

**DALIT SOLIDARITY
NETWORK UK**
A world without caste discrimination

**ANNUAL REPORTS AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

Thomas Clarkson House, The Stableyard, Broomgrove Road, London SW9 9TL

Tel: +44 (0)20 7501 8323 Fax: +44 (0)20 7738 4110

Website: www.dsnu.org

Registered Charity Number: 1107022

DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2020**

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DALIT SOLIDARITY NETWORK UK

**FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2020**

Charity Registration Number:	1107022
Governing Document:	Constitution (adopted July 2003, fully amended July 2011)
Principal Office:	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL
Board of Trustees:	Honorary Chair: Jeremy Corbyn MP Chair: John Cropper (resigned 20 December 2018) Chair: Corinne Lennox (elected 2 July 2019) Vice Chair: Tom Palakudiyil (elected 10 October 2019) Treasurer: Kate Solomeyina Isobel Black (resigned 29 May 2019) Ramesh Gautam Revd David Haslam MBE Ramani Leatherd Shiv Shukla
Patrons:	Singh Bahal Professor Mary Grey Jean Lambert Vincent Manoharan Rob Marris Aidan McQuade John Montagu, Earl of Sandwich
Bankers:	Lloyds TSB East Dulwich Branch London SE22 8NA
Independent Examiner:	Simon Lewcock Chartered Certified Accountant Windsor Lodge Millfield Road Hounslow TW4 5PN

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

The Board present their annual report and the accounts of the charity for the year 31 March 2020.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is an unincorporated association governed by its constitution, which was adopted on 14 July 2003, amended 4 July 2004, and fully amended at the Annual General Meeting on 5 July 2011. The charity is governed by a board of trustees, made up of between four and twelve trustees elected by the charity's members at the Annual General Meeting or co-opted by the board of trustees. The board must meet at least twice in the period from one AGM to the next, but in practice meets quarterly.

The charity's director, Meena Varma, is responsible for day-to-day management to ensure the charity's strategic objectives and operational priorities are met.

OBJECTIVES AND ACTIVITIES

The charity's primary objects are to promote equality, diversity and human rights in the UK and elsewhere, and in particular the elimination of discrimination on the grounds of caste and analogous systems of inherited status such as that suffered by the Dalits.

Key Activities Include:

1. Providing technical advice and analysis to the UK Parliament, Government departments and others on discrimination on the grounds of caste;
2. Providing technical advice and analysis to the corporate sector in the UK and internationally on addressing caste-based discrimination and other labour rights abuses;
3. Promoting international advocacy with the International Dalit Solidarity Network;
4. Raising awareness of all aspects of discrimination, exclusion and abuse of human rights on the grounds of caste-based discrimination;
5. Strengthening the network.

Key achievements 2019/2020

- DSN-UK launched its new-look website, which has already led to an increase in membership and views.
- We have produced a new leaflet to distribute on Caste-based Discrimination specifically in the UK. This will be used to lobby MPs and peers, and to raise awareness with the public.
- Following on from a complaint by a student at a university in London, DSN-UK has started to campaign for caste to be included as a protected characteristic in equality policies in higher education institutions.
- The DSN-UK Director continues to co-ordinate the APPG for Dalits, convening meetings, disseminating information and connecting with other relevant APPGs on both a global and national level.
- The Ethical Trading Initiative launched its Caste in Global Supply Chains Guidance document, which DSN-UK contributed to significantly.
- The DSN-UK Director has contributed to a number of articles and media projects, whether it be background information or direct quotes, including several potential documentaries.
- @DSNUK Twitter followers reached over 18,000.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020
(Continued)

1. Providing technical advice and analysis to the UK Parliament, Government departments and others on discrimination on the grounds of caste

All-Party Parliamentary Group for Dalits (APPG)

Following the decision to repeal the duty to include 'caste' in the Equality Act 2010, the APPG have prepared an updated briefing document, an analysis of the Consultation carried out in 2018 and a Timeline from 2007-2019. This will be sent to around 40 key APPG supporters, and eventually to all MPs and Peers, when the right moment arrives. This has been prompted in part by the continued call from Bob Blackman MP to repeal the legislation immediately, both in October 2019 and January 2020.

The APPG for Dalits has been busy networking with like-minded organisations. As a result, they hosted a reception for the Minority Rights Group's 50th anniversary during its International Council meeting and their Global Team Week. They have also reached out to the APPG for Pakistani Minorities, and together submitted a report to the International Development Committee enquiry on UK Aid to Pakistan, covering issues of minorities, caste, forced conversion and early marriage. A joint meeting was also arranged to discuss ways to promote pro-Freedom of Religion or Belief (FORB) policy, following the publication of a report on Religious Minorities of Pakistan: Report of a Parliamentary Visit.

Aside from two APPG meetings held in July, one for Parliamentarians and an open meeting for stakeholders, the inaugural AGM post the 2019 election took place in March 2020.

Caste legislation in the UK

DSN-UK convened a meeting of the UK campaign stakeholders in April 2019 to discuss the next steps to be taken regarding legislation. The proposed Guidance document as announced by the Government has yet to be published and is a requirement before the duty to include 'caste' is repealed. It was agreed that DSN-UK would garner as much support as possible, and consequently we have written a letter endorsed by Amnesty International UK, Human Rights Consortium at the University of London, Liberty, Race on the Agenda (ROTA), Runnymede Trust, Stonewall, and Stop Hate UK.

Our stakeholders have been busy, and a meeting in Parliament organised by the South Asia Solidarity Group with CasteWatch UK on India and the current state of UK law was held, and received coverage by several media outlets in India.

2. Providing technical advice and analysis to the corporate sector in the UK and internationally on addressing caste-based discrimination and other labour rights abuses

The Ethical Trading Initiative (ETI)

DSN-UK's work as a member of the Ethical Trading Initiative enables us to continue our focus on the business and human rights agenda and to work with business to address caste in their supply chains.

The ETI Caste in Global Supply Chains Guidance was finalised and launched in Copenhagen in November 2019 with an excellent turnout for the event, which focused on Vulnerable Workers. Speakers included the ETI Directors of the UK, Norway and Denmark, international business and trade union representatives. Our Director led the session on caste, along with Maria Brink Schleimann from IDSN. This will be a key advocacy tool for both DSN-UK and IDSN in their business and human rights work.

The Co-ordinator, having finished her ETI training, will now represent DSN-UK at NGO Caucus meetings and undertake specific company report reviews, while the Director will continue to represent DSN-UK at the Tamil Nadu Stakeholder Advisory Group and other programmatic groups that require high level and strategic input. Having met with the ETI category Leader for Apparels and Textiles, it was agreed that Dalit workers, especially women and girls, should be at the front and centre.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020
(Continued)

BOND Caste and Development Group

'Caste and Development: Tackling Discrimination based on Work and Descent' has been published, including recommendations from DSN-UK to governments, NGOs and donors, drawn from our own experiences and interventions.

Other Corporate Work

The Director attended a reception hosted by Body Shop as one of their 'influencers'. The world's first fair trade-certified plastics recycler Plastics for Change and the Body Shop have created a supply chain that supports the crucial work done by informal waste pickers in Bangalore.

3. Promoting international advocacy with the International Dalit Solidarity Network

Following on from IDSN's new strategy, an operational plan has now been designed, and there is a great deal of synergy between DSN and IDSN.

The Special Rapporteur on Minority Issues is focusing on hate speech (cyber) and planning regional forums this year, which will hopefully provide a platform to raise Dalit issues and connect the UK problems to a global campaign. However, UK MEPs have now finished their work following on from Brexit, so DSN-UK will have difficulty engaging at the European Parliament level. However, IDSN and other DSNs will continue to work on the EU level.

At the United Nations

There were several key interventions at the UN Human Rights Council on Dalit Women, and Freedom of Association in March 2019.

The Caste and Gender Justice event held in Geneva in June was a highly successful event, with over 80 people attending, including the Second Secretary from the Nepal Embassy.

November was a particularly busy month, as IDSN participated in the Business and Human Rights Forum, with a very popular stand that highlighted the links between caste and human rights violations in global supply chains, and all copies of the new ETI Guidance on Caste in Global Supply Chains had already been picked up by the end of the first day. During the Forum, the Director gave a snapshot presentation on what Governments can do to address caste-based human rights abuses in business operations in their countries and took part in the Minority Mandate consultation hosted by the OHCHR and Minority Rights Group International.

At the EU

Over two days in June, the European Development Days took place, with a delegation representing India, Nepal and Bangladesh. One of IDSN's members was part of the plenary panel which launched the new EU Guidelines on Non-discrimination, where the issues of Manual Scavenging, water and sanitation were highlighted.

IDSN was also fortunate enough to be the first INGO to meet with the new Special Representative for Human Rights, Eamon Gilmore, and we hope that this will be the start of an excellent relationship.

A number of meetings with key EU institutions took place, but getting access to MEPs in the first quarter of the year was difficult, as the elections had only just taken place. The Dalit Solidarity Networks sent a letter to all the relevant new MEPs (63%) to introduce them to the issue of caste and hope they will include it as part of their mandate.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020
(Continued)

IDSN also had a stand at the European Development Days event which had over 8000 participants, giving the delegation the opportunity to meet with other human rights organisations and create new contacts. Attendees also spoke at several of the workshops and other events that were taking place.

- 4. Raising awareness of all aspects of discrimination, exclusion and abuse of human rights on the grounds of caste-based discrimination**
- 5. Strengthening the network**

Berlin was the site of a meeting of all the Dalit Solidarity Networks in Europe (UK, Germany, the Netherlands, Norway and Finland). The key focus was to see where each DSN could work on the areas of the IDSN strategy and where there were commonalities and successes in how each group operates.

Amnesty International have now appointed a Policy Advisor (Discrimination Based on Work and Descent).

We have also met with two members of the Nepalese Dalit Gurkha community, who wish to strengthen their ties with us.

As usual, we continue to provide both background information and quotes for journalists and broadcast media on the issue of caste-based discrimination. Among these, TV production company Endemol has secured funding for a programme to address caste in the UK, along with another production company, both of whom have asked for advice from DSN-UK. Yet another documentary film-maker has been in touch to provide some background information on a possible documentary on the historic disappearance of a Dalit woman in the UK in the 1970s.

Among the articles that have included our information is a piece by the Sunday Times on arranged marriage websites and the requirement to state one's caste. Our co-ordinator, Danguole Kleinaityte, has also had an article published in Lithuania, 'Caste system still divides people of the world'. Furthermore, our newsletter is being produced three times a year and new articles regularly appear on our website.

By March 2020 @DSNUK Twitter followers numbered over 18,000.

During the last year we have continued to inform our members of events from both ourselves and other NGOs. We remain committed to strengthening our relationship with organisations who support the end of caste-based discrimination, both in the UK and abroad, particularly other Dalit Solidarity Networks in Europe. Our participation in the ETI, BOND and MRG has given us access to like-minded organisations and individuals and we are keen to retain the special working relationships that we have built.

DALIT SOLIDARITY NETWORK UK
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020
(Continued)

STATEMENT OF THE RESPONSIBILITIES OF THE TRUSTEES

The trustees are required under the Charities Act 1993 to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payment basis). In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

1. select suitable accounting policies and then apply them consistently;
2. make judgements and estimates that are reasonable and prudent;
3. state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
4. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with applicable law and regulations. 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.

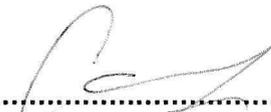
FINANCIAL REVIEW

The financial result for the year, and the financial situation at 31 March 2020, which the Board of Trustees considers to be satisfactory, are set out on pages 10 to 14.

The Board confirms that the financial statements comply with the requirements of the charity's governing document and the requirements of the Charity SORP 2015 for small entities.

The charity's policy on reserves is to maintain unrestricted reserves of between four and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover six months' expenditure at £40,000.

Signed on behalf of the Board of Trustees

.....  Date 05 Nov 2020

.....  Date 05.11.2020

DALIT SOLIDARITY NETWORK UK
REPORT OF THE INDEPENDENT EXAMINER
YEAR ENDED 31 MARCH 2020

I have examined the financial statements set out on pages 10 to 14 for the year ended 31 March 2020, which have been prepared under the accounting policies set out on page 12.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND THE EXAMINER

The charity's trustees are responsible for the preparation of the accounts and they consider that the audit requirements of section 144(2) of the Charities Act 2011 (the Act) do not apply and that an independent examination is needed. It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow procedures laid down in the General Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

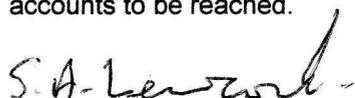
BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. 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 the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT

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

1. which gives reasonable cause to believe that in any material respect the requirements:
 - (a) to keep accounting records in accordance with section 130 of the 2011 Act;
 - (b) to prepare accounts which accord with the accounting records; and
 - (c) to comply with the accounting requirements of the 2011 Act 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.



SIMON LEWCOCK
Chartered Certified Accountant
Windsor Lodge
Millfield Road
Hounslow
TW4 5PN

10 September 2020

DALIT SOLIDARITY NETWORK UK

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020**

INCOME AND ENDOWMENTS	Notes	Restricted Funds £	Unrestricted Funds £	Year to 31.3.20 £	Year to 31.3.19 £
Grants receivable	2	17,367	17,200	34,567	51,004
Other fundraising	3	-	4,088	4,088	6,241
IDSN Consultancy		-	46,500	46,500	43,350
Bank and other interest		-	44	44	21
Total income and endowments		<u>17,367</u>	<u>67,832</u>	<u>85,199</u>	<u>100,616</u>
 EXPENDITURE					
Charitable activities	4	17,367	62,826	80,193	66,461
Fundraising costs	4	-	4,478	4,478	2,738
Governance costs	4	-	3,686	3,686	2,291
Total expenditure		<u>17,367</u>	<u>70,990</u>	<u>88,357</u>	<u>71,490</u>
 NET MOVEMENT IN FUNDS					
Fund balances brought forward		-	(3,158)	(3,158)	29,126
Fund balances carried forward		<u>-</u>	<u>95,654</u>	<u>95,654</u>	<u>66,528</u>
		<u>-</u>	<u>92,496</u>	<u>92,496</u>	<u>95,654</u>

In both the current and the prior year, all recognised gains and losses are included in the profit and loss account and therefore a statement of recognised gains and losses has not been presented.

The accompanying notes on pages 12 to 14 form an integral part of these Financial Statements.

DALIT SOLIDARITY NETWORK UK

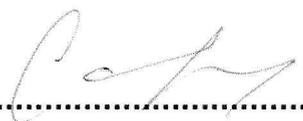
**BALANCE SHEET
AS AT 31 MARCH 2020**

	Notes	31.3.2020 £	31.3.2019 £
FIXED ASSETS			
Tangible assets for charitable use		-	-
CURRENT ASSETS			
Debtors	5	-	31
Bank deposit account		72,500	92,336
Cash at Bank and in hand		25,769	20,294
		98,269	112,661
CREDITORS			
Amounts falling due within one year	6	(5,773)	(17,007)
		92,496	95,654
Financed by:			
Restricted funds	7	-	-
Unrestricted funds:			
General fund	7	52,496	75,108
Reserve fund	7	40,000	20,546
		92,496	95,654

The accompanying notes on pages 12 to 14 form an integral part of these Financial Statements.

Approved by the Board at the AGM on

Signed on behalf of the Board of Trustees

.....  Date 05 Nov 2020

.....  Date 05.11.2020

DALIT SOLIDARITY NETWORK UK
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2020

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The accounts are prepared under the historical cost convention and include the results of Dalit Solidarity Network UK (the Charity)'s operations which are described in the Trustees' Report and all of which are continuing.

The financial statements have been prepared in accordance with the Financial Reporting Standard (FRS) No. 102 and the Statement of Recommended Practice: Accounting and Reporting by Charities (the SORP 2015).

The charity has taken advantage of the exemption in FRS No. 102 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small entity.

1.2 Fund accounting

Unrestricted funds are general funds available for use at the Trustees' discretion in furtherance of any objectives of the charity.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to the area or purpose and the restriction means that the funds can only be used for specific projects or activities.

1.3 Income

Voluntary income and donations are accounted for as received by the Charity. Income from fundraising ventures is shown gross with associated costs included in fundraising costs.

1.4 Value Added Tax

Value Added Tax is not recoverable by the Charity and is included in the relevant costs in the Statement of Financial Activities.

1.5 Fundraising costs

Fundraising costs comprises costs incurred in inducing people and organisations to contribute financially to the Charity's work. This comprises principally a proportion of the cost of meetings and other events.

1.6 Governance costs

Expenditure on governance costs include a percentage of relevant categories of expenditure, such as salary costs, travel and office costs.

1.7 Reserve fund

The charity aims to maintain unrestricted reserves of between four and six months' core expenditure. This is to ensure that the organisation can continue to operate in the event of unforeseen circumstances. Currently our reserves set aside cover 6 months' expenditure at £40,000.

DALIT SOLIDARITY NETWORK UK

**NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2020
(continued)**

2. GRANTS RECEIVABLE	Restricted Funds £	Unrestricted Funds £	Year to 31.3.20 £	Year to 31.3.19 £	
ETI Guidance Tool	-	-	-	7,000	
ETI Participation Fund	-	6,500	6,500	4,875	
Farthing Trust	-	4,000	4,000	4,000	
Lush Charity Pot	2,000	-	2,000	-	
Methodist Connexional	15,367	-	15,367	23,429	
St Clare & St Francis Trust	-	5,000	5,000	5,000	
Three Oaks Trust	-	-	-	5,000	
Wyndham Trust	-	1,700	1,700	1,700	
	<u>17,367</u>	<u>17,200</u>	<u>34,567</u>	<u>51,004</u>	
3. OTHER FUNDS RAISED					
Membership fees	-	3,194	3,194	2,457	
Donations	-	287	287	1,274	
Consultancy	-	-	-	1,547	
Tax refunds	-	607	607	573	
Other income	-	-	-	390	
	<u>-</u>	<u>4,088</u>	<u>4,088</u>	<u>6,241</u>	
4. EXPENDITURE	Charitable Activities £	Fund- raising £	Governance £	Year to 31.3.20 £	Year to 31.3.19 £
Unrestricted					
Staff Costs					
Salaries and NI	52,075	4,143	2,959	59,176	35,630
Pension	2,353	187	134	2,674	2,201
Payroll Costs	532	-	-	532	431
Office Costs					
Rent	3,500	-	-	3,500	-
Telephone	368	65	-	433	396
Travel and subsistence	250	-	-	250	665
Governance costs	-	-	69	69	244
Insurance	445	-	49	494	511
Membership subscription	-	-	168	168	-
Office and computer costs	442	83	28	553	1,179
Website	460	-	-	460	121
Examiner's fee and expenses	-	-	280	280	280
Network Costs					
Events including AGM	91	-	-	91	36
International Project Costs					
International meetings	4,783	-	-	4,783	7,310
Contributions to expenses from IDSN	(2,738)	-	-	(2,738)	(8,494)
International Advocacy	2,290	-	-	2,290	-
IDSN Consultancy	1,215	-	-	1,215	3,038
IDSN Consultancy – travel reimbursement	(3,240)	-	-	(3,240)	(2,487)
	<u>62,826</u>	<u>4,478</u>	<u>3,686</u>	<u>70,990</u>	<u>41,061</u>

DALIT SOLIDARITY NETWORK UK

**NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2020
(continued)**

4. EXPENDITURE	Charitable	Fund-	Governance	Year to	Year to
Restricted	Activities	raising		31.3.20	31.3.19
	£	£	£	£	£
ETI - IDSN Guidance Consultancy	-	-	-	-	-
ETI – DSN-UK Guidance Consultancy	-	-	-	-	-
Office Rent (Lush)	2,000	-	-	2,000	-
Methodist – Project costs	7,851	-	-	7,851	3,061
Methodist – Personnel	5,441	-	-	5,441	15,384
Methodist – Co-ordination of APPG	1,040	-	-	1,040	2,500
Methodist – Management and admin costs	1,035	-	-	1,035	2,484
	<u>17,367</u>	<u>-</u>	<u>-</u>	<u>17,367</u>	<u>30,429</u>
5. DEBTORS				Year to	Year to
				31.3.20	31.3.19
				£	£
IDSN Consultancy expenses				-	31
				<u>-</u>	<u>31</u>
6. CREDITORS				Year to	Year to
				31.3.20	31.3.19
				£	£
Methodist Grant – deferred income				-	15,367
Lush Charity Pot – deferred income				4,000	-
HMRC – PAYE & N.I.				1,493	1,333
Accruals				280	307
				<u>5,773</u>	<u>17,007</u>
7. FUNDS	Balances	Income and	Expenditure	Balances	
	1 Apr 2019	endowments	31 Mar 2020	31 Mar 2020	
	£	£	£	£	
Restricted Funds					
Lush Charity Pot		2,000	(2,000)		
Methodist Connexional	-	15,367	(15,367)	-	
	<u>-</u>	<u>17,367</u>	<u>(17,367)</u>	<u>-</u>	
Unrestricted Funds					
General Fund	75,108	67,832	(70,990)	71,950	
Transfer of funds	-	-	-	(19,454)	
	<u>75,108</u>	<u>67,832</u>	<u>(70,990)</u>	<u>52,496</u>	
Reserve Fund	20,546	-	-	20,546	
Transfer of funds	-	-	-	19,454	
	<u>20,546</u>	<u>-</u>	<u>-</u>	<u>40,000</u>	