

The Family Mediation Trust

England & Wales · Charity number 1041476

Details

Other names CAMBRIDGE FAMILY MEDIATION SERVICE

Status Registered

Legal form Charitable company

Company number [02975404](#)

Registered 1994-10-18

Register [View on the Charity Commission register](#)

Contact

Address The Charing Cross Centre
St John Maddermarket
Norwich
East of England
NR2 1DN

Phone 01223576308

Email families@thefamilymediationtrust.org

Website www.thefamilymediationtrust.org

Activities

Objects: TO ALLEVIATE HARDSHIP AND DISTRESS CAUSED BY THE BREAKUP OF MARRIAGE AND FAMILY AND TO PRESERVE AND PROTECT THE HEALTH BOTH MENTAL AND PHYSICAL OF ADULTS AND CHILDREN INVOLVED THEREIN

Activities: The Charity's activities are to alleviate hardship and distress caused by the break up of marriage and family and to preserve and protect the health both mental and physical of adults and children involved therein.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** IN PRACTICE CAMBRIDGE
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£394,966	£338,171	-	-
2024-03-31	£363,280	£338,171	-	-
2023-03-31	£360,851	£330,167	-	-
2022-03-31	£320,399	£306,020	-	-
2021-03-31	£251,427	£217,570	-	-

Trustees

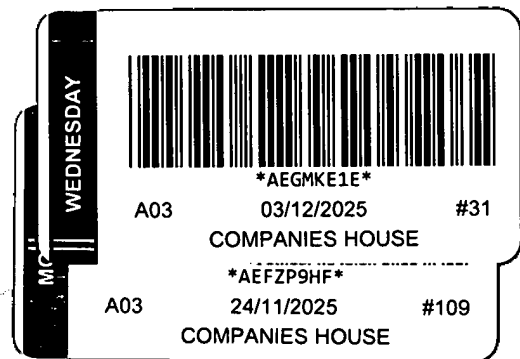
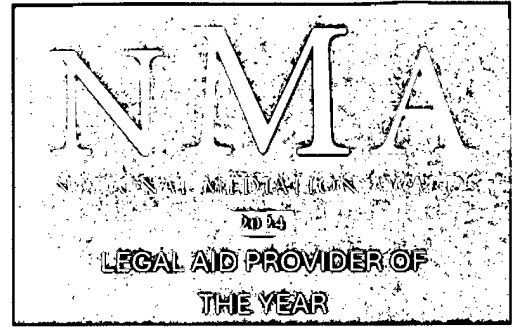
Name	Role	Appointed
Elisabeth Sneade		2020-06-01
Fiona Hotston Moore		2024-05-28
Jamie Walker		2026-02-24
Jane Bridge		2024-12-11
Jonathan Dickens		2023-11-23
Karen Taylor		2022-10-19
Sellina Kauser		2022-10-19
james Pirrie		2024-05-28

The Family Mediation Trust

England & Wales - Charity number 1041476

Accounts

The
Family
Mediation
Trust



Report and Accounts
For the Year Ended 31 March 2025

Charity Number 1041476
Company Number 2975404

FOR THE YEAR ENDED 31 MARCH 2025

Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN
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THE FAMILY MEDIATION TRUST LTD ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

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FOR THE YEAR ENDED 31 MARCH 2025

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Registered as a company limited by guarantee and registered in England No. 2975404



CHARITY NUMBER

1041476

COMPANY REGISTRATION NUMBER

2975404 (ENGLAND)

A company limited by guarantee
not having a share capital

TRUSTEES/DIRECTORS

Chair

Tracy Sortwell

Trustees

Elizabeth Lewis (Resigned 11th December 2024)
Hilary Perrott (Resigned 17th June 2025)
Elisabeth Sneade
Sellina Kauser
Karen Taylor
Jonathan Dickens
Fiona Hotston Moore
James Pirrie (Appointed 28th May 2024)
Jane Bridge (Appointed 11th December 2024)

REGISTERED OFFICE

The Charing Cross Centre
St John Maddermarket
Norwich
NR2 1DN

REPORTING ACCOUNTANT

Stuart Arrandale
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

BANKERS

CAFBANK Ltd
Kings Hill
West Malling
Kent
ME19 4TA



Principal Activities

The principal activity of The Family Mediation Trust ('TFMT' or 'the Trust') is to alleviate the hardship and distress of couples and other family members involved in separation or divorce and to preserve and protect the health, both mental and physical, of the adults and children involved.

The core values of our service are inclusiveness, acceptance, and accessibility through the empowerment of parents, carers, and children, quality and professionalism of service, and acting as a voice for the well-being of children.

We aim to help those experiencing relationship breakdown by providing accessible information and support for children, parents and carers from all cultures and communities. We have a special concern for listening to the voices of children and young people and supporting children and their parents or carers.

We aim to help separating couples to work together to resolve their financial and/or childcare problems by offering them a safe environment where their feelings are acknowledged and where they are encouraged to discuss and plan the future as constructively as possible.

To further these objectives, we provide a range of services to couples involved in, or considering, separation and divorce, and to their children and other family members. These services consist of:

- Information about all aspects of separation and divorce and the most appropriate means of helping children through parental separation.
- Mediation with a view to helping couples to make decisions on practical arrangements for themselves and their children; and
- Training of mediators and other professionals in the role and delivery of mediation to separating families.

Mediation Service

We employ nine mediators. Three of our mediators is also a Professional Practice Consultant and provides in-house supervision, alongside additional Professional Practice Consultancy from an external consultant.

The Trust remains dedicated to supporting new mediators through their training. Over the year we have been supporting three mediators in the development of their portfolios.

Centre for Excellence

Following the launch of the Centre for Excellence in March 2021 the Trust has continued to invest time and resources in the development of this area of work. The Centre for Excellence has focused on short course development, delivering one-off industry level events and the trial of new mediation approaches.

Focus of the CforE has been on trialling new models of mediation such as Parenting Co-ordination and advocacy for low-income families.



Financial Review

Income for the year amounted to £394,966 (year ended 31 March 2024: £363,280). Donations gratefully received during the year amounted to £800 (year ended 31 March 2024: £22,762).

Reserves

The balance on the unrestricted fund account on 31 March 2025 was £230,007 (year ended 31 March 2024: £189,428). The Trustees continue to focus on three primary financial objectives: (1) maintain sufficient cash reserves to enhance organisational resilience to respond to any future economic downturns; (2) further develop the service’s revenue streams to financially support the service’s charitable objectives obviating the need to rely largely on charitable donations to fund capital expenditure and future development; and (3) invest in the future of the sector to promote service quality in a changing society to deliver long-term societal benefit

The balance on the restricted fund account on 31 March 2025 was £1,854 (year ended 31 March 2024: £28,270).

Chief Executive Officer’s Report

Over 2024–25, the Family Mediation Trust has sharpened its focus on three pillars: access, leadership, and child-centred practice. To meet the evolving needs of separating families we are deepening our partnerships, launching targeted funding, and creating new practitioner forums, we hope that we have strengthened mediation’s role as an effective, affordable route to resolution.

It is a pleasure that the hard work of the team at the Trust has been recognised. It is a pleasure to record that the Trust’s hard work was recognised at the 2024 National Mediation Awards, where we received Legal Aid Provider of the Year. This is a true sign that the team’s commitment to championing high quality mediation that is accessible to all is being recognised.

Championing Access to Mediation

As the wealth gap widens, the challenges for those on the lowest income levels become increasingly severe. For individuals on minimum wage, the weekly income is just £423.28. This amount is insufficient for those people and those unable to work, relying on Universal Credit, to access effective legal advice and support. At typical market rates, a single hour of advice can exceed 80% of a minimum-wage earner’s weekly pay.

This situation is impacting the family legal system significantly. The demands on family courts are

constantly increasing, and the number of unrepresented people in these courts is also rising. Over this year, the government consulted on the idea of compulsory mediation, but the results showed a significant setback, creating routes that may lead some families to choose alternatives to mediation. Especially for those who can afford alternatives such as arbitration.

Our voice remains one of the few that continues to champion support for those on the lowest incomes. The Trust has worked with other mediation services to raise the profile and importance of Legal Aid for many families. Legal Aid rates have not been adjusted, and with new contracts coming into force in September 2024, it is unlikely that we will see any changes. However, we must continue to fight as fewer providers and locations offer Legal Aid mediation.

The voucher scheme has been a very helpful support structure for mediation, but it should not detract from the role of Legal Aid. Legal Aid is protected by law and designed to support the lowest-income families.

While advocating for mediation access regardless of income, we have also maintained high-level mediation



services for private clients, especially those with complex financial situations. Whether supporting a couple in dividing trust funds or splitting debts, our team remains focused on providing high-quality mediation to all.

Putting the Child First

The majority of our work revolves around child issues, even in financial cases, as discussions and agreements often concern the child's home. The Trust believes, and the law dictates, that a child should have a voice on important issues such as where they live, who they live with, and how they are cared for.

Over the year, we have worked hard to ensure more cases include the child's voice. Despite challenges such as cost, parental concern, and administrative hurdles, we have increased the number of Child Inclusive Mediation (CIM) cases. Additionally, the Trust has promoted CIM across the sector by hosting a successful conference focusing on the Voice of the Child. We are also pleased to have

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welcomed a representative from the Family Justice Young People’s Board (FJYPB) as a consultant to the board.

The Trust has spearheaded work with the FJYPB to explore how families can have safe family time. This work built on the work undertaken in the court arena by exploring in partnership with young people and mediators how mediation can be more child centric, this is at both CIM and in standard mediation.

Leadership

Being in the position to show leadership is something the team at the Trust do not take for granted. Mediation is at a key point in its history. As the profession becomes more professional and its recognition throughout the family law world and through families grows, the challenges it faces increase.

The Trust has invested in supporting three of its mediators to develop their skills to become PPCs. The mediation sector is under resourced in PPC’s and as such the investment in these important team members has enabled the Trust to develop how it support other mediators, at any stage in their career, to grow.

I have continued to play an active part in the Family Mediation Standard Board, actively focusing on activities to protect the brand of mediation and its standards. This work has extended into working both locally and nationally with the Local Family Justice Boards of Norfolk and Cambridge and Peterborough. While these roles remain unfunded it is the view of the Trust that we need to play an active role in how the sector develops.

The Trust is an active member of the End Child Poverty Coalition. In this role we look to ensure that separated families have the support they need and that those with a low income are not penalised for this.

The Core Delivery

Over the last 12 months, the Trust has worked with over 1,100 individual families, a 5.7% increase from the previous year. This growth continues an upward trend over the past five years.

Outputs	2020/21	2021/22	2022/23	2023/24	2024/25
1st MIAMs	880	940	927	1,080	1,142
2nd MIAMs	338	419	447	534	577
Mediation Sessions	266	491	568	700	785

The table shows a significant increase in 2nd MIAMs (8%) and subsequent mediation sessions (12%). The Trust has focused on improving communication with the second client to achieve a higher conversion rate into mediation.

The Centre for Excellence

The Centre for Excellence has primarily focused on rolling out a Parenting Co-ordination pilot project and advocating for Legal Aid mediation.

Parenting Co-ordination:

This project has come to a successful conclusion and is reported on separately later in this report.

Family Mediation Impact Fund

The Trust took the view that its reserves could be deployed to support sectoral change in the mediation sector. Through the creation of a grant fund the Trust was able to identify a pressing issue taking place in the industry and by strategic investment implement a project to create a lasting impact.

The Trustees identified the need for a Domestic Abuse screening tool as a key barrier to the growth of mediation. The Trust therefore issued a call for applications in December 2024 and after evaluation of four grant applications awarded a sum of £10,000 to the Family Mediation Council. The fund is to be used to create and launch, through training, a Domestic Abuse Screening Tool. This work is now underway and is due to be in use sector-wide by the Autumn of 2025.

Plans for the Future

While this year has been successful, there is further work to be done. Over the coming year, the Trust will focus on:

- Developing IT and CRM systems to ensure we are prepared for the future growth of mediation.
- Creating a new income line through the external provision of Professional Practice Consultancy (PPC) services.
- Exploring ways to enhance support for children through the separation process.

Thank You

The Trust's administrators and mediators are not only hardworking but also show compassion and commitment to our clients daily. Their approach has enabled the Trust to have another successful year. The Trustees have provided guidance and support to decision making while ensuring the charity's governance is maintained at the highest level.

The Trust has been fortunate to receive support from several charities and trusts. We would like to thank the following for their support:

- The Mercers Charity
- CAF Bank Ltd
- The Privy Purse

Final Report on the Parental Coordination Project

We are delighted to share the final report on the *Parental Coordination in Norfolk* project, made possible by the generous support of the Mercers' Company Church and Communities Fund. This project set out to test a new way of helping separated families reduce conflict, improve communication, and keep their children at the centre of decision-making.

Background

Family breakdown is one of the most stressful experiences a household can face. When conflict continues after separation, the impact on children is profound—leading to anxiety, difficulties at school, and strained family relationships. Traditionally, high-conflict families have few options beyond repeated court hearings, which often prolong disputes rather than resolve them.

Internationally, the **Parental Coordination (PC) model** has been used with success, particularly in North America, to reduce the cycle of conflict and prevent re-litigation. However, this approach had not been trialled in the UK, where the legal system, cultural expectations, and financial landscape are very different. The Family Mediation Trust undertook this project to test whether PC could work here, and if not, how it could be adapted to meet the needs of UK families.

Progress and Achievements

- **Exceeding family support targets:** We supported 16 families (against a target of 15). Thirteen of these made significant progress, with evidence of reduced conflict, more functional communication, and more stable co-parenting arrangements.
- **Adapting the model to the UK context:** During delivery, it became clear that the decision-making elements of the international PC model were not appropriate in the UK. Families valued impartiality and choice, and were resistant to any perception of authority being exercised by the practitioner. We therefore designed and launched a new service, *Post-Agreement Mediation*, which has proved far more suitable.
- **Creating a sustainable service:** Post-Agreement Mediation has now been embedded as a core service within the Trust and is available nationally. Families who have completed mediation—or even been through court—can

return for focused support when difficulties arise again, avoiding the stress and cost of renewed litigation.

- **Impact on children's wellbeing:** Assuming two children per family, around 30 children were supported indirectly. Parents reported calmer exchanges, better routines, and reduced hostility, which in turn gave children greater security and space to thrive.

Lessons Learned

The most valuable part of this project has been the learning it generated—about what works, what doesn't, and why.

1. Affordability and Trust Around Fees

At the start of the project, families were asked to contribute modestly to costs, based on ability to pay. In some cases this was as little as £10 per session. Surprisingly, even such a small fee became a flashpoint for conflict, with one parent resenting paying more than the other or disputing the means-test outcome. In several cases this derailed progress entirely.

This experience reinforced the need to **remove financial barriers for families in crisis**. When both parties were judged unable to contribute, progress was smoother, trust was easier to build, and outcomes were better. The lesson is that, in high-conflict contexts, even seemingly minor financial issues can become symbolic of wider disputes.

2. The Role of the Mediator

The original PC model includes an arbitration element, where the practitioner can impose decisions if parents cannot agree. In practice, UK families strongly resisted this, seeing it as a loss of control. It also undermined the principles of mediation, which depend on impartiality, voluntary engagement, and consent.

We quickly saw that **authority is not what these families needed—trust and structure were**. By stripping away the decision-making role, and repositioning the practitioner as a facilitator rather than an arbitrator, engagement improved dramatically. Parents were more willing to try new approaches when they knew the mediator was not there to impose outcomes.

3. The Importance of Time and Flexibility

The project was originally scheduled for a shorter period, but the extension granted proved essential. Families with entrenched conflict do not change overnight. It often takes multiple sessions, periods of reflection, and re-engagement to achieve progress. Without the extension,



we would not have had the space to test the revised model, support families fully, or capture the depth of learning.

This highlights a wider lesson for funders and service providers: **long-term change requires long-term investment**. A rushed intervention risks superficial progress, whereas sustained support allows new patterns of communication to embed.

Case Study

One couple came to us after three years of disputes over contact with their 11-year-old daughter. They had already been back to court twice, and both described feeling “exhausted” but unable to stop arguing. Communication was limited to hostile text messages, often in front of their child.

Through Post-Agreement Mediation, each parent was supported to focus on practical issues rather than past grievances. A shared online calendar was introduced to manage contact arrangements and reduce the need for direct negotiation. Over time, handovers became calmer, arguments reduced, and both parents reported feeling less stressed. Most importantly, their daughter told us she “didn’t feel in the middle anymore” and could relax when moving between homes.

This case illustrates the potential of the adapted model: small, practical tools, underpinned by mediated support, can transform family life without court involvement.

Thanks and Looking Ahead

We would like to extend our sincere thanks to the Mercers’ Company Church and Communities Fund. Your support gave us the space to innovate, adapt, and create a new service that is already making a difference.

This project has achieved more than its initial goals:

- Families in Norfolk experienced reduced conflict and improved co-parenting.
- A new service has been created that will continue to benefit families across England.
- We have gained valuable insights into the realities of supporting high-conflict families in the UK.

The project has shown that with the right model, it is possible to help families break cycles of conflict, avoid repeated court battles, and give children the stability they need. We are committed to building on this work, sharing what we have learned, and ensuring more families can benefit in the future.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The trustees (who are also directors of The Family Mediation Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with applicable law, United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" and the Charities SORP 2020.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- 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 company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that its financial statements comply with the Companies Act 2006 and the Charities SORP 2020. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the General Directions given by the Charities Commission under Section 145(5)(b) of the Charities Act 2011.

Independent Examiner

The directors reappointed Stuart Arrandale, Chartered Certified Accountant as independent examiner to the company.

Reserves Policy

The charity aims to hold sufficient general funds to cover the cost of running the charity for three months.

Post Balance Sheet Events

There are no Post Balance Sheet Events to be reported.

Signed on behalf of the Trustees on. 22 October 2025



JAMES PIRRIE

Director

ACCOUNTANT'S REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF THE FAMILY MEDIATION TRUST

I report on the accounts for the year ended 31 March 2025, which are set out on pages 9 to 15.

Respective responsibilities of Trustees and reporting accountants

As described on page 7 the Trustees, who are also the Directors of The Family Mediation Trust Ltd for the purposes of company law, are responsible for the preparation of the accounts, and they consider that an audit is not required for this year and that an independent examination under section 145 of the Charities Act 2011 is needed. It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission and
- to state whether particular matters have come to my attention.

Basis of statement

My work was carried out in accordance with 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 the 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 which gives me reasonable cause to believe that in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act, and
- to prepare accounts which accord with the accounting requirements of the Charities Act

have not been met, or to which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

STUART ARRANDALE
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG



22/10/2025

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	<u>NOTES</u>	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Donations	1c	800	-	800	22,762
Incoming resources from operating activities in furtherance of the charity's objects		389,310	-	389,310	336,573
Investment income		<u>4,856</u>	<u>-</u>	<u>4,856</u>	<u>3,945</u>
TOTAL INCOMING RESOURCES		394,966	-	394,966	363,280
Cost of generating funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION					
		394,966	-	394,966	363,280
RESOURCES EXPENDED					
Direct charitable expenditure	3	353,007	26,416	379,423	336,871
Governance costs	5	<u>1,380</u>	<u>-</u>	<u>1,380</u>	<u>1,300</u>
TOTAL RESOURCES EXPENDED		<u>354,387</u>	<u>26,416</u>	<u>380,803</u>	<u>338,171</u>
NET INCOMING /(OUTGOING) RESOURCES FOR THE YEAR					
	2	40,579	(26,416)	14,163	25,109
Balances brought forward At 1 April 2024		<u>189,428</u>	<u>28,270</u>	<u>217,698</u>	<u>217,698</u>
Balances carried forward At 31 March 2025		<u>230,007</u>	<u>1,854</u>	<u>231,861</u>	<u>217,698</u>

The current and previous years include trading activity generated from the merger with Norfolk Family Mediation Service, and the impact of Covid-19.

The notes on page 12 to 16 form part of these accounts.

THE FAMILY MEDIATION TRUST LTD BALANCE SHEET AS AT 31 MARCH 2025

	<u>NOTES</u>	<u>2025</u>		<u>2024</u>	
		£	£	£	£
FIXED ASSETS	6		1,109		2,220
CURRENT ASSETS					
Debtors	7	42,690		45,545	
Cash and Bank		<u>227,645</u>		<u>209,751</u>	
		270,335		255,296	
CURRENT LIABILITIES					
Creditors falling due within one year	8	<u>39,583</u>		<u>39,818</u>	
NET CURRENT ASSETS			<u>230,752</u>		<u>215,478</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>231,861</u>		<u>217,698</u>
INCOME FUNDS					
Restricted funds	10		1,854		28,270
Unrestricted funds			<u>230,007</u>		<u>189,428</u>
			<u>231,861</u>		<u>217,698</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 22/10/2025 and signed on their behalf.


 (Director)
JAMES PIRRIE

The notes on pages 14 to 17 form part of these accounts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

a) BASIS OF PREPARATION OF ACCOUNTS

These financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", the Charities Act 2011, the Companies Act 2006 and in accordance with the provisions of Section 1A "Small Entities" of Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

The Family Mediation Trust Ltd meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in pounds sterling (£), rounded to the nearest pound.

b) FUND ACCOUNTING

Unrestricted funds represent accumulated surpluses and deficits in the general fund which are available for us at the discretion of the trustees in the furtherance of the charity's objectives.

Restricted funds are created when income is received for a specific purpose and use is restricted to that purpose.

c) INCOMING RESOURCES

All incoming resources are 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:

- i. Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- ii. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- iii. Investment income is included when receivable.
- iv. Income from fees is accounted for on a receipts basis.
- v. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.



NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

d) RESOURCES EXPENDED

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- i. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.
- ii. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include professional fees and costs linked to the strategic management of the charity.
- iii. All costs are allocated directly between the expenditure categories of the Statement of Financial Activities. Establishment costs, management salaries and administration costs are allocated to the Mediation Service and Other Family Services in the ratio 75:25.

e) DEPRECIATION

Tangible fixed assets costing less than £1,500 are written off in the year that they are acquired.

Depreciation is provided on all tangible fixed assets so as to write off the cost of assets, including the value of donated assets, less estimated residual value, over their expected useful lives, on a straight-line basis. It is calculated at the following rate:

Office equipment: 25%

f) TAXATION

The activities of the company qualify as charitable activities for corporation tax and therefore the company claims the charitable exemption provisions on any surplus arising from its primary trading activities. During the year the company did not undertake any non-charitable trading activities.

g) LEASES

Rentals under operating leases and hire agreements are charged to the income and expenditure account as incurred.

2. NET INCOMING/(OUTGOING) RESOURCES

The net incoming/(outgoing) resources before transfers for the year is arrived at after:

	<u>2025</u>	<u>2024</u>
	£	£
Reporting Accountant's fee	1,380	1,300
Combined liability insurance	1,865	1,750
Depreciation	1,111	1,111

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Registered as a company limited by guarantee and registered in England No. 2975404

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

3. DIRECT CHARITABLE EXPENDITURE

	Unrestricted funds	Restricted funds	Total	
	£	£	2025 £	2024 £
<u>All Services</u>				
Mediators salaries	126,948	16,123	143,071	128,516
Non-Mediators salaries	123,080	5,293	128,373	111,582
Establishment and admin costs	96,013	5,000	101,013	92,153
Training, affiliation and travel	<u>6,966</u>	<u>-</u>	<u>6,966</u>	<u>4,620</u>
	<u>353,007</u>	<u>26,416</u>	<u>379,423</u>	<u>336,871</u>

4. ESTABLISHMENT AND ADMINISTRATION

	Unrestricted funds	Restricted funds	Total	
	£	£	2025 £	2024 £
<u>Establishment</u>				
Rent and rates	11,331	-	11,331	11,750
Telephone	5,321	-	5,321	5,142
Printing, post & stationery	4,053	-	4,053	4,372
<u>Administration</u>				
Bookkeeping	7,010	-	7,010	8,010
Insurance	1,865	-	1,865	1,750
Consultants expenses*	51,762	5,000	56,762	52,500
Depreciation office equipment	1,111	-	1,111	1,111
Sundry	<u>13,560</u>	<u>-</u>	<u>13,560</u>	<u>7,518</u>
	<u>96,013</u>	<u>5,000</u>	<u>101,013</u>	<u>92,153</u>

* The consultancy expenses cover the fees for The Rural Consultant Ltd to provide Managing Agent functions to the Family Mediation Trust throughout the year.

5. GOVERNANCE COSTS

	Unrestricted funds	Restricted funds	Total	
	£	£	2025 £	2024 £
Financial and professional				
Independent examination	1,380	-	1,380	1,300
Legal and professional	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Administration	<u>1,380</u>	<u>-</u>	<u>1,380</u>	<u>1,300</u>

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**6. FIXED ASSETS**

	Leasehold Improvements	Office Equipment	Total
Cost	£	£	£
At 1 April 2024	11,163	28,469	39,632
Additions	-	-	-
At 31 March 2025	11,163	28,469	39,632
Depreciation			
At 1 April 2024	11,163	26,249	37,412
Charge for year	-	1,111	1,111
At 31 March 2025	11,163	27,360	38,523
Net 31 March 2025	-	1,109	1,109
Net 31 March 2024	-	2,220	2,220

7. DEBTORS

	2025	2024
	£	£
Trade debtors	40,616	43,087
Other debtors and prepayments	<u>2,074</u>	<u>2,458</u>
	<u>42,690</u>	<u>45,545</u>

8. CREDITORS:

Amounts falling due within one year	2025	2024
	£	£
Trade creditors	9,048	5,056
Other taxation and social security	<u>30,535</u>	<u>34,762</u>
	<u>39,583</u>	<u>39,818</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

9. OTHER COMMITMENTS

At 31 March 2025 the charity had annual commitments under non-cancellable operating leases as follows:

	2025	2024
Land and buildings		
Expiry date		
Within one year	£-	£-
Within two to five years	£-	£-
	<u>=====</u>	<u>=====</u>

The Trust uses assets under licence arrangements with rolling 90-day arrangements.
 There were no capital commitments at the balance sheet date.

10. RESTRICTED FUNDS	2025	2024
	£	£
Law Services Commission	1,854	1,854
Parental Co-ordination	-	26,123
Mediation 4 All	-	293
	<u>1,854</u>	<u>28,270</u>

11. TRUSTEES AND EMPLOYEES

There were 15 employees during the year (2024: 16) each earning less than £40,000 p.a.

There were no transactions with the Trustees who receive no emoluments.

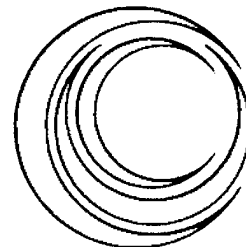
12. CONTINGENT LIABILITIES

The charity has no contingent liabilities.

The Family Mediation Trust

England & Wales - Charity number 1041476

Accounts



The
Family
Mediation
Trust

Report and Accounts

For the Year Ended 31 March 2024

Charity Number 1041476

Company Number 2975404

FOR THE YEAR ENDED 31 MARCH 2024

Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN
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THE FAMILY MEDIATION TRUST LTD ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

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FOR THE YEAR ENDED 31 MARCH 2024

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CHARITY NUMBER

1041476

COMPANY REGISTRATION NUMBER

2975404 (ENGLAND)
A company limited by guarantee,
not having a share capital

TRUSTEES/DIRECTORS

Chair

Tracy Sortwell

Treasurer

Charles Mckie (Resigned 23rd November 2023)

Trustees

Elizabeth Lewis
Sarah Calder (Resigned 23rd November 2023)
Hilary Perrott
Elisabeth Sneade
Sellina Kauser
Karen Taylor
Jonathan Dickens (Appointed 23rd November 2023)
Fiona Hotston Moore (Appointed 28th May 2024)
James Pirrie (Appointed 28th May 2024)

REGISTERED OFFICE

The Charing Cross Centre
St John Maddermarket
Norwich
NR2 1DN

REPORTING ACCOUNTANT

Stuart Arrandale
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

BANKERS

CAFBANK Ltd
Kings Hill
West Malling
Kent
ME19 4TA



Principal Activities

The principal activity of The Family Mediation Trust ('TFMT' or 'the Trust') is to alleviate the hardship and distress of couples and other family members involved in separation or divorce and to preserve and protect the health, both mental and physical, of the adults and children involved.

The core values of our service are inclusiveness, acceptance, and accessibility through the empowerment of parents, carers, and children, quality and professionalism of service, and acting as a voice for the well-being of children.

We aim to help those experiencing relationship breakdown by providing accessible information and support for children, parents and carers from all cultures and communities. We have a special concern for listening to the voices of children and young people and supporting children and their parents or carers.

We aim to help separating couples to work together to resolve their financial and/or childcare problems by offering them a safe environment where their feelings are acknowledged and where they are encouraged to discuss and plan the future as constructively as possible.

To further these objectives, we provide a range of services to couples involved in, or considering, separation and divorce, and to their children and other family members. These services consist of:

- Information about all aspects of separation and divorce and the most appropriate means of helping children through parental separation.
- Mediation with a view to helping couples to make decisions on practical arrangements for themselves and their children; and
- Training of mediators and other professionals in the role and delivery of mediation to separating families.

Mediation Service

We employ nine mediators. One of our mediators is also a Professional Practice Consultant and provides in-house supervision, alongside additional Professional Practice Consultancy from an external consultant.

The Trust remains dedicated to supporting new mediators through their training. Over the year we have been supporting three mediators in the development of their portfolios.

Centre for Excellence

Following the launch of the Centre for Excellence in March 2021 the Trust has continued to invest time and resources in the development of this area of work. The Centre for Excellence has focused on short course development, delivering one-off industry level events and the trial of new mediation approaches.

Focus of the CforE has been on trialing new models of mediation such as Parenting Coordination and advocacy for low-income families.



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Financial Review

Income for the year amounted to £363,280 (year ended 31 March 2023: £360,581). Donations gratefully received during the year amounted to £22,762 (year ended 31 March 2023: £29,100).

Reserves

The balance on the unrestricted fund account on 31 March 2024 was £189,428 (year ended 31 March 2023: £174,191). The Trustees continue to focus on three primary financial objectives: (1) maintain sufficient cash reserves to enhance organisational resilience to respond to any future economic downturns; (2) further develop the service's revenue streams to financially support the service's charitable objectives obviating the need to rely largely on charitable donations to fund capital expenditure and future development; and (3) invest in the future of the sector to promote service quality in a changing society to deliver long-term societal benefit

The balance on the restricted fund account on 31 March 2024 was £28,270 (year ended 31 March 2023: £18,398).

Chief Executive Officer's Report

Last year, we set out to consolidate the work the Trust had been doing during the COVID-19 pandemic and the cost-of-living crisis to build a stronger and more stable organization. This focus has led to improved performance across all areas of mediation, resulting in more people having a positive experience.

A Divided World

As the wealth gap widens, the challenges for those on the lowest income levels become increasingly severe. For individuals on minimum wage, the weekly income is just £423.28. This amount is insufficient for those people and those unable to work, relying on Universal Credit, to access effective legal advice and support. The average hourly charge rate for legal advice consumes over 80% of a person's weekly wage.

This situation is impacting the family legal system significantly. The demands on family courts are constantly increasing, and the number of unrepresented people in these courts is also rising. Over this year, the government consulted on the idea of compulsory mediation, but the results showed a significant setback, opening options for those who can afford alternatives like arbitration to sidestep mediation.

Our voice remains one of the few that continues to champion support for those on the lowest incomes. The Trust has worked with other mediation services to raise

the profile and importance of Legal Aid for many families. Legal Aid rates have not been adjusted, and with new contracts coming into force in September 2024, it is unlikely that we will see any changes. However, we must continue to fight as fewer providers and locations offer Legal Aid mediation.

The voucher scheme has been a very helpful support structure for mediation, but it should not detract from the role of Legal Aid. Legal Aid is protected by law and designed to support the lowest-income families.

While advocating for mediation access regardless of income, we have also maintained high-level mediation services for private clients, especially those with complex financial situations. Whether supporting a couple in dividing trust funds or splitting debts, our team remains focused on providing high-quality mediation to all.

Putting the Child First

The majority of our work revolves around child issues, even in financial cases, as discussions and agreements often concern the child's home. The Trust believes, and the law dictates, that a child should have a voice on important issues such as where they live, who they live with, and how they are cared for.

Over the year, we have worked hard to ensure more cases include the child's voice. Despite challenges such as cost, parental concern, and administrative hurdles, we have increased the number of Child Inclusive Mediation (CIM) cases by over 120% in the last 12 months. Additionally, the Trust has promoted CIM across the sector by hosting a successful conference focusing on the Voice of the Child. We are also pleased to have welcomed a representative from the Family Justice Young Persons Board as a consultant to the board.

The Core Delivery

Over the last 12 months, the Trust has worked with over 1,000 individual families, a 16.5% increase from the previous year. This growth continues an upward trend over the past five years.

Outputs	2019/20	2020/21	2021/22	2022/23	2023/24
1st MIAMs	373	880	940	927	1,080
2nd MIAMs	176	338	419	447	534
Mediation Sessions	228	266	491	568	700

The table shows a significant increase in 2nd MIAMs (19.4%) and subsequent mediation sessions (23%). The Trust has focused on improving communication with the second client to achieve a higher conversion rate into mediation.

The Centre for Excellence

The Centre for Excellence has primarily focused on rolling out a Parenting Coordination pilot project and advocating for Legal Aid mediation.

Parenting Coordination:

The concept of parenting coordination has been developed in many countries as a way for clients with significant conflict to manage their court-ordered agreements. In the UK, it has been developed by a group of nine mediators over the last five years. However, it has not materialized into significant case work.

The Trust secured funding from the Norfolk Community Foundation and The Mercers Charity to trial a project in Norfolk for Parenting Coordination (PC). The aim was to identify and remove barriers to accessing PC. The project focused on:

- **Court Support:** Working with CAFCASS and family judges to ensure understanding and trust in the process and facilitate referrals.
- **Financial Barriers:** Using grant funding to create a charging system that makes PC free for those on very low incomes and low-cost for those on low incomes.
- **Legal Advice:** Requiring clients to gather legal advice on PC before engaging, simplifying the process to reduce conflict.

To date, the program has provided valuable insights into challenges for the long-term future of parental coordination.

Family Mediation Legal Aid Action

The Trust has played a leading role in advocating for low-income families and the need to retain Legal Aid for mediation. This work has involved creating an alliance of 77 providers who offer Legal Aid mediation. The Trust's CEO has also taken on the role of chair of the group, instrumental in protecting access to mediation for low-income families.

The group acknowledges progress and successes, such as gaining support from a wide partnership of providers and correspondence with senior MPs and Lord Bellamy. This advocacy has amplified the message through other organisations, including the Family Mediation Council (FMC) improved focus on Legal Aid.

The Mediators Conference

The Trust delivered an online conference focusing on the Voice of the Child. The event attracted high-profile speakers and facilitated diverse and challenging discussions on maximizing the potential of child-inclusive mediation, safely and effectively.

Plans for the Future

While this year has been successful, there is further work to be done. Over the coming year, the Trust will focus on:

- Increasing the number of families we work with to extend the impact of our services.
- Creating a new income line through the external provision of Professional Practice Consultants.
- Exploring ways to enhance support for children through the separation process.

The Team

The Family Mediation Trust places immense value on its staff, recognizing that their dedication and expertise are at the core of our success. We are proud to highlight the recent achievement of Debbie Hargreaves, who has successfully secured full accreditation, further strengthening our team's ability to provide exceptional mediation services.

As part of our commitment to staff well-being and development, we also support all our employees by ensuring they are enrolled in the Real Living Wage, reflecting our belief in fair compensation and the importance of investing in our people. This dedication to our team not only enhances their professional growth but also ensures that our services are delivered by motivated and well-supported staff.

Thank You

The Trust's administrators and mediators are not only hardworking but also show compassion and commitment to our clients daily. Their approach has enabled the Trust to have another successful year. The Trustees have provided guidance and support to decision-making while ensuring the charity's governance is maintained at the highest level.

The Trust has been fortunate to receive support from several charities and trusts. We would like to thank the following for their support:

- The Mercers Charity
- CAF Bank
- The Privy Purse

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees (who are also directors of The Family Mediation Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with applicable law, United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" and the Charities SORP 2020.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- 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 company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that its financial statements comply with the Companies Act 2006 and the Charities SORP 2020. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the General Directions given by the Charities Commission under Section 145(5)(b) of the Charities Act 2011.

Independent examiners

The directors reappointed Stuart Arrandale, Chartered Certified Accountant as independent examiner to the company.

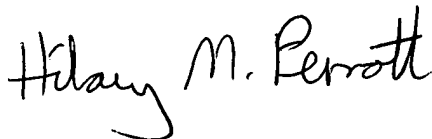
Reserves Policy

The charity aims to hold sufficient general funds to cover the cost of running the charity for three months.

Post Balance Sheet Events

There are no Post Balance Sheet Events to be reported.

Signed on behalf of the Trustees on. 9.12.24



Director



ACCOUNTANT'S REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF CAMBRIDGE FAMILY MEDIATION SERVICE

I report on the accounts for the year ended 31 March 2024, which are set out on pages 9 to 15.

Respective responsibilities of Trustees and reporting accountants

As described on page 7 the Trustees, who are also the Directors of The Family Mediation Trust Ltd for the purposes of company law, are responsible for the preparation of the accounts, and they consider that an audit is not required for this year and that an independent examination under section 144 of the Charities Act 2011 is needed. It is my responsibility to:

- examine the accounts under section 145 of the Charities Act, does he mean 144, that's what he refers to above?
- to follow the procedures laid down in the general Directions given by the Charity Commission and
- to state whether particular matters have come to my attention.

Basis of statement

My work was carried out in accordance with 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 the 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 which gives me reasonable cause to believe that in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act, and
- to prepare accounts which accord with the accounting requirements of the Charities Act

have not been met, or to which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

STUART ARRANDALE
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

9-12-2024

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	<u>NOTES</u>	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Donations	1c	869	21,893	22,762	29,100
Incoming resources from operating activities in furtherance of the charity's objects		336,573	-	336,573	330,663
Investment income		<u>3,945</u>	<u>-</u>	<u>3,945</u>	<u>1,088</u>
TOTAL INCOMING RESOURCES		341,387	21,893	363,280	360,851
Cost of generating funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION					
		<u>341,387</u>	<u>21,893</u>	<u>363,280</u>	<u>360,851</u>
RESOURCES EXPENDED					
Direct charitable expenditure	3	324,850	12,021	336,871	328,967
Governance costs	5	<u>1,300</u>	<u>-</u>	<u>1,300</u>	<u>1,200</u>
TOTAL RESOURCES EXPENDED		326,150	12,021	338,171	330,167
NET INCOMING /(OUTGOING) RESOURCES FOR THE YEAR					
Balances brought forward At 1 April 2023	2	15,237	9,872	25,109	30,684
		<u>174,191</u>	<u>18,398</u>	<u>192,589</u>	<u>161,905</u>
Balances carried forward At 31 March 2024		<u>189,428</u>	<u>28,270</u>	<u>217,698</u>	<u>192,589</u>

The current and previous years include trading activity generated from the merger with Norfolk Family Mediation Service, and the impact of Covid-19.

The notes on page 12 to 16 form part of these accounts.

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THE FAMILY MEDIATION TRUST LTD BALANCE SHEET AS AT 31 MARCH 2024

	<u>NOTES</u>	<u>2024</u>		<u>2023</u>	
		£	£	£	£
FIXED ASSETS	6		2,220		3,331
CURRENT ASSETS					
Debtors	7	45,545		38,305	
Cash and Bank		<u>209,751</u>		<u>177,673</u>	
		255,296		215,978	
CURRENT LIABILITIES					
Creditors falling due within one year	8	<u>39,818</u>		<u>26,720</u>	
NET CURRENT ASSETS			<u>215,478</u>		<u>189,258</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>217,698</u>		<u>192,589</u>
INCOME FUNDS					
Restricted funds	10		28,270		18,398
Unrestricted funds			<u>189,428</u>		<u>174,191</u>
			<u>217,698</u>		<u>192,589</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 9/12/2024 and signed on their behalf.

[Signature](Director)

The notes on pages 11 to 16 form part of these accounts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

a) BASIS OF PREPARATION OF ACCOUNTS

These financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", the Charities Act 2011, the Companies Act 2006 and in accordance with the provisions of Section 1A "Small Entities" of Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

The Family Mediation Trust Ltd meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in pounds sterling (£), rounded to the nearest pound.

b) FUND ACCOUNTING

Unrestricted funds represent accumulated surpluses and deficits in the general fund which are available for us at the discretion of the trustees in the furtherance of the charity's objectives.

Restricted funds are created when income is received for a specific purpose and use is restricted to that purpose.

c) INCOMING RESOURCES

All incoming resources are 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:

- i. Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- ii. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- iii. Investment income is included when receivable.
- iv. Income from fees is accounted for on a receipts basis.
- v. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.



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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

d) RESOURCES EXPENDED

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- i. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.
- ii. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include professional fees and costs linked to the strategic management of the charity.
- iii. All costs are allocated directly between the expenditure categories of the Statement of Financial Activities. Establishment costs, management salaries and administration costs are allocated to the Mediation Service and Other Family Services in the ratio 75:25.

e) DEPRECIATION

Tangible fixed assets costing less than £1,500 are written off in the year that they are acquired.

Depreciation is provided on all tangible fixed assets so as to write off the cost of assets, including the value of donated assets, less estimated residual value, over their expected useful lives, on a straight-line basis. It is calculated at the following rate:

Office equipment: 25%

f) TAXATION

The activities of the company qualify as charitable activities for corporation tax and therefore the company claims the charitable exemption provisions on any surplus arising from its primary trading activities. During the year the company did not undertake any non-charitable trading activities.

g) LEASES

Rentals under operating leases and hire agreements are charged to the income and expenditure account as incurred.

2. NET INCOMING/(OUTGOING) RESOURCES

The net incoming/(outgoing) resources before transfers for the year is arrived at after:

	<u>2024</u>	<u>2023</u>
	£	£
Reporting Accountant's fee	1,300	1,200
Combined liability insurance	1,750	1,567
Depreciation	1,111	1,111

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

3. DIRECT CHARITABLE EXPENDITURE

	Unrestricted funds	Restricted funds	Total	
	£	£	2024	2023
<u>All Services</u>			£	£
Mediators salaries	125,461	3,055	128,516	129,585
Non-Mediators salaries	107,316	4,266	111,582	109,113
Establishment and admin costs	87,453	4,700	92,153	88,874
Training, affiliation and travel	<u>4,620</u>	<u>-</u>	<u>4,620</u>	<u>1,395</u>
	<u>324,850</u>	<u>12,021</u>	<u>336,871</u>	<u>328,967</u>

4. ESTABLISHMENT AND ADMINISTRATION

	Unrestricted funds	Restricted funds	Total	
	£	£	2024	2023
<u>Establishment</u>			£	£
Rent and rates	11,750	-	11,750	14,043
Telephone	5,142	1,081	5,142	4,572
Printing, post & stationery	4,372	919	4,372	6,132
<u>Administration</u>				
Bookkeeping	8,010	-	8,010	5,515
Insurance	1,750	-	1,750	1,567
Consultants expenses*	50,400	2,100	52,500	50,000
Depreciation office equipment	1,111	-	1,111	1,111
Sundry	<u>6,918</u>	<u>600</u>	<u>7,518</u>	<u>5,934</u>
	<u>87,453</u>	<u>4,700</u>	<u>92,153</u>	<u>88,874</u>

* The consultancy expenses cover the fees for The Rural Consultant Ltd to provide Managing Agent functions to the Family Mediation Trust throughout the year.

5. GOVERNANCE COSTS

	Unrestricted funds	Restricted funds	Total	
	£	£	2024	2023
Financial and professional			£	£
Independent examination	1,300	-	1,300	1,200
Legal and professional	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Administration	<u>1,300</u>	<u>-</u>	<u>1,300</u>	<u>1,200</u>

Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN
The Family Mediation Trust Ltd is a registered Charity No. 1041476.
Registered as a company limited by guarantee and registered in England No. 2975404

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

6. FIXED ASSETS

	Leasehold Improvements	Office Equipment	Total
Cost	£	£	£
At 1 April 2023	11,163	28,469	39,632
Additions	-	-	-
At 31 March 2024	11,163	28,469	39,632
Depreciation			
At 1 April 2023	11,163	25,138	36,301
Charge for year	-	<u>1,111</u>	<u>1,111</u>
At 31 March 2024	11,163	26,249	37,412
Net 31 March 2024	-	<u>2,220</u>	<u>2,220</u>
Net 31 March 2023	-	<u>3,331</u>	<u>3,331</u>

7. DEBTORS

	2024	2023
	£	£
Trade debtors	43,087	36,569
Other debtors and prepayments	<u>2,458</u>	<u>1,736</u>
	<u>45,545</u>	<u>38,305</u>

8. CREDITORS:

Amounts falling due within one year	2024	2023
	£	£
Trade creditors	5,056	6,437
Other taxation and social security	<u>34,762</u>	<u>20,283</u>
	<u>39,818</u>	<u>26,720</u>



NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

9. OTHER COMMITMENTS

At 31 March 2024 the charity had annual commitments under non-cancellable operating leases as follows:

Land and buildings	2024	2023
Expiry date	.	.
Within one year	£-	£-
Within two to five years	£-	£-
	<u> </u>	<u> </u>

The Trust uses assets under licence arrangements with rolling 90-day arrangements.
 There were no capital commitments at the balance sheet date.

10. RESTRICTED FUNDS	2024	2023
	£	£
Law Services Commission	1,854	1,854
Parental Co-ordination	26,123	16,544
Mediation 4 All	<u>293</u>	<u>-</u>
	<u>28,270</u>	<u>18,398</u>

11. TRUSTEES AND EMPLOYEES

There were 16 employees during the year (2023: 16) each earning less than £40,000 p.a.

There were no transactions with the Trustees who receive no emoluments.

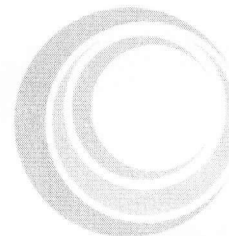
12. CONTINGENT LIABILITIES

The charity has no contingent liabilities.

The Family Mediation Trust

England & Wales - Charity number 1041476

Accounts



The
Family
Mediation
Trust

Report and Accounts

For the Year Ended 31 March 2023

Charity Number 1041476

Company Number 2975404

THE FAMILY MEDIATION TRUST LTD ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

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FOR THE YEAR ENDED 31 MARCH 2023
Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN
The Family Mediation Trust Ltd is a registered Charity No. 1041476.
Registered as a company limited by guarantee and registered in England No. 2975404



CHARITY NUMBER	1041476
COMPANY REGISTRATION NUMBER	2975404 (ENGLAND) A company limited by guarantee not having a share capital
TRUSTEES/DIRECTORS	
Chair	Tracy Sortwell
Treasurer	Charles Mckie (Resigned November 23 rd 2023)
Trustees	Elizabeth Lewis Sarah Calder Hilary Perrott Elisabeth Sneade Sellina Kauser (Appointed October 19 th 2022) Karen Taylor(Appointed October 19 th 2022) Jonathan Dickens (Appointed November 23 rd 2023) Meryl Hughes (Resigned October 19 th 2022) Sophie Smith (Resigned October 19 th 2022) Andrew Stronach (Resigned October 19 th 2022)
REGISTERED OFFICE	The Charing Cross Centre St John Maddermarket Norwich NR2 1DN
REPORTING ACCOUNTANT	Stuart Arrandale Chartered Accountant 23-25 Gwydir Street Cambridge CB1 2LG
BANKERS	CAF BANK Ltd Kings Hill West Malling Kent ME19 4TA

Principal Activities

The principal activity of The Family Mediation Trust ('TFMT' or 'the Trust') is to alleviate the hardship and distress of couples and other family members involved in separation or divorce and to preserve and protect the mental and physical health of the adults and children involved.

The core values of our service are inclusiveness, acceptance, and accessibility through the empowerment of parents, carers, and children, quality and professionalism of service, and acting as a voice for the well-being of children.

We aim to help those experiencing relationship breakdown by providing accessible information and support for children, parents and carers from all cultures and communities. We have a special concern for listening to the voices of children and young people and supporting children and their parents or carers.

We aim to help separating couples to work together to resolve their financial and/or childcare problems by offering them a safe environment where their feelings are acknowledged and where they are encouraged to discuss and plan the future as constructively as possible.

To further these objectives, we provide a range of services to couples involved in, or considering, separation and divorce, and to their children and other family members. These services consist of:

- Information about all aspects of separation and divorce and the most appropriate means of helping children through parental separation;
- Mediation with a view to helping couples make decisions on practical arrangements for themselves and their children; and
- Training mediators and other professionals in the role and delivery of mediation to separating families.

Mediation Service

We employ nine mediators. One of our mediators is also a Professional Practice Consultant and provides in-house supervision, alongside additional Professional Practice Consultancy from an external consultant.

The Trust remains dedicated to supporting new mediators through their training. During the year the Trust has supported three mediators to develop their portfolios.

Parenting Programmes

We continued to deliver the Separated Parenting Information Programmes (SPIPs) designed to help parents maximise their emotional support to their children throughout the period of family separation and its aftermath. The trust ceased delivering the SPIPs program from the 1st April 2023.

Centre for Excellence

Following the launch of the Centre For Excellence ('CforE') in March 2021 the Trust has continued to invest time and resources in the development of this area of work. The Centre For Excellence has focused on short course development, delivering one off industry level events and the trial of new mediation approaches.

Focus of the CforE has been on trialing new models of mediation such as Parenting Coordination and advocacy for low-income families.



Financial Review

Income for the year amounted to £360,851 (year ended 31 March 2022: £320,399). Donations gratefully received during the year amounted to £29,100 (year ended 31 March 2022: £12,262).

Reserves

The balance on the unrestricted fund account on 31 March 2023 was £174,191 (year ended 31 March 2022: £150,057). The Trustees continue to focus on three primary financial objectives: (1) maintain sufficient cash reserves to enhance organisational resilience to respond to any future economic downturns; (2) further develop the service's revenue streams to financially support the service's charitable objectives obviating the need to rely largely on charitable donations to fund capital expenditure and future development; and (3) invest in the future of the sector to promote service quality in a changing society to deliver long-term societal benefit

The balance on the restricted fund account on 31 March 2023 was £18,398 (year ended 31 March 2022: £11,848).

Chief Executive Officer's Report

The team at the Trust have continued to develop the core approach to how we deliver mediation so that we can ensure that for our clients we are able to offer the most effective mediation we can.

However, this is done in a world where uncertainty remains a core parameter we have to work in.

A Challenging World

After three years dominated by COVID we have now moved into a period characterised by the cost-of-living crisis and above inflationary cost increases. These two trends have placed an ever-increasing number of families and children under financial pressure.

The impact of these pressures has been highlighted by the Child Poverty Action Group's research which highlighted that 29% of children live in poverty and in lone parent households this increases to 44%.

On one hand this increases the risk of more families in conflict and consequently increases the number of families going through separation.

These families also, often, do not have funds to cover legal advice or support their own costs for mediation.

On a daily basis these issues are clearly seen by our mediators and admin team, issues such as increased conflict, customer ability to pay when not eligible for legal aid and dealing with debt as part of a mediation agreement are all becoming ever more prevalent.

These challenges make the delivery of mediation an increasingly challenging proposition.

Legal Aid provision has increased over the last year by £11,000. In the last two years the number of clients assessed as eligible for legal aid has jumped up by 50.4%. Legal aid rates however have continued to remain at the rates paid in 2004, placing considerable financial pressure on legal aid mediation providers. This is making delivery to low-income families an ever-increasing challenge.

The Trust has increased its use of mediation vouchers for clients. The increasing certainty of the vouchers has helped support a broad range of clients.

During the year the Trust claimed 153 vouchers, of which 41% were used to subsidise legal aid cases. 39% of the vouchers claimed were for the full value of mediation provided.

We do want to say a big thank you to the law clinics around the region as they play a vital role for so many of our clients.

To help the Trust continue to develop ever stronger mediation delivery in an increasingly challenging economic climate we have had to increase efficiencies and improve economies of scale. This has been achieved by:

- Expanding provision across the region, 27% of clients now come from outside our core delivery area;
- Manage overheads to ensure only essential overhead expenditure is incurred; and
- Focus on continued improvement of conversion rates to mediation outcome.

Delivery Performance

The table below provides the year's key performance indicators against the previous two years.

	2020/21 Outputs	2021/22 Outputs	2022/23 Outputs	2020/21 Growth 2022/23
1 st MIAMS	880	940	927	5.3%
2 nd MIAMS	338	419	447	32%
Mediation Sessions	266	491	568	135%

The table shows that the Trust has seen a greater increase in 2nd MIAMs (6.7% increase) and subsequent mediation sessions (15.6% increase) year on year, demonstrating the continued improvement in conversion to mediation. The Trust has focused on increasing communication to the second client to achieve a greater conversion rate into mediation.

During the year the Trust and its sub-contracting partners achieved a total of 788 Separated Parents Information Programme ('SPIPS'), compared to 689 the year before, an

increase of 19%. Of these 76.3% were delivered within 20 working days of referral and 73% completed feedback forms.

The Centre For Excellence

The Centre For Excellence has mainly focused on the rolling out of a Parenting Coordination pilot project and acting as an advocate for legal aid mediation.

PARENTING COORDINATION

The concept of parenting coordination has been developed in many countries around the world as a way for clients with significant conflict to manage their court ordered agreements. In the UK the concept has been developed through a group of 9 mediators over the last 4 years. This however has not materialised into significant case work.

The Trust secured initial funding from the Norfolk Community Foundation and the Mercers charity of £48,394 over three years to set up and trial a project in Norfolk for Parenting Coordination (PC). The aim of the project was to identify the barriers to accessing PC and to find solutions to removing the barriers.

The project focused on the following barriers:

- Court Support: the team worked with CAFCASS and the family judges in the county to ensure they had a high level of understanding and trust in the process and that they could refer clients in to the pilot.
- The financial barrier of accessing PC: PC involves a lot of interaction over a significant time period, and this means that the program is expensive for clients. Through the use of grant funding, we have been able to create a charging system which means that for those on very low income PC would be free and those on low incomes there would be a very low cost.
- Legal Advice: the programme requires clients to gather legal advice on PC before they engage. This is shown through the need to sign a binding contract with independent legal signature. The key need for this is that PC includes an element of adjudication if couples cannot agree on a point. We have looked to remove this aspect of PC as it also led to conflict between the client and PC if enacted.

The programme has received good support from across Norfolk and is now reaching a pivotal position as we relaunch with adjustments enacted to remove further barriers.

The Trust is also working with the Parenting Coordination Alliance to explore long term standards and compliance monitoring.

The Trust has played a leading role in advocating for low income families and the need to retain legal aid for mediation. This work has seen the Trust work with others to create an alliance of 77 providers who all provide legal aid mediation. The Trusts CEO has also taken on the role as chair of the group and has been instrumental in protecting access to mediation for low-income families.

The group acknowledge they have a long way to go, but also acknowledge that they have made some important progress. The key successes achieved to date include gaining the support of a wide partnership of providers, correspondence with the Labour Party senior MP's and correspondence with Lord Bellamy.

The groups work has resulted in amplification of the message through other organisations. This includes improved focus by the FMC on legal aid.

Plans for the Future

While this year has been a successful year for the Trust there is still further work that can and should be undertaken. Over the coming year the Trust will be focusing on:

- Increasing the number of families the Trust works with to ensure the impact of our work is felt by more people;
- Introduce new projects and ways of working to continue to find ways of working with the increasingly complex nature of family separation, projects such as Parenting Coordination; and
- Explore approaches to make the Trust a rap around service for separating families.

Thank You

The team of administrators and mediators at the Trust are not only extremely hard working but also show compassion and commitment to our clients every day. It is this approach from all of the team that has enabled the Trust to have another successful year.

The Trustees have been able to show guidance and support to decision making while also focusing on ensuring the governance of the charity has been maintained at the highest level.

The Trust has been fortunate to have received support from a number of charities and Trusts. We would like to thank the following for their support:

- The Mercers Charity
- Cambridge Community Foundation
- The Privy Purse
- Norfolk Community Foundation

FAMILY MEDIATION LEGAL AID ACTION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees (who are also directors of The Family Mediation Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company Law requires the Trustees to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with applicable law, United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" and the Charities SORP 2020.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- 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 company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that its financial statements comply with the Companies Act 2006 and the Charities SORP 2020. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the General Directions given by the Charities Commission under Section 145(5)(b) of the Charities Act 2011.

Independent examiners

The directors reappointed Stuart Arrandale, Chartered Certified Accountants as independent examiner to the company.

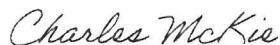
Reserves Policy

The charity aims to hold sufficient general funds to cover the cost of running the charity for three months.

Post Balance Sheet Events

There are no Post Balance Sheet Events to be reported.

Signed on behalf of the Trustees on,



Mr Charles McKie

Director

23 November 2023

ACCOUNTANT'S REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF THE FAMILY MEDIATION TRUST

I report on the accounts for the year ended 31 March 2023, which are set out on pages 9 to 15.

Respective responsibilities of Trustees and reporting accountants

As described on page 7 the Trustees, who are also the Directors of The Family Mediation Trust Ltd for the purposes of company law, are responsible for the preparation of the accounts, and they consider that an audit is not required for this year and that an independent examination under section 144 of the Charities Act 2011 is needed. It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission and
- to state whether particular matters have come to my attention.

Basis of statement

My work was carried out in accordance with 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 the 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 which gives me reasonable cause to believe that in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act, and
- to prepare accounts which accord with the accounting requirements of the charities Act

have not been met, or to which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached



STUART ARRANDALE
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

30/11/2023

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	NOTES	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Donations	1c	29,100	-	29,100	12,262
Incoming resources from operating activities in furtherance of the charity's objects		330,663	-	330,663	308,118
Investment income		1,088	-	1,088	19
TOTAL INCOMING RESOURCES		360,851	-	360,851	320,399
Cost of generating funds		-	-	-	-
NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION					
		340,851	20,000	360,851	320,399
RESOURCES EXPENDED					
Direct charitable expenditure	3	315,517	13,450	328,967	304,820
Governance costs	5	1,200	-	1,200	1,200
TOTAL RESOURCES EXPENDED		316,717	13,450	330,167	306,020
NET INCOMING /(OUTGOING) RESOURCES FOR THE YEAR					
Assets transferred from Norfolk FMS	2	24,134	6,550	30,684	14,379
Balances brought forward At 1 April 2022		-	-	-	39,319
		150,057	11,848	161,905	108,207
Balances carried forward At 31 March 2023		174,191	18,398	192,589	161,905

The notes on page 11 to 15 form part of these accounts.

THE FAMILY MEDIATION TRUST LTD BALANCE SHEET AS AT 31 MARCH 2023

	NOTES	<u>2023</u>		<u>2022</u>	
		£	£	£	£
FIXED ASSETS	6		3,331		3,325
CURRENT ASSETS					
Debtors	7	38,305		33,807	
Cash and Bank		<u>177,673</u>		<u>148,556</u>	
		215,978		182,363	
CURRENT LIABILITIES					
Creditors falling due within one year	8	<u>26,720</u>		<u>23,783</u>	
NET CURRENT ASSETS			<u>189,258</u>		<u>158,580</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>192,589</u>		<u>161,905</u>
INCOME FUNDS					
Restricted funds	10		1,854		11,848
Unrestricted funds			<u>190,735</u>		<u>150,057</u>
			<u>192,589</u>		<u>161,905</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 23 Nov 2023 and signed on their behalf.

.....*Charles McKie*.....(Director)

The notes on pages 12 to 16 form part of these accounts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

a) BASIS OF PREPARATION OF ACCOUNTS

These financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", the Charities Act 2011, the Companies Act 2006 and in accordance with the provisions of Section 1A "Small Entities" of Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

The Family Mediation Trust Ltd meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in pounds sterling (£), rounded to the nearest pound.

b) FUND ACCOUNTING

Unrestricted funds represent accumulated surpluses and deficits in the general fund which are available for us at the discretion of the trustees in the furtherance of the charity's objectives.

Restricted funds are created when income is received for a specific purpose and use is restricted to that purpose.

c) INCOMING RESOURCES

All incoming resources are 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:

- i. Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- ii. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- iii. Investment income is included when receivable.
- iv. Income from fees is accounted for on a receipts basis.
- v. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

d) RESOURCES EXPENDED

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- i. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.
- ii. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include professional fees and costs linked to the strategic management of the charity.
- iii. All costs are allocated directly between the expenditure categories of the Statement of Financial Activities. Establishment costs, management salaries and administration costs are allocated to the Mediation Service and Other Family Services in the ratio 75:25.

e) DEPRECIATION

Tangible fixed assets costing less than £1,500 are written off in the year that they are acquired.

Depreciation is provided on all tangible fixed assets so as to write off the cost of assets, including the value of donated assets, less estimated residual value, over their expected useful lives, on a straight-line basis. It is calculated at the following rate:

Office equipment: 25%

f) TAXATION

The activities of the company qualify as charitable activities for corporation tax and therefore the company claims the charitable exemption provisions on any surplus arising from its primary trading activities. During the year the company did not undertake any non-charitable trading activities.

g) LEASES

Rentals under operating leases and hire agreements are charged to the income and expenditure account as incurred.

2. NET INCOMING/(OUTGOING) RESOURCES

The net incoming/(outgoing) resources before transfers for the year is arrived at after:

	2023	2022
	£	£
Reporting Accountant's fee	1,200	1,200
Combined liability insurance	1,567	1,460
Depreciation	1,111	-

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

3. DIRECT CHARITABLE EXPENDITURE

	Unrestricted funds	Restricted funds	2023	Total 2022
<u>All Services</u>	£	£	£	£
Mediators salaries	120,585	9,000	129,585	126,323
Non-Mediators salaries	106,977	2,136	109,113	82,361
Establishment and admin costs	86,560	2,314	88,874	94,618
Training, affiliation and travel	<u>1,395</u>		<u>1,395</u>	<u>1,518</u>
	<u>315,517</u>	<u>13,450</u>	<u>328,967</u>	<u>304,820</u>

4. ESTABLISHMENT AND ADMINISTRATION

	Unrestricted funds	Restricted funds	2023	Total 2022
<u>Establishment</u>	£	£	£	£
Rent and rates	14,043	-	14,043	12,358
Telephone	4,572	-	4,572	4,850
Printing, post & stationery	6,132	-	6,132	5,668
<u>Administration</u>				
Bookkeeping	5,515	-	5,515	5,269
Insurance	1,567	-	1,567	1,460
Consultants expenses*	48,000	2,000	50,000	50,000
Depreciation office equipment	1,111	-	1,111	-
Sundry	<u>5,620</u>	<u>314</u>	<u>5,934</u>	<u>14,712</u>
	<u>86,560</u>	<u>2,314</u>	<u>88,874</u>	<u>94,618</u>

* The consultancy expenses cover the fees for The Rural Consultant Ltd to provide Management Services functions to the Family Mediation Trust throughout the year.

5. GOVERNANCE COSTS

	Unrestricted funds	Restricted funds	2023	Total 2022
	£	£	£	£
Financial and professional Independent examination	1,200	-	1,200	1,200
Legal and professional	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Administration	<u>1,200</u>	<u>-</u>	<u>1,200</u>	<u>1,200</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

6. FIXED ASSETS

	Leasehold Improvements	Office Equipment	Total
Cost	£	£	£
At 1 April 2022	11,163	27,352	38,515
Additions	-	<u>1,117</u>	<u>1,117</u>
At 31 March 2023	11,163	28,469	39,632
Depreciation			
At 1 April 2022	11,163	24,027	35,190
Charge for year	<u>-</u>	<u>1,111</u>	<u>1,111</u>
At 31 March 2023	11,163	25,138	36,301
Net 31 March 2023	<u>-</u>	<u>3,331</u>	<u>3,331</u>
Net 31 March 2022	<u>-</u>	<u>3,325</u>	<u>3,325</u>

7. DEBTORS

	2023	2022
	£	£
Trade debtors	36,569	30,626
Other debtors and prepayments	<u>1,736</u>	<u>3,181</u>
	<u>38,305</u>	<u>33,807</u>

8. CREDITORS:

Amounts falling due within one year	2023	2022
	£	£
Trade creditors	6,437	5,151
Other taxation and social security	<u>20,283</u>	<u>18,632</u>
	<u>26,720</u>	<u>23,783</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

9. OTHER COMMITMENTS

At 31 March 2023 the charity had annual commitments under non-cancellable operating leases as follows:

Land and buildings	2023	2022
Expiry date		
Within one year	£-	£-
Within two to five years	£-	£-
	=====	=====

The Trust uses assets under licence arrangements with rolling 90-day arrangements.
 There were no capital commitments at the balance sheet date.

10. RESTRICTED FUNDS	2023	2022
	£	£
Law Services Commission	1,854	1,854
Parental Co-ordination	16,544	-
Norfolk Community Foundation	-	9,994
	18,398	11,848

TRUSTEES AND EMPLOYEES

There were 16 employees during the year (2022: 14) each earning less than £40,000 p.a.

There were no transactions with the Trustees who receive no emoluments.

11. CONTINGENT LIABILITIES

The charity has no contingent liabilities.

The Family Mediation Trust

England & Wales - Charity number 1041476

Accounts



The
Family
Mediation
Trust

Report and Accounts
For the Year Ended 31 March 2022

Charity Number 1041476
Company Number 2975404



THE FAMILY MEDIATION TRUST LTD ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

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FOR THE YEAR ENDED 31 MARCH 2022
Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN
The Family Mediation Trust Ltd is a registered Charity No. 1041476.
Registered as a company limited by guarantee and registered in England No. 2975404



CHARITY NUMBER

1041476

COMPANY REGISTRATION NUMBER

2975404 (ENGLAND)
A company limited by guarantee
not having a share capital

TRUSTEES/DIRECTORS

Chair

Tracy Sortwell (appointed 13 October 2021)
Joanne Preston (resigned 1 September 2021)

Treasurer

Charles Mckie

Trustees

Elizabeth Lewis
Sarah Calder
Hilary Perrott
Elisabeth Sneade
Meryl Hughes
Sophie Smith
Andrew Stronach

REGISTERED OFFICE

The Charing Cross Centre
St John Maddermarket
Norwich
NR2 1DN

REPORTING ACCOUNTANT

Stuart Arrandale
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

BANKERS

CAFBANK Ltd
Kings Hill
West Malling
Kent
ME19 4TA

:

FOR THE YEAR ENDED 31 MARCH 2022

Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN

The Family Mediation Trust Ltd is a registered Charity No. 1041476.

Registered as a company limited by guarantee and registered in England No. 2975404



Principal Activities

The principal activity of The Family Mediation Trust ('TFMT' or 'the Trust') is to alleviate the hardship and distress of couples and other family members involved in separation or divorce and to preserve and protect the health, both mental and physical, of the adults and children involved.

The core values of our service are inclusiveness, acceptance, and accessibility through the empowerment of parents, carers, and children, quality and professionalism of service, and acting as a voice for the well-being of children.

We aim to help those experiencing relationship breakdown by providing accessible information and support for children, parents and carers from all cultures and communities. We have a special concern for listening to the voices of children and young people and supporting children and their parents or carers.

We aim to help separating couples to work together to resolve their financial and/or childcare problems by offering them a safe environment where their feelings are acknowledged and where they are encouraged to discuss and plan the future as constructively as possible.

To further these objectives, we provide a range of services to couples involved in, or considering, separation and divorce, and to their children and other family members. These services consist of:

- Information about all aspects of separation and divorce and the most appropriate means of helping children through parental separation.
- Mediation with a view to helping couples to make decisions on practical arrangements for themselves and their children; and
- Training of mediators and other professionals in the role and delivery of mediation to separating families.

Mediation Service

We employ nine mediators. One of our mediators is also a Professional Practice Consultant and provides in-house supervision, alongside additional Professional Practice Consultancy from an external consultant.

The Trust remains dedicated to supporting new mediators through their training. Over the year we have been supporting three mediators in the development of their portfolios.

As well as providing our core family mediation work, we continue to provide Special Educational Needs and Disability Mediation (SEND) for Cambridgeshire County Council. This contract was re-tendered in 2020 along with 16 other local authorities. Due to the UK-wide nature of the contract TFMT declined to tender for this work. The core contract has ended but

the Trust has continued to deliver legacy work under the contract during the financial year.

Parenting Programmes

We continue to deliver the Separated Parenting Information Programmes (SPIPs) aimed at helping parents to maximise their emotional support to children throughout the period of family separation and its aftermath. These are offered under a contract held with the Children and Family Court Advisory and Support Service (CAFCASS) with referrals ordered by the Judges of the local family court.

Centre for Excellence

Following the launch of the Centre For Excellence in March 2021 the Trust has continued to invest time and resources in the development of this area of work. The Centre For Excellence has focused on short course development, delivering one off industry level events and the trial of new mediation approaches.



Financial Review

Income for the year amounted to £320,399 (year ended 31 March 2021: £251,427). Donations gratefully received during the year amounted to £12,262 (year ended 31 March 2021: £31,713).

Reserves

The balance on the unrestricted fund account on 31 March 2022 was £150,057 (year ended 31 March 2021: £106,353). The Trustees continue to focus on three primary financial objectives: (1) maintain sufficient cash reserves to enhance organisational resilience to respond to any future economic downturns; (2) further develop the service's revenue streams to financially support the service's charitable objectives obviating the need to rely largely on charitable donations to fund capital expenditure and future development; and (3) invest in the future of the sector to promote service quality in a changing society to deliver long-term societal benefit

The balance on the restricted fund account on 31 March 2022 was £11,848 (year ended 31 March 2021: £1,854).

Chief Executive Officer's Report

This financial year has seen the Trust focus on consolidating the work it had achieved through the merger of the two founding services, including the expansion of delivery across a larger geographic area.

The year has been intermittently affected by Covid. With the uncertainty over the last two years, I have been acutely aware of the importance of building a resilient Trust. Working closely with the Trustees, strategic decisions have been made with thorough consideration to the long-term structure of the Trust.

COVID-19

Following a year of unprecedented COVID-19 issues, 2021 -22 started off with the easing of many of the societal restrictions imposed the year before.

Between April and June 2021 restrictions on the opening of non-essential businesses were lifted. However, by the end of the year we were again experiencing high level Covid rates and restrictions such as the mandatory use of face masks in some settings were reintroduced. On the 24th February 2022 the government announced a plan for living with Covid and a roadmap for the removal of all remaining restrictions.

The impact of Covid on the delivery of mediation meant that bookings were often made in peaks and troughs resulting in the income for the Trust being volatile during the period.

The perceived desire to return mediation services to face to face delivery has been met with resistance from clients, with very

few clients requesting face to face delivery, instead preferring the flexibility of remote service delivery.

Delivery Performance

The table below provides the year's key performance indicators against the previous two years.

	2019/20 Outputs ¹	2020/21 Outputs	2021/22 Outputs
1 st MIAMS	373	880	940
2 nd MIAMS	176	338	419
Mediation Sessions	228	266	491

The above table highlights a strong period of growth in both initial MIAMS of 7% year on year growth.

The table shows that we have seen a far greater increase in 2nd MIAMS (24% increase) and subsequent mediation sessions (85% increase). Overall, there was a 71.4% increase in positive mediation outcomes from the previous year. The Trust has focused on increasing communication to the second client to achieve a greater conversion rate into mediation.

Delivery of mediation has expanded geographically over the year with substantial growth in Suffolk, Essex and other neighbouring counties to the Trusts heartlands of Cambridge, Peterborough and Norfolk.

During the year the Trust and its sub-contracting partners achieved a total of 937 Separated Parents Information Programme ('SPIPS'), compared to 788 the year before, an increase of 19%. Of these 76.3% were delivered within 20 working days of referral and 73% completed feedback forms.

Supporting Our Team

The Trust has embraced a home working approach. This has enabled our staff to take a more flexible working approach that aims to improve the work life balance for our people.

The move to home working and the introduction of IT and technical infrastructure in 2020/21 has enabled this move to take place in a seamless way, with very limited implementation challenges.

During the year ended 31 March 2022 the Trustees approved both a full staff pay review and the introduction of the Real Living Wage. Additionally, staff have received an extension to their holiday entitlement and the introduction of sick leave compensation.

The collective impact of the above is that the Trust has retained a very low level of staff turnover.

¹ Pre-merger figures

FOR THE YEAR ENDED 31 MARCH 2022

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The Centre For Excellence

Following the launch of the Centre for Excellence in March 2020 the Trust has now secure College of Mediators accreditation for the delivery of CPD training. This accreditation enabled the Trust to deliver a range of short courses in topics ranging from Legal Aid Assessments to Dealing with High Conflict mediation.

The Centre for Excellence ran two high profile sector leading events during the year ended 31 March 2022.

The Family Mediators Conference

This event attracted a very impressive line-up of speakers from His Honour Judge Cobb to Professor Gordon Harrold. The conference explored key issues in mediation from the political landscape we work in through to mental health challenges in the children of separated families.

The papers from this event can be found at: <https://www.thefamilymediationtrust.org/the-centre-for-excellence-conference>

Should Mediation Be Compulsory: The Debate

With raising talk in the industry around mediation becoming a compulsory process in the family courts the Trust held an open date that attracted over 400 attendees and has been used in policy formation by the Judiciary. The debate attracted leading family law professions to present the two sides of the issue to an outstanding panel of judges. Overall, with exceptional chairing by His Honour Judge Wildblood the judges found in favour of mediation remaining a volunteer process.

The Debate can be re watched at: <https://youtu.be/DORnIooeFvc>

Plans for the Future

While this year has been a successful year for the Trust there is still further work that can and should be undertaken. Over the coming year the Trust will be focusing on:

- Increasing the number of families the Trust works with to ensure the impact of our work is felt by more people;
- Introduce new projects and ways of working to continue to find ways of working with the increasingly complex nature of family separation, projects such as Parenting Coordination; and
- Developing the work of the Centre for Excellence.

Thank You

The team of administrators and mediators at the Trust are not only extremely hard working but also show compassion and commitment to our clients every day. It is this approach from all

of the team that has enabled the Trust to have another successful year.

The Trustees have been able to show guidance and support to decision making while also focusing on ensuring the governance of the charity has been maintained at the highest level.

The Trust has been fortunate to have received support from a number of charities and Trusts. We would like to thank the following for their support:

- CAF Bank
- ICS
- The Privy Purse
- Norfolk Community Foundation

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

The trustees (who are also directors of The Family Mediation Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company Law requires the Trustees to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with applicable law, United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" and the Charities SORP 2020.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- 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 company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that its financial statements comply with the Companies Act 2006 and the Charities SORP 2020. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the General Directions given by the Charities Commission under Section 145(5)(b) of the Charities Act 2011.

Independent examiners

The directors reappointed Stuart Arrandale, Chartered Certified Accountants as independent examiner to the company.

Reserves Policy

The charity aims to hold sufficient general funds to cover the cost of running the charity for three months.

Post Balance Sheet Events

There are no Post Balance Sheet Events to be reported.

Signed on behalf of the Trustees on.

Charles McKie

Charles McKie (Oct 26, 2022 21:52 GMT+1)

Mr Charles McKie

Director

26 October 2022

ACCOUNTANT'S REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF CAMBRIDGE FAMILY MEDIATION SERVICE

I report on the accounts for the year ended 31 March 2022, which are set out on pages 9 to 15.

Respective responsibilities of Trustees and reporting accountants

As described on page 7 the Trustees, who are also the Directors of The Family Mediation Trust Ltd for the purposes of company law, are responsible for the preparation of the accounts, and they consider that an audit is not required for this year and that an independent examination under section 144 of the Charities Act 2011 is needed. It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission and
- to state whether particular matters have come to my attention.

Basis of statement

My work was carried out in accordance with 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 the 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 which gives me reasonable cause to believe that in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act, and
- to prepare accounts which accord with the accounting requirements of the charities Act

have not been met, or to which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached

Stuart Arrandale

STUART ARRANDALE
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

31 October 2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	<u>NOTES</u>	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Donations	1c	2,268	9,994	12,262	31,713
Incoming resources from operating activities in furtherance of the charity's objects		308,118	-	308,118	219,683
Investment income		<u>19</u>	<u>-</u>	<u>19</u>	<u>31</u>
TOTAL INCOMING RESOURCES		310,405	9,994	320,399	251,427
Cost of generating funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION					
		<u>310,405</u>	<u>9,994</u>	<u>320,399</u>	<u>251,427</u>
RESOURCES EXPENDED					
Direct charitable expenditure	3	304,820	-	304,820	216,570
Governance costs	5	<u>1,200</u>	<u>-</u>	<u>1,200</u>	<u>1,000</u>
TOTAL RESOURCES EXPENDED		<u>306,020</u>	<u>-</u>	<u>306,020</u>	<u>217,570</u>
NET INCOMING /(OUTGOING) RESOURCES FOR THE YEAR					
Assets transferred from Norfolk FMS	2	4,385	9,994	14,379	33,857
Balances brought forward		39,319	-	39,319	-
At 1 April 2021		<u>106,353</u>	<u>1,854</u>	<u>108,207</u>	<u>74,350</u>
Balances carried forward					
At 31 March 2022		<u>150,057</u>	<u>11,848</u>	<u>161,905</u>	<u>108,207</u>

The notes on page 11 to 15 form part of these accounts.

THE FAMILY MEDIATION TRUST LTD BALANCE SHEET AS AT 31 MARCH 2022

	NOTES	2022		2021	
		£	£	£	£
FIXED ASSETS	6		3,325		-
CURRENT ASSETS					
Debtors	7	33,807		26,160	
Cash and Bank		<u>148,556</u>		<u>98,444</u>	
		182,363		124,604	
CURRENT LIABILITIES					
Creditors falling due within one year	8	<u>23,783</u>		<u>16,397</u>	
NET CURRENT ASSETS			<u>158,580</u>		<u>108,207</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>161,905</u>		<u>108,207</u>
INCOME FUNDS					
Restricted funds	10		11,848		1,854
Unrestricted funds			<u>150,057</u>		<u>106,353</u>
			<u>161,905</u>		<u>108,207</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 26 October 2022 and signed on their behalf.

Charles McKie

Charles McKie (Oct 26, 2022 21:52 GMT+1)

.....(Director)

The notes on pages 11 to 15 form part of these accounts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

a) BASIS OF PREPARATION OF ACCOUNTS

These financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), “Accounting and Reporting by Charities”, the Charities Act 2011, the Companies Act 2006 and in accordance with the provisions of Section 1A “Small Entities” of Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS102).

The Family Mediation Trust Ltd meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in pounds sterling (£), rounded to the nearest pound.

b) FUND ACCOUNTING

Unrestricted funds represent accumulated surpluses and deficits in the general fund which are available for use at the discretion of the trustees in the furtherance of the charity’s objectives.

Restricted funds are created when income is received for a specific purpose and use is restricted to that purpose.

c) INCOMING RESOURCES

All incoming resources are 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:

- i. Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- ii. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- iii. Investment income is included when receivable.
- iv. Income from fees is accounted for on a receipts basis.
- v. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

d) RESOURCES EXPENDED

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- i. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.
- ii. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include professional fees and costs linked to the strategic management of the charity.
- iii. All costs are allocated directly between the expenditure categories of the Statement of Financial Activities.

e) DEPRECIATION

Tangible fixed assets costing less than £1,500 are written off in the year that they are acquired.

Depreciation is provided on all tangible fixed assets so as to write off the cost of assets, including the value of donated assets, less estimated residual value, over their expected useful lives, on a straight-line basis. It is calculated at the following rate:

Office equipment: 25%

f) TAXATION

The activities of the company qualify as charitable activities for corporation tax and therefore the company claims the charitable exemption provisions on any surplus arising from its primary trading activities. During the year the company did not undertake any non-charitable trading activities.

g) LEASES

Rentals under operating leases and hire agreements are charged to the income and expenditure account as incurred.

2. NET INCOMING/(OUTGOING) RESOURCES

The net incoming/(outgoing) resources before transfers for the year is arrived at after:

	<u>2022</u>	<u>2021</u>
	£	£
Reporting Accountant's fee	1,200	1,000
Combined liability insurance	1,460	1,328
Depreciation	-	=

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

3. DIRECT CHARITABLE EXPENDITURE

	hm	Unrestricted funds	Restricted funds	Total	
		£	£	2022	2021
		£	£	£	£
<u>All Services</u>					
Mediators salaries		126,323	-	126,323	90,960
Non-Mediators salaries		82,361	-	82,361	68,558
Establishment and admin costs		94,618	-	94,618	55,552
Training, affiliation and travel		<u>1,518</u>	-	<u>1,518</u>	<u>1,500</u>
		<u>304,820</u>	-	<u>304,820</u>	<u>216,570</u>

4. ESTABLISHMENT AND ADMINISTRATION

	Unrestricted funds	Restricted funds	Total	
	£	£	2022	2021
	£	£	£	£
<u>Establishment</u>				
Rent and rates*	12,358	-	12,358	(18,199)
Telephone	4,850	-	4,850	4,457
Printing, post & stationery	5,668	-	5,668	3,106
<u>Administration</u>				
Bookkeeping	5,569	-	5,269	4,225
Insurance	1,460	-	1,460	1,328
Consultancy expenses**	50,000	-	50,000	41,315
Cost of merger and removal	-	-	-	9,375
Depreciation office equipment	-	-	-	-
Sundry	<u>14,712</u>	<u>-</u>	<u>14,712</u>	<u>9,945</u>
	<u>94,618</u>	-	<u>94,618</u>	<u>55,552</u>

*On 30th June 2020 the Trust surrendered its lease at Essex House in Cambridge to facilitate redevelopment of the site. The Trust secured a one-off early termination compensation payment of £36,500 reflected in rent and rates above.

** The consultancy expenses cover the fees for The Rural Consultant Ltd to provide Management Services to the Family Mediation Trust throughout the year.

5. GOVERNANCE COSTS

	Unrestricted funds	Restricted funds	Total	
	£	£	2022	2021
	£	£	£	£
Financial and professional				
Independent examination	1,200	-	1,200	1,000
Total Administration	<u>1,200</u>	-	<u>1,200</u>	<u>1,000</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

6. FIXED ASSETS

	Leasehold Improvements	Office Equipment	Total
Cost	£	£	£
At 1 April 2021	11,163	24,027	35,190
Additions	-	<u>3,325</u>	<u>3,325</u>
At 31 March 2022	11,163	27,352	38,515
Depreciation			
At 1 April 2021	11,163	24,027	35,190
Charge for year	-	-	-
At 31 March 2022	11,163	24,027	35,190
Net 31 March 2022	<u>-</u>	<u>3,325</u>	<u>3,325</u>
Net 31 March 2021	<u>-</u>	<u>-</u>	<u>-</u>

7. DEBTORS

	2022	2021
	£	£
Trade debtors	30,626	23,494
Other debtors and prepayments	<u>3,181</u>	<u>2,666</u>
	<u>33,807</u>	<u>26,160</u>

8. CREDITORS:

Amounts falling due within one year	2022	2021
	£	£
Trade creditors	5,151	7,825
Other taxation and social security	<u>18,632</u>	<u>8,572</u>
	<u>23,783</u>	<u>16,397</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

9. RESTRICTED FUNDS	2022	2021
	£	£
Law Services Commission	1,854	1,854
Norfolk Community Foundation	<u>9,994</u>	<u>-</u>
	11,848	1,854

10. TRUSTEES AND EMPLOYEES

There were 14 employees during the year (2021: 14) each earning less than £40,000 p.a.

There were no transactions with the Trustees who receive no emoluments.

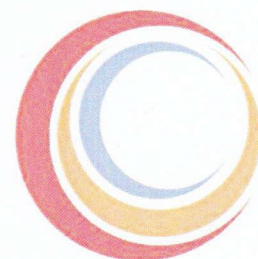
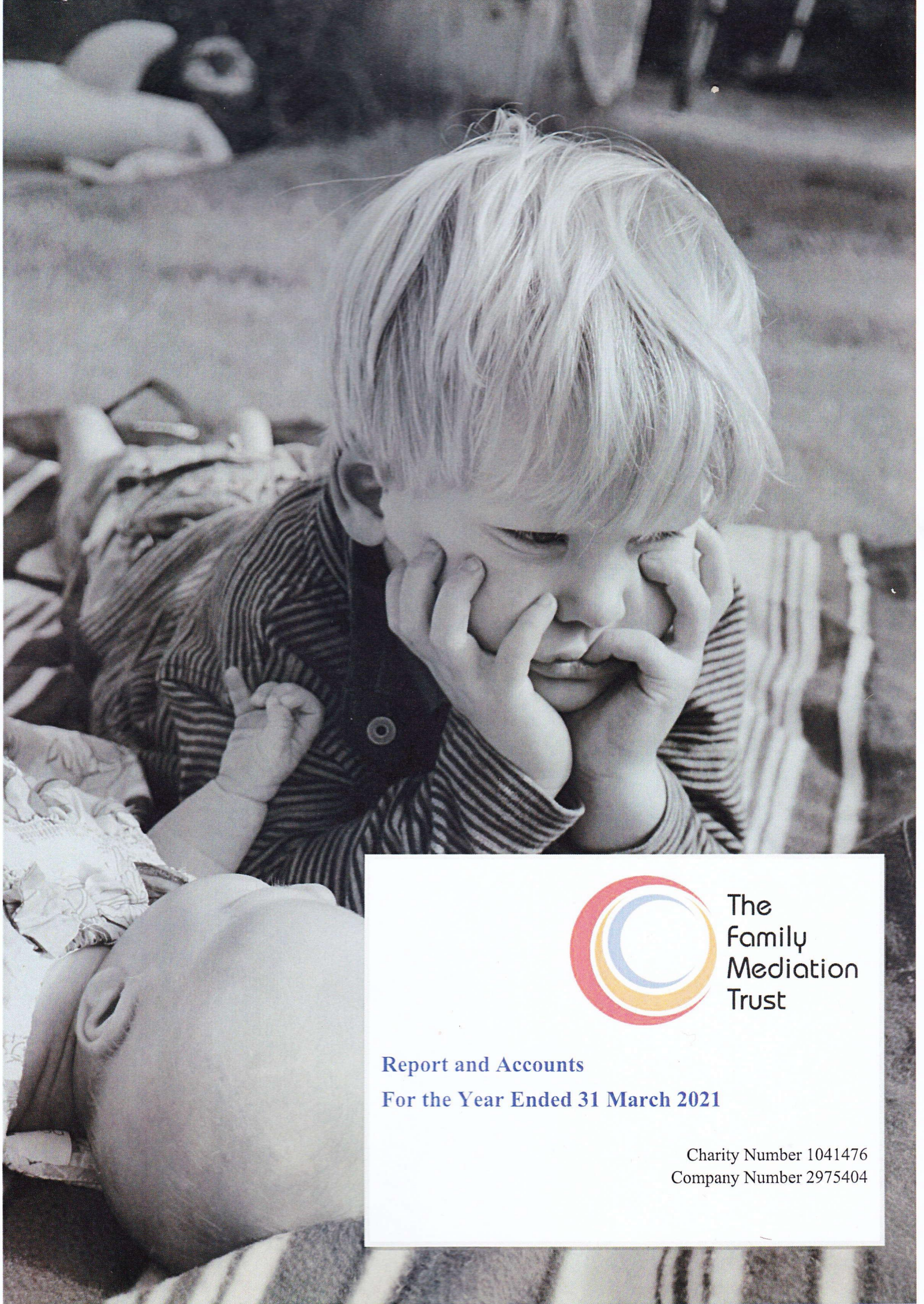
11. CONTINGENT LIABILITIES

The charity has no contingent liabilities.

The Family Mediation Trust

England & Wales - Charity number 1041476

Accounts



The
Family
Mediation
Trust

Report and Accounts

For the Year Ended 31 March 2021

Charity Number 1041476
Company Number 2975404

FOR THE YEAR ENDED 31 MARCH 2021
Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN
The Family Mediation Trust Ltd is a registered Charity No. 1041476.
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THE FAMILY MEDIATION TRUST LTD ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

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CHARITY NUMBER

1041476

COMPANY REGISTRATION NUMBER

2975404 (ENGLAND)
A company limited by guarantee
not having a share capital

TRUSTEES/DIRECTORS

Chair

Mrs Joanne Preston (Resigned 1st September 2021)

Treasurer

Mr Charles Mckie (Appointed 1st June 2020)

Trustees

Elizabeth Lewis
Sarah Calder
Hilary Perrott
Elisabeth Sneade (Appointed 1st June 2020)
Meryl Hughes (Appointed 1st June 2020)
Sophie Smith (Appointed 1st June 2020)
Andrew Stronach (Appointed 1st June 2020)
Sally Harris (Appointed 1st June 2020: Resigned 18th October 2020)
Stacy Moar (Resigned 1st June 2020)
Deborah Hargreaves (Resigned 1st June 2020)
Mary Coussey (Resigned 1st June 2020)
Juliet Harvey (Resigned 26th June 2020)

REGISTERED OFFICE

The Charing Cross Centre
St John Maddermarket
Norwich
NR2 1DN

REPORTING ACCOUNTANT

Stuart Arrandale
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG

BANKERS

CAFBANK Ltd
Kings Hill
West Malling
Kent
ME19 4TA

:



Principal Activities

The principal activity of The Family Mediation Trust ('TFMT' or 'the Trust') is to alleviate the hardship and distress of couples and other family members involved in separation or divorce and to preserve and protect the health, both mental and physical, of the adults and children involved.

The core values of our service are inclusiveness, acceptance, and accessibility through the empowerment of parents, carers, and children, quality and professionalism of service, and acting as a voice for the well-being of children.

We aim to help those experiencing relationship breakdown by providing accessible information and support for children, parents and carers from all cultures and communities. We have a special concern for listening to the voices of children and young people and supporting children and their parents or carers.

We aim to help separating couples to work together to resolve their financial and/or childcare problems by offering them a safe environment where their feelings are acknowledged and where they are encouraged to discuss and plan the future as constructively as possible.

To further these objectives, we provide a range of services to couples involved in, or considering, separation and divorce, and to their children and other family members. These services consist of:

- Information about all aspects of separation and divorce and the most appropriate means of helping children through parental separation.
- Mediation with a view to helping couples to make decisions on practical arrangements for themselves and their children.
- Training of mediators and other professionals in the role and delivery of mediation to separating families.

Mediation Service

We employ nine mediators. One of our mediators is also a Professional Practice Consultant and provides in-house supervision, alongside additional Professional Practice Consultancy from an external consultant.

The Trust remains dedicated to supporting new mediators through their training. Over the year we have seen two mediators secure full accreditation and one more continues to progress through training.

As well as providing our core family mediation work, we continue to provide Special Educational Needs and Disability Mediation (SEND) for Cambridgeshire County Council. This contract was re-tendered in 2020 along with 16 other local authorities. Due to the UK-wide nature of the contract TFMT

declined to tender for this work. The core contract ended during this financial period, and the Trust continues to deliver legacy work under the contract over this financial year.

Parenting Programmes

We continue to deliver the Separated Parenting Information Programmes (SPIPs) aimed at helping parents to maximise their emotional support to children throughout the period of family separation and its aftermath. These are offered under a contract held with the Children and Family Court Advisory and Support Service (CAFCASS) with referrals ordered by the Judges of the local family court.

Centre for Excellence

During this year the Trust has established the Centre for Excellence in Family Mediation. This department focuses on the delivery of Continuing Professional Development (CPD) training to mediators, research and the development of new services for separating families.



Financial Review

Income for the year amounted to £251,427 (year ended 31 March 2020: £196,763). Donations gratefully received during the year amounted to £31,713 (year ended 31 March 2020: £620).

Reserves

The balance on the unrestricted fund account on 31 March 2021 was £106,353 (year ended 31 March 2020: £72,496). The Trustees continue to focus on three primary financial objectives: (1) maintain sufficient cash reserves to enhance organisational resilience to respond to any future economic downturns; (2) further develop the service's revenue streams to financially support the service's charitable objectives obviating the need to rely largely on charitable donations to fund capital expenditure and future development; and (3) invest in the future of the sector to promote service quality in a changing society to deliver long-term societal benefit

The balance on the restricted fund account on 31 March 2021 was £1,854 (year ended 31 March 2020: £1,854).

The Family Mediation Trust

In June 2020, at the 2019/20 AGM, the Trustees of Cambridge Family Mediation Service voted to merge the service with Norfolk Family Mediation Service and to change the charity's name to The Family Mediation Trust Ltd. The Trustees of Norfolk Family Mediation Service also voted to merge the service with Cambridge Family Mediation Service, thereby, forming The Family Mediation Trust to deliver mediation services across Norfolk and Cambridgeshire.

Chief Executive Officer's Report

It is very pleasing to see that at the end of a year which has seen the transformation of the Cambridge Family Mediation Service into The Family Mediation Trust, office moves and battling with the challenges of COVID-19, the Trust has achieved a positive year of growth in impact and financial resilience.

COVID-19

The first COVID-19 lockdown began six weeks before the start of the financial year and set the trend for many of the management decisions for the year ahead.

The early COVID-19 restrictions significantly impacted on the Trust's ability to deliver mediation and on client demand for mediation. The first lockdown period was marked by all parts of society having to limit what they could do. The family courts initially limited work to only the highest priority cases and the housing market stopped. Delivery of work across the Trust did

not stop as we were able to move delivery online, but during this period the Trust experienced a significant reduction in demand.

When restrictions were lifted over the summer, and during partial and full lockdowns throughout the rest of year, demand increased, and the Trust has been able to continue with a full online delivery programme.

Looking ahead, we can see that COVID-19 remains a key factor in how we deliver the Trust's charitable work. It is however pleasing to report that the Trust has established robust approaches to the management of this risk.

The Birth of The Family Mediation Trust

As a result of the AGM in June 2020 the service went through a transformative change by combining its work with that of the Norfolk Family Mediation Service and establishing a new brand.

Norfolk Family Mediation Service had been an established charity provider of mediation across Norfolk since 1983 and similar to the service in Cambridge, had built strong local networks and a good reputation. By bringing together the two services the Trustees believed that the new, larger provider could maintain the strong local brands while improving resilience across the service, enhancing the depth of mediation, and developing mediators for the future.

With the development of a combined service there was a need to develop a new brand that represented the expanded delivery area.

The merger of the services also resulted in the movement of staff and resources from Norfolk Family Mediation Service to the Trust, and the reorganisation of offices and IT systems. The Trust established its head offices at the Charing Cross Centre in Norwich with a permanent outreach location at the Advice Hub, Cambridge. In line with this, a new IT system was installed allowing full remote working and paperless processes along with a web-based phone system to support home working.

Regional Growth

One of the biggest impacts from COVID-19 has been the reduction in mediation services and in the number of local legal aid contract holders for family mediation.

In September 2020 the Peterborough and District Family Mediation Service decided that it would close its doors for the last time. As a fellow charity-based mediation service the Trust was approached to work with them to help support existing clients and to act as a referral point for new clients. TFMT has expanded delivery into the Peterborough area to ensure that a local legal aid provider is available there.

In January 2021 Essex Mediation gave up the delivery of legal aid mediation across North Essex and South Suffolk. Following discussions with Essex Mediation the Trust expanded its delivery into Essex and Suffolk.



Delivery Performance

The table below provides the year's key performance indicators against the previous two years.

	2018/19 Outputs	2019/20 Outputs	2020/21 Outputs
1 st MIAMS	404	373	880
2 nd MIAMS	173	176	338
Mediation Sessions	254	228	266

While the table highlights a significant growth of 230% in 1st MIAMS and 192% in 2nd MIAMS, it is important to note that this includes all delivery data from 26 June 2020 in Norfolk.

The conversion to mediation and outcome has been challenged this year due to a number of factors, several as a result of COVID-19. These include:

- An increase in legal aid work from within the Trust's traditional delivery areas as well as the new locations. This has been driven by an increase in clients who are on Universal Credit. Legal aid work now accounts for around 60% of cases being delivered.
- A higher rate of clients who have domestic abuse in their cases, which has led to the cases being deemed not suitable.
- The level of conflict within cases has been higher in general. A significant element of this has been due to COVID-19 restrictions impacting on families.
- Limitation to solutions available to clients, such as contact centres being closed, court delays and housing markets being closed.
- The number of sessions per case to reach mediation reduced by 0.48 over the last year from an average of 1.94 mediation sessions to 1.46. This is due to the rise in the number of cases that are legally aided, child focused and given through online delivery.

The MIAM to mediation conversion rate has significantly increased during the year, from its lowest point during the first lockdown, and now stands close to the pre COVID-19 rate.

Systems and Processes

To enable the Trust to function in the way it needs to with strong governance and robust systems a number of new processes and changes to how the team work have been implemented. These include:

- The IT system has been upgraded to a remote desktop approach. This move has allowed for an enhancement in IT security as well as giving the team greater ability to work from home.

- A new web-based phone system has been installed across the service. This included some new hardware and the early cancellation of existing contracts across both organisations. The impact has been a reduced monthly cost of phones and an improvement in customer service.
- The Cambridge office in Essex House was subject to an early surrender of its lease. The Trust moved its Cambridge-based work to the Advice Hub on Devonshire Road. The early release of the contract secured the Trust a one-off compensation payment.
- New satellite office locations have been created in Peterborough, Beccles, Leiston, Lowestoft, Chelmsford and Harlow.
- The pay roll was migrated over to Xero to ensure full integration with the accounting systems.
- Paperless file-management was introduced. This has enabled the team to work remotely, and reduced costs of printing and file management.
- A full service pay review has been undertaken and we are pleased to say that the Trust signed up to the Living Wage which delivered an 8% increase in mediators' wages.
- The service undertook a review of conditions for staff and we are pleased to have been able to increase holiday and sick pay entitlements for all staff.
- Created an online training course booking and management process. This has enabled the Trust to undertake a limited number of CPD training courses and mediation awareness courses.

Plans for the Future

We are very pleased that the charity's financial position continues to strengthen, and of our achievements in supporting families through the challenges faced during separation, but we cannot sit back, there is more to be done.

Over the coming year the Trust will be focusing on consolidating the work it has done over the last year.

The key focuses will be on:

- Increasing the conversion rate from MIAM through to successful mediation.
- Increasing the number of families we are able to support.
- Developing the work of the Centre for Excellence to include a full training programme and College of Mediators CPD approval.
- Re-introducing face-to-face delivery, as COVID-19 restrictions allow. This work will be managed to

FOR THE YEAR ENDED 31 MARCH 2021

Registered office at The Charing Cross Centre, St John Maddermarket, Norwich, NR2 1DN

The Family Mediation Trust Ltd is a registered Charity No. 1041476.

Registered as a company limited by guarantee and registered in England No. 2975404



ensure that we maintain inclusive access to mediation for all, that clients and mediators are kept safe, and timely delivery of work is maximised to ensure us to help more families from our finite resources.

Thank You

The birth of The Family Mediation Trust would not have been possible without the hard work and dedication of all staff and Trustees.

The move to working from home, uncertainty due to COVID-19 restrictions, office moves and having to adopt new systems and process while also expanding the service has been a strain on each member of the team.

Bringing two cultures from two different businesses could have been a huge upheaval, but the focus and dedication of each member of staff has been exemplary.

The Trustees have been able to show guidance and support to decision making while also focusing on ensuring the governance of the charity has been maintained at the highest level.

The Trust has also been fortunate to have received support from a number of charities and Trusts. We would like to thank the following for their support:

- Cambridge Community Foundation
- Norfolk Community Foundation
- Preachers Charity
- R C Snellings Charity
- The Evelyn Trust
- Trinity College

Concluding Remarks

It is with some relief that we reach the end of 2020/21, the year has had its challenges due to the COVID-19 pandemic. The impacts have not only been felt by the charity but also by our clients.

As well as relief there is also significant pride. The team across the two founding charities have worked tirelessly throughout the year to create The Family Mediation Trust. But not only have they formed this new entity; they have done it in a way that has created a charity that is delivering value for money by helping many families in need in the East of England and is already showing the potential to support families for many years to come.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

The trustees (who are also directors of The Family Mediation Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company Law requires the Trustees to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with applicable law, United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" and the Charities SORP 2020.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- 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 company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that its financial statements comply with the Companies Act 2006 and the Charities SORP 2020. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the General Directions given by the Charities Commission under Section 145(5)(b) of the Charities Act 2011.

Independent examiners

The directors reappointed Stuart Arrandale, Chartered Accountant as independent examiners to the company.

Reserves Policy

The charity aims to hold sufficient general funds to cover the cost of running the charity for three months. With the impact of Covid-19 and the growing work of the Trust this policy is under review.

Post Balance Sheet Events

There are no Post Balance Sheet Events to be reported.

Signed on behalf of the Trustees on.



Mr Charles Mckie

Director

ACCOUNTANT'S REPORT TO THE MEMBERS ON THE UNAUDITED ACCOUNTS OF CAMBRIDGE FAMILY MEDIATION SERVICE

I report on the accounts for the year ended 31 March 2021, which are set out on pages 12 to 16.

Respective responsibilities of Trustees and reporting accountants

As described on page 5 the Trustees, who are also the Directors of The Family Mediation Trust Ltd for the purposes of company law, are responsible for the preparation of the accounts, and they consider that an audit is not required for this year and that an independent examination under section 144 of the Charities Act 2011 is needed. It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission and
- to state whether particular matters have come to my attention.

Basis of statement

My work was carried out in accordance with 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 the 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.

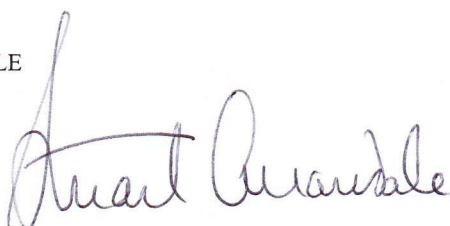
Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act, and
- to prepare accounts which accord with the accounting requirements of the charities Act

have not been met, or to which in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached

STUART ARRANDALE
Chartered Accountant
23-25 Gwydir Street
Cambridge
CB1 2LG



8 Nov 2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	<u>NOTES</u>	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Donations	1c	31,713	-	31,713	620
Incoming resources from operating activities in furtherance of the charity's objects		219,683	-	219,683	196,059
Investment income		<u>31</u>	<u>-</u>	<u>31</u>	<u>84</u>
TOTAL INCOMING RESOURCES		251,427	-	251,427	196,763
Cost of generating funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET INCOMING RESOURCES AVAILABLE FOR CHARITABLE APPLICATION					
		<u>251,427</u>	<u>-</u>	<u>251,427</u>	<u>196,763</u>
RESOURCES EXPENDED					
Direct charitable expenditure	3	216,570	-	216,570	186,780
Governance costs	5	<u>1,000</u>	<u>-</u>	<u>1,000</u>	<u>1,450</u>
TOTAL RESOURCES EXPENDED		217,570	-	217,570	188,230
NET INCOMING /(OUTGOING) RESOURCES FOR THE YEAR					
Balances brought forward At 1 April 2020	2	33,857	-	33,857	8,533
		<u>72,496</u>	<u>1,854</u>	<u>74,350</u>	<u>65,817</u>
Balances carried forward At 31 March 2021		<u>106,353</u>	<u>1,854</u>	<u>108,207</u>	<u>74,350</u>

The current years include trading activity generated from the merger with Norfolk Family Mediation Service and the impact of Covid-19.

The notes on page 12 to 16 form part of these accounts.

THE FAMILY MEDIATION TRUST LTD BALANCE SHEET AS AT 31 MARCH 2021

	NOTES	2021		2020	
		£	£	£	£
FIXED ASSETS	6	-	-	-	-
CURRENT ASSETS					
Debtors	7	26,160		6,079	
Cash and Bank		<u>98,444</u>		<u>88,481</u>	
		124,604		94,560	
CURRENT LIABILITIES					
Creditors falling due within one year	8	<u>16,397</u>		<u>20,210</u>	
NET CURRENT ASSETS			<u>108,207</u>		<u>74,350</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>108,207</u>		<u>74,350</u>
INCOME FUNDS					
Restricted funds	10		1,854		1,854
Unrestricted funds			<u>106,353</u>		<u>72,496</u>
			<u>108,207</u>		<u>74,350</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 2021 and signed on their behalf.

 (Director)

The notes on pages 12 to 16 form part of these accounts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

a) BASIS OF PREPARATION OF ACCOUNTS

These financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), “Accounting and Reporting by Charities”, the Charities Act 2011, the Companies Act 2006 and in accordance with the provisions of Section 1A “Small Entities” of Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS102).

The Family Mediation Trust Ltd meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in pounds sterling (£), rounded to the nearest pound.

b) FUND ACCOUNTING

Unrestricted funds represent accumulated surpluses and deficits in the general fund which are available for us at the discretion of the trustees in the furtherance of the charity’s objectives.

Restricted funds are created when income is received for a specific purpose and use is restricted to that purpose.

c) INCOMING RESOURCES

All incoming resources are 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:

- i. Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- ii. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- iii. Investment income is included when receivable.
- iv. Income from fees is accounted for on a receipts basis.
- v. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

d) RESOURCES EXPENDED

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- i. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.
- ii. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include professional fees and costs linked to the strategic management of the charity.
- iii. All costs are allocated directly between the expenditure categories of the Statement of Financial Activities. Establishment costs, management salaries and administration costs are allocated to the Mediation Service and Other Family Services in the ratio 75:25.

e) DEPRECIATION

Tangible fixed assets costing less than £1,500 are written off in the year that they are acquired.

Depreciation is provided on all tangible fixed assets so as to write off the cost of assets, including the value of donated assets, less estimated residual value, over their expected useful lives, on a straight-line basis. It is calculated at the following rate:

Office equipment: 25%

f) TAXATION

The activities of the company qualify as charitable activities for corporation tax and therefore the company claims the charitable exemption provisions on any surplus arising from its primary trading activities. During the year the company did not undertake any non-charitable trading activities.

g) LEASES

Rentals under operating leases and hire agreements are charged to the income and expenditure account as incurred.

2. NET INCOMING/(OUTGOING) RESOURCES

The net incoming/(outgoing) resources before transfers for the year is arrived at after:

	<u>2021</u>	<u>2020</u>
	£	£
Reporting Accountant's fee	1,000	950
Combined liability insurance	1,328	1,898
Depreciation	-	1,488

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

3. DIRECT CHARITABLE EXPENDITURE

	Unrestricted funds	Restricted funds	Total	
	£	£	2021 £	2020 £
<u>All Services</u>				
Mediators salaries	90,960	-	90,960	109,519
Non-Mediators salaries	68,558	-	68,558	28,027
Establishment and admin costs	55,552	-	55,552	47,269
Training, affiliation and travel	<u>1,500</u>	-	<u>1,500</u>	<u>1,965</u>
	<u>216,570</u>	-	<u>216,570</u>	<u>186,780</u>

4. ESTABLISHMENT AND ADMINISTRATION

	Unrestricted funds	Restricted funds	Total	
	£	£	2021 £	2020 £
<u>Establishment</u>				
Rent and rates*	(18,199)	-	(18,199)	18,525
Repairs and maintenance	-	-	-	1,638
Telephone	4,457	-	4,457	1,700
Printing, post & stationery	3,106	-	3,106	5,415
Heat and light	-	-	-	2,202
<u>Administration</u>				
Bookkeeping	4,225	-	4,225	4,496
Insurance	1,328	-	1,328	1,898
Consultants expenses	41,315	-	41,315	2,650
Cost of merger and removal	9,375	-	9,375	-
Depreciation office equipment	-	-	-	1,488
Sundry	<u>9,945</u>	<u>-</u>	<u>9,945</u>	<u>7,257</u>
	<u>55,552</u>	-	<u>55,552</u>	<u>47,269</u>

*On 30th June 2020 the Trust surrendered its lease at Essex House in Cambridge to facilitate redevelopment of the site. The Trust secured a one-off early termination compensation payment of £36,500 reflected in rent and rates above.

5. GOVERNANCE COSTS

	Unrestricted funds	Restricted funds	Total	
	£	£	2021 £	2020 £
Financial and professional				
Independent examination	1,000	-	1,000	950
Trustees meetings	-	-	-	500
Legal and professional	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Administration	<u>1,000</u>	-	<u>1,000</u>	<u>1,450</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

6. FIXED ASSETS

	Leasehold Improvements	Office Equipment	Total
Cost	£	£	£
At 1 April 2020	11,163	24,027	35,190
Additions	-	-	-
At 31 March 2021	11,163	24,027	35,190
Depreciation			
At 1 April 2020	11,163	24,027	35,190
Charge for year	-	-	-
At 31 March 2021	11,163	24,027	35,190
Net 31 March 2021	-	-	-
Net 31 March 2020	-	-	-

7. DEBTORS

	2021	2020
	£	£
Trade debtors	23,494	4,936
Other debtors and prepayments	<u>2,666</u>	<u>1,143</u>
	<u>26,160</u>	<u>6,079</u>

8. CREDITORS:

Amounts falling due within one year	2021	2020
	£	£
Trade creditors	7,825	9,563
Other taxation and social security	<u>8,572</u>	<u>10,647</u>
	<u>16,397</u>	<u>20,210</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

9. OTHER COMMITMENTS

At 31 March 2021 the charity had annual commitments under non-cancellable operating leases as follows:

Land and buildings	2021	2020
Expiry date		
Within one year	£-	£-
Within two to five years	£-	£14,500

The Trusts lease of Essex House in Cambridge was surrendered early and a compensation payment received from the landlord (see note 4). The Trust uses assets under licence arrangements with rolling 90-day arrangements. There were no capital commitments at the balance sheet date.

10. RESTRICTED FUNDS	2021	2020
	£	£
Law Services Commission	1,854	1,854

11. TRUSTEES AND EMPLOYEES

There were 14 employees during the year (2020: 10) each earning less than £40,000 p.a.

There were no transactions with the Trustees who receive no emoluments.

12. CONTINGENT LIABILITIES

The charity has no contingent liabilities.