

**TRUSTEES ANNUAL REPORT  
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED  
31 MARCH 2021**

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## CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2021

Welcome to Resolve West's 2020 -2021 Annual Report and Financial Statements.

Undoubtedly, the last 12 months have been one of the most challenging periods in the history of Resolve West. The Covid pandemic has presented much uncertainty as well numerous operational and personal challenges. Like most organisations, we had to rapidly adapt to the realities of the restrictions necessitated by the pandemic. Despite the short notice switch to remote working and newfound dominance of virtual collaboration, Resolve West has continued operations throughout.

Through close collaboration with our partners and funders, there have been some significant achievements within our services. In the period from 1st April 2020 to 31st March 2021, we provided direct support to more than 1040 individuals across Avon & Somerset who were experiencing conflict or those that are victims or perpetrators or crime. Indirect beneficiaries are even greater, including the family and friends of these individuals. Despite the ban on close contact and the closure of schools and community venues, we were able to continue to provide restorative services virtually. This offered a crash course in new ways of working and many of the lessons and best practice will continue to the benefit of both client and volunteer.

With regards to the board of Trustees, I am pleased to report that it has been a stable year. I am pleased to welcome several new board members. Jill Maycock brings extensive corporate experience, as well as many years as a RJ volunteer. Clare Preskett brings significant marketing, communication, and commercial experience. Lastly Tony Hughes, a long-standing mediation volunteer, brings experience within the legal and commercial mediation sector. Sadly, like so many small organisations a treasurer remains elusive however, we continue to leverage existing professional relationships to supplement board financial oversight.

In terms of financials, Resolve West has been in the enviable situation of having a secured funding position, thanks to our efforts last year to retain our existing Mediation and Restorative Justice contracts with Bristol City Council and Avon and Somerset police. Our unrestricted funds have also grown through increased external donations. As an organisation that has always been dependent on service contracts, this is welcome development which we hope to build on in the next twelve months.

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



Michael Alderman

Chair

Date: ...03/11/2021.....

## **TRUSTEES ANNUAL REPORT YEAR ENDED 31 MARCH 2021**

The trustees have pleasure in presenting their report and the financial statements of the charity for the year ended 31 March 2021.

### **Status**

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

### **Trustees**

The Trustees who served during the year were as follows:

#### Name

Michael Alderman	(Chair)
Dawn Appleford	
Emma Goulden	
Wendy Mclean	
Jill Maycock	(appointed 4 June 2020)
Clare Preskett	(appointed 23 November 2020)
Rebecca Caroline Lloyd	(resigned June 2020)
Tony Hughes	(appointed 2 February 2021)

### **Principal Address:**

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

### **Independent Examiner**

Neil Kingston FCA, 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

## **TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2021**

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

### **Induction and training of trustees**

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

### **Risk Management**

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

### **Objectives and Activities**

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

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

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

## **TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2021**

### **Objectives and Activities (continued)**

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

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

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

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

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

### **Achievements during the year**

Resolve West has had a challenging and very busy year during 2020/2021. The pandemic and subsequent lockdowns have greatly impacted our services, clients, our volunteers, and our staff team.

When the Covid pandemic hit us in March 2020, it was essential that we made adaptations to continue to provide our services virtually and safely. This included our 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 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.

Due to the impacts on communities from the pandemic, government restrictions and lockdowns we saw a significant increase of enquiries and referrals into our conflict resolution/neighbourhood and community service. Many more people were stuck at home, with children off school and for many there were additional frustrations, financial and health pressures that came with the pandemic.

As schools and community venues were closed, we had to furlough Simone Lemon, our Take 5 Schools Coordinator. She was able to return in August 2020, and in consultation with our partners and funders, we were able to agree that we would extend the project by the period of her furlough to August 2021.

## **TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2021**

### **Achievements during the year (continued)**

It was essential that we ensured that we supported our staff to work flexibly alongside managing the impact of the pandemic. This led to us furloughing our Admin Assistant, Olivia Wheatley and our Senior Caseworker, Ishshah Fleming. Ishshah's hours were reallocated across to the casework team within the neighbourhood conflict resolution service due to the high demands from referrals and enquiries. I am pleased to say that we ceased using the furlough scheme by the end of September 2020 and the total financial saving from the scheme was £12,276

As we navigated the option of delivering our vital services virtually, we also had to adapt our technology, IT and security systems so that our teams were able to work from home. This included the provision of a VPN and laptops for all staff. The total directly associated financial impact of the pandemic was £7,454 in these adaptations.

We remained in regular contact with our funders and referrers through virtual meetings. We also linked up regularly with other providers across the country in forums on virtual platforms which enabled us to share best practice guidelines and ways of working so we could learn from each other. We ensured that we communicated regularly to our essential staff and volunteers, so they were aware of our plans moving forward. They were able to input into this through newsletters, surveys and online meetings and we provided essential training and awareness sessions on how to continue to provide quality, confidential and secure services.

Initially, we had to postpone our face-to-face briefings and trainings to the police, and other partner agencies, however, we were eventually able to move towards delivering these virtually to ensure that our partners and referrers were aware of our ways of working and the adaptations we had made.

As well as impacting our services and ways of working, the pandemic also impacted our valued and skilled staff team as they adapted to working remotely. This has led to a lot of changes in staffing in the past year. Hannah Pepper, our Volunteer Manager and Community Engagement Officer chose to step down in August 2020, however, remains with Resolve West as our freelance Supervisor and Consultant. As a result of the adaptations made to meet current organisational demands, the Trustees and Director looked at the structure of the Conflict Resolution Service, highlighting the need for additional casework hours and a Services Manager role to act as a deputy to our Director. This led to the position of Senior Caseworker being fragmented. Following a consultation period, our Senior Caseworker, Ishshah Fleming, left in October 2020. We were pleased to welcome Mark Rutherford to our conflict resolution services as part-time caseworker in November 2020. In April 2021, Nina Bayandor, our new Services Manager joined us, enabling greater resilience across all our services.

Emma Tyler left the Restorative Justice Service team in January 2021. Anna Hill, one of our RJ Coordinators, subsequently took on additional casework hours in addition to her coordinator role. This gave us an opportunity to look at the structure within the RJ team and the roles and responsibilities of the staff members and make necessary and positive changes to enable development opportunities across the team into the future.

## **TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2021**

### **Achievements during the year (continued)**

Olivia Wheatley, our Admin Apprentice, continued working with us part time as an Admin Assistant alongside her University studies until December 2020. We also said goodbye to Steve Marsden our Finance Officer who was with Resolve West for over 10 years when he retired in February 2021. We were delighted to welcome Fee Barton as our new part time Finance Officer who joined us in February 2021.

Resolve West continues to be busy. As we have eased out of the restrictions in 2021, we have made sure to retain the learning we have gained through the ways of working forced on us by the pandemic, meaning we continue to provide our vital services both virtually and face to face. We continue to attend other strategic meetings and boards virtually to ensure that restorative approaches are built into actions plans when working to tackle crime and conflict and have maintained regular links with other national providers.

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

### **Financial Report**

#### **Results for the year**

Total income this year decreased by £1,354 to £346,471 (2019-20 £347,825), as whilst we saw an increase in external donations the Homelessness Prevention Project came to an end.

Expenditure during the year amounted to £326,334 (2019-20 £322,408), an increase of £3,926. Salary costs have increased by £23,548 due to changes in staffing including recruitment of an additional Caseworker who joined the conflict resolution service, our apprentice moving into an Admin Assistant role, inflationary and incremental rises across the team and associated overtime across all of our services to manage the increase in demand. Direct costs have decreased in the year by £19,622 as we moved to virtual working, therefore reducing our room booking costs and associated travel and volunteer expenses across all of our services.

The result is that there was a surplus of £21,430 on unrestricted funds (2019-20 £7,086 deficit) and a deficit of £1,293 on restricted funds (2019-20 £32,503 surplus), giving an overall surplus of £20,137 (2019-20 £25,417 surplus). At the end of the year there were accumulated unrestricted surpluses of £96,231 (2019-20 £74,801) and restricted funds carried forward amounted to £27,043 (2019-20 £28,336), our net assets increased to £123,274 (2019-20 £103,137).

The contracts we have in place have continued during the current financial year - the RAAS contract runs until March 2024, which provides welcome financial security.



## **TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2021**

### **Reserves Policy**

The policy of the Trustees is to maintain free financial reserves equivalent to between three (approx. £23k) and six months (approx. £46k) of running costs. At the end of the year, unrestricted free reserves of £96,231 amounted to approximately twelve months of forecast unrestricted expenditure. We are currently holding a surplus of reserves as a consequence of cautious approach over the period as well as marked increase in fundraising. The situation has improved, and we have received more certainty from service providers we are seeking to invest some of the surplus in core systems such as our database.

### **Covid-19 Policy**

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

### **Statement of trustees' responsibilities**

The trustees (who are also directors of Resolve West Ltd -Ref 1599 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.

**TRUSTEES' ANNUAL REPORT  
YEAR ENDED 31 MARCH 2021**

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.

In so far as the trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware; and the trustees have taken all steps that they ought to make themselves aware of that information.

Approved by the trustees on ...03/11/2021..... and signed on their behalf by



Michael Alderman  
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 2021.

### **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.

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

Date: 27/10/2021.....

# RESOLVE WEST LTD

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

YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
<b>Income from:</b>					
Donations and legacies	2	39,758	1,000	40,758	16,120
Investment income		63	-	63	225
Charitable activities	3	71,804	233,846	305,650	331,480
<b>Total income</b>		<u>111,625</u>	<u>234,846</u>	<u>346,471</u>	<u>347,825</u>
<b>Expenditure on:</b>					
Charitable activities	4	90,195	236,139	326,334	322,408
<b>Total expenditure</b>		<u>90,195</u>	<u>236,139</u>	<u>326,334</u>	<u>322,408</u>
<b>Net income/(expenditure)</b>	6	21,430	(1,293)	20,137	25,417
<b>Transfers between funds</b>	10	-	-	-	-
<b>Net movement in funds</b>	10	21,430	(1,293)	20,137	25,417
<b>Total funds at the start of the year</b>	10	74,801	28,336	103,137	77,720
<b>Total funds at the end of the year</b>	10	<u>96,231</u>	<u>27,043</u>	<u>123,274</u>	<u>103,137</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 15.  
The notes on pages 14 to 20 form part of these financial statements.

# RESOLVE WEST LTD

## BALANCE SHEET

AS AT 31 MARCH 2021

Company No: 02538842

	Note	2021 £	2020 £
<b>Current assets</b>			
Debtors	8	16,246	4,828
Cash at bank		117,577	112,389
Total current assets		<u>133,823</u>	<u>117,217</u>
<b>Creditors : Amounts falling due within one</b>	9	(10,549)	(14,080)
<b>Net assets</b>		<u>123,274</u>	<u>103,137</u>
<b>Restricted funds</b>	11	27,043	28,336
<b>Unrestricted funds</b>	11	96,231	74,801
		<u>123,274</u>	<u>103,137</u>

For the year ending 31 March 2021 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 .....03/11/2021..... and are signed on their behalf by:



Michael Alderman - Chair

The notes on pages 14 to 20 form part of these financial statements.

# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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### 1 Accounting policies

#### a) Basis of preparation of accounts

The financial statements have been prepared under the historical cost convention and in accordance with applicable United Kingdom Accounting Standards, the Companies Act 2006, the Charities Act 2011, FRS 102 and the Charities Statement of Recommended Practice (FRS 102).

The charity is a Public Benefit entity.

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

#### b) Fund accounting

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

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

#### c) Income

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

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

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

#### d) Expenditure

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

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

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

#### e) Debtors

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

# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

### 1 Accounting policies (continued)

#### f) Creditors and provisions

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

#### g) Fixed assets and depreciation

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

Equipment - 15% reducing balance

#### h) Cash at bank and in hand

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

### 2 Income from: donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Grants and donations	27,482	1,000	28,482	16,120
Furlough grant	12,276	-	12,276	-
	<u>39,758</u>	<u>1,000</u>	<u>40,758</u>	<u>16,120</u>

Income from donations and legacies in the prior year was unrestricted.

### 3 Income from: charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Conflict Resolution: Bristol City Council	45,000	-	45,000
Conflict Resolution: Housing Associations etc	13,487	-	13,487
Conflict Resolution: commercial cases	13,317	-	13,317
RAAS (Restorative Approaches Avon & Som)	-	179,000	179,000
Hate Crime Service (Prospectus)	-	29,846	29,846
Schools Project	-	25,000	25,000
	<u>71,804</u>	<u>233,846</u>	<u>305,650</u>
<b>Prior year</b>			
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Conflict Resolution: Bristol City Council	45,000	-	45,000
Conflict Resolution: Housing Associations etc	15,337	-	15,337
Conflict Resolution: commercial cases	839	-	839
Other sundry income	6,446	-	6,446
RAAS (Restorative Approaches Avon & Som)	-	179,152	179,152
Hate Crime Service (Prospectus)	-	32,206	32,206
Schools Project	-	40,000	40,000
Refugee/Homelessness Project	-	12,500	12,500
	<u>67,622</u>	<u>263,858</u>	<u>331,480</u>

**RESOLVE WEST LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2021**

**4 Expenditure on: charitable activities**

	<b>Salary costs</b>	<b>Direct costs</b>	<b>Total costs</b>	<b>Recharges to projects</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted expenditure</b>					
Conflict Resolution Service	50,996	5,706	56,702	-	56,702
Core	24,369	30,873	55,242	(34,870)	20,372
Organisational Development	7,022	6,099	13,121	-	13,121
	<u>82,387</u>	<u>42,678</u>	<u>125,065</u>	<u>(34,870)</u>	<u>90,195</u>
<b>Restricted expenditure</b>					
RAAS	144,029	9,413	153,442	26,338	179,780
Hate Crime Service	20,485	1,030	21,515	5,640	27,155
Schools Project	24,965	347	25,312	2,892	28,204
Other small projects	-	1,000	1,000	-	1,000
	<u>189,479</u>	<u>11,790</u>	<u>201,269</u>	<u>34,870</u>	<u>236,139</u>
<b>Total</b>	<u>271,866</u>	<u>54,468</u>	<u>326,334</u>	<u>-</u>	<u>326,334</u>
<b>Prior year</b>					
	<b>Salary costs</b>	<b>Direct costs</b>	<b>Total costs</b>	<b>Recharges to projects</b>	<b>Total 2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted expenditure</b>					
Conflict Resolution Service	57,118	3,824	60,942	-	60,942
Core	20,548	40,078	60,626	(40,308)	20,318
Organisational Development	8,829	964	9,793	-	9,793
	<u>86,495</u>	<u>44,866</u>	<u>131,361</u>	<u>(40,308)</u>	<u>91,053</u>
<b>Restricted expenditure</b>					
RAAS	134,178	16,758	150,936	26,338	177,274
Hate Crime Service	15,184	11,093	26,277	5,640	31,917
Schools Project	11,200	1,185	12,385	1,446	13,831
Refugee/Homelessness Project	1,261	188	1,449	6,884	8,333
	<u>161,823</u>	<u>29,224</u>	<u>191,047</u>	<u>40,308</u>	<u>231,355</u>
<b>Total</b>	<u>248,318</u>	<u>74,090</u>	<u>322,408</u>	<u>-</u>	<u>322,408</u>



**RESOLVE WEST LTD**  
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**5 Staff costs**

	<b>Total 2021</b>	<b>Total 2020</b>
	£	£
Gross wages and salaries	256,739	248,318
Employer's National Insurance costs	9,120	10,783
Pension contributions	4,738	4,092
Total staff costs	<u>270,597</u>	<u>263,193</u>

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

	<b>2021</b>	<b>2020</b>
	No.	No.
Charitable activities	9	7
Administration	2	1
	<u>11</u>	<u>8</u>

Resolve West Limited considers its key management personnel to be the members of the trustee board and the director. The total employee benefits, including employer pension contributions, of the key management personnel were £49,271 (2020: £44,143).

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:**

	<b>2021</b>	<b>2020</b>
	£	£
Independent examiner's fees	1,210	840
	<u>1,210</u>	<u>840</u>

**7 Taxation**

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

**8 Debtors**

	<b>2021</b>	<b>2020</b>
	£	£
Debtors	12,484	1,066
Prepayments	3,762	3,762
	<u>16,246</u>	<u>4,828</u>

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

	<b>2021</b>	<b>2020</b>
	£	£
		(Restated)
Trade creditors	972	8,585
Social security	1,406	1,387
Other creditors	7,171	3,268
Accruals & deferred income	1,000	840
	<u>10,549</u>	<u>14,080</u>

**10 Movement in funds**

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

**Unrestricted funds**

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

**Total funds**

	<u>103,137</u>	<u>346,471</u>	<u>(326,334)</u>	<u>-</u>	<u>123,274</u>
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**Prior year**

	<b>1 April</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>31 March</b>
	2019	£	£	£	2020
	£	£	£	£	£
<b>Restricted funds</b>					
RAAS (Restorative Approaches Avon & Somerset)	20,755	179,152	(177,274)	(20,755)	1,878
Hate Crime Service(Prospectus)	13,031	32,206	(31,917)	(13,031)	289
Schools Project	-	40,000	(13,831)	-	26,169
Refugees Project	-	12,500	(8,333)	(4,167)	-
	<u>33,786</u>	<u>263,858</u>	<u>(231,355)</u>	<u>(37,953)</u>	<u>28,336</u>

**Unrestricted funds**

General funds	43,934	83,967	(91,053)	37,953	74,801
	<u>43,934</u>	<u>83,967</u>	<u>(91,053)</u>	<u>37,953</u>	<u>74,801</u>

**Total funds**

	<u>77,720</u>	<u>347,825</u>	<u>(322,408)</u>	<u>-</u>	<u>103,137</u>
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**RAAS (Restorative Approaches Avon and Somerset)**

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

# RESOLVE WEST LTD

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

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### 10 Movement in funds (continued)

#### Bristol Hate Crime Project

In this project we work in partnership with SARI (Stand Against Racism and Inequality), Brandon Trust, Bristol Mind, Off the Record Bristol and Avon and Bristol Law Centre. The project is grant funded by Bristol City Council's Impact Fund (Prospectus).

#### Schools Project

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

#### Small Projects

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

### 11 Analysis of net assets

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

#### Prior year comparative

	<b>Restricted Funds</b>	<b>Unrestricted General Funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Other net assets	28,336	74,801	103,137
	<u>28,336</u>	<u>74,801</u>	<u>103,137</u>

### 12 Trustees and other related parties

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

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

**RESOLVE WEST LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2021**

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**13 Company limited by guarantee**

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

**14 Going concern**

A substantial part of our expected funding needs to 31st March 2022 have been secured and the trustees can be reasonably confident that the remainder needed to ensure the continuance of Resolve West up to that date can be secured.

**15 Prior year fund comparatives - Statement of Financial Activities**

	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds 2020 £</b>
<b>Income from:</b>			
Donations and legacies	16,120	-	16,120
Investment income	225	-	225
Charitable activities	67,622	263,858	331,480
<b>Total income</b>	<u>83,967</u>	<u>263,858</u>	<u>347,825</u>
<b>Expenditure on:</b>			
Charitable activities	91,053	231,355	322,408
<b>Total expenditure</b>	<u>91,053</u>	<u>231,355</u>	<u>322,408</u>
<b>Net income/(expenditure) for the year</b>	(7,086)	32,503	25,417
<b>Transfers between funds</b>	37,953	(37,953)	-
<b>Net movement in funds</b>	<u>30,867</u>	<u>(5,450)</u>	<u>25,417</u>
<b>Total funds at the start of the year</b>	43,934	33,786	77,720
<b>Total funds at the end of the year</b>	<u>74,801</u>	<u>28,336</u>	<u>103,137</u>