

RJ Working CIO

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



Annual Report and Financial Statements

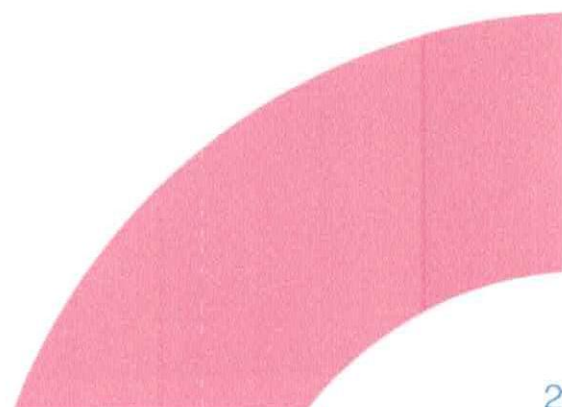
for the period 1st August 2022 to 31st July 2023

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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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.

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)

Tea 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

187

Primary school children participated in transformative Step Up programmes in the reporting period

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.



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**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.

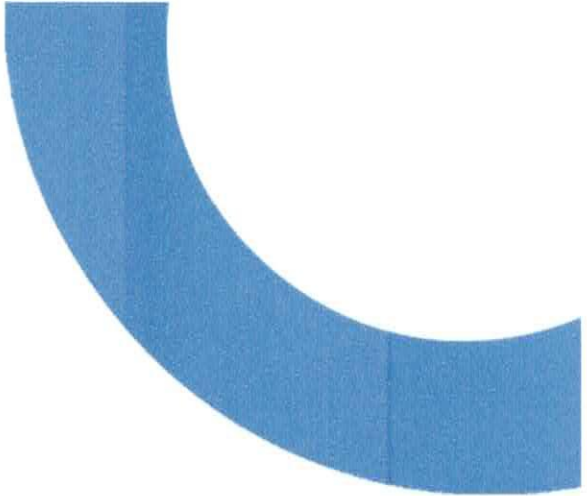
This year has seen the creation of more community spaces and training events where identity can be explored, and diversity appreciated and respected, (recognising how hard it is for young people of colour and of different religions to claim their space in a predominantly white area).

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.

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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

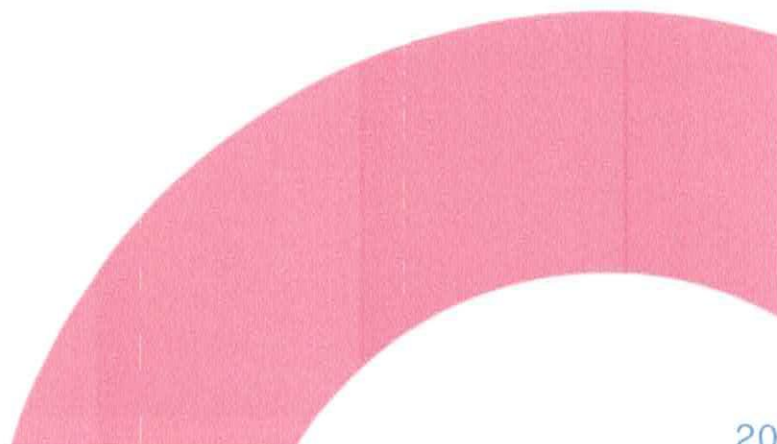
We have a Board of Trustees and an operational / strategic team. Both these include diverse young people across all levels of involvement with Projects, Programmes, and Leadership. The team includes two registered Social Workers a former Teacher and a qualified Youthworker.

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

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

	Unrestricted funds £	Restricted funds £	2023 £
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 activities	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
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

		6th January - 31st July
Receipts	2023	2022
	£	£
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>
Payments		
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		88,539	71,619
Net Assets	14	<u>88,911</u>	<u>72,974</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 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 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
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2. Voluntary Income

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

3. Income from other Charitable Activities

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

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
Depreciation	<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
	£	£
Cost		
At 6 January 2022	3,930	3,930
Additions	-	-
At 31 July 2022	<u>3,930</u>	<u>3,930</u>
Depreciation		
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>
Net book value:		
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
	£	£	£	£
General Funds				
Unrestricted Income Fund	32,870	73,758	56,143	50,485
Restricted Funds				
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>