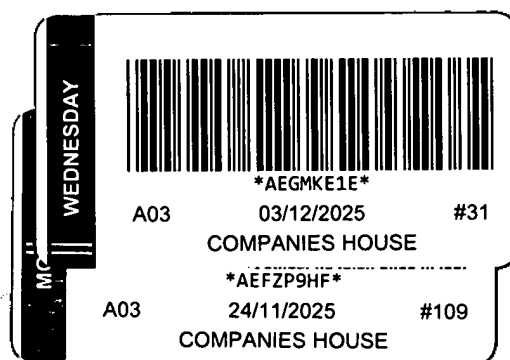
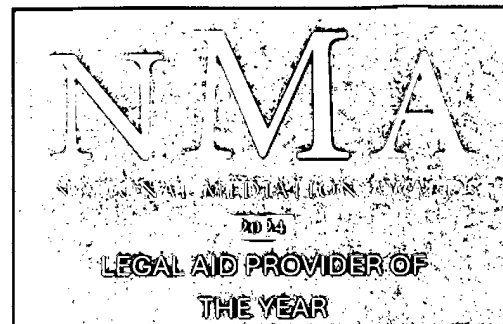


The
Family
Mediation
Trust



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
The Family Mediation Trust Ltd is a registered Charity No. 1041476.
Registered as a company limited by guarantee and registered in England No. 2975404



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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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 FYJPB 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,

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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

	NOTES	2025		2024	
		£	£	£	£
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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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>

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	2,074	2,458
	<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	30,535	34,762
	<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.