



MEDIATION+
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31st MARCH 2015

Charity Registration No. 1116072



MEDIATION+

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs Barbara Molog (Chair) Mr Lee Whitmore Ms Helena Barrow (Treasurer) Mrs Wendy Shuttleworth Mrs Caroline Adcock Mr James Davison Chief Inspector Gary Pike
Manager	Mr Clive Gross
Charity Number	1116072
Principal Address	Southview Western Road Hailsham East Sussex BN27 3DN
Independent Examiner	Colin Swansborough 74 Brodrick Road Eastbourne East Sussex BN22 9NS
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31st MARCH 2015

The trustees present their report and accounts for the year ended 31 March 2014.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charities Act 1993 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The charity was established by a constitution dated 11 May 2006 and is registered with the Charity Commission, registration number 1116072.

The trustees who served during the year were:

Mrs Barbara Molog (Chair)
Mr Lee Whitmore
Ms Helena Barrow (Treasurer)
Mrs Wendy Shuttleworth
Mrs Caroline Adcock
Chief Inspector Gary Pike
Mr James Davison

Trustees are elected annually at the Annual General Meeting.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and activities

Mediation+ was formed in September 2006 with service to the local community as one of its fundamental principles. The Charity's objects are:

i) To promote for the public benefit in East Sussex and elsewhere, and with a view to preservation of public order, the provision of services directed toward Mediation and Conciliation between persons, organisations and groups who are involved in dispute or conflict which results from or may lead to acts of nuisance, vandalism, racial abuse, or breach of the peace.

ii) To advance the education of the public in methods of such mediation and conciliation and in particular the nature and causes of such dispute and means of managing it.

Mediation+ aims to help adults and young people across the whole community through the offer of a free, confidential, impartial and independent mediation service. Its team of trained volunteer mediators assists neighbours who are in dispute and, through the Time 2 Talk service, young people and families who are experiencing relationship difficulties. By advocating resolution by non-confrontational means, Mediation+ aims to promote peaceful, cohesive communities, improve the well-being of its users and help resolve family situations in which, if the conflicts are not addressed, there is a risk of homelessness or further social exclusion.

These principles have been the cornerstone of our activities for many years and the public benefits arising from our work are clear to see, both in the numerous successes our mediators have achieved and the many positive testimonials we receive each year. In this respect, the trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31st MARCH 2015

Mediation+ : Chair's Report 2014-2015

As Chair of Trustees, I am pleased to present the ninth annual Chair's Report for Mediation+. This is my third report as Chair I would like to acknowledge the support of my fellow Trustees on our current Board of Management: James Davison, Lee Whitmore, Caroline Adcock, Gary Pike and Wendy Shuttleworth. Sadly Ross Hollister stood down at the end of last year as a Trustee, but remains as one of our most experienced volunteer mediators and a source of invaluable advice to the service. The addition of James and Lee this year provided a new energetic dimension to the Trustee group with their experience in the worlds of finance and the Probation Service respectively, alongside the guidance of mediator Trustees Wendy and Caroline, and Gary in his role as District Commander for Wealden within Sussex Police.

A reminder of the services that are offered:

- Commercial Mediation: Covering disputes between landlords and tenants, or between businesses trading with each other.
- Community Mediation: Helping to improve communication and resolve misunderstandings between different communities or groups.
- Neighbour Mediation: Helping to resolve disputes between neighbours such as boundary or access disputes, or anti-social behaviour.
- Intergenerational Mediation (Time2Talk): Resolving disputes between young people aged 9-19 and a parent, carer or other adult in their lives.
- Health & Social Care Mediation: Resolving disputes between care providers, patients, residents or family members.

Also the range of fully accredited programme of mediation skills training for both individuals wishing to develop their own skills, or businesses and organisations looking to train their personnel, management or customer service teams.

- Dealing with Conflict & Communication Skills: One-day continuing professional development courses for businesses, organisations and individuals.
- Peer-to-Peer Mediation Training for Schools: Specially developed for primary and secondary schools or colleges, helping young people in schools acquire the skills to resolve issues within their peer group themselves. visit www.mediation-plus.org.uk

This can be measured in the wide range of courses successfully delivered and accredited:

- A training course for young people in communication and life skills (with Tomorrows People)
- Workplace Mediation course (tutored by Gillian Caro) for a group of our existing community mediators (funded by National Lottery Awards for All)
- Two courses for new community mediation volunteers including a head teacher from a community school in Uganda (sponsored by the Quicken Trust)

All of this is due to the diligence and hard work of Clive Gross (Service & Development Manager), Joan Eades (Time2Talk and Training Manager) and Catherine Lulham (Administrative & Casework Assistant) who work tirelessly to ensure the success of Mediation+ and of course the income streams that ensure the sustainability and success of the organisation.

The principles that underpin the charity have remained the foundation of our activities and this is evident from the range of cases that have been handled over the year. The numerous successes our mediators have achieved can be seen in the positive testimonials we receive each year from referring agencies and service users. Once again this is due to our volunteer mediators and their valuable contribution to the success of the organisation.

Over the years the charity has relied on traditional sources of funding in the form of grants from District, Town, County, Parish Councils and local agencies, but as these funding sources have been squeezed as budgets continue to be cut, Clive has helped us to adapt and secure new funding sources. This often requires extensive funding applications, negotiating Service Level Agreements with agencies and regular monitoring reports and analysis to the funding organisations as they expect to see tangible results for the funding provided. This financial year for instance, Mediation+ is in the 2nd year of a 3 year grant from Children in Need which supports our Time2Talk intergenerational mediation service and its coordinator Joan Eades.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31st MARCH 2015

The Management Committee of Trustees has worked closely with the Management Team to identify and develop new opportunities - such as the development of a workplace mediation service - that generates income that makes us more financially resilient and supports the principles and objectives that underpin the charity. These new training opportunities that expand the services that Mediation+ can offer are helping to ensure that the organisation remains economically sustainable.

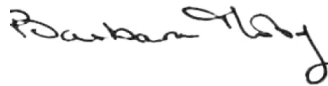
Thanks to Clive, the close co-operation between Hastings & Rother, Brighton & Hove and West Sussex Mediation services has continued, resulting in a successful joint funding to the Police and Crime Commissioner of £30,000.00 between the four services in 2014-15 under the umbrella name of the Sussex Mediation Alliance. Our portion of that funding has been used to support mediation referrals from Neighbourhood Policing Teams across Eastbourne and Wealden.

Catherine Lulham is now in her 2nd year as the Administration Assistant. The funding for this post was awarded by the Wates Foundation and has allowed both Clive and Joan to focus on their main priorities and engage in any future developments as Catherine has taken over a large amount of day to day administration.

Mediation+ become an accredited Training centre with the Open College Network London Region (OCNLR) last year and the success of our training programmes co-ordinated and organised by Joan Eades has seen exemplary reports from OCNLR and a request to consider level 4 accredited training programmes. Joan has been supported by a number of qualified trainers who have successfully in delivered a wide range of mediation skills courses.

In conclusion this has been a successful year thanks to the dedication and continuing commitment of our Service and Development Manager, Clive Gross, Casework and Training Coordinator, Joan Eades and Catherine Lulham our Administrative & Casework Assistant. They have worked as a cohesive central office team closely monitoring and supporting the work of Mediation+. A thank you to the Trustees who provide wise council, ideas and support to myself and the Office Management Team. Finally a thank to all the volunteers who support the work in dealing with a wide range of clients and are always willing to visit in all weathers and conditions.

Barbara Molog
Chair of Trustees



Mediation+ Manager's Report 2014-2015

When I joined Mediation+ in May 2011 at a point our service was suspended and with only a small reserve in our bank account to try to put in place a rescue plan, the prospect of writing a report some four years later being able to show the service in a healthy position would have seemed somewhat fantastical, but that happily is where we are. If I had to describe our financial state in a sentence, it would be that we have stable and sustainable income to meet expenditure for our core service delivery, supplemented by fluctuating income and costs from training and project delivery which create a reasonable surplus for us overall, and that would buy us time to deal with any 'shocks' caused by unexpected loss of income in the future without putting our services once again at immediate risk of closure or suspension.

In very broad terms, our income has increased from £66k to £85k last year due to some successful training project grant applications and training income (up from £15k to £33k), while income for our core mediation services have remained broadly the same. Likewise, our overall expenditure remained consistent (£63k, up £500 from previous year), as a large part of the training project delivery did not occur until into the next financial year. This means our balance sheet of unrestricted funds rose from £27k to £35k (representing approx 6 months operating reserves), while restricted fund balances rose from £22k to £40k, reflecting a combination of unspent project costs and late receipt in mid-March of £12k grant payment from Children in Need.

We have achieved this by being able to adapt to changing financial circumstances, develop new services, build new networks and relationships, and make sure our services stay relevant and appropriate to both our local communities and our funders. All of that would not have been possible without the continued dedication and professionalism of our volunteers, the strong support of our Board of Trustees, and the efforts of my colleagues Joan and Catherine, with who I feel we have a great team to move the charity forward in the coming years.

Clive Gross
Service & Development Manager



MEDIATION+

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF MEDIATION+

I report on the accounts of the charity for the year ended 31 March 2015, which are set out on pages 5 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 130 of the 2011 Act; and
 - (ii) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act; have not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Colin Swansborough

74 Brodrick Road
Eastbourne
East Sussex
BN22 9NS

Dated: 30th October 2015

MEDIATION+

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31st MARCH 2015

	Notes	2015 £	2014 £
<u>Incoming resources from generated funds</u>			
General Grants, Donations and Legacies	2	50,423	49,343
Investment Income	3	4	55
		<hr/>	<hr/>
		50,427	49,398
 Incoming resources from charitable activities	4	<hr/>	<hr/>
		35,406	16,660
 Total incoming resources		<hr/>	<hr/>
		85,833	66,058
 <u>Resources expended</u>	5		
 Mediation and Mediation Training Services		<hr/>	<hr/>
		62,935	62,423
 Governance costs		<hr/>	<hr/>
		345	375
 Total Resources expended		<hr/>	<hr/>
		63,280	62,798
 Net income/(expenditure) for the year/ Net movement in funds		<hr/>	<hr/>
		22,553	3,260
 Fund Balances at 1st April 2014		<hr/>	<hr/>
		27,749	24,489
 Fund Balances at 31st March 2015		<hr/>	<hr/>
		50,302	27,749

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BALANCE SHEET

AS AT 31st MARCH 2015

	Notes	2015 £	£	2014 £	£
Current assets					
Debtors and Prepayments	9	-		-	
Cash at bank in hand		76,081		53,095	
		<u>76,081</u>		<u>53,095</u>	
Creditors: amounts falling due within one year					
	10	(40,624)		(25,346)	
		<u>(40,624)</u>		<u>(25,346)</u>	
Total assets less current liabilities			35,457		27,749
			<u>35,457</u>		<u>27,749</u>
Income funds					
Unrestricted funds			35,457		27,749
			<u>35,457</u>		<u>27,749</u>

The accounts were approved by the Trustees on 24th October 2013

Mrs B Molog (Chair)
Trustee

MEDIATION+

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31st MARCH 2015

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

2 General Grants, Donations and Legacies

	2015	2014
	£	£
Donations and gifts	125	100
Grants & service level agreements receivable for core activities	50298	49243
	<u>50,423</u>	<u>49,343</u>

3 Investment income

	2015	2014
	£	£
Interest receivable	<u>4</u>	<u>55</u>

4 Incoming resources from charitable activities

	2015	2014
	£	£
Training Courses and Programmes	33831	15260
Mediation Services	1575	1400
	<u>35,406</u>	<u>16,660</u>

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NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31st MARCH 2015

5 Total resources expended

	Total	Total
	2015	2014
	£	£
Charitable activities		
<u>Mediation services</u>		
Activities undertaken directly	45,425	49,952
Mediation training & project delivery	17,510	12,533
Governance Costs	345	375
	63,280	62,860

6 Activities undertaken directly

	2015	2014
	£	£
Other costs relating to mediation services comprise:		
Rent	1,990	607
Stationery, printing, postage and sundries	778	1,293
Telephone and Internet	768	727
Mediator & Staff Expenses	596	654
Training, registration, accreditation and CRB checks	11,942	5,335
Insurance	769	778
Capital items, repairs & renewals	71	1,080
Miscellaneous	400	
Professional fees	271	510
	17,585	10,984

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year

MEDIATION+**NOTES TO THE ACCOUNTS (CONTINUED)****FOR THE YEAR ENDED 31st MARCH 2015****8 Employees****Number of employees**

The average monthly number of part time employees during the year was:

2015	2014
Number	Number
3	3

Employment costs

	2015	2014
	£	£
Salaries, tax & national insurance	39,589	38,906

9 Debtors and Prepayments

	2015	2014
	£	£
Prepayments	-	-

10 Creditors: amounts falling due within one year

	2015	2014
	£	£
Accruals	360	2,554
Deferred Income (as below)	40,264	22,792
	40,624	25,346
Restricted funds balances		
BBC Children in Need	17373	9054
Wealden Community Safety Partnership	0	700
Eastbourne Community Safety Partnership	0	2100
Sussex Community Foundation	0	2175
European Social Fund	7320	0
Wates Foundation	4828	4871
Henry Smith Charity	0	1500
Eastbourne Borough Council	0	2392
Sussex Police and Crime Commissioner	4550	0
Awards for All	6193	0
	40,264	22,792

Grants received from these sources relate to the funding of specific projects and any amounts not spent will need to be repaid. At the balance sheet date it has not yet been established if any amount will need repayment as it is contingent on events post year end.

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NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31st MARCH 2014

11 Sources of income

	2015	2014
	£	£
Service Level Agreements	16000	7500
BBC Children in Need	24328	22560
General Grants	7500	11500
Town & Parish Council Grants	2470	2920
Bank Interest	4	55
Donations	125	100
Training Projects	13491	8175
Training Course or Workshop Fees	20340	7085
Mediation case fees	1575	1400
Other	0	193
	<hr/>	<hr/>
	85,833	61,488
	<hr/>	<hr/>

12 Related parties

During the year the Trustees engaged a manager to assist with the day-to-day running of the charity. The manager's services were supplied through his business 'Arcana Consulting' on a self employed basis. Amounts invoiced to the charity for services during the financial year amounted to £17,250.