

**TRUSTEES ANNUAL REPORT  
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED  
31 MARCH 2025**

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## **CHAIR'S INTRODUCTION**

Welcome to Resolve West's 2024-2025 Annual Report and Financial Statements.

As always, it's been a busy year for Resolve West.

There have been some changes on the Board of trustees. Lou Gray stood down as Chair and, while advertising for a new chair, the position was held in rotation with acting chairs and co-chairs.

This year a key focus for Jules, our Director, has been the recommissioning of the Office of the Police & Crime Commissioner's (OPCC) Victim Support services for 2025. This time the OPCC decided to commission one overall lead contractor for all adult victim services. With the support of Resolve West and Stand Against Racism and Inequality (SARI), Victim Support, as lead provider, were successful in being awarded a seven-year contract commencing 1 April 2025. We look forward to a fruitful working relationship with Victim Support and Sari.

In October we held our Annual General Meeting & Awayday. This successful event brought together staff, trustees and volunteers to celebrate the achievements of the past year and to review our last strategic plan. Everyone had an opportunity to hear about our new draft plan and input into our developments for the future. Trustees also had a chance to meet staff at the very enjoyable Christmas get together.

After several years committed service, Wendy McLean decided that it was time to step down as a trustee, though we were pleased to learn that she will continue as a Restorative Justice volunteer. We have found it very helpful to have direct input from a practitioner, as well as benefitting from Wendy's valuable knowledge of the wider world of Restorative Justice. We wish her well as she spends more time travelling.

At the beginning of 2025 we were very saddened to learn of the sudden passing of Martin Seddon, who had recently stepped down as a trustee due to ill health. His expertise and thoughtful contributions to the Board were valued, and he is missed. Our thoughts are with his family.

The new year also brought a move to new offices, whilst remaining in Easton. Our amazing staff team volunteered to undertake the removals in exchange for lunchtime pizzas!

Due to concerns about the financial trajectory, a difficult decision had to be made to maintain a robust position. Whilst we have increased our focus on fundraising, and reduced accommodation costs, we also regretfully identified the need to reduce hours for some staff. We are very grateful to the staff for the professional way this has been achieved.

We know that the current financial climate means that we will need to maintain our focus on finance in the coming year and are pleased to have a trustee Treasurer in the pipeline to support us in this task.

As always, the trustees are grateful to our brilliant volunteers for making it possible to deliver our services, and to our staff for supporting them, and the Board, in our work.

Kim Smith & Tony Hughes, Acting Co-Chairs

*Kim Smith*                      *Tony Hughes*

Date: .22nd October.2025

## **TRUSTEES' ANNUAL REPORT**

### **YEAR ENDED 31 MARCH 2025**

The trustees have pleasure in presenting their report and the financial statements of the charity for the year ended 31 March 2025.

#### **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	
Tony Hughes	
Silvia Laraia	
Iain Large	
Wendy Mclean	Resigned 29 <sup>th</sup> November 2024
Jill Maycock	Resigned 28 <sup>th</sup> May 2025
Kim Smith	
Martin Seddon	Resigned 16 <sup>th</sup> January 2025

#### **Principal Address:**

Room 14 A, 1<sup>st</sup> Floor, The Old Co-op, 40-42 Chelsea Road, Bristol BS5 6AF

#### **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  
Cambridge & Counties Bank, Charnwood Court, 5b New Walls, Leicester, England, LE16TE

**TRUSTEES' ANNUAL REPORT  
YEAR ENDED 31 MARCH 2025**

**1. 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.*

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 carry out surveys of those we have helped and 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.

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, forums and deliver briefings and presentations when appropriate opportunities arise to partners, agencies, communities, voluntary agencies, statutory bodies, educational establishments to name a few.

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.

**2. Structure, Governance and Management**

2.1 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.

All Trustees give their time voluntarily and receive no benefits from the charity.

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.

## 2.2 Induction and 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.

## 2.3 Risk Management

The trustees continually review risks and take action to mitigate them. Our dependence on high value contracts, 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 minimised by the implementation of effective internal control procedures that ensure both appropriate authorisation 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. For all other areas of risk, Resolve West has a full range of policies and procedures to govern the operation of the organisation and meet statutory requirements, which are regularly reviewed.

## 3. Achievements during the year

Resolve West have had a very busy year providing 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. We also developed closer working relationships with housing providers leading to an increase in service level agreements which gave us increased security during this year.

During this period, we have worked with 1,188 direct beneficiaries across all of our services including those who have attended our workshops, trainings and briefings. Of course, indirect beneficiaries are far greater including family, friends, colleagues and the wider communities who are also impacted by conflict and crime. We have delivered and have provided support and supervision to 57 volunteer practitioners who between them have volunteered in excess of 5,415 hours with a social value exceeding £111,572 per annum.

During 2024 we developed our training and recruited and trained 8 people in conflict coaching, 6 of which went onto volunteer with us as well as recruiting a number of volunteers already trained elsewhere and also ran further training in complex and sensitive work to a group of our RJ volunteers. In early 2025 we were able to run a number of information and awareness sessions and commenced the joint process of recruiting volunteers for both our RJ Service and also for our Conflict Resolution service in Spring 2025. We were also able to provide development opportunities to our staff team through training and supervision. To streamline the RJ process, the RJ staff team were subject to security clearance and appropriate training to permit access the police system, Niche.

Commissioning for the RJ services and victim services went live in March 2024 and following some changes to this, we worked closely in partnership with other commissioned victim services linking up to develop a new model of working with a lead provider. This culminated in a joint bid for victim services with us working with Victim Support as the lead

provider and SARI (Stand against Racism and Inequality). We were delighted to have found out in July 2024 that this had been successful and commenced a mobilisation period prior to the new contract commencing on 1<sup>st</sup> April 2025. We were very excited with this new development which enables us to work closer together, for the opportunity to develop the services further and for Resolve West to continue deliver Restorative Justice to 2032.

This new contract has come with some challenges for Resolve West with a significant reduction in funding which led to us exploring various accommodation options and we successfully moved offices in April 2024 to The Old Coop in Easton. In addition to this, we had to look at our expenditure, particularly our core expenditure and salaries and commenced an open and transparent consultation with our valued staff team leading to some reductions in some staffing hours.

During this period, we attended a number of events and consultations related to our hate crime and discrimination funding. This was as part of Bristol Impact Fund (BIF) 3 developments and future funding options that were being explored by the local authority for the funding of these services from 1<sup>st</sup> April 2026 until 2030. BIF3 will build on the foundations of BIF1 and BIF2 to prioritise investments into neighbourhood organisations and citywide equalities communities. This commissioning process opened in March 2025 and working closely with SARI, Bristol MIND, Bristol Law Centre and Off the Record we submitted a bid and are expecting a decision in December 2025.

We have had ongoing positive contact with all of our funders and referrers throughout this period and delivered an increased number of awareness sessions to local authorities, housing providers and criminal justice agencies. Our collaborative work as part of Bristol Hate Crime and Discrimination Services has helped to raise awareness and understanding of hate incidents and the impacts of this through workshops, forums to upskill the attendees in managing these in the future.

We work collaboratively and regularly liaised with agencies that we link with including our attendance at their team meetings and also representatives coming along to our group supervision sessions to highlight to our volunteers their services and how we link together. We have continued to be part of the Civil Mediation Council Community Mediation working group and also the Regional RJ Forum and were delighted to host one of these in June 2024 focussing on Equality, Diversity and Inclusion.

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.

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 the new volunteers to our CR service and are excited as more join the RJ service and our conflict resolution 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 £312,077 (2023-24: £316,305), a decrease of £4,228. Bristol Impact fund and RAAS both continued to receive an uplift in 2024-25 (£2,623.41 for BIF and £8,950 for RAAS) due to inflationary pressures. The income from Neighbourhood conflict resolution cases has reduced from £53,380 to £52,262. This is due to a reduction in the income from Housing Association Contracts. Fundraising levels have remained good with only a small reduction of £9,072 from £50,097 to £41,025.

Expenditure during the year amounted to £329,911 (2023-24: £344,903). Our direct costs have reduced by £8,130 however in reality they have stayed stable as the additional costs in the year 2023-24 were due to the expenditure of a legacy we received being spent on a new website. We also had a reduction in the cost for raising funds as we have taken fundraising in house saving £9,490.

The result is that there was net movement of £9,898 (deficit) on unrestricted funds (2023-24: £21,123 deficit) and a deficit of £7,936 on restricted funds (2023-24: £7,475 deficit), giving an overall deficit of £17,834 (2023-24: deficit of £28,598). At the end of the year there were accumulated unrestricted funds of £127,821 (2023-24: £137,719) and restricted funds carried forward amounted to zero (2023-24: £7,936).

The contracts we have in place have continued during this financial year - the Restorative Approaches Avon & Somerset contract ran until 31<sup>st</sup> March 2025 with the new Avon & Somerset Victim Service commencing from 1<sup>st</sup> April 2025. Our Hate Crime and Discrimination contract runs to 31<sup>st</sup> March 2026, and our contract with Bristol City Council has now been extended to 31<sup>st</sup> May 2026. In addition to this we have contracts in place with Curo Housing, Alliance Homes and Brighter Places all of which provide welcome financial security.

### **Reserves Policy**

The policy of the trustees is to maintain free financial reserves equivalent to between three (£71,000) and six months (£142,000) of core running costs and salaries, plus redundancy costs (£42,000).

The total reserves should therefore be between £113,000 and £183,000. At the end of the year, the balance of unrestricted free reserves was £127,821 (2023-24: £137,719).

### **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 .....22nd October 2025..... and signed on their behalf by

*Kim Smith*      *Tony Hughes*

Kim Smith & Tony Hughes (Acting Co-Chairs)

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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 2025.

**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: .....22nd October 2025.....

# RESOLVE WEST LTD

## STATEMENT OF FINANCIAL ACTIVITIES (Including income & expenditure account)

YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>Income from:</b>					
Donations and legacies	2	41,025	-	41,025	50,097
Investment income		1,987	-	1,987	1,273
Charitable activities	3	52,262	216,803	269,065	264,935
<b>Total income</b>		<u>95,274</u>	<u>216,803</u>	<u>312,077</u>	<u>316,305</u>
<b>Expenditure on:</b>					
Raising funds		1,710	-	1,710	11,200
Charitable activities	4	111,346	216,855	328,201	333,703
<b>Total expenditure</b>		<u>113,056</u>	<u>216,855</u>	<u>329,911</u>	<u>344,903</u>
<b>Net income/(expenditure)</b>	6	(17,782)	(52)	(17,834)	(28,598)
<b>Transfers between funds</b>	9	7,884	(7,884)	-	-
<b>Net movement in funds</b>		<u>(9,898)</u>	<u>(7,936)</u>	<u>(17,834)</u>	<u>(28,598)</u>
<b>Total funds at the start of the year</b>	9	137,719	7,936	145,655	174,253
<b>Total funds at the end of the year</b>	9	<u>127,821</u>	<u>-</u>	<u>127,821</u>	<u>145,655</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 2025

Company No: 02538842

	Note	2025 £	2024 £
<b>Current assets</b>			
Debtors	7	8,886	29,457
Cash at bank		139,035	133,809
Total current assets		<u>147,921</u>	<u>163,266</u>
<b>Creditors : Amounts falling due within one</b>	8	(20,100)	(17,611)
<b>Net assets</b>		<u>127,821</u>	<u>145,655</u>
<b>Restricted funds</b>	9	-	7,936
<b>Unrestricted funds</b>	9	127,821	137,719
		<u>127,821</u>	<u>145,655</u>

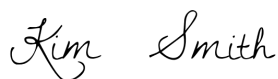
For the year ending 31 March 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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 ..... 22nd October 2025 ..... and are signed on their behalf by:



Kim Smith, Acting Co-chair and director

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 2025

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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.

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# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

### 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 2025 £	Total Funds 2024 £
Grants and donations	41,025	50,046
Legacies	-	-
Other income and donations	-	51
	<u>41,025</u>	<u>50,097</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 2025 £
Conflict Resolution: Bristol City Council	37,000	-	37,000
Conflict Resolution: Housing Associations etc	15,262	-	15,262
Conflict Resolution: Commercial Cases	-	-	-
RAAS (Restorative Approaches Avon & Som)	-	187,950	187,950
Hate Crime Service (Prospectus)	-	28,853	28,853
	<u>52,262</u>	<u>216,803</u>	<u>269,065</u>

#### Prior year comparative

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
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>

# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

### 4 Expenditure on: charitable activities

	Salary costs £	Direct costs £	Total costs £	Recharges to projects £	Total 2025 £
<b>Unrestricted expenditure</b>					
Conflict Resolution Service	49,923	4,038	53,961	-	53,961
Core	78,500	37,640	116,140	(79,865)	36,275
Organisational Development	20,100	1,010	21,110	-	21,110
	<u>148,523</u>	<u>42,688</u>	<u>191,211</u>	<u>(79,865)</u>	<u>111,346</u>
<b>Restricted expenditure</b>					
RAAS	102,661	13,558	116,219	69,493	185,712
Hate Crime Service	20,641	130	20,771	10,372	31,143
	<u>123,302</u>	<u>13,688</u>	<u>136,990</u>	<u>79,865</u>	<u>216,855</u>
<b>Total</b>	<u>271,825</u>	<u>56,376</u>	<u>328,201</u>	<u>-</u>	<u>328,201</u>
<b>Prior year</b>					
	Salary costs £	Direct costs £	Total costs £	Recharges to projects £	Total 2024 £
<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
Schools Project	-	-	-	-	-
	<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>

**RESOLVE WEST LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2025**

**5 Staff costs**

	<b>Total 2025</b>	<b>Total 2024</b>
	<b>£</b>	<b>£</b>
Gross wages and salaries	248,189	244,957
Employer's National Insurance costs	15,442	15,059
Pension contributions	7,446	7,531
Redundancy	-	-
<b>Total staff costs</b>	<b><u>271,077</u></b>	<b><u>267,547</u></b>

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

	<b>2025</b>	<b>2024</b>
	<b>No.</b>	<b>No.</b>
Charitable activities	9	9
Administration	2	3
	<b><u>11</u></b>	<b><u>12</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 £77,242 (2024: £45,135).

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>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Independent examiner's fees:		
- Independent Examination	965	880
- Accounts Preparation	1,210	1,100
- Under /(Over) Accrual in prior year	-	(360)
	<b><u>-</u></b>	<b><u>(360)</u></b>

**7 Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Debtors	6,794	24,788
Prepayments	2,092	4,669
	<b><u>8,886</u></b>	<b><u>29,457</u></b>

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

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,211	1,831
Social security	5,557	5,331
Accruals & deferred income	11,332	10,449
	<b><u>20,100</u></b>	<b><u>17,611</u></b>

# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

### 9 Movement in funds

	1 April 2024 £	Income £	Expenditure £	Transfers £	31 March 2025 £
<b>Restricted funds</b>					
RAAS (Restorative Approaches Avon & Somerset)	7,936	187,950	(185,712)	(10,174)	-
Hate Crime Service (Prospectus)	-	28,853	(31,143)	2,290	-
	<u>7,936</u>	<u>216,803</u>	<u>(216,855)</u>	<u>(7,884)</u>	<u>-</u>
<b>Unrestricted funds</b>					
General funds	137,719	95,274	(113,056)	7,884	127,821
	<u>137,719</u>	<u>95,274</u>	<u>(113,056)</u>	<u>7,884</u>	<u>127,821</u>
<b>Total funds</b>	<u>145,655</u>	<u>312,077</u>	<u>(329,911)</u>	<u>-</u>	<u>127,821</u>

### Prior year comparative

	1 April 2023 £	Income £	Expenditure £	Transfers £	31 March 2024 £
<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>

### RAAS (Restorative Approaches Avon and Somerset)

This service which commenced in June 2017 worked in collaboration with Avon and Somerset Police to provide restorative justice across Avon and Somerset. The funding for this service was from the Office of the Police Crime Commissioner for Avon and Somerset. The RAAS fund closed as of end March 2025, with the remaining funds transferred to general funds.

### 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.

### 10 Taxation

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

# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

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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.

### 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 2024 £
<b>Income from:</b>			
Donations and legacies	50,097	-	50,097
Investment income	1,273	-	1,273
Charitable activities	53,919	211,016	264,935
<b>Total income</b>	<u>105,289</u>	<u>211,016</u>	<u>316,305</u>
<b>Expenditure on:</b>			
Raising funds	11,200	-	11,200
Charitable activities	114,526	219,177	333,703
<b>Total expenditure</b>	<u>125,726</u>	<u>219,177</u>	<u>344,903</u>
<b>Net income/(expenditure) for the year</b>	(20,437)	(8,161)	(28,598)
<b>Transfers between funds</b>	(686)	686	-
<b>Net movement in funds</b>	<u>(21,123)</u>	<u>(7,475)</u>	<u>(28,598)</u>
<b>Total funds at the start of the year</b>	158,842	15,411	174,253
<b>Total funds at the end of the year</b>	<u>137,719</u>	<u>7,936</u>	<u>145,655</u>