

**TRUSTEES ANNUAL REPORT  
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED  
31 MARCH 2024**

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## **BOARD REPORT FOR THE YEAR ENDED 31 MARCH 2024**

Welcome to Resolve West's 2023 -2024 Annual Report and Financial Statements.

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

We have continued to invest in new ways to showcase our work and were delighted to launch our new website in September 2023 which has given us greater opportunities for those that want to find out more and refer into our services. We also used this opportunity to refresh our resources for volunteers with secure log in areas for both our volunteer facilitators and trustees. We have refreshed our other areas of communication through regular newsletters and increased use of our social media platforms.

As an agency we were delighted that our Restorative Justice Service was awarded Registered Service Provider Status by the Restorative Justice Council. This status enables us to continue to build public trust in the professional services that we deliver and clearly demonstrates that our organisation, our practitioners and the services that we deliver meet best practice standards.

As to the board of Trustees, we said farewell to Michael, our Chair who served on the board for six years. We are incredibly grateful for all of his support over the years including his support through some of our most challenging times, particularly the Covid-19 pandemic, and we wish him the very best for the future. Lou, one of our existing trustees offered to step up into the role of interim chair while we plan for the recruitment of a permanent chair. We were also pleased to welcome Martin to the board.

The financial reports below show that we have remained consistent on last year in overall income and expenditure. 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 financial discipline as well as looking for new areas of funding, we are confident in our financial resilience in future.

As a board we would like to thank all the staff and volunteers who have supported Resolve West.

Date: 3 October 2024

## **TRUSTEES' ANNUAL REPORT**

### **YEAR ENDED 31 MARCH 2024**

The trustees have pleasure in presenting their report and the financial statements of the charity for the year ended 31 March 2024.

#### **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:

Lucretia Gray	(Interim Chair from 24.01.2024, Resigned - 04.07.2024)
Michael Alderman	Resigned - 24.01.2024
Tony Hughes	
Silvia Laraia	
Iain Large	
Wendy McLean	
Jill Maycock	
Kim Smith	

#### **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 2024**

### **DIRECTOR'S REPORT FOR THE YEAR ENDED 31 MARCH 2024**

#### **Structure, Governance and Management**

New or additional trustees are appointed in the manner set out in the Charity's governing documents, namely by way of election at the Annual General Meeting.

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.

#### **Training of trustees**

Each new trustee has access to resources online, which contain 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. These resources are 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 continually review risks and take action to mitigate them. Our dependence on service agreements including that 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 to 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.*

To achieve these objectives, and this aim, Resolve West trains 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 incorporated 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 started the year positively following a successful bidding process leading to continued funding from Bristol City Council to deliver conflict resolution services for two years and also relationships and contracts with other housing providers. We also started to work closely with the Office of the Police Crime Commissioner and an independent agency evaluating the commissioned victim services, regarding future funding beyond 2025.

We provided neighbourhood/community conflict resolution (CR) and Restorative Justice (RJ) services across Avon & Somerset, 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 continued to provide ad-hoc conflict resolution services to organisations related to workplace conflict.

During this period, we worked with 994 direct beneficiaries across all of our services including those who have attended our workshops, trainings and briefings. Of course, indirect beneficiaries are far greater. We have delivered and have provided support and supervision to 67 volunteer practitioners who between them have volunteered in excess of 6,432 hours with a social value exceeding £103,000 per annum.

We were delighted to have welcomed back Nina Bayandor following her maternity leave in October 2023, and said goodbye to Sam Edwards who covered the role of Service manager during 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 our Restorative Justice Service and an uplift from Local Authority as part of our Hate Crime and Discrimination Services.

Following significant work from the RJ team and also our valued RJ volunteers we were delighted to have been awarded Registered Provider Status through the Restorative Justice Council, which highlighted through this independent evaluation the high quality of the service that we provide.

We have continued to work 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 a regional RJ Working Group and a RJ Tactical group to develop and to 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 and conflict resolution are built into plans when working to tackle crime and conflict.

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 completed a review of our IT Security, putting in additional measures to ensure our systems are secure, and continued to review, update and implement policy updates moving forward. We successfully completed our updated website which included renewing and updating our branding and launched the new website in September 2023 improving the opportunities to showcase our work and services including important resources for our volunteers and developed monthly bulletins and quarterly newsletters as well as developing a social media sub-group so that this is updated on a regular basis.

All of these developments, and the 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. We were delighted in this period to welcome new volunteers to the RJ service and the CR service. Our volunteers and staff continue to be 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**

Income for the year amounted to £316,305 (2022-23: £391,007), a decrease of £74,702. Bristol Impact fund and RAAS both received an uplift in 2023-24 (£1,311 for BIF and £4,475 for RAAS) due to inflationary pressures. This will continue to the end of these projects. The income from Neighbourhood conflict resolution cases has reduced from £68,361 to £53,380. This is due to a reduction in funding from the BCC (£8,000) and other housing associations. Fundraising levels have remained good and taking the legacy received in 2022-23 (£53,201) out of the equation there was just a drop of £3,079.

Expenditure during the year amounted to £344,903 (2022-23: £344,855). There has been an increase in salaries across all teams due to inflationary and incremental rises. Direct costs have not changed significantly and in some areas reduced as we try to make the best use of our income and hybrid working patterns. There has been an increase in Core IT and Phones as we used some of the legacy money from 2021-22 to rebuild our website. The spending on this came to £7,000.

The result is that there was net movement of £21,123 (deficit) on unrestricted funds (2022-23: £46,957 surplus) and a deficit of £7,475 on restricted funds (2022-23: £805 deficit), giving an overall deficit of £28,598 (2022-23: surplus of £46,152). At the end of the year there were accumulated unrestricted funds of £137,719 (2022-23: £158,842) and restricted funds carried forward amounted to £7,936 (2022-23: £15,411), our net assets decreased to £145,655 (2022-23: £174,253).

The contracts we have in place have continued during the current financial year - the Restorative Approaches Avon & Somerset contract runs until March 2025, our Hate Crime and Discrimination contract to March 2026, and our contract with Bristol City Council to end of May 2025 which provides welcome financial security.

## Reserves Policy

The policy of the Trustees is to maintain free financial reserves equivalent to between three (£70,000) and six months (£140,000) of core running costs and Salaries, plus redundancy costs (£37,000).

The total Reserves should therefore be between £107,000 and £177,000. At the end of the year, the balance of unrestricted free reserves was £137,719 (2022-23: £158,842).

## 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 3<sup>rd</sup> October and signed on their behalf by

*Wendy McLean*

3 October 2024

Wendy McLean  
Co-chair and director

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## **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 2024.

### **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

Date: 3 October 2024

**RESOLVE WEST LTD****STATEMENT OF FINANCIAL ACTIVITIES (Including income & expenditure account)****YEAR ENDED 31 MARCH 2024**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds 2024 £</b>	<b>Total Funds 2023 £</b>
<b>Income from:</b>					
Donations and legacies	<b>2</b>	50,097	-	50,097	106,377
Investment income		1,273	-	1,273	1,137
Charitable activities	<b>3</b>	53,919	211,016	264,935	283,493
<b>Total income</b>		<b>105,289</b>	<b>211,016</b>	<b>316,305</b>	<b>391,007</b>
<b>Expenditure on:</b>					
Raising funds		11,200	-	11,200	18,234
Charitable activities	<b>4</b>	114,526	219,177	333,703	326,621
<b>Total expenditure</b>		<b>125,726</b>	<b>219,177</b>	<b>344,903</b>	<b>344,855</b>
<b>Net income/(expenditure)</b>	<b>6</b>	<b>(20,437)</b>	<b>(8,161)</b>	<b>(28,598)</b>	<b>46,152</b>
<b>Transfers between funds</b>	<b>10</b>	<b>(686)</b>	<b>686</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(21,123)</b>	<b>(7,475)</b>	<b>(28,598)</b>	<b>46,152</b>
<b>Total funds at the start of the year</b>	<b>10</b>	<b>158,842</b>	<b>15,411</b>	<b>174,253</b>	<b>128,101</b>
<b>Total funds at the end of the year</b>	<b>10</b>	<b>137,719</b>	<b>7,936</b>	<b>145,655</b>	<b>174,253</b>

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 12 to 17 form part of these financial statements.**

**RESOLVE WEST LTD****BALANCE SHEET****AS AT 31 MARCH 2024****Company No: 02538842**

	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors	8	29,457	6,184
Cash at bank		133,809	180,518
Total current assets		<u>163,266</u>	<u>186,702</u>
<b>Creditors : Amounts falling due within one</b>	9	(17,611)	(12,449)
<b>Net assets</b>		<u>145,655</u>	<u>174,253</u>
<b>Restricted funds</b>	10	7,936	15,411
<b>Unrestricted funds</b>	10	137,719	158,842
		<u>145,655</u>	<u>174,253</u>

For the year ending 31 March 2024 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 03 October 2024 and are signed on their behalf by:

*Wendy McLean*

Wendy McLean, Co-chair and director

The notes on pages 12 to 17 form part of these financial statements.

**RESOLVE WEST LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2024**

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**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 crisis. 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 2024**

**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**

	<b>Total Funds 2024</b>	<b>Total Funds 2023</b>
	<b>£</b>	<b>£</b>
Grants and donations	50,046	53,171
Legacies	-	53,201
Other income and donations	51	5
	<u>50,097</u>	<u>106,377</u>

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

**3 Income from: charitable activities**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Conflict Resolution: Bristol City Council	37,000	-	37,000
Conflict Resolution: Housing Associations etc	11,570	-	11,570
Conflict Resolution: Commercial Cases	5,349	-	5,349
RAAS (Restorative Approaches Avon & Som)	-	183,475	183,475
Hate Crime Service (Prospectus)	-	27,541	27,541
	<u>53,919</u>	<u>211,016</u>	<u>264,935</u>

**Prior year comparative**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
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>

**RESOLVE WEST LTD****NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 31 MARCH 2024****4 Expenditure on: charitable activities**

	<b>Salary costs</b>	<b>Direct costs</b>	<b>Total costs</b>	<b>Recharges to projects</b>	<b>Total 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted expenditure</b>					
Conflict Resolution Service	56,310	4,113	60,423	-	60,423
Core	72,181	43,245	115,426	(78,450)	36,976
Organisational Development	15,812	1,315	17,127	-	17,127
	<u>144,303</u>	<u>48,673</u>	<u>192,976</u>	<u>(78,450)</u>	<u>114,526</u>
<b>Restricted expenditure</b>					
RAAS	107,182	14,608	121,790	69,160	190,950
Hate Crime Service	17,712	1,225	18,937	9,290	28,227
	<u>124,894</u>	<u>15,833</u>	<u>140,727</u>	<u>78,450</u>	<u>219,177</u>
<b>Total</b>	<u>269,197</u>	<u>64,506</u>	<u>333,703</u>	<u>-</u>	<u>333,703</u>
<b>Prior year</b>					
	<b>Salary costs</b>	<b>Direct costs</b>	<b>Total costs</b>	<b>Recharges to projects</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted expenditure</b>					
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>
<b>Restricted expenditure</b>					
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>
<b>Total</b>	<u>263,396</u>	<u>63,225</u>	<u>326,621</u>	<u>-</u>	<u>326,621</u>

**RESOLVE WEST LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2024**

**5 Staff costs**

	<b>Total 2024 £</b>	<b>Total 2023 £</b>
Gross wages and salaries	244,957	235,750
Employer's National Insurance costs	15,059	14,292
Pension contributions	7,531	5,726
Redundancy	-	977
<b>Total staff costs</b>	<b><u>267,547</u></b>	<b><u>256,745</u></b>

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

	<b>2024 No.</b>	<b>2023 No.</b>
Charitable activities	9	9
Administration	3	2
	<b><u>12</u></b>	<b><u>11</u></b>

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 £45,135 (2023: £48,632).

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

**6 Net income for the year**

<b>This is stated after charging:</b>	<b>2024 £</b>	<b>2023 £</b>
Independent examiner's fees:		
- Independent Examination	880	800
- Accounts Preparation	1,100	1,000
- Under /(Over) Accrual in prior year	(360)	-
	<b><u>(360)</u></b>	<b><u>-</u></b>

**7 Taxation**

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

**8 Debtors**

	<b>2024 £</b>	<b>2023 £</b>
Debtors	24,788	655
Prepayments	4,669	5,529
	<b><u>29,457</u></b>	<b><u>6,184</u></b>

**9 Creditors - amounts falling due within one year**

	<b>2024 £</b>	<b>2023 £</b>
Trade creditors	1,831	718
Social security	5,331	7,613
Other creditors	-	306
Accruals & deferred income	10,449	3,812
	<b><u>17,611</u></b>	<b><u>12,449</u></b>

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**10 Movement in funds**

	<b>1 April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>31 March 2024</b>
	£	£	£	£	£
<b>Restricted funds</b>					
RAAS (Restorative Approaches Avon & Somerset)	15,411	183,475	(190,950)	-	7,936
Hate Crime Service (Prospectus)	-	27,541	(28,227)	686	-
	<u>15,411</u>	<u>211,016</u>	<u>(219,177)</u>	<u>686</u>	<u>7,936</u>
<b>Unrestricted funds</b>					
General funds	158,842	105,289	(125,726)	(686)	137,719
	<u>158,842</u>	<u>105,289</u>	<u>(125,726)</u>	<u>(686)</u>	<u>137,719</u>
<b>Total funds</b>	<u>174,253</u>	<u>316,305</u>	<u>(344,903)</u>	<u>-</u>	<u>145,655</u>

	<b>1 April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>31 March 2023</b>
	£	£	£	£	£
<b>Restricted funds</b>					
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>
<b>Unrestricted funds</b>					
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>
<b>Total funds</b>	<u>128,101</u>	<u>391,007</u>	<u>(344,855)</u>	<u>-</u>	<u>174,253</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.

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**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.

There are no transactions with trustees or other related parties other than those disclosed as required by the SORP elsewhere in the financial statements. In 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.

**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**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds 2023 £</b>
<b>Income from:</b>			
Donations and legacies	106,377	-	106,377
Investment income	1,137	-	1,137
Charitable activities	68,324	215,169	283,493
<b>Total income</b>	<u>175,838</u>	<u>215,169</u>	<u>391,007</u>
<b>Expenditure on:</b>			
Raising funds	18,234	-	18,234
Charitable activities	107,622	218,999	326,621
<b>Total expenditure</b>	<u>125,856</u>	<u>218,999</u>	<u>344,855</u>
<b>Net income/(expenditure) for the year</b>	49,982	(3,830)	46,152
<b>Transfers between funds</b>	(3,025)	3,025	-
<b>Net movement in funds</b>	<u>46,957</u>	<u>(805)</u>	<u>46,152</u>
<b>Total funds at the start of the year</b>	111,885	16,216	128,101
<b>Total funds at the end of the year</b>	<u>158,842</u>	<u>15,411</u>	<u>174,253</u>