

TRUSTEE ANNUAL REPORT & FINANCIAL STATEMENT

31 MARCH 2024

Registered company number

04199237

Registered charity number

1097969

Restorative Justice Council Limited
Report and accounts
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Restorative Justice Council Limited
Reference and Administrative Details

Trustees

Ms Rebecca Rushton
Ms Becky Beard
Mr Hardyal Dhindsa
Mrs Janet Clark
Mrs Sarah Louise Cairns
Mr Philip Anthony Cawley
Dr Gerard Drennan (resigned 6 June 2023)
Dr Jonathan Paul Hobson
Mrs Kira Le-Botos
Ms Debbie Watters
Dr Anamika Twyman-Ghoshal (appointed 26 January 2024)
Mr Gifford Sutherland (appointed 1 February 2024)

Company secretary

Mr James Brandon Simon

Independent examiners

S.E.A Accountancy Limited
Shaw House
1 Shaw Street
Ashton-under-Lyne
OL6 6QJ

Registered office

Rouen House
Rouen Road
Norwich
NR1 1RB

Registered company number

04199237

Registered charity number

1097969

RESTORATIVE JUSTICE COUNCIL LIMITED

REGISTERED NUMBER: 4199237

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their Annual Report, together with the financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019)

OBJECTIVES AND ACTIVITIES

The Restorative Justice Council's (RJC's) objectives are to:

- Promote the use of restorative justice in the criminal justice system, in schools, in the workplace and elsewhere in the community in situations where conflict may arise.
- Develop and promote agreed standards and principles for evaluation and guiding restorative practice.
- Advance education and research on restorative justice and the publication of the useful results of that research.

There has been no change in these objectives during the year. The Trustees have paid due regard to guidance issued by the Charity Commission regarding the public benefit of the activities that the RJC undertakes. The identifiable benefit of every activity of the RJC is to either promote awareness of restorative justice, advanced education and research or to support restorative practitioners, organisations and public services to deliver high-quality, safe and effective restorative practice.

Trustees have paid due regard to guidance issued by the Charity Commission in deciding our strategic objectives and have ensured these are aligned with our charitable aims and objectives. The Board of Trustees agreed four key objectives within our 2021 – 2024 Strategic Plan which underpin our work throughout this reporting period. All operational activities have been linked to one of the following four strategic objectives:

1] Expand our focus to increase knowledge of, and an evidence base for, restorative justice across all sectors

We will be more responsive to, and in tune with, developments in restorative justice across a wider range of sectors. Our policy positions and practice guidance will be informed by robust and up-to-date evidence and, where this test cannot be met, we will collaborate with sector experts and commissioning bodies to remedy research deficiencies.

2] Create collaborative relationships with statutory agencies across sectors to promote and increase the application of restorative justice

We will establish relationships with key policymakers in each sector and invite them to join our strategic policymaker network. Fostering collaborative relationships with statutory agencies and key policymakers will support us in scoping what knowledge and practice exists in each sector. The data collected will be used to promote and increase the application of restorative justice by publishing evidence-based policy briefings which clearly outline how restorative justice can be integrated into specific sectors.

3] Raise public awareness of restorative justice

We will ensure people have easier access to the information they need to be able to make an informed choice about participating in a restorative process. Through print, social media and public engagement events, we will create engaging, informative, and accessible opportunities to learn about restorative justice. This will be supported by a redesign of our website and the creation of new awareness raising resources.

4] Consult with our membership and draw on their expertise to expand our reach and to ensure that our goals and strategies reflect their concerns

We will provide more opportunities for members to engage with the RJC's Board and leadership to share their views, concerns, and needs. We will continue to develop sector

specific working groups, where there is capacity to do so and, subject to pre identified outcomes, to support our policy and standards work. All collaborative work will be subject to alignment with our core values, mission, and strategic objectives; it will be transparent in its arrangement, fair and open to all members. To underpin this objective, we will develop a clear set of terms of reference for the relationship between, and expectations of, members and the RJC.

Our Chief Executive, Jim Simon, has worked closely with the Board of Trustees to operationalise our strategic plan. The following four operational deliverables for the period April 2023 - March 2024 were approved by the Board:

OPERATIONAL DELIVERABLE 1: Create opportunities to engage with the restorative sector to increase our knowledge of, and evidence base for, restorative justice/practice across multiple sectors.

OPERATIONAL DELIVERABLE 2: Develop and nurture relationships with key policymakers, civil servants, statutory agencies and sector leaders within England, Wales, Northern Ireland.

OPERATIONAL DELIVERABLE 3: Create and deliver engaging, informative, and accessible opportunities for the public to learn about restorative justice.

OPERATIONAL DELIVERABLE 4: Provide opportunities to consult with our members to draw on their expertise.

ACHIEVEMENTS AND PERFORMANCE



This year has been a significant milestone in the history of the RJC as we celebrated our 25th Anniversary. The Board, our CEO and staff have taken time to reflect on our past and set our direction for the future. It has been a year where we have been proud to celebrate our success with our members, partners and the wider restorative sector.

Our achievements and performance for the financial year April 2023 to March 2024 are set out below. We have reported our progress in relation to our current membership, practice registrations awarded, the overall progress against our operational deliverables and other significant achievements.

MEMBERSHIP

Our overall membership has increased by 6% from the previous financial year. We have seen the biggest growth within our individual membership (13%) and an increase in our student membership of 22%, reversing the trend from last year.

There has been a decline in our organisational membership by 5% which is a concern to the Board. However, we have reviewed this decline and have determined that for some, the associated benefits of becoming an organisational member are not overtly clear and our current products and services do not necessarily meet their needs. We have undertaken work to make sure the benefits of organisational membership are clear, and we have started to develop new products and services which are more suited to those working outside of the criminal justice sector. The first product to be launched is our Large Restorative Organisation Framework. Plans to develop an educational, setting specific, Framework have been developed and we plan to launch this in the next operational year. We are confident that these changes will impact positively with increasing organisational membership over the coming year.

We have also continued to see a reduction in our Accredited Practitioner membership. This is due to Accredited Practitioners opting to transfer to our Registered Practitioner status.

Membership Type	31 March 2023	31 March 2024	Movement
Accredited Practitioner	15	10	-5
Individual Membership	221	249	28
Individual 3 Year	22	23	1
Student Membership	16	22	6
Student 3 Year	2	0	-2
Organisation	86	73	-13
Organisation 3 Year	24	31	7

PRACTICE REGISTRATIONS

Our overall registrations have increased by 23.2% from the previous financial year. We have seen consistent growth across all registrations with the exception of our Registered Restorative Organisation award. Following a review of this award, we have established that the existing framework did not necessarily meet the needs of some organisations and have therefore, following feedback from potential applicants, developed an updated framework for large organisations and have started to work with a small cohort of school leaders to create a new Restorative Schools framework. We anticipate the launch of these two new frameworks will have a positive impact on increasing the number of registered organisations.

We have seen our biggest growth in the number of Registered Practitioners (22%) and Approved Courses which have increased by 117% over the past year.

We are reporting for the first time, the number of Registered Case Supervisors. This award was piloted in January 2024 and general applications were opened in March 2024.

Registration Type	31 March 2023	31 March 2024	Movement
Registered Practitioner - Advanced	63	83	20
Registered Practitioner - Intermediate	42	40	-2
Registered Practitioner - Foundation	12	20	8
Accredited Practitioner	15	10	-5
Registered Service Provider	20	24	4
Registered Training Provider	17	21	4
Approved Courses	12	26	14
Registered Restorative Organisation	13	10	-3
Registered Case Supervisor	0	5	5

New applications for Registration with the RJC continue to be steady, month on month and we anticipate further growth over the coming year with the introduction of the new frameworks detailed below.

We are also in the process of developing new Registered Practitioner and Registered Trainer awards which will be specific to those working in Northern Ireland. Working closely with the Department of Justice and Interim Protocol Lead, we anticipate these Frameworks will be launched in September 2024.

OPERATIONAL DELIVERABLE 1: CREATE OPPORTUNITIES TO ENGAGE WITH THE RESTORATIVE SECTOR TO INCREASE OUR KNOWLEDGE OF, AND EVIDENCE BASE FOR, RESTORATIVE JUSTICE/PRACTICE ACROSS MULTIPLE SECTORS.

The RJC's Board clearly set out in the 2021-2023 Strategic Plan that expanding our knowledge of restorative justice across all sectors, outlined within our Charitable Objectives, was a priority. Over the past year, the Board have encouraged our CEO to not only continue expanding learning opportunities for the RJC and its members within the UK, but at an international level. We are delighted with the progress he and his team have made over the last twelve months and are pleased to highlight some of the significant achievements below.

We have established two new network groups for our Registered Service Providers and Registered Training Providers. These groups were established following feedback from our members requesting a dedicated space for restorative justice service managers and training providers to meet and discuss issues relevant to their areas of work.

Initially developed by our Policy Officer, the Service Provider network is now chaired by our Standards Officer, Aisa Shearing. The group have met three times over the past year and have covered topics such as embedding anti-racist practice, implications of the APPG briefing papers in relation to funding, training and information sharing and the challenges of delivery services with offenders in custody following the publication of new HMMPS guidance. These meetings remain well attended and the feedback received from our members is that they provide a safe and productive space to hold difficult conversations on matters most important to them.

Our Training Provider network was developed by our CEO, Jim Simon, who is an experienced trainer in the field. The group was formally launched in November 2023 with the first meeting taking place in December 2023 which was attended by eight (40%) of our Registered Training Providers. During this meeting, the group agreed on the groups Terms of Reference and identified key areas for discussion over the coming year which included:

- Updating delivery guidance for delivering complex and sensitive case training courses
- Developing processes to standardise training levels
- Developing new delivery guidance for new and emerging areas of training
- Updating delivery guidance for online learning
- Developing procedures for evaluating the quality of training

The group met again in March 2024 and will continue to meet on a quarterly basis as per the Terms of Reference.

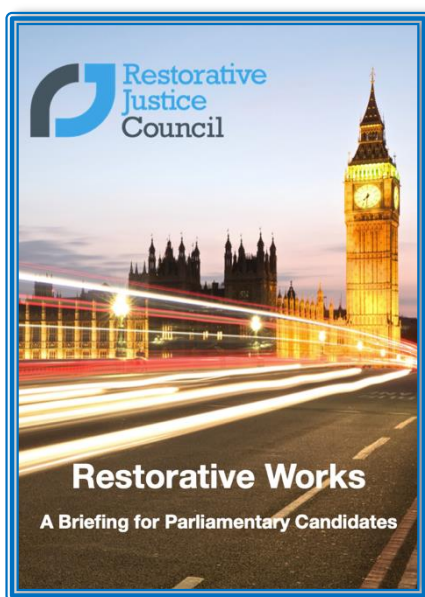
Our Registered Practitioner Skills Sharing Forums continue to grow in popularity and are widely recognised by our members as a valuable tool for sharing knowledge and developing new skills. Led by our Standards Officer, we have delivered three forums over the past year covering topics such as anti-racist practice, power imbalances within restorative processes and working with shame. Attendance at these events remains consistent with an average of forty Registered Practitioners per session. Overall, the feedback from these events has been positive and our Registered Practitioners have found them to be a useful experience which has a positive impact on their practice.

Another significant development has been the launch of our Living Experience Advisory Panel (LEAP). This group has been established to create a space for those with experience of either accessing or participating in a restorative process, to use their experiences to help inform the RJC's policy positions, practitioner guidance and awareness raising activities related to restorative justice delivery. Membership of this group is open to both RJC members and non-members who have experience of participating in, or experience of accessing, a restorative process as either a person who has been harmed or has caused harm. The LEAP's membership has been restricted to six members, all of whom have agreed to commit to the group for a one-year period and at least two of the four planned annual meetings. Our first introductory meeting took place in March 2023 with the first formal meeting being held on the 8th of May 2024.

The RJC's Research Advisory Board continues to convene on a quarterly basis with meetings being held in May and December 2023 and March 2024. Over the past year, a significant focus of the group has been to support our CEO to develop a robust, evidence based, policy position on the use of restorative justice in cases of domestic abuse. They have also been integral in

supporting him explore new and emerging areas of practice and have acted as a sounding board in understanding gaps in research that the RJC may wish to explore in the future.

We have continued to host our annual Restorative Leaders' Summit. These events bring together leaders from across a range of sectors that have a stake in the contribution that restorative justice and restorative practices can make to the development of our society. Our 5th summit, hosted in London in March 2024, was attended by twenty-eight leaders from a broad range of sectors including criminal justice, education, health and community led services.



This summit provided an opportunity for delegates to think strategically about how we collectively influence national policy in the build-up to the next general election. With restorative justice gaining greater political interest across a range of national policy areas, it was agreed by delegates that co-producing a briefing paper for Parliamentary Candidates standing at the next election would be a valuable resource.

Due to be published in June 2024, the briefing paper will provide a concise reference point for potential parliamentary candidates to understand the basics of restorative justice and how it can be implemented in various policy domains.

Once completed, copies of this document will be sent to all political parties for dissemination and available as a free downloadable resource from our website.

In addition to the work being undertaken in the UK, the RJC's Board has encouraged our CEO to develop more international links so that we can better understand how restorative justice is being applied internationally, identify what learning can be drawn from our international colleagues and apply it to our core work in the UK. It has also created opportunities for the RJC to share our own knowledge and experience on a global stage and has helped raise our profile as sector leaders.

As part of our efforts in this area, the RJC has worked with several organisations based in South Korea to facilitate three Learning tours over the past year. These have all been hosted

within the UK and have primarily focused on the use of restorative practice within educational settings.

We hosted our first tour in August 2023 for seventeen educators based in the Sejong region of South Korea. Responsible for organising two days of the visit, our brief was to plan two days of the tour focusing on classroom conflict, strategies for implementing restorative approaches in schools and an introduction to restorative justice in the criminal justice system.



With support from the University of Greenwich and Jo Berry, Founder of Building Bridges for Peace, our CEO planned and delivered a one-day workshop on Reducing classroom conflict. This was followed by a visit to Gloucestershire on day two where Gloucestershire Local Education Authority led a discussion on leadership strategies for implementing restorative

approaches at a whole school level. During the afternoon, our delegates were welcomed to Restorative Gloucestershire, a police-funded restorative justice service, for an introduction to how restorative justice is used within the UK’s criminal justice system.

Following the success of our first tour, we were approached again in October 2023 to organise a one day tour for nine educators from the Gangwon region. Like the first visit, our brief was to arrange a seminar on creating restorative schools including an overview of the RJC’s restorative practice standards. Led by our Standards Officer, the day was planned in



collaboration with Gloucestershire Local Education Authority, the University of Gloucestershire and Archway School, who hosted a visit to their school.



Our final tour for this operational year was hosted in February 2024 when we welcomed seventeen educators and school district leaders from Incheon. Like the previous tour, our CEO was asked to present the national picture of restorative practice in UK schools. School district leaders were particularly interested in the challenges and barriers facing local

authorities and school leaders in moving away from punitive approaches to discipline to a more restorative model of practice. As with our previous tours, we were kindly supported by Gloucestershire Local Education Authority and Archway School who delivered part of the day.

These tours have provided the RJC team with invaluable insights into how restorative practice is starting to be developed in South Korean schools on a large scale. They have been able to identify where practice in the UK is advancing and where we, as a sector, are lagging in this growing area of practice. They have been able to share their learning with our membership through our monthly bulletins, network meetings and within our external policy briefings. We are now formalising an agreement with the Korea Association for Restorative Justice (KAJA) and Australian Association for Restorative Justice (AARJ) to deliver future learning tours which will include the potential to include reciprocal visits for our members in the future.

Our CEO has also spent time in the United States visiting several restorative organisations in Boston, Washington DC and Florida. With an increasing interest in the RJC from the USA, this tour provided him with the opportunity to engage with contacts he has established through our Global Alliance Network and meet with policymakers and sector leaders across three major US States.

At the invitation of our Chair of Trustees, in her capacity as co-director of Northern Ireland Alternatives, Jim attended and spoke at a conference on Gendered and Grassroots Approaches to Peace and Conflict at Boston University. The event, marking the 25th Anniversary of the Good Friday Agreement, provided him with the opportunity to discuss the



work of the RJC within Northern Ireland and the importance of practice standards, especially in contested spaces.

From Boston, he travelled to Washington DC where he spent time with colleagues from Restorative DC and Restorative Baltimore, long term members of the Global Alliance for Restorative and Social

Justice, established during the pandemic. Through his connections with Restorative DC, a not-for-profit organisation supporting schools in the DC area, Jim was able to visit Alice Deal Middle School to observe how a whole school restorative approach has been embedded in one of DC's most diverse schools. His time with Restorative Baltimore allowed him to better understand how restorative justice was being used at community level with marginalised groups. Given the RJC's commitment to incorporating anti-racist practice, Jim was able to share valuable insights that were ultimately entwined within our anti-racism strategy.

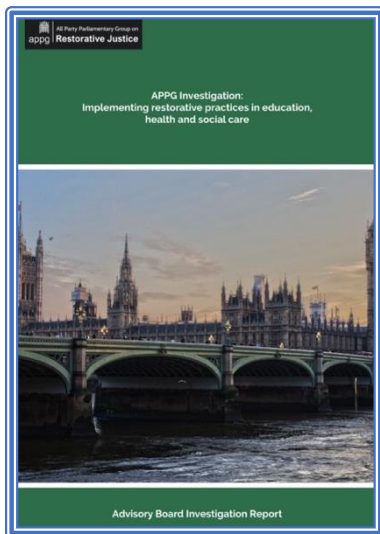
Ending in the State of Florida, Jim was invited to speak at the Florida RJ Association's annual conference. Jim's experience of chairing the Advisory Board of the All-Party Parliamentary Group and his engagement with the UK's political system was of great interest to the association and therefore his keynote speech, making the political case for restorative justice: lessons learned from the UK, was well received.

Our CEO has also continued to develop strong working relationships with the University of Auckland, working closely with Dr Katherine Doolin from the University of Auckland. The Board were delighted the RJC were able to host Dr Doolin for a week in May 2023. During her visit, the RJC co-hosted an event at HMP Peterborough to discuss and debate opportunities to further embed restorative justice within UK prisons. Our CEO and Dr Doolin are now using the information gathered over the past year to produce a ministerial and sector briefing paper outlining the opportunities to embed restorative justice in the prison system which they aim to publish in November 2024.

The RJC's Board recognise the challenges of operating with a small team of staff and are delighted that they have been able to achieve so much in this area over the past twelve months. They are a credit to us, our members and wider restorative sector.

OPERATIONAL DELIVERABLE 2: DEVELOP AND NURTURE RELATIONSHIPS WITH KEY POLICYMAKERS, CIVIL SERVANTS, STATUTORY AGENCIES AND SECTOR LEADERS WITHIN ENGLAND, WALES, NORTHERN IRELAND

The RJC remains actively involved with the All-Party Parliamentary Group for Restorative Justice and we're delighted that our CEO was re-elected as Chair of the Advisory Board for the 4th consecutive year.



As well as chairing the main Advisory Board, Jim also led the working group tasked with undertaking an investigation into the current use of restorative practice within education, health and social care.

Following rigorous evidence gathering, the working group published their investigation report in late 2023. The report has been formally adopted by the All-Party Parliamentary Group (APPG) and circulated to the relevant government departments for review. Following on from this report, Jim has

worked with the Chair of the APPG to establish new working groups for the 2024/2025 Advisory Board to take forward the recommendations of this report.

During this current APPG year, Jim will be leading the Advisory Board during a critical period leading up to the UK's next general election and has been appointed by the APPG to oversee the working group responsible for recruiting politicians and peers to the group, a vital role to ensure the longevity of the group post-election.

Our relationships and engagement with key government departments in England and Northern Ireland continues to develop. This, in part, is due to our role within the APPG but also because our CEO has developed and nurtured positive relationships to garner support for the RJC. In England, our CEO has met with the Justice Minister and APPG Chair to discuss potential amendments to the Victims and Prisoner Bill and raise important questions which challenge the governments lack of commitment to restorative justice. He has met with Shadow Ministers to explore the potential for restorative justice across a range of policy areas and continues to meet regularly with representatives from His Majesty's Prison and Probation

Service (HMPPS) to explore concerns raised by our members on the new restorative protocols that have been introduced.

In Northern Ireland, he has engaged with officials from the Department of Justice, including the Justice Minister, and Interim Protocol Lead to support the role-out of the Northern Ireland Adult Restorative Strategy. Through regular visits to Northern Ireland, our CEO has also developed strong relationships with sector leaders and is now recognised as being a trusted critical friend. Through his and the Boards efforts, the RJC is becoming more widely recognised as a leading body for those practicing across Northern Ireland.

The Board welcomed an invitation from the National Police Chiefs Council (NPCC) for an RJC representative to be co-opted onto their working group for restorative justice. At a time when the NPCC is reviewing and updating their 2011 guidance on the use of restorative justice, this provided us with an opportunity to contribute our expertise to the group specifically relating to best practice and incorporate the views of our members in all discussions. Both our CEO and Standards Officer remain actively engaged with the group and will continue to do so over the coming year.

As we navigate the complexities of developing our policy position on the use of restorative justice in cases of domestic abuse, our CEO continues to proactively engage with senior policy advisors from the Domestic Abuse Commissioners office. This relationship has been key in ensuring that our evidence gathering efforts reflect the views of those professionals working in the domestic abuse sector. As we progress our work in this area, we will continue to engage with the Commissioner's office and the Board thank them for their support to date.

The RJC team also continues to work closely with the Victim Commissioner's Office and Association of Police and Crime Commissioners, providing advice as and when required. Over the past year, our primary focus has been engaging their support for potential amendments to the Victims and Prisoner Bill currently working its way through Parliament.

The Board recognises that our CEO has made significant strides in building and nurturing important relationships with key policy makers, government departments and sector leaders in England and Northern Ireland. He has worked tirelessly to ensure the RJC is recognised as a key partner and trusted critical friend which is of significant benefit to our membership whose views we are well positioned to share at a national level. We are aware that further

work needs to be undertaken to establish this position in Wales but are confident that our CEO can progress this over the coming year.

OPERATIONAL DELIVERABLE 3: CREATE AND DELIVER ENGAGING, INFORMATIVE, AND ACCESSIBLE OPPORTUNITIES FOR THE PUBLIC TO LEARN ABOUT RESTORATIVE JUSTICE

Raising public awareness of restorative justice remains a key priority for the Board and we can report that we have made some good progress in this area.



Our new service provider map, launched in late 2023, allows potential participants to locate their closest commissioned restorative justice service and provides the relevant contact details and information about the services offered. Details of how to

access the map are communicated regularly through our social media platforms, monthly bulletins and member communications. Our Business Officer has procedures in place to ensure we are providing up to date information.

We have also made updates to our public information pages on the RJC's website including updating our frequently asked questions page to reflect current best practice. The Board recognises the challenges faced by our CEO in relation to the website which is now twenty years old and limited in its capability. Despite this, the RJC team continue to ensure content is relevant and reflective of current practice.

Our Standards Officer is leading an exciting new project to showcase how a restorative process works in practice. Whilst appreciating the challenges of filming live cases, the mock facilitation process has allowed us to recreate restorative conferences using trained practitioners and actors. The first of these was well received and we are currently producing a series of these which will be made publicly available over the coming year.

Our CEO and Standards Officer have also presented at several events that have provided us with the opportunity to raise the profile of restorative justice. Our CEO has spoken at several

events including Wales Restorative Approaches Partnership annual conference where he spoke about the national picture of restorative approaches to building safer and more resilient communities. In May 2023, he spoke at the Mint House's Communicating Restorative Justice and Practice conference and in January 2024, he sat on a panel at the Police Federation Roads Policing seminar where he spoke about the potential for using restorative justice in the aftermath of fatal and life changing road crashes.

Our Standards Officer has also presented at several events both in-person and online to raise the profile of restorative justice and the importance of practice standards. This includes sessions at our Northern Ireland conference and at an international event aimed at participants of the Unlocked Graduate programme for prison officers. She has attended events organised by our members including Restorative Solutions Hampshire where she delivered a presentation on the importance of standards for partnership working. Our Standards Officer has also developed positive working relationships with several universities including Roehampton University where she has spoken to undergraduate and Masters criminology Students about restorative justice within the criminal justice system.

The Board are pleased with the progress made in this area, but recognise the team are somewhat restricted by available funds and outdated technology. The Board are committed to prioritising funds to develop a modern website and create up to date awareness resources. This has been reflected in the Strategy for 2024-2027.

OPERATIONAL DELIVERABLE 4: PROVIDE OPPORTUNITIES TO CONSULT WITH OUR MEMBERS DRAW ON THEIR EXPERTISE

Last year the Board commissioned an external review of the RJC so that we could better understand how our members and the wider restorative sector perceive us as an organisation. We were keen to understand what we need to do to ensure that our front facing public image encourages and encompasses sectors other than criminal justice without disenfranchising or discouraging the present membership. Seventy-six members took part in a series of focus groups run by our external consultant where their views of the RJC's purpose, reach and services were explored in detail. Whilst there was a significant amount of positive feedback, several themes emerged that the Board and CEO considered priority areas for our short-term development. These included:

- A clear division between the RJC's purpose being a standards setter and an umbrella organisation.
- A lack of support and resources for non-justice sector organisations.
- Despite high-quality communications, there was a need for more diversified communication methods.

Five key priorities were identified by participants some of which the Board and CEO have reflected in our overall Strategy for 2024-2027. These include:

- Securing funding to develop a new website.
- Initiate a soft rebranding to better reflect our core purpose.
- Creating new standards relevant to those practicing outside of the criminal justice system.

Our CEO responded immediately to two of the priorities identified including developing and launching new network opportunities and implementing strategies to improve our communications. These priorities are also reflected in our strategy moving forward.

Following the publication of our Anti-Racism statement in June 2023, our CEO consulted with our members and sector stakeholders to develop our Anti-Racism action plan. Through several online engagement events, we were able to seek the views of our members on our planned approach and draw on their expertise to produce a robust and achievable plan which is reflective of the commitment made by the Board in our statement. We are making progress against the actions outlined within the plan, however, recognise that we are at the start of a lengthy journey which will be captured in our Strategy for the next three years.

Consultation was also undertaken on the development of our newly launched Restorative Case Supervisors award. Working closely with our Advanced Registered Practitioners, our Standards Officer provided opportunities to help shape the assessment criteria and supporting application guidance. Five of our Advanced Practitioners were selected to take part in an assessment pilot after which we were able to successfully launch the Framework for general application in March 2024.

A significant, and ongoing piece of consultation with members, focuses on the development of our internal policy position on the use of restorative justice in cases of domestic abuse. Over the past year we have undertaken several online consultations to gather our members

views and experiences of practicing in this area. We have collated case studies, providing real life examples of how restorative justice has been successfully facilitated in cases of this nature and we will shortly be launching a series of focus group meetings with both our membership and specialists working in the domestic abuse sector. The response from our membership has been positive and there is a willingness to provide crucial evidence which will assist us in developing a robust, evidence-based policy position.

In addition to the above, our Standards Officer launched a tools and resources working group in late 2023. This group, made up of our members, have joined together to develop a range of exemplar template documents and supporting guidance which we will make available as open-access resources on our website. Over the past six months, the group have developed a new risk and safety assessment form. As part of the development process, consultation has been conducted with our membership which provided useful information to further enhance the form. Members are currently piloting the risk and safety assessment document in field and feedback will be gathered on its usefulness in due course.

The Board are pleased with the opportunities our members have been provided to contribute to our work. We are thankful for their support, contribution and dedication to our work.

OTHER ACHIEVEMENTS

The Board were privileged to attend our inaugural Northern Ireland conference in Belfast in September 2023. Our CEO, with the support of our Chair of Trustees, planned and delivered an outstanding two-day conference which attracted one hundred delegates from across Northern Ireland, England, Europe and the United States of America.

The highlight of the conference was the opportunity to welcome our patron, HRH, The Princess Royal who spent the morning with us and took time to meet and talk with fifty of our attendees. It was particularly poignant that our Patron attended a conference in the year that celebrated our 25th Anniversary but also marked 25 years since the signing of the Good Friday Agreement.



The Board would like to express our deepest thanks to our Patron for her continued dedication to the RJC and to our CEO for the impeccable planning that was undertaken to make this event such a success.

Throughout the day, we welcomed an inspirational group of keynote speakers including Jo Berry, whose father Sir Antony Berry who was killed in the Brighton Bombing of 1984. Jo shared her story and how through a restorative meeting, she was able to meet the person responsible for planting the bomb at the Brighton Hotel.

Throughout the day we were able to showcase the important role restorative justice plays in education, community transformation and criminal justice.



First launched in 2022, our Annual CPD symposiums continue to grow in popularity. These events are targeted at restorative practitioners and offer up to 20 hours of continued professional activity delivered over one week. Our 2023 symposium, held in July 2023, covered topics such as:

- Safe and Effective Case Supervision

- Working restoratively with young people
- Working restoratively with people who have a mental health diagnosis
- Restorative people management
- Keeping practitioners safe

Following the positive feedback received and growing demand from our members, the Board have agreed to extend the frequency of these events from 2024 which will now be offered twice per year.



The Board were delighted to hear that our CEO was awarded the Chris Donovan Trust’s Restorative Champions Award for 2023. The award was given in recognition of Jim’s commitment to raising the profile of restorative justice and his dedication to chairing the Advisory Board of the All-Party Parliamentary Group for Restorative Justice.

Unfortunately, Jim was unable to attend the award ceremony, however, it was pertinent that he collected his award in Westminster during an APPG meeting.

Overall, the Board are pleased with our achievements over the past year and recognise that our CEO and staff team have exceeded our expectations in terms of the reach of their work and the impact they have had on furthering our charitable aims and objectives. It is a credit to them and the RJC’s Board that we have managed to achieve so much with the limited resources available to us.

FINANCIAL REVIEW

The financial year itself was broadly in accordance with expectations and in line with our annual financial forecast. Our annual expenditure has decreased due to in-year changes to our staffing team following the retirement of our Policy and Communications Officer. The Board decided we would not recruit to this role until we have had the opportunity to review its impact and determine our future needs in these areas.

Our overall income has increased by 53% over the past year. This is due to increases in our Memberships and Registrations. The RJC also received a small restricted grant from the

Network for Social Change to fund the production of a short film promoting the work of restorative practitioners and therapeutic support services, supporting those who experience mental health difficulties. The funding will be used to produce and then disseminate the film to mental health trusts, recovery colleges, mental health and restorative practitioners to shape the cultural narrative in society over mental health.

Our year end restricted and unrestricted funds are in line with our expectations and the small reduction in our reserves, as reported last year, have mainly been driven by investment in delivery of our first conference in Northern Ireland and an increase in staff travel as we expand our reach.

	2023/2024	2022/2023
Annual Expenditure - Unrestricted	£209,078	£218,246
Annual Expenditure - Restricted	£7,930	£0
Annual Income - Unrestricted	£170,152	£110,941
Annual Income - Restricted	£18,000	£0
At year end – unrestricted funds	£75,187	£114,113
At year end – Restricted funds	£10,070	-
Total restricted and unrestricted funds	£85,257	£114,113

Whilst the Charity has £85,000 reserves remaining, we are aware that a continued deficit position is not sustainable in the longer term. Our CEO, with the support of the Board, has ensured that our operational plan, financial forecasting and budgets for the coming year enables steady growth, builds our reserves and allows us to continue to deliver our ambitious strategic plan.

Our current level of reserves complies with the Trustees' reserves policy. It is the policy of the RJC that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three months' unrestricted expenditure, plus the equivalent of one month's restricted expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant reduction in income, they will be able to continue the company's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year. Having reviewed our accounts for the last financial year and our financial plans for the next 12 months, Trustees are confident that the Charity remains a going concern.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

The Restorative Justice Council is a company limited by guarantee (4199237) and is a registered charity number 1097969. The company is constituted under a trust deed.

The RJC Board of Trustees is formed of six Member Trustees elected from the membership and four Council Trustees, who are appointed by the Board and ratified by the members. None of the Trustees have any beneficial interest in the company. All Trustees are members of the company and guarantee to contribute £1 in the event of a winding-up. The role of the Board of Trustees is to ensure that the activities of the RJC fulfil its stated purpose with due regard to guidance published by the Charity Commission on public benefit.

New Trustees sign up to the Board's agreed Code of Conduct. An induction meeting is held with the RJC's Chair. Information on the organisation, including copies of the Articles of Association, relevant decision-making procedures and minutes of past Board meetings are provided by the Chief Executive.

Trustees regularly review the Board's performance, ensuring that it is providing effective governance by working in support of the organisation's objectives while holding the staff team to account.

The Board of Trustees and the Chief Executive comprise the key management personnel of the RJC, in charge of directing, running, and operating the organisation on a day-to-day basis.

The Board delegates day-to-day management of agreed operational matters to the Chief Executive and holds him accountable. The Chief Executive puts in place the necessary controls and procedures based on these policies and undertakes the necessary risk identification and assessment. The Chief Executive also delegates responsibilities to his staff and holds them accountable to the Board of Trustees.

The Chief Executive's and staff teams salaries were last reviewed in January 2024 where the Board agreed a salary increase in line with inflation in similar organisations. Future pay reviews will be undertaken annually and, subject to affordability, may be increased in line with inflation.

The Trustees have assessed the risks to which the RJC is exposed and are satisfied that the systems are in place to mitigate exposure to the major risks. A risk management policy is in

place and a risk register is reviewed regularly at Board meetings. The major external risk to the RJC is that of securing sufficient income / funding to cover our operational costs. The CEO ensures that the Chair is updated on the finances on a regular basis and reports to the Board at each meeting. Internal risks are minimised by the implementation of procedures for the authorisation of all transactions and projects and for ensuring consistent quality of services for all operational aspects of the RJC's activities. These are regularly reviewed to ensure they continue to meet the needs of the organisation. The Board, under the guidance of our CEO, are currently exploring a number of opportunities to diversify our income potential which will strengthen our financial position moving forward.

The Trustees collectively act on behalf of our members as set down in the Memorandum of Association. Trustees meet every three months and scrutinise the financial reports presented by the CEO.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr G Drennan (resigned June 2023)

Ms Debbie Watters

Ms R Beard

Ms R Rushton

Mr H Dhindsa

Ms J Clark

Mr P Cawley

Ms S Cairns

Dr J Hobson

Ms K Le-Botas

Mr G Sutherland (appointed February 2024)

Dr A Twyman-Ghoshal (appointed February 2024)

MEETING ATTENDANCE

The Board of Trustees have held six full meetings over the past year. This does not include additional sub-committee meetings.

The number of Trustees attending each of these meetings is outlined below:

Date of meeting	Expected	Attendance	Absent
31 May 2023	10	8	2
17 June 2023 (AGM)	10	7	3
6 September 2023	10	9	1
13 December 2023	9	6	3
26 January 2024	9	9	0
21 March 2024	11	11	0

The required quorum for all meetings was met.

TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors for the purposes of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO INDEPENDENT EXAMINERS

Each person who was a director at the time this report was approved confirms that:

- so far as s/he is aware, there is no relevant information of which the charity's independent examiner is unaware; and
- s/he has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant information and to establish that the charity's independent examiner is aware of that information.

The Trustees' report was approved by the Board of Trustees on 21st May 2024 and signed on their behalf:

A handwritten signature in black ink that reads "D. Watters". The signature is written in a cursive style with a large initial "D" and a stylized "Watters".

Debbie Watters OBE

Chair of Trustees

Restorative Justice Council Limited
Independent examiner's report
to the members of Restorative Justice Council Limited

I report on the unaudited financial statements of Restorative Justice Council Limited for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

Responsibilities and basis of report

As the trustees of the charitable company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the accounts of the charitable company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the 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 you as 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

I am qualified to undertake the examination, being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirement of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS102)

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Stephanie Stevens

for and on behalf of
S.E.A Accountancy Limited
Independent examiner
21 May 2024

Shaw House
1 Shaw Street
Ashton-under-Lyne
Lancashire
OL6 6QJ

Restorative Justice Council Limited
Statement of Financial Activities (Incorporating an Income and Expenditure Account)
for the year ended 31 March 2024

	Notes	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Donations and legacies	4	1,581	-	1,581	1,026
Charitable activities	5	167,193	18,000	185,193	109,648
Investments	6	1,378	-	1,378	267
Total income		170,152	18,000	188,152	110,941
Expenditure on:					
Charitable activities	7	209,078	7,930	217,008	218,246
Total expenditure		209,078	7,930	217,008	218,246
Net expenditure		(38,926)	10,070	(28,856)	(107,305)
Net movement in funds		(38,926)	10,070	(28,856)	(107,305)
Total funds brought forward	16	114,113	-	114,113	221,418
Total funds carried forward		75,187	10,070	85,257	114,113

The statement of financial activities includes all gains and losses recognised in the year.

All activities derive from continuing operations.

Restorative Justice Council Limited
Statement of Financial Position
as at 31 March 2024

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	10	703	1,347
Current assets			
Debtors	11	8,446	10,196
Cash at bank and in hand		115,229	135,466
		<u>123,675</u>	<u>145,662</u>
Creditors: amounts falling due within one year			
	12	<u>(39,121)</u>	<u>(32,896)</u>
Net current assets		84,554	112,766
Net assets		<u>85,257</u>	<u>114,113</u>
Funds			
Unrestricted funds			
General funds	16	75,187	114,113
Restricted funds	16	10,070	-
Total funds		<u>85,257</u>	<u>114,113</u>

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

The trustees are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees have acknowledged on the balance sheet as at 31 March 2024 their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.



Debbie Watters
Trustee

Approved by the board on 21 May 2024

Restorative Justice Council Limited
Notes to the Accounts
for the year ended 31 March 2024

1 Summary of significant accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of specified services it is deferred until the criteria for income recognition is met.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Individual items over £100 are treated as capital for the purposes of these accounts. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Computer equipment

Over 3 years

Restorative Justice Council Limited
Notes to the Accounts
for the year ended 31 March 2024

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation

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

Pensions

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. Costs are apportioned in line with the activity that the employee is assigned to. Pension costs are only allocated to restricted funds if this is stipulated in the grant agreement.

Legal status of the charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per trustee of the charity.

2 Critical accounting estimates and judgements

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

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

3	Net income/ (expenditure)		2024	2023	
			£	£	
	Net income/(expenditure) is stated after charging/(crediting):				
	Depreciation of owned fixed assets		999	1,122	
	Independent examiners' remuneration for independent examination services		825	750	
	Other accountancy services		1,821	1,788	
			<hr/>	<hr/>	
4	Donations and legacies	Unrestricted	Restricted	Total 2024	2023
		£	£	£	£
	Donations	1,581	-	1,581	1,026
		<hr/>	<hr/>	<hr/>	<hr/>
		1,581	-	1,581	1,026
5	Charitable activities	Unrestricted	Restricted	Total 2024	2023
		£	£	£	£
	Assessment fees	68,370	-	68,370	40,761
	Events and conferences	23,968	-	23,968	18,375
	Membership fees	64,675	-	64,675	49,416
	Network Hosting	8,680	-	8,680	-
	Consultancy income	1,500	-	1,500	1,096
	Grants	-	18,000	18,000	-
		<hr/>	<hr/>	<hr/>	<hr/>
		167,193	18,000	185,193	109,648

Restorative Justice Council Limited
Notes to the Accounts
for the year ended 31 March 2024

Grants received, included in the above, are as follows:	Total 2024	2023
	£	£
Therapeutic Productions	18,000	-
	<u>18,000</u>	<u>-</u>

6 Investments	Unrestricted	Restricted	2024	2023
	£	£	£	£
Bank interest received	1,378	-	1,378	267
	<u>1,378</u>	<u>-</u>	<u>1,378</u>	<u>267</u>

7 Charitable activities costs	Unrestricted	Restricted	2024	2023
	£	£	£	£
Accountancy fees	2,646	-	2,646	2,538
Bank charges	369	-	369	331
Computer running costs	4,100	-	4,100	4,791
Conference and event fees	14,643	-	14,643	756
Depreciation	999	-	999	1,122
Employer's NI contributions	6,958	-	6,958	10,711
Governance costs	1,160	-	1,160	1,850
Insurance	1,196	-	1,196	1,156
Office expenses, repairs and maintenance	193	-	193	-
Offsite Storage	250	-	250	329
Other direct costs	47	7,930	7,977	-
Other professional fees	18,236	-	18,236	13,081
Partial Exemption VAT	-	-	-	1,655
Pension	8,639	-	8,639	10,131
Postage and stationery	263	-	263	95
Rent	562	-	562	491
Subscriptions	3,466	-	3,466	9,982
Sundry expenses	505	-	505	282
Telephone	567	-	567	510
Training and CPD	3,548	-	3,548	3,335
Travel and subsistence	23,820	-	23,820	10,375
Wages and salaries	116,911	-	116,911	144,725
	<u>209,078</u>	<u>7,930</u>	<u>217,008</u>	<u>218,246</u>

8 Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 (2023 : nil).

Trustees' expenses

Trustees' were reimbursed £3,734 in travel and subsistence expenses for the year ended 31 March 2024 (2023 : £926).

9 Staff costs	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Wages and salaries	116,911	-	116,911	144,725
Social security costs	6,958	-	6,958	10,711
Other pension costs	8,639	-	8,639	10,131
	<u>132,508</u>	<u>-</u>	<u>132,508</u>	<u>165,567</u>

Restorative Justice Council Limited
Notes to the Accounts
for the year ended 31 March 2024

Average number of employees during the year	Number	Number
Administration	1	1
Development	2	3
	<u>3</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

10 Tangible fixed assets

	Computer equipment
	<i>At cost</i>
	£
Cost or valuation	
At 1 April 2023	3,368
Additions	<u>355</u>
At 31 March 2024	<u>3,723</u>
Depreciation	
At 1 April 2023	2,021
Charge for the year	<u>999</u>
At 31 March 2024	<u>3,020</u>
Carrying amount	
At 31 March 2024	<u>703</u>
At 31 March 2023	<u>1,347</u>

11 Debtors

	2024	2023
	£	£
Trade debtors	3,927	7,518
Prepayments	<u>4,519</u>	<u>2,678</u>
	<u>8,446</u>	<u>10,196</u>

12 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other creditors	1,070	1,294
Accruals	7,071	1,480
Deferred income	<u>30,980</u>	<u>30,122</u>
	<u>39,121</u>	<u>32,896</u>

13 Movement in deferred income

Income is deferred based on the service delivery of projects.

The movement in deferred income is below:

	2023	Released	Deferred	2024
	£	£	£	£
Membership fees	12,552	(12,552)	3,660	3,660
Assessment fees	16,710	(16,710)	22,080	22,080
Events	<u>860</u>	<u>(860)</u>	<u>5,240</u>	<u>5,240</u>
	<u>30,122</u>	<u>(30,122)</u>	<u>30,980</u>	<u>30,980</u>

14 Movement in deferred income - prior year

	2022	Released	Deferred	2023
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Restorative Justice Council Limited
Notes to the Accounts
for the year ended 31 March 2024

	£	£	£	£
Membership fees	21,564	(21,564)	12,552	12,552
Assessment fees	11,665	(11,665)	16,710	16,710
Consultancy	825	(825)	-	-
Events	2,490	(2,490)	860	860
	<u>36,544</u>	<u>(36,544)</u>	<u>30,122</u>	<u>30,122</u>

15 Analysis of net assets between funds	Unrestricted	Restricted	2024	2023
	£	£	£	£
Fixed assets	703	-	703	1,347
Current assets	113,605	10,070	123,675	145,662
Current liabilities	(39,121)	-	(39,121)	(32,896)
	<u>75,187</u>	<u>10,070</u>	<u>85,257</u>	<u>114,113</u>

16 Movement in total funds	At 1 April 2023	Net movement in funds	Transfers between funds	At 31 March 2024
	£	£	£	£
Unrestricted funds				
General fund	114,113	(38,926)	-	75,187
Total unrestricted funds	114,113	(38,926)	-	75,187
Restricted funds				
Therapeutic Productions	-	10,070	-	10,070
Total restricted funds	-	10,070	-	10,070
Total funds	114,113	(28,856)	-	85,257

17 Purpose of funds

Unrestricted funds

These funds are held for meeting the objectives of the charity and to provide reserves for future activities. Subject to charity legislation, they are free from all restrictions on their use.

Therapeutic Productions

This grant was provided by the Network for Social Change to fund the production of a short film promoting the work of restorative practitioners and therapeutic support services supporting those who experience mental health difficulties. The funding will be used to produce and then disseminate the film to mental health trusts, recovery colleges and mental health and restorative practitioners to shape the cultural narrative in society over mental health.

18 Net movement in funds	Incoming resources	Resources expensed	Movement in funds
	£	£	£
General fund	170,152	(209,078)	(38,926)
Total unrestricted funds	170,152	(209,078)	(38,926)
Therapeutic Productions	18,000	(7,930)	10,070
Total restricted funds	18,000	(7,930)	10,070
Total funds	188,152	(217,008)	(28,856)

Restorative Justice Council Limited
Notes to the Accounts
for the year ended 31 March 2024

19 Comparative movement in total funds	At 1 April 2022	Net movement in funds	Transfers between funds	At 31 March 2023
	£	£	£	£
Unrestricted funds				
General fund	221,418	(107,305)	-	114,113
Total unrestricted funds	221,418	(107,305)	-	114,113
Total funds	221,418	(107,305)	-	114,113

20 Comparative net movement in funds	Incoming resources	Resources expensed	Movement in funds
	£	£	£
Unrestricted funds			
General fund	110,941	(218,246)	(107,305)
Total funds	110,941	(218,246)	(107,305)

21 Presentation currency

The financial statements are presented in Sterling.

22 Legal form of entity and country of incorporation

Restorative Justice Council Limited is a charitable company limited by guarantee and incorporated in England.

23 Principal place of operation

The address of the charity's principal place of operation and registered office is:

Rouen House
Rouen Road
Norwich
NR1 1RB

Restorative Justice Council Limited
Detailed Statement of Financial Activities
for the year ended 31 March 2024

This schedule does not form part of the statutory accounts

	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	1,581	-	1,581	1,026
Charitable activities				
Assessment fees	68,370	-	68,370	40,761
Events and conferences	23,968	-	23,968	18,375
Membership fees	64,675	-	64,675	49,416
Network Hosting	8,680	-	8,680	-
Consultancy income	1,500	-	1,500	1,096
Grants	-	18,000	18,000	-
	<u>167,193</u>	<u>18,000</u>	<u>185,193</u>	<u>109,648</u>
Investments				
Bank interest received	1,378	-	1,378	267
Total income	<u>170,152</u>	<u>18,000</u>	<u>188,152</u>	<u>110,941</u>
EXPENDITURE				
Charitable activities costs				
Accountancy fees	2,646	-	2,646	2,538
Bank charges	369	-	369	331
Computer running costs	4,100	-	4,100	4,791
Conference and event fees	14,643	-	14,643	756
Depreciation	999	-	999	1,122
Employer's NI contributions	6,958	-	6,958	10,711
Governance costs	1,160	-	1,160	1,850
Insurance	1,196	-	1,196	1,156
Office expenses, repairs and maintenance	193	-	193	-
Offsite Storage	250	-	250	329
Other direct costs	47	7,930	7,977	-
Other professional fees	18,236	-	18,236	13,081
Partial Exemption VAT	-	-	-	1,655
Pension	8,639	-	8,639	10,131
Postage and stationery	263	-	263	95
Rent	562	-	562	491
Subscriptions	3,466	-	3,466	9,982
Sundry expenses	505	-	505	282
Telephone	567	-	567	510
Training and CPD	3,548	-	3,548	3,335
Travel and subsistence	23,820	-	23,820	10,375
Wages and salaries	116,911	-	116,911	144,725
	<u>209,078</u>	<u>7,930</u>	<u>217,008</u>	<u>218,246</u>
Total expenditure	<u>209,078</u>	<u>7,930</u>	<u>217,008</u>	<u>218,246</u>
Net expenditure	<u>(38,926)</u>	<u>10,070</u>	<u>(28,856)</u>	<u>(107,305)</u>