10 years ANNIVERSARY

4RJ ALL

IMPACT REPORT

THE RESTORATIVE JUSTICE FOR ALL INTERNATIONAL INSTITUTE

INNOVATION BEYOND BORDERS
WORLD AND LOCAL PEACE FROM THE BOTTOM-UP

10 YEARS AGO - 10 YEARS AHEAD

WELCOME FROM THE RJ4ALL FOUNDER AND DIRECTOR

DR. THEO GAVRIELIDES

One of my favourite parables is that of the hummingbird. In this story, which was inspired by the Quechan (an aboriginal American tribe) Dukdukdiya, a little hummingbird is watched by the burning forest's animals flying back and forth, back and forth carrying one drop of water each time in an effort to put out the fire. When the animals ask Dukdukdiya what the meaning of her efforts was, warning her of the dangers ... the little hummingbird answered, **"I am doing what I can"**.

Just like Dukdukdiya, "Restorative Justice for All" or **RJ4All is about hope as this is found in the power of our collective actions**. I refuse to believe that this world is the best we can offer to our future generations. My response to the shame that I feel for what they will inherit from us was the setting up of RJ4All.

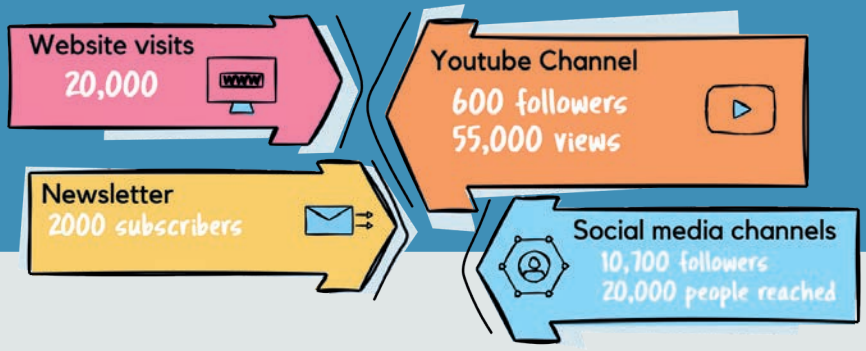
But it was also my way of giving back what others gave to me. When I set off on my life journey, I was a young migrant with an ambition to make a difference in the way justice is conceptualised and delivered. For every step forward, there were always two steps back whether these were due to my inexperience and excitement, naivety, or factors that were out of my control. But I was never alone in this journey, despite of moving to a country with no relatives, or an existing support network. And I am well aware that I am not an easy person to be with. I am very stubborn especially when it comes to my beliefs and worldviews. This should also explain why I tend to be inspired by those whose convictions in life are strong (even when they are wrong). I, myself, have been wrong many times, but also fortunate enough to be guided from my early restorative justice days by incredible individuals. I owe to them much gratitude. RJ4All is the collective result of these and many more other individuals and organisations, funders and supporters.

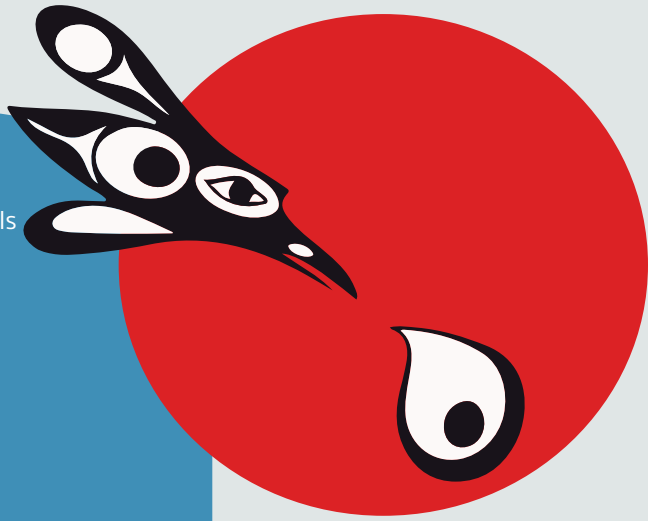
Those who have met me know that I rarely stay still, and that my brain tends to process multiple thoughts at the same time, often with no connection. This is something that I have struggled with since my childhood (they now call it ADHD). It is only after a lot of embarrassment, failed tests, self-doubt and hard work that I gained the confidence in my ability to express and implement my thoughts, and, more importantly, emotions. I have also learned that it is not a bad thing to have scattered thoughts, as they are merely a reflection of the rich and complex experiences that we consciously, or subconsciously, absorb during our life journey. With no business plan, funding or indeed coherent thoughts, RJ4All was born out of my kitchen. **Therefore, do not let anyone tell you that you cannot do it!**

And here we are today! The proof of the pudding .... An international institute and a force for good run and supported by an incredible and dedicated team of staff, interns and volunteers that I am proud to call my RJ4All family. It is with much gratitude and humility that I say "thank you" to them and everyone who supported, continues to support or decides to join the RJ4All movement. I've always said that I will close the doors when we have done our job and our vision of creating a world where power abuse is no longer. But we have a long way to go until the restorative justice values of power-sharing, equality, fairness and involvement in decision-making guide our inter-personal or inter-community affairs and relationships. I look forward to writing the 20th anniversary foreword in the hope that what is presented in this special impact report is multiplied by thousand times, and that the world is indeed a better place to live.

WEBSITE & SOCIAL MEDIA ENGAGEMENT

RJ4All has enhanced its online presence through strategic media channels and high-quality communication and documentation products.
Here is a concise overview of our current reach.





Dukdukdiya, by Michael Nicoll Yahgulanaas.
Source: www.haidaxmanga.ca

THANK YOU FROM THE BOARD AND HONOURARY VICE-PRESIDENTS

Councillor Nick Johnson, Chair

The world seems increasingly to be engulfed in killing violence and hatred, from Ukraine to Israel and Gaza we are surrounded by awful news. Even in our own corner of south London, in Rotherhithe, there is a sense that things are not as they should be. Trust in the police, the local council, central government are at all-time lows. People increasingly feel powerless, that things are 'done to them' by those in power and that the voices of everyday citizens are ignored or simply not heard.

Which is why RJ4All is on a mission to reimagine the way things are done. This year we launched the world's first 'Restorative Justice Postcode' in SE16. It's early days, but the will is there to change the narrative to one of hope and empowerment. A key element of our plan is our Community Centre on Plough Way in SE16; it has become a real focal point for residents, as it offers a place to meet; a gym; a foodbank and a warmth hub. This year's other big news is the official opening of RJ4All Europe – our first office outside the UK. Our vision has always been internationalist and our Cyprus office allows us to have an even broader impact in the world.

As we look to 2024, I would like to thank Theo, the team at RJ4All, our donors and all who have helped fly that flag for restorative justice principles this year. A better future lies ahead, and it begins with community empowerment.

John Grounds, Vice Chair

Perhaps the greatest challenge for any social change organisation is to demonstrate that the scale of its vision and purpose can be matched by its real-world impact. Theo and his team do this every day. By living and breathing the vision, yet focusing on the unique importance of every single project, engagement and interaction, **RJ4All demonstrates time and again how power can be redistributed more equally globally, nationally and in local communities**.

Ben Lyon, Honorary Vice-President

There was a brief moment when it was suggested that RJ4All was too simplistic a title, but there lies the clue to its success. I remember when restorative justice was the exclusive preserve of a small cadre of researchers. Then Theo broke free, teaching about it as an ethos, offering it to all and sundry. There was an orthodoxy which dictated what should be taught and who should control it – again he broke the mould, by offering training at cost, free to all. Now this open concept has been put into practice, by the RJ4ALL Team and the local Rotherhithe community carrying it forward, and with the odd touch on the tiller from Theo. I am proud to have been there from the beginning, so this has become a personal milestone for me. It has been a pleasure to have helped with the training and with individual case work too. **We should judge ourselves by the results and I know that individual people have had their lives improved, that communities have become safer and happier places**. In the meantime, RJ4All grows inexorably, across the UK and internationally. My very best wishes to the Team and especially to Theo. In the words of the song, "wider still and wider shall thy bounds be set.

Professor Howard Williamson CVO CBE, Honorary Vice-President

Restorative justice has been on the map of peace-building, conflict resolution, reparation and social inclusion for some decades now, but nowhere has it broken out of its foundational silos more than at RJ4All. Theo Gavrielides and his colleagues have pioneered a mosaic of activity based on restorative values and principles, from the local to the global, from concrete implementation to more theoretical reflections, and from policy to practice". **The work is both contemporary and visionary, applied and aspirational, anchored in the ground and reaching for the skies**. Theo is both a dreamer and a doer. I have known him throughout this journey, in his many roles. He commands my respect, trust and affection. I am proud to remain involved.

INTRODUCING RESTORATIVE JUSTICE FOR ALL

Over the past 10 years, RJ4All's Mission and Vision have always been powered by a commitment to make the ethos of restorative justice available to all, locally, across Europe, and around the globe.

In this pursuit, we have launched several arms and institutions over the years, including RJ4All Publications, RJ4All Sports, RJ4All Ecourses, RJ4All International, and RJ4All Rotherhithe Community Centre.

RJ4All has become an international thought-leader in restorative justice while the RJ4All Community Centre is a local hub of community empowerment.

OUR VISION

We are a user-led international institute with a vision of a world that embraces the restorative justice values of power-sharing, fairness, equality, dignity and respect and where power abuse is rooted out. We pursue our vision by using the power of dialogue, education, sports, and art through the ethos of restorative justice.

OUR MISSION

RJ4All has a mission to address power abuse, conflict, and poverty through the use of restorative justice values and practices. We advance equality, community cohesion and human rights by delivering social justice and poverty relief projects, educational programmes, youth clubs, intercultural and awareness-raising workshops, internships, and high-quality volunteering opportunities.

As part of our mission, we set off on a journey to build in London the world's first Restorative Justice Postcode, creating an evidence-based case study of community cohesion and power redistribution for others to follow.

BEYOND WORDS: TESTIMONIALS FROM PARTNERS, FUNDERS AND COMMUNITY MEMBERS

Joan Mary Major, Trustee, London Catalyst
"Without doubt you are a providing a very worthwhile and much needed service."

Lyndsey Phillips, Community Safety Manager, London & South East StreetGames, 2023
"Thank you so much for the excellent project. Great to hear about its progress and to receive your Theory of Change. It's a really neat and clear example of how much thought you have put into the programme."

Delphine Mazillier, Head of CSR at Decathlon, 2022
"We were absolutely delighted to be able to team up with Art-Invest to support RJ4ALL's work in the community. Decathlon's passion is making the fun and benefits of sport more accessible for the many, so we can't wait to see the positive impact that the community sports youth clubs will have on young people in our local community."

Vani and Ramesh, our volunteers and community members
"As community members, volunteering with RJ4All has been a truly enriching experience. The sense of belonging and respect within the organisation is palpable, making every activity a genuine pleasure. We align wholeheartedly with RJ4All's passion for empowering youth and enhancing community resilience through thoughtfully designed initiatives. It is not just volunteering; it is a shared commitment to fostering positive change and building a stronger, more connected community."

FROM LOCAL TO GLOBAL:

BUILDING THE WORLD'S FIRST RESTORATIVE JUSTICE POSTCODE

In 2023, we embarked on a journey to **build the world's first restorative justice postcode in SE16**. After 10 years of local, national and international work driven by the virtues of restorative justice, RJ4ALL launched a rigorous research study and anti-poverty project with a vision to see local power disseminated among the community, acts of anti-social behaviour reduced, and community cohesion restored.

To achieve this vision, RJ4All is working across SE16 and beyond to collaborate with key stakeholders to build a postcode that combats poverty, injustices, power abuse, inequality and the complex reasons that lead to community tensions. Using the **RJ4All Rotherhithe Community Centre** as the base for the case study, RJ4All is delivering a range of community projects and will be measuring the impact over the next five years. RJ4All's services include programmes such as **youth clubs**, **gardening**, resilience workshops, **wellbeing circles**, a **community fridge** and **foodbank, accessible sports** at RJ4All gym, mental health support, and **digital inclusion** sessions.

Since January 2023, RJ4All has been holding **community consultation forums** in the form of peace circles to engage with local stakeholders and hear from diverse members of SE16. Undoubtedly, the feedback received so far through these forums shows the vast benefits that these services provide to the community as it journeys to become the world's first Restorative Justice Postcode.

The success of the project so far would have been compromised without the support of our Funder, Rotherhithe Consolidated Charities as well as the guidance deriving from our Steering Group. Undoubtedly, their contribution in expanding our networks and getting more stakeholders involved in our effort is vital.

CELEBRATING 10 YEARS OF LOCAL COMMUNITY WORK

The RJ4All Rotherhithe Community Centre is now London's hub of community empowerment. It provides a range of free services that address pressing social issues and the reasons that lead to community tensions. From the Centre we are implementing our vision of building the world's first Restorative Justice Postcode through a holistic approach to addressing poverty and harm.

RJ4ALL YOUTH CLUB+ – ENHANCING YOUTH RESILIENCE

The RJ4All Youth Clubs+ is delivered during major holiday breaks to offer a lively, constructive, and positive environment for vulnerable and at-risk youth. These youth clubs are designed to build resilience and introduce young people to new sports, arts and crafts, and resilience workshops. The Youth Club+ is structured based on RJ4All's RJNEAR model of resilience, highlighting the application of restorative justice to empower youth in enhancing self-awareness, emotional agility, awareness of options and choices, and responding with growth. The Youth Club+ exemplifies our commitment to prioritise prevention and early intervention in SE16 and beyond!

COMMUNITY FRIDGE & FOOD PANTRY

RJ4All offers a low-barrier, non-referral community fridge and pantry to the local community in a dignified and celebratory manner. By offering free, quality, and suitable food, along with food education, tailored nutrition advice, and cooking workshops, we aim to address poverty and hunger, two of the root causes of antisocial behaviour.

WELLBEING CIRCLES CAFÉ

The Wellbeing Circles Café is a first line mental health support to the community. In addition to signposting and one-to-one support, RJ4All offers a community forum for members to participate in a restorative justice peace circle with their peers. This helps to spark restorative dialogues for better wellbeing to promote community cohesion in SE16.

DIGITAL INCLUSION

RJ4All offers a digital hub with free data, devices, IT access, and one-to-one digital support for those with low digital literacy. Our weekly drop-ins provide both equipment and support, helping communities navigate online safely. Our digital inclusion work supports our vision for socialisation, intergenerational exchange, and community cohesion in SE16 and beyond.

FRED CAMPAIGN

The Youth-led FRED Campaign is anchored in the principles of Fairness, Respect, Equality, and Dignity (FRED). With a dedication to empowering youth, challenging stereotypes, and promoting civic participation, FRED orchestrates impactful social action projects, high-quality volunteering, and a range of diverse initiatives. The Youth Management Board actively collaborates with RJ4All to bring the campaign's mission to fruition.

COMMUNITY ENVIRONMENTAL INITIATIVES

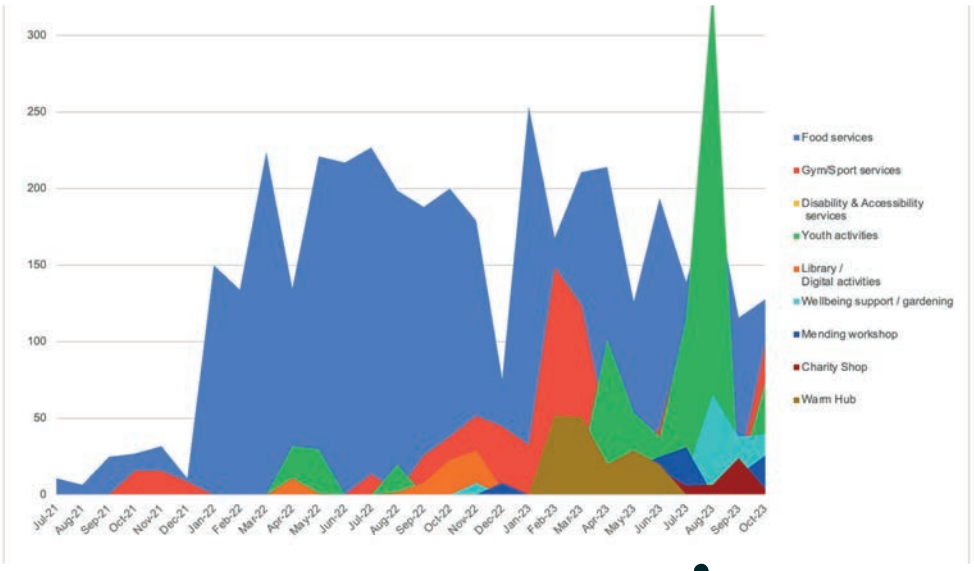
We work closely with our local community to restore greenspace, grow habitats for biodiversity, and reduce energy and resource usage. Additionally, through intergenerational gardening sessions, we cultivate fresh produce and deep connections, and reduce food waste. It is about more than gardening; it is nurturing community bonds and environmental stewardship. Through these practical and local practices, we aim to think globally and act locally.

ACCESSIBLE GYM SESSIONS

Our RJ4All Gym is a fully accessible gym that provides and expands opportunities for accessible physical activity in southeast London for people with disabilities, long-term health conditions, and/or who are neurodivergent. These sessions function to reduce inequalities and improve health, wellbeing, and personal confidence.

AT A GLANCE:

THE USE OF THE RJ4ALL ROTHERHITHE COMMUNITY CENTRE SERVICES



COMMUNITY CENTRE INNOVATION TIMELINE

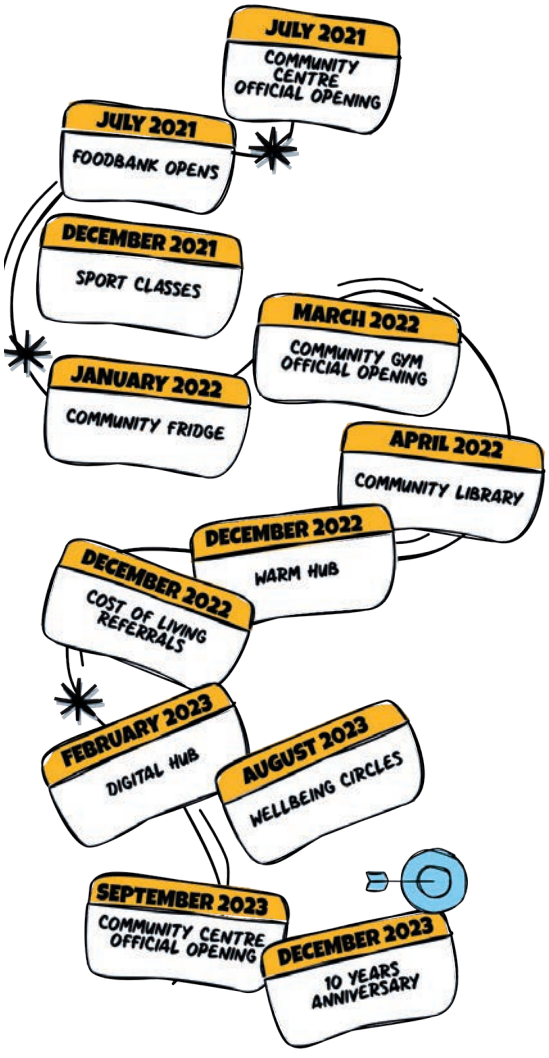
The RJ4All Rotherhithe Community Centre was established with a commitment to empowering the community. The timeline demonstrates the evolution of our services over the years, aligning them with the principles of restorative justice and tailoring them to address the unique needs of our local residents.

OFFICIAL OPENING OF THE COMMUNITY CENTRE

OFFICIAL OPENING OF THE COMMUNITY GYM

RESTORATIVE JUSTICE WELLBEING CIRCLE

DIGITAL DROP-IN



CELEBRATING 10 YEARS OF INTERNATIONAL WORK

As an international organisation committed to advancing restorative justice and human rights globally, RJ4All has made significant strides in the last decade. Our work across borders, marked by impactful initiatives and projects, emphasises promoting social justice, inclusivity, and community empowerment.

Drawing on the SE16 model and the principles of restorative justice, the organisation is striving to promote a world where restorative justice is widely embraced. This expansion follows two pathways: firstly, RJ4All is extending the restorative postcode model through international partnerships and collaborations on initiatives that promote restorative justice. Secondly, the organisation is fostering a global consensus through publications and participation in international forums. We plan to expand this global impact and over the next 10 years create more long term partnerships with like minded organisations from all continents.

In 2023, a pivotal year for RJ4All, several Erasmus+ funded projects, including Restorative Dialogue Against Violent Radicalisation, Culture and Art for Restorative Justice, GLOCAL, and Our Cultures, concluded successfully. These projects addressed critical issues such as violent radicalisation, cultural awareness, climate change education, and fostering curiosity and tolerance among students. RJ4All's commitment extends beyond theoretical frameworks, actively addressing systemic issues and advocating for policy changes that prioritise human rights, utilising creative approaches such as arts, sports, and environmental initiatives.

RESTORATIVE JUSTICE FOR ALL: A WORLD MOVEMENT

Power abuse resulting to injustices, poverty and human rights violations is a reality. It is also a growing phenomenon that we silently witness in our communities hoping that someone will finally do something about it. I felt I had to respond to this need by creating Restorative Justice for All (RJ4All) and with the strong belief and determination to help rebalance power.

RJ4All does what it says on the tin! It offers restorative justice for all through its practices but also values of power sharing, equality dignity, respect and involvement in decision making.

It is my dream that RJ4All becomes a world movement that will see the local and international community rising up to the injustices that we have all silently accepted, and through partnership working achieve a better future for all.

Dr. Theo Gavrielides
RJ4All Founder & Director

WE ARE BACK IN EUROPE!

JOIN US

In response to challenges posed by Brexit, RJ4All Europe, founded in Cyprus by Dr. Theo Gavrielides, continues the mission of supporting European societies, structures, organisations, and citizens in achieving equality and community cohesion through restorative justice. RJ4All Europe stands as the sister organisation of the Restorative Justice for All International Institute, upholding the same principles and values.

Moving forward, RJ4All Europe remains dedicated to collaboration with EU and affiliated country institutions, overcoming technical barriers. The organisation is committed to addressing pressing issues internationally, fostering dialogue, and advancing the vision of fairer and more empowered communities in Europe.

WWW.RJ4ALL.EU | ADMIN@RJ4ALL.ORG

NOT JUST AN INTERNATIONAL INSTITUTE:
INTRODUCING RJ4ALL PUBLICATIONS AND RJ4ALL SPORTS

RJ4ALL PUBLICATIONS: ADVANCING RESTORATIVE JUSTICE RESEARCH

RJ4All Publications was established in 2013 as the independent, publishing arm of RJ4All to provide an academic platform to advance research in restorative justice around the world. **RJ4All Publications is now recognised as the world's leading, independent publisher of restorative justice e-books**.

RJ4All Publications specialise in social sciences and the publication of cutting-edge research including restorative justice, youth issues, criminal justice, equality, and human rights. RJ4All Publications runs **Internet Journal of Restorative Justice (IJRJ®)** and the **Youth Voice Journal (YVJ™)**, two critically acclaimed peer-review journals that lead in their respective fields. RJ4All Publications is steered by several Academic and Editorial Boards with members from the international academic community. RJ4All Publications is a non-profit venture operating under the restorative justice principle of power sharing and a belief that the greatest power is education and knowledge.

YOUTH VOICE JOURNAL

Since 2019, the peer-reviewed **Youth Voice Journal** has seen 404 articles published and other under review. We have published 14 special issues with additional research papers on current issues.
14,240 customers visited the section!

THE INTERNET JOURNAL OF RESTORATIVE JUSTICE

Since 2019, the **peer-reviewed Internet Journal of Restorative** published 82 articles! We have published 3 special issues with additional research papers on current issues.
2,278 customers visited the section!

RJ4ALL PUBLICATIONS

Since 2019, we saw 1,000 customers download RJ4All Publications!
RJ4All Publications also boasted 41,370 website users and 122,333 page views!
Meanwhile, 3,655 complete RJ4All Ebooks were downloaded!

THE POWER OF RJ4ALL SPORTS: BUILDING COMMUNITY'S RESILIENCE

At the heart of RJ4All's mission is a commitment to addressing societal disparities, and RJ4All Sports embodies this ethos. Located at the RJ4All Rotherhithe Community Centre, our free and accessible community gym offers a range of sports classes and sport activities for young people. Over the past two years, we have welcomed 2,000 visits from individuals of diverse backgrounds, ethnicities, and abilities, emphasising our dedication to making fitness accessible to all. Our offerings at RJ4All Gym and Sport Classes are diverse, from personalised one-on-one training sessions addressing physical, mental, and nutritional health for users with disabilities to group training sessions with customised exercises. The centre underwent substantial renovations last year, ensuring it caters to the varied needs of our community. This commitment underscores the pivotal role RJ4All Sports plays in fostering inclusivity, promoting overall well-being, and creating a stronger, more resilient community.

"I have learned to control myself when I am angry or upset... Boxing helps me get my anger out. And football is fun... I liked the group activities because we all get to talk together but work at the same time."

Shared Matthew, a 12-year-old boy navigating the challenges of his parents' divorce, who discovered new motivation and interests through RJ4All Sports.

Young people are enjoying boxing provided by voluntary trainers at RJ4All Community Centre

OUR GROWTH - OUR IMPACT

In the span of a decade, RJ4All has transformed a theoretical vision of restorative justice into tangible practices, marking a profound journey of growth and impact. What began in our founder and director's kitchen has evolved into a distinguished organisation with a diverse and capable team of nearly 50 individuals, including patrons and vice-president, non-executive and executive management board, associate dedicated staff, fitness instructors, interns, and volunteers. Our achievements include the establishment of a vibrant hub for a diverse community, significant progress with RJ4All publications and the global promotion of restorative ethos through international projects. Looking back over the past 10 years and ahead to the next, we acknowledge our journey's significance. While there is more to accomplish, we take pride in our remarkable progress.

OUR IMPORTANT DEVELOPMENT MILESTONES

September 2013: RJ4All was created in Theo's kitchen with no funds.

2013:

Establishment of RJ4All Publications, inheriting the Youth Voice Journal created in 2011 by Theo

Creation of The Internet Journal of Restorative Justice, with the publication of the first book by RJ4All Publications.

2014:

Formation of the first RJ4All Board, with the organisation being run by five volunteers with no funds.

Organisation of the world's first international restorative justice symposium in Greece by RJ4All.

2015:

Acquisition of our first office desk sharing space with another local charity, and hiring the first paid part-time staff member.

2016:

Employment of RJ4All's first full-time staff member and securing of first grants from the London Mayor and Southwark Council.

2018:

Awards of three significant grants from Erasmus and employment of three additional staff members.

2019:

Transition of Theo from volunteer to part-time employee, joining a team of five employees and 25 volunteers/interns.

2020:

Recognition of RJ4All's impact through the reception of multiple awards

2021:

Assumption of managerial role at the RJ4All Community Centre by RJ4All

2021:

Establishment of RJ4All Sports

Receipt of the Liberty of the Old Metropolitan Borough of Bermondsey award for community services during COVID-19.

2022:

Establishment of all planned direct services (youth clubs+, food banks, workshops and more) at the RJ4All Community Centre.

2023:

The RJ4All family grows to over 50 members, including paid staff, interns, associates, fitness instructors

The launch of RJ4All Europe with its new office in Cyprus

OUR FINANCIAL GROWTH

FINANCIAL YEAR	INCOME	EXPENDITURE
2022-23	£628,193	£622,062
2021-22	£493,373	£488,390
2020-21	£409,979	£373,485
2019-20	£193,583	£183,059
2018-19	£37,222	£15,977
2017-18	£0	£4,899
2016-17	£28,481	£24,224
2015-16	£21,667	£23,380
2014-15	£32,175	£24,623
2013	£500	£0

THE RJ4ALL POWERHOUSE

Our dedicated staff, committed interns, and passionate volunteers form the bedrock of this dynamic community, tirelessly working towards our shared mission. The patrons and non-executive board of directors have provided instrumental strategic guidance and wise counsel to shape RJ4All's trajectory. RJ4All team's enthusiasm, expertise and commitment not only fuel our daily operations but also infuse life into our initiatives, realising the vision of building the world's first restorative justice postcode and embrace its value globally.

SCAN THE CODE TO

SUPPORT US

In the heart of our mission at RJ4All lies a community united by the shared belief in the power of restorative justice. This narrative unfolds with a profound expression of gratitude to our esteemed funders and donors, who are not merely contributors but valued members of the RJ4All family and the driving force behind a movement that transforms lives. Together, we are restoring justice for all.

OUR KEY STRATEGIC AIMS

1. Identify and respond to current social needs through the restorative justice principles, and by generating evidence-based solutions through community-based projects and services, action research and user involvement.
2. Enable people to come together to share and communicate best practice, locally, nationally and internationally.
3. Create the first the world's first restorative justice postcode.
4. To influence and inform social policy through evidence-based arguments and the piloting of innovative, user-led models of practice, locally, nationally and internationally.
5. Deliver our 4 strategic aims by building the appropriate organisational capacity with sustainable income.

"

There is strength and courage in every one of us, independently of how powerless we may appear, or are made to feel. And with this courage comes counter-power and change independently of how grim reality may appear to be.
I want to believe that RJ4All embodies this hope which you can use as a flame that will burn the reasons that lead to community tensions, poverty and power abuse.

Dr. Theo Gavrielides
RJ4All Founder & Director

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