

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



RJ Working
Restorative Approaches to Harm

Contents

Welcome from our Chair	2
Our Board of Trustees	3
Our Charitable Objectives	4
Review of the Reporting Period	5
Charitable activities and public benefit; highlights, impact and achievements in relation to our four Strategic Aims, with numbers and case studies.	
Plans for the Future	12
Structure, Governance and Management	13
Treasurer's Report and Financial Review	14



Funded by
UK Government



**CORNWALL
COUNCIL**
one and all • onen hag oll



Council of the
ISLES OF SCILLY



**COMMUNITY
FUND**



South
West



Cornwall
Community
Foundation

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



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 dark ink, appearing to read 'YF' or 'YFosu'.

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 Esme
- 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.

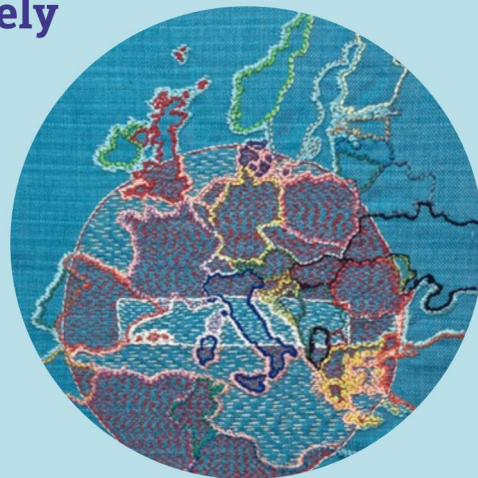
Case study: Tackling Racism Restoratively

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.

A handwritten signature in dark ink that reads "Jamie Mitchell". The script is cursive and fluid.

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

Receipts	2025	2024
	£	£
2 Voluntary Income	-	-
3 Other charitable activities	43,790	30,026
4 Investment Income	-	-
5 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>
Payments		
7 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
6 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

	Unrestricted funds	Restricted funds	2025
	£	£	£
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 (less prior year opening bal adjustment)	<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

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

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 preperation 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

	2025	2024
Donations	-	1,070
	-	1,070

3. Income from other Charitable Activities

	2025	2024
Training adults & young people	43,790	30,026
	43,790	30,026

4. Investment Income

	2025	2024
Interest from cash deposits	-	-
	-	-

5. Incoming resources from charitable activities

	Unrestricted	Restricted	2025	2024
Grant Income	5,980	211,939	217,919	172,638
Other Income	-	-	-	-
	5,980	211,939	217,919	172,638

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

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

10. Debtors

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

11.Current Liabilities

Amounts falling due within 1 year

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

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
	£	£	£	0 £
General Funds				
Unrestricted Income Fund	86,842	49,770	46,540	90,072
Restricted Funds				
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>
Total Funds	<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
Net Assets	<u>43,073</u>	<u>47,573</u>	<u>90,646</u>	<u>136,115</u>