

# RJ Working CIO



## Annual Report

1st August 2023 to 31st July 2024

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



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This report has been independently examined by:

**Whyfield Limited**

Ground Floor Building A, Green Court, Truro Business Park,  
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# Welcome

## from our Chair



## Yasmine Fosu

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

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

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

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

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

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

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

Yasmine Fosu

Chair of Trustees

# Board of Trustees



Derek Hayes



Tean Roberts



Yasmine Fosu  
(Chair)



Jamie Mitchell  
(Treasurer)



Susannah Storey



Lesley Chandler



Julian Lutzka  
(from 6th  
September 2023)



Abigail Cows  
(up to 29th  
November 2023)

Our work this year has been possible thanks to:

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

Special thanks to our Patron, Professor Mark Walters.

# Charitable Objectives

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

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

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

(c) to promote  
**human rights**

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

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

# Charitable activities and public benefit

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

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

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

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



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

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

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

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

2023-2024

# Highlights

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



# Highlights

## continued...

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



# Impact and Achievements:

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

## Strategic Aim 1

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

229

Young People trained to lead circles in their communities

573

Children & young people reached by those leaders

31

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

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

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

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

### Case study: Mia & Lucy

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

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



# Strategic Aim 2

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

**78%**

of Beyond The Labels participants felt their communication skills developed

**75%**

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

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

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

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

## Case study: Beyond The Labels

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

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

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

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



# Strategic Aim 3

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

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

560  
Young People participating in Food Conversations

1083  
Young People in assemblies talking about Community

5  
College sites engaged in REP working with  
101  
Young People

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

## Case study: Questioning Food Systems

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

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

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

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



# Strategic Aim 4

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

3  
Climate workshops contributed at

2 national conferences

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

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

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

Regarding national and international reach,

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

## Case study: Restorative Youthwork at BASW

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

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

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

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



# Plans for the future

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



**Redruth wall art  
quoting Chief Seattle 1848**



# Structure, governance and management

## Governing Document

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

## Recruitment and Appointment of our Board of Trustees

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

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

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

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

## Trustee Induction and Training

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

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

## Risk Management

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

## Organisational Structure

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

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

## Financial Policies

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

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

# Financial Review

## from our Treasurer

### Jamie Mitchell

BSc Hons Economics



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

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

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

**Annual  
income  
growth  
21%**

**Increase in  
funding  
sources  
40%**

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

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

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

*Jamie Mitchell*

Jamie Mitchell  
Treasurer