

APPENDIX I



Office of the Scottish Charity Regulator

Trustees' Annual Report for the period

	Period start date				Period end date		
	Day	Month	Year		Day	Month	Year
From	01	10	2024	To	30	09	2025

Reference and administration details

Charity name
Other names charity is known by
Registered charity number
Charity's principal address

Fair Justice System for Scotland Group
FJSS Group
SC052329
Justice House
24-26 Main Street
West Calder
West Lothian
Postcode EH55 8DR

Names of the charity trustees on date of approval of Trustees' Annual Report

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Silence Chihuri	Chief Exec Officer	01/05/2020 – To Date	Committee
2	Alison Chiwara	Treasurer	01/02/2020 – To Date	Committee
3	Frank Crowe	Secretary	01/02/2020 – To Date	Committee
4	Prof Amos Haniff	Vice Chairman	01/05/2023 – To Date	Committee
5	Sue Cook	Vice Secretary	01/05/2023 – To Date	Committee
6	Professor Maxwell Chipulu	Trustee	01/05/2025 – To Date	Committee
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Reference and administration details

Names of all other charity trustees during the period, if any, (for example, those who resigned part way through the financial period)

Name	Dates acted if not for whole year

Structure, governance and management

Type of governing document

Constitution/Governance Document

Trustee recruitment and appointment

By nomination and confirmation vote at trustees meeting

Objectives and activities

Charitable purposes

- To promote equality, diversity, and community cohesion of BAME people in Scotland
- To eliminate any forms of discrimination in the Scottish Justice system through raising awareness of functions of justice system
- Promoting racial equality and harmony
- Promoting human rights

Summary of the main activities in relation to these objects

- Promoting diversity and inclusion in Scottish justice system
- Thrive to achieve fair representation across the justice system
- To ensure that all institutions of the Scottish justice system and government agencies comply with the Equality Act 2010 public sector duty and meet the act's requirements in terms protected characteristics.
- To provide a platform for necessary discourse around justice sector reforms to bring about acceptable levels of diversity and inclusion, representative employment and appointments in the Scottish justice system and other public sector organisations in Scotland.

APPENDIX I

Achievements and performance

Summary of the main achievements of the charity during the financial period

1. The organisation hosted the justice sector equalities conference 2025 and presenting the first report of the Scottish Justice Sector Interface.
2. Organising and chairing two meetings of the Justice Sector Interface.
3. Delivered one collaborative Accelerated Knowledge Transfer Project with Edinburgh Napier University that researched on the suitability of mainstream drugs support services on the Black African community in Scotland
4. Organising the West Lothian High Schools Debate involving all the thirteen high schools in West Lothian.
5. Delivered a pilot project funded by the National Lottery on recidivism in the Black African community in Scotland
6. Delivered a project in partnership with West Lothian Council and Museums and Galleries Scotland to revisit the impact of the work of the review group that looked at the history of the Chattel Slavery in West Lothian and how the recommendations were being implemented by West Lothian.
7. Delivered a project funded by the Scottish Government through Corra Foundation to provide culturally sensitised drugs support to Black African families in West Lothian.
8. Supported students from Glasgow Caledonian University on the student work placement program and two students from the University of Stirling on internship, and one S5 pupil from George Watson College on our mentorship program.
9. Participated and presented at volunteering conference in London where FJSS Group share our volunteering model that was the main attraction at the event

Financial review

Brief statement of the charity's policy on reserves

The FJSS Group's reserves policy takes the following factors into consideration: Money would only be kept in reserve for specific reasons and once accumulated the organisation will have **Specified Reserves**. This would mean that reserves would be created for some specific purposes and can be used only for those specific purposes. This policy would be reviewed in the next financial year.

Details of any deficit

N/A

Donated facilities and services (if any)

Volunteers' services across all departments of the charity

APPENDIX I

Other optional information

N/A

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Silence Chihuri	
Position (e.g. Chair)	Trustee	
Date	09/04/2026	