

REGISTERED COMPANY NUMBER: 04331410 (England and Wales)  
REGISTERED CHARITY NUMBER: 1091232

Report of the Trustees and  
Financial Statements for the Year Ended 31 March 2024  
for  
Remedi-Restorative Services

Independent Auditors LLP  
Chartered Accountants & Statutory Auditors  
Emstrey House North  
Shrewsbury Business Park  
Shrewsbury  
SY2 6LG

## Remedi-Restorative Services

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and aims**

These currently are:

- (1) to promote for the public benefit in particular in the City of Sheffield and elsewhere ("the area of benefit") the provision of services directed towards the efficiency of the police and mediation, reconciliation and achieving restorative justice between victims of crime and offenders, with a view
  - (a) to the preservation of public order and
  - (b) to the advancement of criminal justice through the preservation and protection of the well-being of such victims and the rehabilitation of such offenders
- (2) to reduce the distress, poverty and disadvantageous effects on victims and witnesses of crime and other forms of harmful behaviour including the families and friends of such persons and others affected who are in need;
- (3) to promote good citizenship and greater public participation in the prevention and solution of crime
- (4) to advance the education of the public in the area of benefit in the methods of such mediation, conciliation and achieving restorative justice, the needs of victims and offenders for such services, and the means of managing such services
- 5) to advance public education and awareness by research into issues primarily relating to victims of crime, witnesses and their families and to disseminate the useful results of such research.

## **OBJECTIVES AND ACTIVITIES**

### **Significant activities**

1. Remedi has continued to provide a range of restorative based services in partnership with the Youth Justice Service in Barnsley, Rotherham, Sheffield, Derby, Nottingham County, Manchester, Stockport, Salford and Bolton. In addition we have expanded our work in the youth justice arena via the provision of restorative justice services contracted by the Wakefield and Tameside Youth Justice Teams.
2. Remedi has continued to deliver services as the contracted provider for Restorative Justice with the Offices of the Police and Crime Commissioner in: Cumbria, Humberside, Cheshire, Greater Manchester, South Yorkshire, Derbyshire and the West midlands.
3. This work has expanded this year and now includes the contracted provision of Restorative Justice with the Nottinghamshire Office of the Police and Crime Commissioner.
4. Remedi has continued to provide Victim Support services across Derbyshire funded by the Office of the Police and Crime Commissioner. This includes the provision of dedicated support services for child/youth victims and victims of hate crime.
5. Further dedicated victim of hate crime support services have also been developed on a contracted basis in both the West Midlands and in Cheshire.
6. Remedi continues to have dedicated on site personnel working in and funded by HMP Doncaster.
7. Extensive Youth Mentoring programmes have continued to be delivered across the Greater Manchester region with multiple referral routes
8. Remedi has further developed an adult offender mentoring support service called Pathways. This service works in close partnership with and is operational across the Cumbria constabulary.
9. In addition to the above services Remedi has developed a wide range of thematic training workshops and programmes that are provided across schools, colleges and youth groups in all operational areas.

## OBJECTIVES AND ACTIVITIES

### Public benefit

The trustees of Remedi confirm that they have referred to the Charity Commission's guidance in deciding how the charity promotes public benefit. These are summarised below:

#### Benefits arising from Remedi's aims:

Our aims in providing restorative justice services (eg mediation, victim awareness and reparation) and educating the public about restorative justice promotes public benefit in 5 main ways:

- (1) preservation of public order by providing a non-violent means of resolving conflicts between offenders and victims of crime and in other arenas of society (eg schools)
- (2) rehabilitating of offenders and therefore a reduction in repeat offending
- (3) promotion of health and well being amongst victims of crime by assisting them to cope with what has happened to them and move on with their lives
- (4) enabling professionals working in the criminal justice system to make more efficient and effective use of restorative justice
- (5) enabling the public and especially young people in education to understand that there are effective but non-violent means of resolving conflict through mediation and reparation.

#### Risks that may arise

Although the success rate is comparatively high (98% of cases undertaken) there may be those for whom restorative justice does not achieve the above aims. Risk assessments with both victims and offenders are thoroughly and carefully carried out to try to ensure that no-one is harmed by the process. Involvement in a restorative process is totally voluntary on both sides and either party can withdraw at any time. Where face to face meetings are to take place both parties are provided with hours of preparation beforehand and supported fully through the process. The trustees are not aware of any public view that harm could arise from mediation and restorative justice; it is more that some sections of the public are unaware of what mediation and restorative justice are and what they seek to achieve.

#### Beneficiaries

The charity's most direct beneficiaries are the victims of crime, offenders and the criminal justice professionals who work with them. The training and experience that our volunteer mediators receive frequently provides them with skills to begin or advance their careers in the field of restorative justice. Indirectly the public benefits through the improvement in public order that results from successful rehabilitation of offenders, better victim awareness and conflict resolution for victims. There are no barriers to anyone wishing to use Remedi's restorative justice services, they are free at the point of delivery, being funded entirely by grant and service level agreements with statutory bodies. Both victims and offenders can self refer. Remedi does charge for training to statutory and other organisations, but this is in line with good practice regarding full cost recovery in dealing with statutory bodies and larger organisations.

In the year 2023/24 the following primary beneficiaries were provided with services:

Young people supported via our Youth Offending Team contracts: 1199

Young people supported to undertake community reparation: 589

Number of community reparation hours organised: 7656

Victims of youth crime contacted to offer engagement with Restorative Justice: 1850

Number of youth justice based restorative interventions: 1560

Number of professionals accessing Remedi training: 120

Number of victims of crime supported (Derbyshire/West Midlands/Cheshire/ Nottinghamshire): 20,149

Victims of adult crime contacted to offer engagement with Restorative Justice: 2507

## **OBJECTIVES AND ACTIVITIES**

Number of restorative interventions: 4041

Number of adult offenders accessing mentoring support: 534

Number of children and young people accessing mentoring support: 550

### **Private benefits**

As mentioned above, a number of our volunteers who became trained and experienced mediators/restorative justice practitioners have either become paid members of our staff team or have been able to pursue careers within the criminal justice system. We regard this as a hallmark of good practice and are proud of the resulting highly skilled workforce that began as volunteers. The value of volunteers' time cannot be reasonably quantified and is not included in the Statement of Financial Activities.

None of the trustees receives any private financial benefit, although any trustee could train as a volunteer mediator if s/he passes the initial assessment as being suitable for this. However, one of the difficulties we face as a charity is that employees of a number of statutory sector criminal justice agencies (probation, police, youth justice services) who would make valuable trustees because of their expert knowledge and experience, are barred from doing so because of potential conflicts of interest, as we receive funding from these agencies. As the charity has more than 4 trustees, none of them is a person with significant control within the meaning of the Register of People with Significant Control Regulations 2016.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable activities**

Remedi continues to provide restorative justice and victim support services for both adults and youths and the contracts with partners continue to generally be funded on a full cost recovery basis.

During the financial year Remedi has seen the development of a number of areas of practice that has resulted in the expansion of our service provision:

- The provision of Youth Mentoring services across multiple schools in the Greater Manchester region
- The provision of Restorative Justice Services across Nottinghamshire
- The provision of victim support services across Nottinghamshire
- The provision of 'Immediate Justice' project provision in partnership with Derbyshire Police
- Anti Social behaviour projects in Cumbria
- Youth mentoring services in partnership with Sheffield youth justice services

Report of the Trustees  
for the Year Ended 31 March 2024

## **FINANCIAL REVIEW**

At the end of the 2023/2024, financial year the charity's reserves totalled £1,416,117 (2023: £1,301,573), with £193,142 relating to restricted reserves and £1,222,975 relating to unrestricted reserves. The overall net income for the year was £114,544 (2023: £54,921) being £87,068 relating to restricted funds and £27,476 relating to unrestricted funds.

The principal funding resources were income from grants and service contracts which were expended on the salaries and running costs needed to provide services directed towards mediation and reconciliation between victims of crime and offenders.

The training delivery programme generated unrestricted income of £51,275 which has increased the charity's unrestricted reserve.

## **Reserves Policy**

It is the policy of the charity to maintain unrestricted funds, which are the free reserves of the charity, at a level which equates to approximately three months unrestricted expenditure plus redundancy payments, sickness and maternity pay. This provides sufficient funds to cover management and administration and restorative justice services. At present the free reserves of £1,105,325 (excluding fixed assets) reach this target level but the trustees are monitoring the situation to ensure sustainability.

## **FUTURE PLANS**

Our primary focus points for future development are:

- The consolidation and security of all existing contractual arrangements secured via continued performance against expected standards.
- Expansion of our geographic base undertaken on an 'as and when' basis with full consideration of:- location, contractual requirements, capacity to mobilise effectively and capacity to deliver a meaningful service.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

Remedi is a company limited by guarantee, governed by its Articles of Association, and a registered charity with a foundation structure. This means that its members are its the existing trustees. The involvement of staff, volunteers, service users and other stakeholders remains unchanged, as no major strategic decision would be taken by the Trustees without consultation with them.

### **Recruitment and appointment of new trustees**

The trustees may at any time co-opt any individual duly qualified to be appointed as a trustee to fill a vacancy in their number, as an additional trustee or as a non voting advisor or observer.

Unfortunately we cannot appoint trustees from the statutory sector criminal justice agencies or other partner organisations from which we receive funding. However representatives from these bodies have standing invitations to attend trustees' meetings as non voting observers or advisors.

In recruiting trustees we look for people who have some knowledge of the criminal justice system or who have had experience of working with victims and/or offenders or who can bring other skills which are valuable for governance.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### Organisational structure

#### Trustees and Non-Voting Observers/Advisers to the Board

Co-Chairs:	Bev Cross	Retired solicitor specialising in charity law PhD in Criminology (University of Sheffield) University Lecturer in Law and Criminology
Treasurer:	Shawna McCoy	As above
Trustees:	Bev Cross	Global Education Advisor
	Rob Unwin	Educational Consultant
	Annette Dews	Resigned May 2023
	David Pidwell	

#### Details of Senior Staff

Director	Steve Jones
Assistant Director	Nicola Bancroft
Assistant Director	Christopher Hickin
Finance Director	Gill Turner
Manager South Yorkshire Adult Services	Louise Fretwell
Manager (Derbyshire Victim Services)	Chelsea Lambert
Manager (Derbyshire RJ)	Olivia Parker
Manager (Manchester, Stockport, Bolton, Salford & Wakefield)	Lacey Foster
Manager (Nottinghamshire and Derby Youth)	Cherry Triston
Manager (Training)	Gavin Hudson
Manager (Barnsley, Rotherham and Sheffield)	Nicole Slater
Manager (Humberside)	Sally Hampshire
Manager (Cumbria)	David Bates
Manager (Cheshire)	Michelle Bailey
Manager (West Midlands)	Amanda Priest

The responsibility for the day to day running of the charity is delegated to Steve Jones. Quarterly staff forum meetings (with Board members) have been instituted.

#### Induction and training of new trustees

We have a trustee induction pack which is based on the good practice model developed by NCVO. It includes the governing document, latest accounts and annual report, a list of policies and procedures, a code of conduct and declaration, a conflicts of interest policy, statement and declaration, a skills audit and a fit and proper persons declaration. Prospective trustees are invited to attend several trustees' meetings as observers before they are officially invited for appointment.

If they are not people already known to the other trustees, they are interviewed by a panel of trustees and senior staff and references are taken up prior to appointment. They are asked to meet staff as part of their induction and to raise any queries with them and with other trustees. All trustees must be DBS checked under the Criminal Justice and Courts Services Act 2000. All new trustees are encouraged to go on Remedi's restorative skills training course in order to be able more fully to understand Remedi's work and ethos.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Related parties**

There are no related parties to disclose.

### **Risk management**

The trustees have conducted their own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Possible risks to external funding have led to the development of a rolling business plan which will allow for the mitigation of those risks.

Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are reviewed annually to ensure that they still meet the needs of the charity.

In this financial year Remedi have also developed a documented Business Continuity Plan to identify strategies in response to potential data loss, system failure etc. This document is available on request and is shared across the entire organisation via the staff portal section of our website.

We have also organised a number of Zoom meetings with local offices so staff can meet them and raise any matters or concerns they have.

The trustees meet every 8 weeks and conduct a rolling budget review and revision of management accounts at each meeting. The charity retains a firm of solicitors specialising in employment law who provide employment protection and legal expenses insurance as part of their services. The trustees have in addition taken out appropriate trustee liability insurance and also insurance with a firm of solicitors against employment-related claims that is backed up by a dedicated legal support service.

In response to the Covid 19 pandemic the charity formulated a series of risk assessment reviews in order to ensure all personnel were supported practically and emotionally. These included home working assessments of need, remote methods of working- risk management for service users and staff and, significantly, staff welfare and wellbeing management which was maintained via regular check in meetings, team meetings and cross team meetings facilitated remotely.

### **Policy development and Review**

During 2023/2024 the following policies were created or reviewed:-

Complaints Procedure

Equal Opportunities & Diversity

Expenses

Lone Working

Long Service Award

Safeguarding

TOIL

Compassionate & Bereavement Leave

Team Meetings and Internal Communications

## **REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Company number**

04331410 (England and Wales)

### **Registered Charity number**

1091232

## Remedi-Restorative Services

### Report of the Trustees for the Year Ended 31 March 2024

#### **Registered office**

The Circle  
33 Rockingham Lane  
Sheffield  
S1 4FW

#### **Trustees**

Ms B Cross  
Ms A Dews  
Ms S Mccoy  
Mr D Pidwell (resigned 25.5.23)  
R Unwin

#### **Auditors**

Independent Auditors LLP  
Chartered Accountants & Statutory Auditors  
Emstrey House North  
Shrewsbury Business Park  
Shrewsbury  
SY2 6LG

#### **Bankers**

HSBC Bank plc  
660 Staniforth Road  
Darnall  
Sheffield  
S9 4LQ

#### **Other Name**

The charitable company is also known by the name Remedi (Restorative Justice and Mediation Initiatives).

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Remedi - Restorative Services for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and the United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to-

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Statement as to Disclosure of Information to Auditors**

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

### **AUDITORS**

The auditors, Independent Auditors LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 23 January 2025 and signed on its behalf by:



Ms B Cross - Trustee

Report of the Independent Auditors to the Trustees of  
Remedi-Restorative Services

**Opinion**

We have audited the financial statements of Remedi-Restorative Services (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Inquiry of management, those charged with governance and the charitable company's solicitors around actual and potential litigation and claims;
- Inquiry of charitable company staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of  
Remedi-Restorative Services

**Use of our report**

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Independent Auditors LLP  
Chartered Accountants & Statutory Auditors  
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006  
Emstrey House North  
Shrewsbury Business Park  
Shrewsbury  
SY2 6LG

Date: *23 January 2025*

## Remedi-Restorative Services

### Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 31 March 2024

		Unrestricted funds	Restricted funds	31.3.24 Total funds	31.3.23 Total funds as restated
	Notes	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	782,429	1,097,505	1,879,934	1,150,157
<b>Charitable activities</b>	5				
Restorative justice, mediation & training		2,257,299	1,894,478	4,151,777	3,431,500
Other trading activities	3	1,149	-	1,149	1,070
Investment income	4	8,262	-	8,262	2,900
<b>Total</b>		<u>3,049,139</u>	<u>2,991,983</u>	<u>6,041,122</u>	<u>4,585,627</u>
<b>EXPENDITURE ON</b>					
Raising funds	6	19,730	24,504	44,234	32,115
<b>Charitable activities</b>	7				
Restorative justice, mediation & training		<u>3,001,933</u>	<u>2,880,411</u>	<u>5,882,344</u>	<u>4,498,591</u>
<b>Total</b>		<u>3,021,663</u>	<u>2,904,915</u>	<u>5,926,578</u>	<u>4,530,706</u>
<b>NET INCOME</b>		27,476	87,068	114,544	54,921
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,195,499	106,074	1,301,573	1,246,652
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>1,222,975</u></u>	<u><u>193,142</u></u>	<u><u>1,416,117</u></u>	<u><u>1,301,573</u></u>

The notes form part of these financial statements



## Remedi-Restorative Services

### Balance Sheet 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds as restated £
<b>FIXED ASSETS</b>					
Tangible assets	14	117,649	-	117,649	52,152
<b>CURRENT ASSETS</b>					
Debtors	15	245,195	305,071	550,266	296,295
Cash at bank and in hand		913,322	(111,928)	801,394	1,016,797
		<u>1,158,517</u>	<u>193,143</u>	<u>1,351,660</u>	<u>1,313,092</u>
<b>CREDITORS</b>					
Amounts falling due within one year	16	(53,192)	-	(53,192)	(63,671)
<b>NET CURRENT ASSETS</b>		<u>1,105,325</u>	<u>193,143</u>	<u>1,298,468</u>	<u>1,249,421</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>1,222,974</u>	<u>193,143</u>	<u>1,416,117</u>	<u>1,301,573</u>
<b>NET ASSETS</b>		<u>1,222,974</u>	<u>193,143</u>	<u>1,416,117</u>	<u>1,301,573</u>
<b>FUNDS</b>	17				
Unrestricted funds				1,222,974	1,195,499
Restricted funds				193,143	106,074
<b>TOTAL FUNDS</b>				<u>1,416,117</u>	<u>1,301,573</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

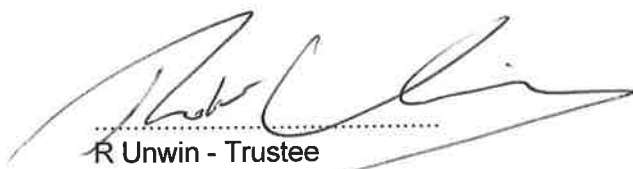
Remedi-Restorative Services

Balance Sheet - continued  
31 March 2024

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

The financial statements were approved by the Board of Trustees and authorised for issue on 23 January 2025 and were signed on its behalf by:

  
.....  
Ms B Cross - Trustee

  
.....  
R Unwin - Trustee

# Remedi-Restorative Services

## Cash Flow Statement for the Year Ended 31 March 2024

	31.3.24	31.3.23 as restated
Notes	£	£
<b>Cash flows from operating activities</b>		
Cash generated from operations 1	(105,222)	271,085
Net cash (used in)/provided by operating activities	(105,222)	271,085
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(118,443)	(17,729)
Interest received	8,262	2,900
Net cash used in investing activities	(110,181)	(14,829)
<b>Change in cash and cash equivalents in the reporting period</b>	(215,403)	256,256
<b>Cash and cash equivalents at the beginning of the reporting period</b>	1,016,797	760,541
<b>Cash and cash equivalents at the end of the reporting period</b>	801,394	1,016,797

The notes form part of these financial statements

## Remedi-Restorative Services

### Notes to the Cash Flow Statement for the Year Ended 31 March 2024

#### **1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.24	31.3.23 as restated
	£	£
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	114,544	54,921
<b>Adjustments for:</b>		
Depreciation charges	52,946	36,264
Loss on disposal of fixed assets	-	90
Interest received	(8,262)	(2,900)
(Increase)/decrease in debtors	(253,971)	164,506
(Decrease)/increase in creditors	(10,479)	18,204
<b>Net cash (used in)/provided by operations</b>	<u>(105,222)</u>	<u>271,085</u>

#### **2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.23 £	Cash flow £	At 31.3.24 £
<b>Net cash</b>			
Cash at bank and in hand	1,016,797	(215,403)	801,394
	<u>1,016,797</u>	<u>(215,403)</u>	<u>801,394</u>
<b>Total</b>	<u>1,016,797</u>	<u>(215,403)</u>	<u>801,394</u>

The notes form part of these financial statements

## 1. ACCOUNTING POLICIES

### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants that provide core funding, 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. Such income is only deferred when the donor specifies that the grant must only be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. per capita or estimated usage as set out in the notes to the accounts. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include finance, payroll, back office and governance costs which support the charity's activities.

### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Office equipment & fixtures	- 20% on reducing balance
Computer equipment	- 33% on cost

### Taxation

The charity is exempt from corporation tax on its charitable activities.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**1. ACCOUNTING POLICIES - continued**

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**Donated goods and services**

Donated goods and services are included at the value to the charity where this can be quantified and would otherwise be purchased from a supplier. The value of services provided by volunteers has not been included in these accounts.

**2. DONATIONS AND LEGACIES**

	31.3.24	31.3.23 as restated
	£	£
Donations	1,906	7,158
Grants	1,878,028	1,142,999
	<u>1,879,934</u>	<u>1,150,157</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**2. DONATIONS AND LEGACIES - continued**

Grants received, included in the above, are as follows:

	31.3.24	31.3.23 as restated
	£	£
Derbyshire Police	687,288	51,300
Cheshire Police	246,484	195,000
Nottingham Academy	6,500	6,136
Other Grants & Trusts	65,446	48,137
Nottingham Police	15,250	18,250
Victim Support - Homicide		
	9,989	18,932
Marshgate Prison	60,000	30,000
Derbyshire Anti-Social Behaviour	98,417	39,900
Manchester JAC	3,500	3,150
South Yorkshire Police - Hate Crime	-	8,270
Manchester City Council - Community Safety Grant	173,175	102,500
West Midlands Police - Hate Crime	170,000	200,000
Manchester Secondary PRU	72,500	95,000
Home Office Perpetrator Fund	17,900	124,100
Rotherham MBC (DV & HC)	18,672	105,921
MOJ - HMP Humber Prison Project	61,141	78,678
Manchester City Council - Safe Taskforce	165,433	17,725
Rotherham Panels	6,333	-
	<u>1,878,028</u>	<u>1,142,999</u>

**3. OTHER TRADING ACTIVITIES**

	31.3.24	31.3.23 as restated
	£	£
Fundraising events	<u>1,149</u>	<u>1,070</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**4. INVESTMENT INCOME**

	31.3.24	31.3.23 as restated
	£	£
Deposit account interest	8,262	2,900

**5. INCOME FROM CHARITABLE ACTIVITIES**

		31.3.24	31.3.23 as restated
	Activity	£	£
Sessional work & training	Restorative justice, mediation & training	51,275	47,700
Grants	Restorative justice, mediation & training	4,100,502	3,383,800
		4,151,777	3,431,500

Grants received, included in the above, are as follows:

	31.3.24	31.3.23 as restated
	£	£
Youth Offending Team Service - South Yorkshire	286,849	280,000
Youth Offending Team - Nottingham	163,333	173,213
Youth Offending Team - Stockport	59,063	47,396
Youth Offending Service - Manchester	197,800	180,000
Youth Offending Team - Derby	203,998	141,000
South Yorkshire Police	202,012	201,288
Derbyshire Police	139,951	139,616
Humberside Police	212,915	239,915
Cheshire Police	160,000	160,000
Cumbria Police	467,950	384,690
West Midlands Police	225,000	225,000
Derbyshire Victim Services	404,805	404,805
Derbyshire Young Victims	60,000	60,000
Manchester RJ Hub	247,059	247,060
Youth Endowment Fund	399,560	388,544
Youth Justice Service - Salford	30,000	24,533
Youth Offending Team - St Helens	28,620	65,430
Other Grants & Trusts	5,000	-
Nottingham Police	521,170	-
Youth Offending Team - Bolton	30,000	21,310
Manchester - Mentoring	29,167	-
Youth Offending Team - Wakefield	26,250	-
	4,100,502	3,383,800



Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**6. RAISING FUNDS****Raising donations and legacies**

	31.3.24	31.3.23 as restated
	£	£
Support costs	44,234	32,115

**7. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 8) £	Totals £
Restorative justice, mediation & training	5,554,063	328,281	5,882,344

**8. SUPPORT COSTS**

	Premises £	Finance & general office staff £	Equipment & maintenance £	Office costs £
Raising donations and legacies	4,607	21,565	4,236	3,399
Restorative justice, mediation & training	26,105	122,203	48,710	64,390
	30,712	143,768	52,946	67,789
	Professional & consultancy £	Publicity £	Governance costs £	Totals £
Raising donations and legacies	7,806	2,038	583	44,234
Restorative justice, mediation & training	44,235	11,551	11,087	328,281
	52,041	13,589	11,670	372,515

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**8. SUPPORT COSTS - continued**

Activity	Basis of allocation
Premises	Usage
Finance & general office staff	Staff time
Equipment & maintenance	Usage
Office costs	Usage
Professional & consultancy	Usage
Publicity	Usage
Governance costs	Usage

**9. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31.3.24	31.3.23 as restated
	£	£
Auditors' remuneration	11,670	11,520
Depreciation - owned assets	52,946	36,264
Other operating leases	6,995	6,926
Deficit on disposal of fixed assets	-	90
Trustee and directors' insurance	7,750	6,369
	<u>7,750</u>	<u>6,369</u>

**10. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

**11. STAFF COSTS**

	31.3.24	31.3.23 as restated
	£	£
Wages and salaries	4,495,639	3,497,997
Social security costs	377,436	298,013
Other pension costs	298,945	247,467
	<u>5,172,020</u>	<u>4,043,477</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**11. STAFF COSTS - continued**

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23 as restated
Restorative Justice services	199	161
Administration and support	3	3
	<u>202</u>	<u>164</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.24	31.3.23 as restated
£100,001 - £110,000	<u>1</u>	<u>1</u>

The average monthly number of employees calculated on the basis of full time equivalents was employees 194 and no sessionals (2023: 142 and no sessionals).

The number of employees to whom retirement benefits were accruing was as follows:-

	31.3.24	31.3.23
Defined contribution schemes	212	139

**12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds	Restricted funds	Total funds as restated
	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	804,680	345,477	1,150,157
<b>Charitable activities</b>			
Restorative justice, mediation & training	1,627,556	1,803,944	3,431,500
Other trading activities	1,070	-	1,070
Investment income	2,900	-	2,900
<b>Total</b>	<u>2,436,206</u>	<u>2,149,421</u>	<u>4,585,627</u>
<b>EXPENDITURE ON</b>			
Raising funds	29,801	2,314	32,115

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds as restated £
<b>Charitable activities</b>			
Restorative justice, mediation & training	2,375,513	2,123,078	4,498,591
<b>Total</b>	2,405,314	2,125,392	4,530,706
 <b>NET INCOME</b>	 30,892	 24,029	 54,921
 <b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	1,164,606	82,046	1,246,652
 <b>TOTAL FUNDS CARRIED FORWARD</b>	 1,195,498	 106,075	 1,301,573

13. PRIOR YEAR ADJUSTMENT

The comparatives have been restated as a result of findings during the audit. It was concluded that the previous years financial statements had unrestricted funds held within restricted fund balances. As a result the previous years restricted funds were overstated by £473,427.

14. TANGIBLE FIXED ASSETS

	Office equipment & fixtures £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2023	27,067	179,960	207,027
Additions	-	118,443	118,443
At 31 March 2024	27,067	298,403	325,470
 <b>DEPRECIATION</b>			
At 1 April 2023	25,110	129,765	154,875
Charge for year	377	52,569	52,946
At 31 March 2024	25,487	182,334	207,821
 <b>NET BOOK VALUE</b>			
At 31 March 2024	1,580	116,069	117,649
At 31 March 2023	1,957	50,195	52,152

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.24	31.3.23 as restated
	£	£
Accrued income	508,365	276,416
Prepayments	41,901	19,879
	<u>550,266</u>	<u>296,295</u>

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.24	31.3.23 as restated
	£	£
Trade creditors	1	-
Accruals and deferred income	53,191	63,671
	<u>53,192</u>	<u>63,671</u>

**17. MOVEMENT IN FUNDS**

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
<b>Unrestricted funds</b>				
General fund	1,155,139	27,475	(65,874)	1,116,740
Designated funds - fixed assets	40,360	-	65,874	106,234
	<u>1,195,499</u>	<u>27,475</u>	<u>-</u>	<u>1,222,974</u>
<b>Restricted funds</b>				
PCC - South Yorkshire	11,658	(3,139)	-	8,519
PCC - Derbyshire	311	68,679	-	68,990
PCC - Cheshire	-	7,496	-	7,496
PCC - Cumbria	42,681	6,258	-	48,939
PCC - West Midlands	10,196	8,036	-	18,232
Derbyshire Victim Services	5,033	727	-	5,760
Derbyshire Young Victims	2,273	(63)	-	2,210
Other grants and trusts	14,943	2,815	-	17,758
Youth Endowment Fund	13,227	849	-	14,076
Prison Project - HMP Humber	5,752	(4,589)	-	1,163
	<u>106,074</u>	<u>87,069</u>	<u>-</u>	<u>193,143</u>
<b>TOTAL FUNDS</b>	<u>1,301,573</u>	<u>114,544</u>	<u>-</u>	<u>1,416,117</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

**17. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	3,049,139	(3,021,664)	27,475
<b>Restricted funds</b>			
PCC - South Yorkshire	202,011	(205,150)	(3,139)
PCC - Derbyshire	891,906	(823,227)	68,679
PCC - Cheshire	105,984	(98,488)	7,496
PCC - Cumbria	467,950	(461,692)	6,258
PCC - West Midlands	395,001	(386,965)	8,036
Derbyshire Victim Services	404,805	(404,078)	727
Derbyshire Young Victims	60,000	(60,063)	(63)
Other grants and trusts	3,626	(811)	2,815
Youth Endowment Fund	399,559	(398,710)	849
Prison Project - HMP Humber	61,141	(65,730)	(4,589)
	<u>2,991,983</u>	<u>(2,904,914)</u>	<u>87,069</u>
<b>TOTAL FUNDS</b>	<u>6,041,122</u>	<u>(5,926,578)</u>	<u>114,544</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2024

## 17. MOVEMENT IN FUNDS - continued

## Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
<b>Unrestricted funds</b>				
General fund	1,104,368	30,893	19,878	1,155,139
Designated funds - fixed assets	60,238	-	(19,878)	40,360
	<u>1,164,606</u>	<u>30,893</u>	<u>-</u>	<u>1,195,499</u>
<b>Restricted funds</b>				
PCC - South Yorkshire	9,557	2,101	-	11,658
PCC - Derbyshire	3,310	(2,999)	-	311
PCC - Cumbria	48,282	(5,601)	-	42,681
PCC - West Midlands	11,043	(847)	-	10,196
Derbyshire Victim Services	5,060	(27)	-	5,033
Derbyshire Young Victims	2,293	(20)	-	2,273
Other grants and trusts	999	13,944	-	14,943
Youth Endowment Fund	1,502	11,725	-	13,227
Prison Project - HMP Humber	-	5,752	-	5,752
	<u>82,046</u>	<u>24,028</u>	<u>-</u>	<u>106,074</u>
<b>TOTAL FUNDS</b>	<u>1,246,652</u>	<u>54,921</u>	<u>-</u>	<u>1,301,573</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	2,436,206	(2,405,313)	30,893
<b>Restricted funds</b>			
PCC - South Yorkshire	201,288	(199,187)	2,101
PCC - Derbyshire	190,915	(193,914)	(2,999)
PCC - Cumbria	384,690	(390,291)	(5,601)
PCC - West Midlands	425,000	(425,847)	(847)
Derbyshire Victim Services	404,805	(404,832)	(27)
Derbyshire Young Victims	60,000	(60,020)	(20)
Other grants and trusts	15,500	(1,556)	13,944
Youth Endowment Fund	388,544	(376,819)	11,725
Prison Project - HMP Humber	78,679	(72,927)	5,752
	<u>2,149,421</u>	<u>(2,125,393)</u>	<u>24,028</u>
<b>TOTAL FUNDS</b>	<u>4,585,627</u>	<u>(4,530,706)</u>	<u>54,921</u>

**17. MOVEMENT IN FUNDS - continued**

**Restricted Funds**

The restricted funds represent:-

- a South Yorkshire Police and Crime Commissioner grant specifically for Restorative Justice Projects, and a cease grant.
- Derbyshire Police and Crime Commissioner grants specifically for community restorative justice, Derbyshire Victim Services, anti-social behaviour, Derbyshire young victims and Got Your Back project.
- a Cumbria Police and Crime Commissioner grant specifically for community restorative justice anti-social behaviour and schools and Pathways projects.
- West Midlands Police and Crime Commissioner grants specifically for community restorative justice and the Victims Fund Hate Crime Response project.
- a grant from the Youth Endowment Fund for youth mentoring.
- grants from Tesco.
- a Humber Prison grant specifically for a prison project at HMP Humber.

**Unrestricted Funds**

These are expended at the discretion of the trustees to meet the general objectives of the charity.

**Designated Funds**

These represent monies where fixed assets have been purchased from a restricted fund but are not restricted assets. As such, the net book value of the assets have been transferred to unrestricted funds and designated as fixed assets to match against future depreciation.

**18. EMPLOYEE BENEFIT OBLIGATIONS**

The charitable company's pension scheme is a defined contribution scheme and all premiums paid are charged to the Statement of Financial Activities in the period that they are paid.

There were no outstanding or prepaid contributions at 31 March 2024.

**19. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2024.



**20. ULTIMATE CONTROLLING PARTY**

The charity is controlled by the management committee.

## Remedi-Restorative Services

### Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	31.3.24 £	31.3.23 as restated £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	1,906	7,158
Grants	1,878,028	1,142,999
	<hr/> 1,879,934	<hr/> 1,150,157
<b>Other trading activities</b>		
Fundraising events	1,149	1,070
<b>Investment income</b>		
Deposit account interest	8,262	2,900
<b>Charitable activities</b>		
Sessional work & training	51,275	47,700
Grants	4,100,502	3,383,800
	<hr/> 4,151,777	<hr/> 3,431,500
<b>Total incoming resources</b>	<hr/> 6,041,122	<hr/> 4,585,627
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages & salaries	4,384,534	3,401,300
Social security	365,869	287,719
Pensions	277,849	229,665
Vehicle leases	6,995	6,926
Staff costs & recruitment	19,082	10,659
Training	10,604	13,280
Staff expenses	289,189	204,408
Volunteer expenses	2,820	893
Sessional expenses	-	167
Reparation materials	30,080	3,015
Insurance	28,156	26,087
Repairs & IT costs	106,642	47,077
Beneficiary costs	4,247	4,796
Sub-contracted services	27,996	27,996
	<hr/> 5,554,063	<hr/> 4,263,988
<b>Support costs</b>		

This page does not form part of the statutory financial statements

## Remedi-Restorative Services

### Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	31.3.24 £	31.3.23 as restated £
<b>Support costs</b>		
<b>Premises</b>		
Premises costs	30,712	15,930
<b>Finance &amp; general office staff</b>		
Wages & salaries	111,105	96,697
Social security	11,567	10,294
Pensions	21,096	17,802
	<hr/> 143,768	<hr/> 124,793
<b>Equipment &amp; maintenance</b>		
Fixtures and fittings	377	473
Computer equipment	52,569	35,791
Loss on sale of tangible fixed assets	-	90
	<hr/> 52,946	<hr/> 36,354
<b>Office costs</b>		
Telephone	19,361	6,957
Postage, printing & stationery	9,238	4,501
Sundries	14,613	3,827
Refreshments	23,468	14,221
Bank charges	1,109	975
	<hr/> 67,789	<hr/> 30,481
<b>Professional &amp; consultancy</b>		
Professional & payroll fees	25,514	16,235
Consultancy	26,527	23,387
	<hr/> 52,041	<hr/> 39,622
<b>Publicity</b>		
Marketing & publicity	13,589	8,018
<b>Governance costs</b>		
Auditors' remuneration	11,670	11,520
Total resources expended	<hr/> 5,926,578	<hr/> 4,530,706
<b>Net income</b>	<hr/> <hr/> 114,544	<hr/> <hr/> 54,921

This page does not form part of the statutory financial statements