

**TRUSTEES ANNUAL REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 MARCH 2023**

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CHAIR'S REPORT YEAR ENDED 31 MARCH 2023

Welcome to Resolve West's 2022-2023 Annual Report and Financial Statements.

As you will see from this report there is lots to celebrate as our core services have continued to support our clients across Bristol and the surrounding counties.

We have also continued to invest in new systems building from last years successful database migration with a new website that will launch in Autumn of 2023. This will give a refresh whilst also offering several capabilities longer term that we are excited to share with you. I want to thank the team for all the effort in making this happen.

The Trustees too have had some changes and I pleased to welcome a number of new trustees with Kim, Lou, Silvia and Iain all joining. They each bring an excellent range of skills, experience and viewpoints that have enhanced both the resilience and the capability of the team. We have however, had to say farewell to Emma who stood down as she is taking a career break to go traveling and we wish her the best and thank her for guidance the last couple of years.

From the financials you will see that we have remained consistent on last year in overall income and expenditure. The increase in donations principally comes from a single legacy from a former trustee of which we are grateful and offer our condolences to the family. With the challenges in the public funding sector and the general increase of inflationary costs we anticipate that funding will be a challenge next year. However, by maintaining sensible fiscal discipline as well as looking for new areas of funding, I am confident in our financial resilience.

We have also continued to invest in new systems building on last year's successful database migration. The team have been working on developing a new website with support from external contractors. The new website will offer several new capabilities that will support the organisation long term and which we are excited to share with you at the end of 2023. This also includes a Brand refresh with improvements to both on and offline formats. I want to thank the team for their efforts in making the success.

I would like to thank all the staff and volunteers who have supported Resolve West.

Michael Alderman *Michael Alderman*

Chair

Nov 09 2023

Date:

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2023

The trustees have pleasure in presenting their report and the financial statements of the charity for the year ended 31 March 2023.

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)
Emma Goulden	(Resigned November 2022)
Wendy Mclean	
Jill Maycock	
Tony Hughes	
Kim Smith	(Joined November 2022)
Iain Large	(Joined November 2022)
Silvia Lararia	(Joined January 2023)
Lou Gray	(Joined January 2023)

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 2023

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 bi-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 has access to all policies and a handbook online, which contains reference information on the organisation and their role within it, job descriptions for the trustee roles, a history of the organisation, and the business plan all of which is regularly updated. 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 regularly review risks and take action to mitigate them. Our dependence on contracts with Bristol City Council and the Office of the Police Crime Commissioner, 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 2023

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 including self referrals from 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 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 all of the services following the challenges of the previous years. We started the year with some successes including the recruitment of 12 new volunteers to our Conflict Resolution Service who received their training during April and May 2022 and also an extension of funding for our restorative justice service to 2025. We developed a clear framework for working safely face to face whilst retaining the learning from working virtually and continued to develop our new database to benefit our services and casework teams.

We provided services including 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. In addition we were also able to provide some ad-hoc conflict resolution services to organisations related to workplace conflict.

During this period we worked with 1149 direct beneficiaries across all of our services including those who have attended our workshops, trainings and briefings we have delivered and have provided support and supervision to 68 volunteer practitioners who between them have volunteered in excess of 6520 hours with a social value exceeding £105,035 per annum.

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2023

Achievements during the year (continued)

Following the extension of funding of the Take 5 Project during 2021/2022, we were able to cover all the final deliverables and subsequently worked closely with an experienced and skilled academic who did an independent external evaluation of this two year project that was submitted to the OPCC with the funding and project coming to a close at the end of April 2022. There were some funds outstanding that with agreement from our funders we were able to take forward focussing on our work with young people within the RJ service.

We managed a lot of changes and developments within our staff team and whilst we were sad to see Simone Lemon leave in April, as the Take 5 Project came to an end, we were pleased to welcome Jane Savill as an RJ Caseworker and Luke Felton as Hate Crime Caseworker. Jules Cox, our Director, had to take a step back in April for 6 months following unforeseen health issues, subsequent treatment and recovery and Nina our Service Manager and Deputy to the Director stepped up picking up essential roles and responsibilities in her absence, with support from the Board of Trustees.

We recruited Sophie Jansen as a Volunteer Manager who joined us in November, ensuring that there is continuity in the management, support and supervision of all of our volunteers enabling Anna Hill, our RJ Coordinator to move into the role of Senior RJ Case Manager, taking overall responsibility for oversight of cases and responsibility for supervision of cases and Isabel Hawley moved from Case Worker to the role of Case Manager within the RJ Service. We were able to give recognition to the skills and experience Anita Bieda has brought to the agency and she moved from Admin Assistant to our Administrator taking on additional responsibilities. Lesley Cogan who was seconded across as an RJ Coordinator returned to Avon & Somerset Police in July 2022 where she was able to focus on a review of RJ with internal and external stakeholders as well as an opportunity for her to look at best practice and areas for learning across Avon & Somerset Police, particularly as the profile of RJ had diminished within the force.

We were delighted to welcome back Jules in October and in December Sam Edwards joined the team as Maternity Cover for our Service Manager, Nina, as she commenced her Maternity Leave.

We have continued with the positive contact with all of our funders and referrers throughout this period and were pleased to have received an uplift from the Office of the Police Crime Commissioner towards the work undertaken within the Restorative Justice service related to complex and sensitive work, particularly focussing on cases related to Sexual Harm enabling us to provide additional training and support to our staff and volunteers working on these cases. In consultation with our partners within the Police Crime Commissioner office we also scoped the process of applying for the Registered Provider Status with the Restorative Justice Council, an independent evaluation of the quality of our Restorative Justice Service which will commence in Spring/Summer of 2023.

We have worked closely with our partners as part of Bristol Hate Crime and Discrimination Services and worked collaboratively to deliver workshops and forums to raise awareness of Hate and understanding of Hate Incidents, the impact of these, how we can help, and to upskill the attendees in managing these in the future.

We have continued to work in partnership with others and to link up regularly with providers locally as part of an RJ Working Group to develop an RJ Action Plan and pilot areas of work to increase the use of RJ. We have also linked with others across the country at meetings, forums and strategic boards to ensure that restorative approaches are built into plans when working to tackle crime and conflict.

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2023

Achievements during the year (continued)

We have continued to network and link with other national providers, sharing training opportunities and ensuring that we can share best practice and continue to learn from each other.

Internally we have completed a review of our policies including undertaking data protection and safeguarding audits with a clear implementation plan for this moving forward as well as commencing work on the development of our website and our communication and social media channels so we can better communicate internally to our volunteers and externally. This is a great opportunity to showcase the services and quality of our work to referrers, partners, existing and potential funders and to the clients that we support.

All of these challenges, developments, and services we have continued to deliver in the past 12 months would not have been possible without the ongoing commitment, resilience, skills and expertise 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 the region.

Financial Report

Results for the year

Total income this year increased by £40,049 to £391,007 (2021-22 £350,958.) Whilst we had a reduction in funding for our hate crime and conflict resolution services we received an increase in funding for the RJ service and a significant legacy payment.

Expenditure during the year amounted to £344,855 (2021-22 £346,131), a reduction of £1,276 from the previous year. Whilst costs increased slightly for other services, including inflationary increases in our core costs, as the schools project came to an end the costs associated with this reduced significantly.

The result is that there was net movement of £46,957 on unrestricted funds (2021/22 £15,654 surplus) and a deficit of £805 on restricted funds (2021-22 £10,827 deficit), giving an overall surplus of £46,152 (2021-22 £4,827 surplus). At the end of the year there were accumulated unrestricted surpluses of £158,842 (2021-22 £111,885) and restricted funds carried forward amounted to £15,411 (2021-22 £16,216), our net assets increased to £174,253 (2021-22 £128,101).

Whilst the Take 5 schools contract came to an end May 2022, the other contracts we have in place have continued during the current financial year - the RAAS contract and Hate Crime Contracts run until end of March 2025, which provides welcome financial security with the conflict resolution contract due for renewal in May 2023.

Reserves Policy

The policy of the Trustees is to maintain free financial reserves equivalent to between three (£67,000) and six months (£134,000) of core running costs and Salaries, plus redundancy costs (£30,000). At the end of the year, unrestricted free reserves of £158,842 amounted to approximately 5.5 months of forecast unrestricted expenditure.

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2023

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.

Nov 09 2023

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 2023.

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

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

Nov 09 2023
Date:

RESOLVE WEST LTD**STATEMENT OF FINANCIAL ACTIVITIES (Including income & expenditure account)****YEAR ENDED 31 MARCH 2023**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Donations and legacies	2	106,377	-	106,377	45,013
Investment income		1,137	-	1,137	24
Charitable activities	3	68,324	215,169	283,493	305,921
Total income		<u>175,838</u>	<u>215,169</u>	<u>391,007</u>	<u>350,958</u>
Expenditure on:					
Raising funds		18,234	-	18,234	15,400
Charitable activities	4	107,622	218,999	326,621	330,731
Total expenditure		<u>125,856</u>	<u>218,999</u>	<u>344,855</u>	<u>346,131</u>
Net income/(expenditure)	6	49,982	(3,830)	46,152	4,827
Transfers between funds	10	(3,025)	3,025	-	-
Net movement in funds		<u>46,957</u>	<u>(805)</u>	<u>46,152</u>	<u>4,827</u>
Total funds at the start of the year	10	111,885	16,216	128,101	123,274
Total funds at the end of the year	10	<u>158,842</u>	<u>15,411</u>	<u>174,253</u>	<u>128,101</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 13.
The notes on pages 13 to 18 form part of these financial statements.**

RESOLVE WEST LTD**BALANCE SHEET****AS AT 31 MARCH 2023****Company No: 02538842**

	Note	2023 £	2022 £
Current assets			
Debtors	8	6,184	12,468
Cash at bank		180,518	130,752
Total current assets		<u>186,702</u>	<u>143,220</u>
Creditors : Amounts falling due within one	9	(12,449)	(15,119)
Net assets		<u>174,253</u>	<u>128,101</u>
Restricted funds	10	15,411	16,216
Unrestricted funds	10	158,842	111,885
		<u>174,253</u>	<u>128,101</u>

For the year ending 31 March 2023 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.

Nov 09 2023

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 18 form part of these financial statements.

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

1 Accounting policies

a) Basis of preparation of accounts

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and 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.

The charity is a Public Benefit entity.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the significant uncertainty being caused by the national cost of living crises. Whilst the Trustees expect there to be an impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.

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 2023

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

	Total Funds 2023	Total Funds 2022
	£	£
Grants and donations	53,171	44,989
Legacies	53,201	-
Other income and donations	5	24
	<u>106,377</u>	<u>45,013</u>

All income from donations and legacies was unrestricted in the current and prior year.

3 Income from: charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Conflict Resolution: Bristol City Council	45,000	-	45,000
Conflict Resolution: Housing Associations etc	15,804	-	15,804
Conflict Resolution: Commercial Cases	7,520	-	7,520
RAAS (Restorative Approaches Avon & Som)	-	191,438	191,438
Hate Crime Service (Prospectus)	-	23,731	23,731
	<u>68,324</u>	<u>215,169</u>	<u>283,493</u>

Prior year comparative

	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>

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

4 Expenditure on: charitable activities

	Salary costs	Direct costs	Total costs	Recharges to projects	Total 2023
	£	£	£	£	£
Unrestricted expenditure					
Conflict Resolution Service	60,523	4,112	64,635	-	64,635
Core	49,564	36,555	86,119	(60,518)	25,601
Organisational Development	15,627	1,759	17,386	-	17,386
	<u>125,714</u>	<u>42,426</u>	<u>168,140</u>	<u>(60,518)</u>	<u>107,622</u>
Restricted expenditure					
RAAS	118,017	15,330	133,347	52,340	185,687
Hate Crime Service	17,178	452	17,630	8,178	25,808
Schools Project	2,487	5,017	7,504	-	7,504
	<u>137,682</u>	<u>20,799</u>	<u>158,481</u>	<u>60,518</u>	<u>218,999</u>
Total	<u>263,396</u>	<u>63,225</u>	<u>326,621</u>	<u>-</u>	<u>326,621</u>
Prior year					
	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>

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

5 Staff costs

	Total 2023 £	Total 2022 £
Gross wages and salaries	235,750	227,771
Employer's National Insurance costs	14,292	10,824
Pension contributions	5,726	4,867
Redundancy	977	-
Total staff costs	256,745	243,462

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

	2023 No.	2022 No.
Charitable activities	9	8
Administration	2	2
	11	10

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 £48,632 (2022: £47,004).

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:	2023 £	2022 £
Independent examiner's fees:		
- Independent Examination	800	654
- Accounts Preparation	1,000	792
- Under /(Over) Accrual in prior year	-	100
- Other Services	-	250

7 Taxation

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

8 Debtors

	2023 £	2022 £
Debtors	655	6,020
Prepayments	5,529	6,448
	6,184	12,468

9 Creditors - amounts falling due within one year

	2023 £	2022 £
Trade creditors	718	8,589
Social security	7,613	3,956
Other creditors	306	1,128
Accruals & deferred income	3,812	1,446
	12,449	15,119

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

10 Movement in funds

	1 April 2022	Income	Expenditure	Transfers	31 March 2023
	£	£	£	£	£
Restricted funds					
RAAS (Restorative Approaches Avon & Somerset)	9,660	191,438	(185,687)	-	15,411
Hate Crime Service (Prospectus)	-	23,731	(25,808)	2,077	-
Schools Project	6,556	-	(7,504)	948	-
	<u>16,216</u>	<u>215,169</u>	<u>(218,999)</u>	<u>3,025</u>	<u>15,411</u>
Unrestricted funds					
General funds	111,885	175,838	(125,856)	(3,025)	158,842
	<u>111,885</u>	<u>175,838</u>	<u>(125,856)</u>	<u>(3,025)</u>	<u>158,842</u>
Total funds	<u>128,101</u>	<u>391,007</u>	<u>(344,855)</u>	<u>-</u>	<u>174,253</u>
Prior year comparative					
	1 April 2021	Income	Expenditure	Transfers	31 March 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>

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.

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.

RESOLVE WEST LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023

11 Trustees and other related parties

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

Remuneration of £1,450 for Mediation for Case was paid to Hughes Enterprise Law, where Trustee Tony Hughes is principal of the company. There were no transactions carried out with related parties during the previous year.

12 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.

13 Prior year fund comparatives - Statement of Financial Activities

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