gallery through May 2022. They presented at the adult Cornwall and Isles of Scilly (CIOS) Ecological Emergency Summit: at this adult event, they were the only young people to present in person.*

**Strategic Aim 4: To influence policy and practice, regionally, nationally and internationally, by integrating youth-led Restorative Practice and Restorative Climate Action with other models, networks and learning initiatives.**

We continued to grow our networks to raise the profile of identity-related harm, alongside UK partners and delivered international-level training as part of the global Restorative Justice movement. Growing understanding about the links between Restorative Practice and other models eg.trauma-informed, we developed partnerships and delivery in Cornwall and neighbouring Local Authorities (the Isles of Scilly, Plymouth and Devon) to broaden our reach and knowledge about the transfer of Restorative Practice to different settings. We also widened our partnerships and reach, engaging with the Association of Muslim Schools to deliver Restorative Practice training for over 50 of their members from across the country. We were commissioned to deliver a countywide tackling Racism Restoratively programme for theatre and arts organisations which saw us working with a range of arts partners including the Hall for Cornwall and the Minack Theatre. Through listening to young people, we began to realise the relevance of the Restorative model for the escalating social harms caused by climate change, and the crucial importance of reframing education to respond to this global crisis and the need for climate justice.

**41**  
young people  
engaged in  
community  
development

**34**  
adults trained  
to be  
Restorative  
Facilitators

***Achievements on the Isles of Scilly : A Whole Community Approach***

*As the only school on the Isles of Scilly, Five Islands Academy is uniquely*

*Significant within the community. 2021 showed the accumulative benefits of RJ Working's involvement in previous years, we have now trained 125 young people in depth and supported the development of the whole workforce.*

*Seven of the staff team have completed more intensive training, and the outcomes at this stage are evidenced through a transformative whole-school approach, in which every young person's voice is heard. This ranges from practices such as Restorative Circles marking the beginning and end of the week for each class, to initiatives such as a group of young people leading a commitment to welcome refugee families on the Isles of Scilly. This whole school approach on the Isles of Scilly is expanding to a whole community approach, across the generations, involving parents and the Local Authority workforce.*



## Highlights from the year

RJ Working's **10<sup>th</sup> birthday celebrations** brought together many of our key partners and stakeholders. We reflected on RJ Working's growth and impact and celebrated the achievements of the last decade. These included our **apprenticeship to Ulster University** drawing on the expertise of global leaders; the **Princess Royal visiting Truro Cathedral** to celebrate children's use of Restorative Practice; our **Restorative Leadership ILM level 3** qualification reaching the **workforce of over 50 schools** (so bringing Restorative Practice to thousands of children).

We worked with our biggest ever cohort from one primary school - 120 children across Y5 and Y6, in groups of ten for effective social learning. Our Step-Up Programme seeks to develop a peer group **Culture of Care** to become a protective factor for children with refugee experience and others who might experience discrimination. Our skilled and expert parallel work with adults to promote this **Culture of Care** was recognised by the Cornwall Association of Primary Headteachers, who invited us to deliver this training at a countywide event.

We delivered the keynote speech, about the **value of Restorative Practice for tackling inequity**, at the University of Plymouth BEd and PGCE Equality, Diversity, and Inclusion Teacher Training Conference, to over 100 students and staff.

We were delighted to contribute to the R & D of Trebah's production of The Tempest, through **facilitating the use of Restorative tools for challenging and deepening conversations** and explorations of racism and sexism. Building on our earlier development of training for **'Tackling Racism Restoratively'** we engaged arts and culture organisations across Cornwall in this vitally important conversation, from small community venues to The Minack, The Poly and the Hall for Cornwall; from Porthcurno in the West to Bude in the North East.

Construction trainees participated in a pioneering pilot, **Restorative Skills for Construction Industry Employment**, at Truro College. The programme sessions drew on real life workplace scenarios and focused on the development of transferrable social and emotional competencies, serving young people in employment, training, and personal relationship contexts. At the end of the pilot young people reported being:

- More aware of the impact of their words and actions on other people
- More able to be themselves at College, feel safe and secure, be taken seriously
- More confident to deal with tricky relationships in the workplace
- Better able to listen and respect the views of people around them
- Better equipped to respond when someone says/does something hurtful or offensive

Vitally, given the legacy of covid-19 on mental health and disconnection from community, we introduced a new Green Ripple Effect programme, focused on building and affirming **young people's relationship with nature**, with benefits for their **health and well-being**.

## Plans for Future Development

The Trustees have considered how future planned activities will contribute to the aims and objectives they have set. They have referred to the guidance contained in the Charity Commission’s general guidance on public benefit. As described above this period has been one of significant developments and achievements and we are excited, going forward, to build on these.

We are planning developments to our existing work such as our “Culture of care and welcome” training becoming a wider programme, and our “Green Ripple Effect” programme continuing to strengthen young people’s relationship with nature and the natural environment. We will continue to grow take-up of our core Ripple Effect and Step-Up programmes which support and enable young people’s social and emotional stability and engagement.

We are also scoping significant new departures such as a three-year programme of Youth-led Restorative Climate Action. We envisage older young people aged 17+ supporting vitally needed climate literacy and systems changes in school/college and wider geographic communities, via teamwork and leadership of high profile events and communications.

We are exploring campaigning and youth led issue-based social action developments, holding a focus on questions of how to amplify young voices and maximise their impact, both locally and regionally, perhaps even nationally.

We will continue to promote a culture of equity within the operational/strategic team and Board of Trustees. We will continue to grow and develop our team for maximum impact and best use of our resources and we will continue to evaluate and collectively learn, every step of the way. We will also further diversify our income streams and attract the resources to enable the fulfilment of our ambitions.

We want Cornwall and the Isles of Scilly to become a whole system development story which can be adapted for other areas to make their own developments in Youth-led Restorative Practice. We will gather further evidence and resources for leverage, and creation, exchange, and transfer of knowledge to enable continuing progress for this to become a reality.



## Structure, Governance and Management

### **Governing Document**

RJ Working is a Charitable Incorporated Organisation, registered as a charity on 6<sup>th</sup> January 2022. Our Constitution is our Governing Document and was adopted on 14<sup>th</sup> December 2021.

### **Recruitment and Appointment of our Board of Trustees**

The Charity Trustees, under the requirements of the Constitution are appointed to serve for a set period of time after which they must be re-elected at a Trustee Meeting. All members of the Board of Trustees give their time voluntarily and do not receive benefits from the charity.

The charity's work focuses on children and young people, promoting their teamwork and leadership. RJ Working subscribes to the Young Trustees Movement which promotes the appointment of younger Trustees and in the case of RJ Working this appropriately reflects a closer relationship with the age group our organisation is serving and invests in the leadership of diverse young people at Trustee level as well as in recruitment to the paid operational staff team. To support the Board of Trustees we draw on expert advice for example from Headteachers, Local Authority specialists and colleague social purpose organisations.

To maintain the broad skill mix required, members of the Board of Trustees are asked to provide and update a list of their skills. In the event of particular skills being lost due to retirements, or newly required skills being identified, we actively recruit to meet these needs.

### **Trustee Induction and Training**

New Trustees have an induction to the organisation and the majority (those whose roles are most relevant) undertake our 3-day Multiagency training in Restorative Practice. Trustees have an annual Safeguarding Update along with the annual updating of our Safeguarding Policy. Members of our operational /strategic team have regular opportunities to meet with Trustees.

### **Risk Management**

The Trustees have conducted a review of the major risks to which the charity is exposed. A risk register has been established and is regularly updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Our strategic Business Plan, regularly reviewed, allows for the diversification of funding to support our increasing range of activity, especially new or pioneering steps such as tackling environmental harms restoratively. Internal control risks are minimised by the dual procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with requirements for the health and safety of staff, children and young people (including safeguarding) and vulnerable adults. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

## **Organisational Structure**

We have a Board of Trustees and an operational / strategic team. Both these include diverse young people across all levels of involvement with Projects, Programmes, and Leadership. The team includes two registered Social Workers and a qualified Youthworker.

We are supported by outsourced professional expertise in HR, IT and finance management. RJ Working is a member organisation of the UK Restorative Justice Council and meets the requirements of its training and organisational standards.

## **Financial Policies**

Investments We currently make no investments; if this situation changed, we would develop an ethical Policy in accordance with our commitment to climate justice.

Reserves Our Policy is to accumulate free reserves to cover 3-6 months of committed running costs.

## **Treasurer's Report and Financial Review**

RJ Working has further strengthened its financial position in the year 2021/2022 and further confirmed its status as a going concern. Becoming a Registered Charity has opened up many more potential avenues of income awarded by Charitable Trusts and Foundations to fulfil RJ Working's charitable purposes. This principal source of income (grants) complements RJ Working's use of its other principal source: earned income from training and consultancy services, to further its charitable purposes.



We are pleased to see year-on-year growth and this bodes well for RJ Working's next phase of development. While the wider social context of inequity remains extremely challenging, established relationships with key funders such as Paul Hamlyn Foundation and Children in Need, provide a strong framework for engaging further funding opportunities and building long-term security for the work of the organisation.

*Jamie Mitchell*

Jamie Mitchell (BSc Hons Economics)

Treasurer

## Statement of Financial Activity

### Approval statement

I report on the financial statements of the Charity for seventh month period ending 31st July 2022 which are set out on pages 5 & 6.

Respective responsibilities of Trustees and Examiners

The Trustees (who are the directors of the company for the purposes of company law) are responsible for the preparation of the accounts.

The Charity's Trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act). As amended by s.28 of the Charities Act 2006) and that an independent examination is needed.


It is my responsibility to:

1. examine the accounts under section 43 of the act, as amended);
2. to follow the procedures laid down in the general directions given by the Charity commission (under Section 43(7)(b) of the Act, as amended); and
3. to state whether matters have come to my attention.

### ***Basis of Independent Examiners' Statement***

An examination includes a review of accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view' and the report is limited to those matters set out in the statement below.

In the course of my examination, no matter has come to my attention which gives me reasonable cause to believe that, in any material respect, the Trustees have not met the requirements to ensure that proper accounting records are kept (in accordance with section 41 of the Act); and accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act .

  
Whyfield Limited (Apr 4, 2023 16:28 GMT+1).....  
Kerry Eastmond  
Whyfield Limited  
Truro Business Park  
Truro  
Cornwall  
TR4 9LF

*Statement of Financial Activities for the seventh month period ending 31<sup>st</sup> July 2022*

	Unrestricted funds £	Restricted funds £	2022 £
Income	<u>34,933.00</u>	<u>58,654.00</u>	<u>93,587.00</u>
Total Income	<u>34,933.00</u>	<u>58,654.00</u>	<u>93,587.00</u>
Expenditure			
Cost of charitable activities	28,549.00	58,654.00	87,203.00
	<u>28,549.00</u>	<u>58,654.00</u>	<u>87,203.00</u>
Net Income/(Expenditure)	6,384.00	-	6,384.00
Fund balances brought forward	26,487.00	34,010.00	60,497.00
Fund balances carries forward	<u>32,871.00</u>	<u>40,103.00</u>	<u>72,974.00</u>

***Receipts and Payments for the seventh month period ending 31<sup>st</sup> July 2022***

Receipts	2022
	£
2 Voluntary Income	-
3 Other charitable activities	26,752.00
4 Investment Income	-
5 Incoming from charitable activities:	-
Donations	-
Restricted grant income	58,654.00
Other income	-
Other grant income	<u>8,181.00</u>
	<u>93,587.00</u>
Payments	
7 Employment costs	55,582.00
IT Support	2,336.00
Rent & Rates	2,145.00
Training Delivery Costs	5,766.00
Payroll	462.00
Pension Costs	491.00
Training Supervision and Professional Memberships	2,686.00
Accountancy and Professional Fees	1,868.00
Support costs	<u>15,867.00</u>
	<u>87,203.00</u>
Support costs are allocated; accordingly,	
Administration	3,852.00
Postage & delivery	393.00
Insurance	1,144.00
6 Depreciation	982.00
Data, communication, and software consumables	8,824.00
Other costs	<u>672.00</u>
	<u>15,867.00</u>
Net income is after charging Depreciation of £982.50	

**Statement of Assets and Liabilities for the seventh month period ending 31<sup>st</sup> July**

		2022
		£
Fixed Assets		
Tangible assets	9	1,355.00
Current Assets	10	
Debtors	9,011.00	
Cash at bank	<u>69,908.00</u>	
	78,919.00	
Current Liabilities	11	
Creditors	- 5,014.00	
Accrued Expenses	- 2,286.00	
	- 7,300.00	
Net Current Assets		<u>71,619.00</u>
Net Assets	14	<u><u>72,974.00</u></u>
Funds	13	
Restricted funds		40,103.00
Unrestricted funds		<u>32,871.00</u>
		<u><u>72,974.00</u></u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for small entities.

For the period ending 31/07/2022 the charitable company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation on the accounts.

  
Guy Watson (Apr 4, 2023 17:07 GMT+1)

signed on behalf of the Trustees on

Dated Apr 4, 2023

## ***1. Accounting Policies***

### ***Basis of Accounting***

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 on 16 July 2014 as updated by Update Bulletin 1 issued on 2 February 2016, the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention.

### ***Incoming resources***

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled the income and the amount can be quantified with reasonable accuracy.

### ***Resources expended***

Expenditure is accounted for on an accrual basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to activities on a basis.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

### ***Taxation***

The charity is exempt from corporation tax on its charitable activities.

### ***Fund accounting***

The unrestricted fund has arisen through general fundraising, unrestricted donations and surpluses from pursuing the charity's objectives. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

The cost of raising and administering such funds are charged against the specific fund.

### ***Depreciation***

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixtures, fittings, and equipment	25% straight line
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**2. Voluntary Income**

Donations

Total  
2022

-

-

**3. Income from other Charitable Activities**

Training adults & young people

Total  
2022

26,752.00

26,752.00

**4. Investment Income**

Interest from cash deposits

Total  
2022

-

-

**5. Incoming resources from charitable activities**

Total

Grant Income  
Other Income

Unrestricted    Restricted    2022

8,181.00    58,654.00    66,835.00

-    -    -

-    -    -

8,181.00    58,654.00    66,835.00

**6. Net Income is stated after charging**

2022

Depreciation    983.00

## **7. Employee's remuneration**

The average number of persons employed by the charity during the year was as follows:

2022

4

The aggregate payroll costs of these persons were as follows:

2022

Wages & Salaries

55,582.00

No employee received emoluments of more than £60,000 during the year

## **8. Taxation**

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

## **9. Tangible Fixed Assets**

	Fixtures fittings and equipment	Total
	£	£
Cost		
At 6 January 2022	3,930.00	3,930.00
Additions	-	-
At 31 July 2022	<u>3,930.00</u>	<u>3,930.00</u>
Depreciation		
At 6 January 2022	1,593.00	1,593.00
Charge for the year	982.00	982.00
At 31 July 2022	<u>2,575.00</u>	<u>2,575.00</u>
Net book value:		
At 31 July 2022	<u>1,355.00</u>	<u>1,355.00</u>
At 6 January 2022	<u>2,337.00</u>	<u>2,337.00</u>

## ***10. Debtors***

	2022
Prepayments	1,097.00
Trade	5,814.00
Other debtors	2,100.00
	<u>9,011.00</u>

## ***11. Current Liabilities***

Amounts falling due within 1 year

	2022
Accruals- Accounting	2,286.00
Trade Creditors	1,375.00
Employment Costs	3,639.00
	<u>7,300.00</u>

## ***12. Members' Liability***

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

### 13. Analysis of Funds

	At 6 Jan 2022	Incoming Resources	Resources Expended	At 31 July 2022
	£	£	£	£
General Funds				
Unrestricted Income Fund	26,487.00	34,933.00	28,549.00	32,871.00
Restricted Funds				
BBC Children in Need	4,126.12	-	4,126.12	-
TNL Community Fund	-	9,225.00	9,225.00	-
Paul Hamlyn Foundation	14,555.68	30,000.00	14,553.54	30,002.14
Postcode Local Trust	-	12,877.00	6,280.13	6,596.87
University of Exeter	-	4,245.00	2,553.60	1,691.40
Westhill Endowment	-	2,400.00	2,400.00	-
Headstart Cornwall Community Foundation	- 15,327.70 -	6,000.00 - -	6,000.00 13,515.60 -	- 1,812.10 -
	<u>34,010.00</u>	<u>64,747.00</u>	<u>58,654.00</u>	<u>40,103.00</u>
Total Funds	<u>60,497.00</u>	<u>99,680.00</u>	<u>87,203.00</u>	<u>72,974.00</u>

### 14. Net assets by fund

	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
Tangible assets	1,355.00	-	1,355.00
Current assets	38,816.00	40,103.00	78,919.00
Current Liabilities	<u>- 7,300.00</u>		<u>7,300.00</u>
Net Assets	<u>32,871.00</u>	<u>40,103.00</u>	<u>72,974.00</u>