

**TRUSTEES ANNUAL REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 MARCH 2022**

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CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2022

Welcome to Resolve West's 2021 -2022 Annual Report and Financial Statements.

The period was one of change and readjustment for Resolve West as we continued our work through the tail end of the pandemic restrictions. While the previous year had been one of significant adjustment, this year was about the gradual return to "normal" working conditions which required a great deal of care and consideration. I am pleased to say that thanks to the patience and resilience of our staff and volunteer teams we were able to safely return to face-to-face work alongside the new ways of working adopted at the start of the Pandemic.

Notwithstanding the operational challenges, we have had a number of successes this year. Crucially we saw the completion of the Take 5 schools project, on time and within budget. While our work in this initiative has come to a close I am delighted to hear that Simone our project lead was able to continue this work with the schools directly showing how engagement at this level can have a real impact in young people's lives and is valued by the educational profession. As you will hear throughout this report our main projects too have had successes and critically we have secured contract extensions which provides welcome long term security.

We have also been able to invest in new systems for the organisation with the introduction of a new database. Migration to a new system is always challenging and risky particularly in small organisations without direct inhouse technical support. Fortunately, through a careful selection process and the use of trusted external partners we were able to migrate without any significant issues. While not as exciting as a new project this investment will improve both the resilience and efficiency of the organisation for years to come. I am grateful for the staff teams engagement with making this a success.

In terms of the Trustee board it is with sadness that both Claire Preskett and Dawn Appleford have retired due to personal circumstances and moving away from the area. I would like to extend my personal thanks to each for their counsel. Dawn in particular joined the board in 2017 just before me and was key in how the organisation responded to the staff during the pandemic and the many changes to the structure over the years.

From the financials you will see that we have remained resilient and that despite a small decrease in funding we have managed through the period without needing to use any of our reserve funds. This is a consequence of having secured long term contracts and retaining a steady flow of income from housing association contracts. We have also been able to fundraise which is not something that historically Resolve West has focused on. This has provided a welcome boost in unrestricted funds providing a greater degree of flexibility to our finances.

I would like to thank all the staff and volunteers who have supported Resolve West. Your patience, commitment and professionalism in difficult circumstances has benefited clients immeasurably.

Michael Alderman

Chair

Date:

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2022

The trustees have pleasure in presenting their report and the financial statements of the charity for the year ended 31 March 2022.

Status

Resolve West Ltd is a registered charity and a company limited by guarantee, governed by Memorandum and Articles of Association dated September 1990 and subsequent amendments. It changed its name from Bristol Mediation Ltd on 5 February 2019.

Trustees

The Trustees who served during the year were as follows:

Name

Michael Alderman	(Chair)
Dawn Appleford	(resigned November 2021)
Emma Goulden	
Wendy Mclean	
Jill Maycock	
Clare Preskett	(resigned November 2021)
Tony Hughes	

Principal Address:

Unit 40 Easton Business Centre, Felix Road, Easton, Bristol, BS5 0HE

Independent Examiner

Joshua Kingston BSc ACA, Burton Sweet Limited, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Bankers:

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Mailing, Kent ME19 4JQ
Co-operative Bank PO Box 250, Skelmersdale WN8 6WT

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2022

Structure, Governance and Management

The Trustees have the power to appoint new or additional trustees by a resolution of the trustees. In selecting persons to be appointed, the trustees shall take into account the benefits of appointing a person who is able by virtue of his or her professional qualifications to make a contribution to the pursuits of the objects or the management of the charity.

Resolve West Limited is governed by the Board of Trustees, which meets bi-monthly, and which carries the ultimate responsibility for the activities of the organisation. They appoint the Director who is entrusted to make any decisions that enable the delivery of the business plan. A monthly report on management activity is given at each Board meeting. The Board, in conjunction with the Director, makes strategic decisions. Other staff and volunteers are accountable to the Director.

Induction and training of trustees

Each new trustee receives a Handbook, which contains reference information on the organisation and their role within it, including job descriptions for each of the trustee roles, a history of the organisation, the business plan, and all policies. The handbook is updated regularly. Training for trustees may take place during trustee meeting times or during development/training days. Any specific training needs may be met through external training courses.

Risk Management

The trustees continually review risks and take action to mitigate them. Our dependence on service agreements with Bristol City Council, the withdrawal of which would seriously affect our income, is a risk that the trustees continually try to reduce through management of the contracts and development of services funded by other partners. Internal risks are minimized by the implementation of effective internal control procedures that ensure both appropriate authorization of all transactions and projects and consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed for their continuing effectiveness.

Objectives and Activities

These are set out in the Memorandum and Articles of Association, namely:

To promote for the public benefit of the citizens and communities in and around the City of Bristol and surrounding counties and with a view to the preservation of public order, the provision of services directed towards repairing harm by restorative justice working with victims of crime and perpetrators of harm; and resolving conflict by mediation and conciliation between persons, organisations and groups who are involved or who are at risk of becoming involved in disputes or interpersonal conflicts where any such dispute or conflict results from or may lead to acts of nuisance, vandalism, racial abuse or breach of the peace.

The aim of the Trustees is to ensure that everybody in and around the city of Bristol and surrounding counties has access to relevant and useable community resolution and restorative justice services. We believe that the alleviation of individual and community tensions will benefit everybody by contributing towards safer and more peaceful communities.

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2022

Objectives and Activities (continued)

To achieve these objectives, and this aim, we train mediators and restorative justice facilitators for ourselves and other organisations. We have a body of volunteers who work with parties who have experienced conflict or criminal activity. Referrals come from Avon & Somerset Constabulary, Criminal Justice Agencies, Housing Associations, and Local Authority. In addition, we have referrals from other sources such as individuals, other statutory and voluntary agencies, housing associations, which we encourage and want to increase.

Conflict and criminal activity are very detrimental to the lives of those directly involved and have impacts on people's health and wellbeing. We do carry out surveys of those we have helped and, while not claiming complete success in every case, with our help our clients show high satisfaction in the services that they receive, enabling them to have a voice and to feel heard, to be able to move forward and to have some closure that greatly improves their quality of life.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities.

The aims, methods and benefits of restorative approaches are not widely appreciated, and we are keen to improve society's knowledge of them. To that end, our trustees and staff attend meetings and make presentations when appropriate opportunities arise.

Since Bristol Mediation was originally formed in 1990 after the St Pauls Riots, restorative approaches have been taken up and developed by other organisations. We will make every effort to continue with this work and develop new services, both by ourselves and in conjunction with other like-minded organisations.

Achievements during the year

Resolve West was robust in managing the challenges during 2021/22 as restrictions and impacts from the pandemic continued to impact our services, whilst having a busy year with significant developments in some of our ways of working, including recommencing face to face support with our service users as necessary and as restrictions eased.

We retained the learning from virtual work, also offering face to face support where it was safely possible within the neighbourhood/ community conflict resolution and Restorative Justice (RJ) services across Avon & Somerset, our Take 5 Project working in partnership with Victim Support, Young Victims Service, Safelink and SWAN VOCAS as well as our ongoing partnership work as part of Bristol Hate Crime and Discrimination service with our partners, SARI (Stand against Racism and Inequality), Brandon Trust, Bristol Mind, Off the Record and Bristol Law Centre.

We worked closely with our partners as part of Take 5 Project and also our funders of this service within the OPCC and due to the impacts of the restrictions related to the pandemic impacting this project were successful in securing additional funding so that this could be extended to end of April 2022 and so that the planned deliverables and also external evaluation of this work could be completed.

We had some exciting developments within our staff team where, following the changes in 2020/21, we were able to put into place part of our strategic plan to enable greater resilience across the agency and in April

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2022

2021 recruited a part time Service Manager, Nina Bayandor, working as a deputy to our Director. Following Jo Quinton, one of our RJ Coordinators moving back to working within Avon & Somerset Police following her secondment with us, we looked at our processes and developed new pathways for our staff to ensure best service delivery. Debbie Cockroft and Catherine Burrige left us as RJ caseworkers however we were delighted to increase the hours of our RJ Coordinator, Anna Hill, to full time on a permanent basis, and our Hate Crime Caseworker, Kai Duffy moved to full time to enable them to work across all our services. We were also pleased to welcome Izzy Hawley to the RJ team as caseworker who joined in November 2021, Jane Savill as an RJ Caseworker and Luke Felton as Hate Crime Caseworkers in April 2022. Other changes in our staff team including recruitment of an Admin Assistant, Anita Bieda who joined us in September 2021, supporting all of our services.

From the experiences of working remotely with our existing database, IT and security systems over the previous year we spent time and resources looking into secure casework database systems and implemented a new database which was first utilised by the RJ team before being rolled out to our other services early 2022. This has enabled us to streamline our processes, enables greater accessibility, security and support moving forward so that this can also be adapted for monitoring and evaluation purposes.

We have remained in regular contact with our funders and referrers throughout this period and were pleased that our neighbourhood conflict resolution service contract was extended by a further year to 31st May 2022 and now to May 2023. We also worked closed with our partners as part of Bristol Hate Crime and Discrimination Services and submitted a further bid for the continuation and development of this vital work in the city which was successful and was funded from 1st October 2021 for 4 years to 30th September 2025. We have also continued to work in partnership with others and to link up regularly with other providers locally and across the country in forums, sharing best practice guidelines and ways of working so we continue to learn from each other.

We continue to attend strategic meetings and boards to ensure that restorative approaches are built into actions plans when working to tackle crime and conflict and have maintained regular links with other national providers.

All of the challenges, adaptations, and services we have continued to deliver in the past 12 months would not have been possible without the commitment, resilience, skills and commitment of all of our staff and volunteers. They are Resolve West's greatest asset and what enables us to continue to provide these vital services to people who have experienced harm or conflict across Avon & Somerset.

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2022

Financial Report

Results for the year

Total income this year increased by £4,487 to £350,958 (2020-21 £346,471), although we had a reduction in funding for Hate project we had an increase in Neighbourhood case income and Donations.

Expenditure during the year amounted to £346,131 (2020-21 £326,334), an increase of £19,797. Core and Neighbourhood Salaries have increased due to employment of our new Admin assistant. as well as inflationary and incremental rises. In the RAAS and Hate Crime project salary charges have reduced due to staffing changes. Direct costs have increased in the year within the projects as we have now implemented our new database and as we moved back to face to face working. Core costs have stayed constant to last year.

The result is that there was net movement of £15,654 on unrestricted funds (2020-21 £21,430 surplus) and a deficit of £10,827 on restricted funds (2020-21 £1,293 deficit), giving an overall surplus of £4,827 (2020-21 £20,137 surplus). At the end of the year there were accumulated unrestricted surpluses of £111,885 (2020-21 £96,231) and restricted funds carried forward amounted to £16,216 (2020-21 £27,043), our net assets increased to £128,101 (2020-21 £123,274).

The contracts we have in place have continued during the current financial year - the RAAS contract runs until March 2025, which provides welcome financial security.

Reserves Policy

The policy of the Trustees is to maintain free financial reserves equivalent to between three (£63,000) and six months (£126,000) of core running costs and Salaries, plus redundancy costs (£33,000). At the end of the year, unrestricted free reserves of £111,885 amounted to approximately 4 months of forecast unrestricted expenditure.

Covid-19 Policy

The trustees will comply with Government guidance regarding Covid-19 to ensure the safety and wellbeing of staff, volunteers, and clients at all times. Restrictions have been introduced and will be reassessed as necessary to comply with current and future Government guidance regarding office-based working, volunteer training and meeting with clients. The work of Resolve West and its various projects has continued with the introduction of online working to allow staff and volunteers to work from home and for client meetings to happen virtually. As and when face to face contact is reintroduced, where appropriate, health & safety risk assessments will be carried out prior to any meeting or return to office-based working.

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2022

Statement of trustees' responsibilities

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

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees on and signed on their behalf by

Michael Alderman
Director

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RESOLVE WEST LIMITED ('THE COMPANY')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Joshua Kingston BSc ACA,
Burton Sweet Limited
The Clock Tower, 5 Farleigh Court,
Old Weston Road, Flax Bourton,
Bristol BS48 1UR

Date:

RESOLVE WEST LTD

STATEMENT OF FINANCIAL ACTIVITIES (Including income & expenditure account)

YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations and legacies	2	45,013	-	45,013	40,758
Investment income		24	-	24	63
Charitable activities	3	79,971	225,950	305,921	305,650
Total income		<u>125,008</u>	<u>225,950</u>	<u>350,958</u>	<u>346,471</u>
Expenditure on:					
Raising funds		15,400	-	15,400	-
Charitable activities	4	91,998	238,733	330,731	326,334
Total expenditure		<u>107,398</u>	<u>238,733</u>	<u>346,131</u>	<u>326,334</u>
Net income/(expenditure)	6	17,610	(12,783)	4,827	20,137
Transfers between funds	10	(1,956)	1,956	-	-
Net movement in funds	10	15,654	(10,827)	4,827	20,137
Total funds at the start of the year	10	96,231	27,043	123,274	103,137
Total funds at the end of the year	10	<u>111,885</u>	<u>16,216</u>	<u>128,101</u>	<u>123,274</u>

The charity has no recognised gains or losses other than the results for the year as set out above.
All of the activities of the charity are classed as continuing.

Prior year fund comparatives are shown in note 14.
The notes on pages 13 to 19 form part of these financial statements.

RESOLVE WEST LTD

BALANCE SHEET

AS AT 31 MARCH 2022

Company No: 02538842

	Note	2022 £	2021 £
Current assets			
Debtors	8	12,468	16,246
Cash at bank		130,752	117,577
Total current assets		<u>143,220</u>	<u>133,823</u>
Creditors : Amounts falling due within one	9	(15,119)	(10,549)
Net assets		<u>128,101</u>	<u>123,274</u>
Restricted funds	11	16,216	27,043
Unrestricted funds	11	111,885	96,231
		<u>128,101</u>	<u>123,274</u>

For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the trustees on and are signed on their behalf by:

Michael Alderman - Chair

The notes on pages 13 to 19 form part of these financial statements.

RESOLVE WEST LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1 Accounting policies

a) Basis of preparation of accounts

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The charity is a Public Benefit entity.

Along with other similar charities and organisations, the COVID-19 pandemic after the year end has brought many uncertainties to the global economy. The impact of this on the charity is highlighted in further detail within the Trustees' annual report. Notwithstanding these uncertainties, the Trustees have chosen to prepare the financial statements on a going concern basis given the free reserves held by the charity and the careful planning of the Trustees.

b) Fund accounting

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

Restricted funds are subjected to restrictions on their expenditure imposed by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

c) Income

All income is included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are accounted for in full in the Statement of Financial Activities when receivable; except as follows:

- a) when donors specify that donations given to the charity must be used in future accounting periods; and
- b) when donors impose conditions which must be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

d) Expenditure

All expenditure is accounted for on an accruals basis and has been listed under headings that aggregate all the costs directly attributable to that activity. Where costs (including overheads such as wages and salaries) cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of resources and the time spent on those activities. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

e) Debtors

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

RESOLVE WEST LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1 Accounting policies (continued)

f) Creditors and provisions

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

g) Fixed assets and depreciation

Fixed assets are included at cost, where this is in excess of £1,000 per item. Depreciation is provided to write off the cost of fixed assets over their estimated useful lives on a reducing balance basis as follows:

Equipment - 15% reducing balance

h) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2 Income from: donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Grants and donations	44,989	-	44,989	28,482
Furlough grant	24	-	24	12,276
	<u>45,013</u>	<u>-</u>	<u>45,013</u>	<u>40,758</u>

£1,000 from Grants and donations was restricted in the prior year.

3 Income from: charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Conflict Resolution: Bristol City Council	45,000	-	45,000
Conflict Resolution: Housing Associations etc	20,022	-	20,022
Conflict Resolution: commercial cases	14,949	-	14,949
RAAS (Restorative Approaches Avon & Som)	-	179,000	179,000
Hate Crime Service (Prospectus)	-	24,540	24,540
Schools Project	-	22,410	22,410
	<u>79,971</u>	<u>225,950</u>	<u>305,921</u>
Prior year			
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Conflict Resolution: Bristol City Council	45,000	-	45,000
Conflict Resolution: Housing Associations etc	13,487	-	13,487
Conflict Resolution: commercial cases	13,317	-	13,317
RAAS (Restorative Approaches Avon & Som)	-	179,000	179,000
Hate Crime Service (Prospectus)	-	29,846	29,846
Schools Project	-	25,000	25,000
	<u>71,804</u>	<u>233,846</u>	<u>305,650</u>

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
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4 Expenditure on: charitable activities

	Salary costs	Direct costs	Total costs	Recharges to projects	Total 2022
	£	£	£	£	£
Unrestricted expenditure					
Conflict Resolution Service	59,336	3,394	62,730	-	62,730
Core	29,254	36,385	65,639	(49,626)	16,013
Organisational Development	12,118	1,137	13,255	-	13,255
	<u>100,708</u>	<u>40,916</u>	<u>141,624</u>	<u>(49,626)</u>	<u>91,998</u>
Restricted expenditure					
RAAS	119,917	13,623	133,540	36,898	170,438
Hate Crime Service	17,339	6,036	23,375	6,101	29,476
Schools Project	27,382	4,810	32,192	6,627	38,819
	<u>164,638</u>	<u>24,469</u>	<u>189,107</u>	<u>49,626</u>	<u>238,733</u>
Total	<u>265,346</u>	<u>65,385</u>	<u>330,731</u>	<u>-</u>	<u>330,731</u>
Prior year					
	Salary costs	Direct costs	Total costs	Recharges to projects	Total 2021
	£	£	£	£	£
Unrestricted expenditure					
Conflict Resolution Service	50,996	5,706	56,702	-	56,702
Core	24,369	30,873	55,242	(34,870)	20,372
Organisational Development	7,022	6,099	13,121	-	13,121
	<u>82,387</u>	<u>42,678</u>	<u>125,065</u>	<u>(34,870)</u>	<u>90,195</u>
Restricted expenditure					
RAAS	144,029	9,413	153,442	26,338	179,780
Hate Crime Service	20,485	1,030	21,515	5,640	27,155
Schools Project	24,965	347	25,312	2,892	28,204
Other small projects	-	1,000	1,000	-	1,000
	<u>189,479</u>	<u>11,790</u>	<u>201,269</u>	<u>34,870</u>	<u>236,139</u>
Total	<u>271,866</u>	<u>54,468</u>	<u>326,334</u>	<u>-</u>	<u>326,334</u>

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

5 Staff costs

	Total 2022	Total 2021
	£	£
Gross wages and salaries	227,771	256,739
Employer's National Insurance costs	10,824	9,120
Pension contributions	4,867	4,738
Total staff costs	<u>243,462</u>	<u>270,597</u>

The average number of employees during the year, calculated on the basis of headcount, was as follows:

	2022	2021
	No.	No.
Charitable activities	8	9
Administration	2	2
	<u>10</u>	<u>11</u>

Resolve West Limited considers its key management personnel to be the members of the trustee board and the director. The total employee benefits, including employer pension contributions, of the key management personnel were £47,004 (2021: £49,271).

There were no employees whose emoluments were in excess of £60,000 during the current or previous year.

6 Net income for the year

This is stated after charging:

	2022	2021
	£	£
Independent examiner's fees:		
- Independent Examination	654	545
- Accounts Preparation	792	665
- Under /(Over) Accrual in prior year	100	-
- Other Services	250	-
	<u>2,496</u>	<u>2,215</u>

7 Taxation

The registered charity is exempt from corporation tax as all income arises from charitable activities.

8 Debtors

	2022	2021
	£	£
Debtors	6,020	12,484
Prepayments	6,448	3,762
	<u>12,468</u>	<u>16,246</u>

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022

9 Creditors - amounts falling due within one year

	2022	2021
	£	£
Trade creditors	8,589	972
Social security	1,569	1,406
Other creditors	3,515	7,171
Accruals & deferred income	1,446	1,000
	<u>15,119</u>	<u>10,549</u>

10 Movement in funds

	1 April				31 March
	2021	Income	Expenditure	Transfers	2022
	£	£	£	£	£
Restricted funds					
RAAS (Restorative Approaches Avon & Somerset)	1,098	179,000	(170,438)	-	9,660
Hate Crime Service (Prospectus)	2,980	24,540	(29,476)	1,956	-
Schools Project	22,965	22,410	(38,819)	-	6,556
	<u>27,043</u>	<u>225,950</u>	<u>(238,733)</u>	<u>1,956</u>	<u>16,216</u>

Unrestricted funds

General funds	96,231	125,008	(107,398)	(1,956)	111,885
	<u>96,231</u>	<u>125,008</u>	<u>(107,398)</u>	<u>(1,956)</u>	<u>111,885</u>

Total funds

	<u>123,274</u>	<u>350,958</u>	<u>(346,131)</u>	<u>-</u>	<u>128,101</u>
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Prior year

	1 April				31 March
	2020	Income	Expenditure	Transfers	2021
	£	£	£	£	£
Restricted funds					
RAAS (Restorative Approaches Avon & Somerset)	1,878	179,000	(179,780)	-	1,098
Hate Crime Service (Prospectus)	289	29,846	(27,155)	-	2,980
Schools Project	26,169	25,000	(28,204)	-	22,965
Small Projects	-	1,000	(1,000)	-	-
	<u>28,336</u>	<u>234,846</u>	<u>(236,139)</u>	<u>-</u>	<u>27,043</u>

Unrestricted funds

General funds	74,801	111,625	(90,195)	-	96,231
	<u>74,801</u>	<u>111,625</u>	<u>(90,195)</u>	<u>-</u>	<u>96,231</u>

Total funds

	<u>103,137</u>	<u>346,471</u>	<u>(326,334)</u>	<u>-</u>	<u>123,274</u>
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RAAS (Restorative Approaches Avon and Somerset)

This service which commenced in June 2017 is working in collaboration with Avon and Somerset Police to provide restorative justice across Avon and Somerset. The funding for this service is from the Office of the Police Crime Commissioner for Avon and Somerset.

RESOLVE WEST LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

10 Movement in funds (continued)

Bristol Hate Crime Project

In this project we work in partnership with SARI (Stand Against Racism and Inequality), Brandon Trust, Bristol Mind, Off the Record Bristol and Avon and Bristol Law Centre. The project is grant funded by Bristol City Council's Impact Fund (Prospectus). A transfer has been included from general funds to reflect a small over spend in the project.

Schools Project

The schools project (Take 5) is an early intervention project based in Somerset to prevent victimisation and revictimization working collaboratively with Victim Support, SafeLink, Young Victims Service and SWAN Vocas funded by the Office of the Police Crime Commissioner.

Small Projects

This fund represents monies received from The John Thaw Foundation to support underprivileged and young people across our conflict resolution and restorative justice services.

11 Analysis of net assets

	Restricted Funds £	Unrestricted General Funds £	Total 2022 £
Other net assets	16,216	111,885	128,101
	<u>16,216</u>	<u>111,885</u>	<u>128,101</u>

Prior year comparative

	Restricted Funds £	Unrestricted General Funds £	Total 2021 £
Other net assets	27,043	96,231	123,274
	<u>27,043</u>	<u>96,231</u>	<u>123,274</u>

12 Trustees and other related parties

No remuneration was paid to trustees in the current or previous year and there were no payments made in respect of trustee expenses in the current or previous year.

There were no transactions carried out with related parties during the current or previous year.

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13 Company limited by guarantee

The company is limited by guarantee and, as such, has no issued share capital. In the event of the company being wound up, the liability of the members is limited to £1 each.

14 Prior year fund comparatives - Statement of Financial Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Income from:			
Donations and legacies	39,758	1,000	40,758
Investment income	63	-	63
Charitable activities	71,804	233,846	305,650
Total income	<u>111,625</u>	<u>234,846</u>	<u>346,471</u>
Expenditure on:			
Charitable activities	90,195	236,139	326,334
Total expenditure	<u>90,195</u>	<u>236,139</u>	<u>326,334</u>
Net income/(expenditure) for the year	21,430	(1,293)	20,137
Transfers between funds	-	-	-
Net movement in funds	<u>21,430</u>	<u>(1,293)</u>	<u>20,137</u>
Total funds at the start of the year	74,801	28,336	103,137
Total funds at the end of the year	<u>96,231</u>	<u>27,043</u>	<u>123,274</u>