

Mediation Buckinghamshire

(A Company Limited by Guarantee)

**Trustees' Annual Report (including Director's Report) &
Financial Statements
for the year ending 31 March 2025**

Independent Examiner: Positive Community Finance Ltd
7 Scholars Rise, Stokenchurch, Buckinghamshire HP14 3FL

Mediation Buckinghamshire

(A Company Limited by Guarantee)

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Mediation Buckinghamshire
(A Company limited by Guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees/Directors	Kevin Churchill – appointed 01/11/2024 Lin Instone – appointed 12/07/2017 Tony Kaye – resigned 01/11/2024 Andy Kenwards – appointed 12/07/2017 Phyllida Middlemiss – appointed 07/03/2019 Amber Preen – appointed 01/07/2024
Registered Charity No.	1093803
Registered Company No.	04443326
Working Names (from May 2024)	Alternatives to Conflict, A to C, ATOC
Legal Status	Registered Charity & Company Limited by Guarantee
Governing Instrument	Memorandum and Articles of Association incorporated 21 May 2002 as amended 23 March 2004 and by Special Resolution dated 22 April 2009. Registered as a Charity 13 September 2002.
Objects	The Charity's objects ("the objects") are to promote for the benefit of the public resident in the administrative area of Buckinghamshire and surrounding areas ("the area of benefit") with a view to preservation of public order the provision of services directed towards mediation and reconciliation.
Chief Executive Officer	Anthea Beeks
Registered office	Des Box, East Richardson Street, High Wycombe, Buckinghamshire HP11 2GG
Independent examiner	Positive Community Finance, 7 Scholars Rise, Stokenchurch, Buckinghamshire HP14 3FL
Bankers	Lloyds Bank, 25 Gresham Street, London EC2V 7HN

Mediation Buckinghamshire

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and 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 published in October 2019.

Objectives and activities

Mediation Buckinghamshire ("the Charity") is an incorporated company (limited by guarantee) and is a registered charity. It provides a range of services to support residents across the Thames Valley (Buckinghamshire, Berkshire and Oxfordshire) to engage with, resolve and prevent conflict.

Our core service remains the provision of our mediation, conciliation and conflict support services to reduce unwelcome and anti-social behaviours (ASB) and neighbour disputes. We have continued to adapt this service within a dynamic and evolving commissioning environment. The resilience of this service over the last 27 years has stood the test of time and reflects the Charity's reputation for innovation, quality and successful delivery.

Our services are delivered by a committed team of staff and a panel of 40 community-based volunteers who are representative of the communities we live in and who have been trained in mediation and/or conflict support, DBS checked and taken through a volunteer induction process. We are fortunate to attract people who are genuinely passionate about making a difference in their community through facilitated dialogue.

Income generated during the reporting period derived from a range of sources:

- Commissioned mediation, conciliation and conflict support services provided under contractual agreements with our valued partner organisations, including charitable housing associations and Thames Valley Police, for whom we provide an Anti-Social Behaviour (ASB) Mediation Service across our operational area;
- Grant funding to support our Room to Talk work with families and young people, our work in local schools and our Community Reach programme to help prevent and reduce the impact of ASB in communities identified as at risk or vulnerable across our operational area;

- A small proportion of income was also generated through workplace mediation services.

This income enables the Charity to sustain and develop our staff and volunteers, deliver services free at the point of use to residents throughout the Thames Valley including self-referrals from neighbours, parents and carers, and promote the broader adoption of mediation, conciliation and conflict support services across our operational areas.

At the heart of our service is time: giving individuals space to be heard and acknowledged, with many being signposted to other appropriate support services and networks.

In addition, we serve many individuals facing compounding vulnerabilities, including mental health, social isolation, trauma and physical challenges. Many of our customers have limited access to support networks. Some of the issues include loneliness, poverty, bereavement, and lack of access to healthcare.

As well as improving understanding and communication, the associated benefits from our listening and facilitated dialogue service remain a core impactful intervention. Given the size of our Charity and the breadth of our operating area, our impact is substantial. Despite economic constraints, our value-for-money, independent services remain a critical asset to our referrers across the Thames Valley.

Achievements and performance

Despite ongoing challenges within the sector, in particular relating to:

- short term income generation;
- securing better core/unrestricted funding over the medium term; and
- meeting a growing service demand for complex and sensitive work across our operational areas

the Charity has delivered strongly against its charitable objectives and provided significant success throughout this reporting period.

Highlights of our year include:

- Following a lengthy consultation process with our referrers, partners and volunteers, in May 2024, the Charity Commission confirmed our new working name; “Alternatives to Conflict”. Feedback since then has been extremely positive and reflects our wider service offering across the Thames Valley, in particular our popular conflict support sessions and our Community Reach programme focused how to have difficult conversations within your community. We have resigned our logo, re-branded our leaflets and banners and started the process of re-designing our social media and web site.
- In July 2024, Thames Valley Police (TVP) formally announced that the Charity had been appointed as the authorised provider of the Thames Valley ASB Mediation Service. The TVP media promotion received extensive regional coverage,

significantly raising the Charity's profile across our operational area. As a result, we were approached by several new volunteers and saw a notable increase in self-referrals - rising from an average of five per month to eighteen in August 2024.

"Clashes involving noise, parking, pets and boundaries often lead to unwelcome and offensive behaviours that can cause significant distress to those involved and divert scarce police resources away from preventing serious crimes. In providing independent and non-judgemental mediation support to resolve difficult situations, and by working, in confidence, with individuals and families to develop skills to recognise and manage conflict differently in the future, we are excited to be a vital part of the Thames Valley anti-social behaviour toolkit."

Phyllida Middlemiss, Chair of Trustees

- In November 2024, the Charity took part in the Thames Valley Police ASB Conference "Restoring Trust Together". A group of volunteers gave a presentation to over 250 people, including the Minister for Victims, illustrating how community mediation works in practice and the positive impact that facilitated conversations can have on health and well-being. The event provided valuable opportunities to engage with other organisations addressing anti-social behaviour across our operational area and reaffirmed the Charity's strong reputation for expertise, the quality and necessity of our services, and our positive contribution to community relations.
- In November 2024, the Charity held its Annual General Meeting and Annual Celebration at the Buckinghamshire Community Wellbeing Hub, Buckinghamshire New University, Aylesbury campus. The event was well attended, with around 50–60 participants, including many current and potential referrers such as Social Housing Managers, Community Police Officers, and representatives from Social Services and Family Support teams across our operational area. Matthew Barber, Thames Valley Police and Crime Commissioner, delivered a keynote address on *"Preventing Conflict and Anti-Social Behaviour in Our Communities"*, highlighting the public benefit of our service in building healthier and more resilient communities across the Thames Valley. Several of our newer volunteers also presented, sharing insights into their experiences with the Charity and the personal impact of their volunteering journey.
- In March 2025, we launched a new in-house Conflict Support Training Programme to prepare a further cohort of volunteers. The programme combined two online learning sessions with an in-person workshop at our offices in High Wycombe. Trustees joined the final session to introduce the Charity's co-mediation model, discuss case preparation and best practice, and provide practical guidance on using the mediator portal for case documentation and reporting.

Our case numbers have remained healthy. Following the Charity's change of working name to "Alternatives to Conflict", we are delighted to note that cases are now being referred from a wider mix of sources across the Thames Valley, including Oxford City Council, Milton Keynes, and an increasing number of schools.

In 2024-2025:

- A total of 493 cases were received and triaged by our staff;
- We carried out over 500 exploratory or conflict support sessions and held 74 joint meetings;
- Our mediators contributed at least 2,560 voluntary hours of service;
- We supported over 1,200 people through our service;
- We took part in 73 community engagement events raising awareness of the impact of conflict and connected to over 1,000 people across our operational area;
- We delivered 8 training events, workshops & surgeries.

Overview of 2024-2025 cases by Referrer/Type

Case by Referrer/Type	2024/25	2023/24
Housing associations	55	47
Police	304	272
Room to Talk: local authority/social services/youth orgs.	need to verify	78
Self-Referrals	need to verify	76
Civil and Workplace	3	3
Other	4	1
TOTAL CASES RECEIVED	493	477

Our change of working name has had a notable effect on our Room to Talk referral patterns, with clear shifts emerging since the transition.

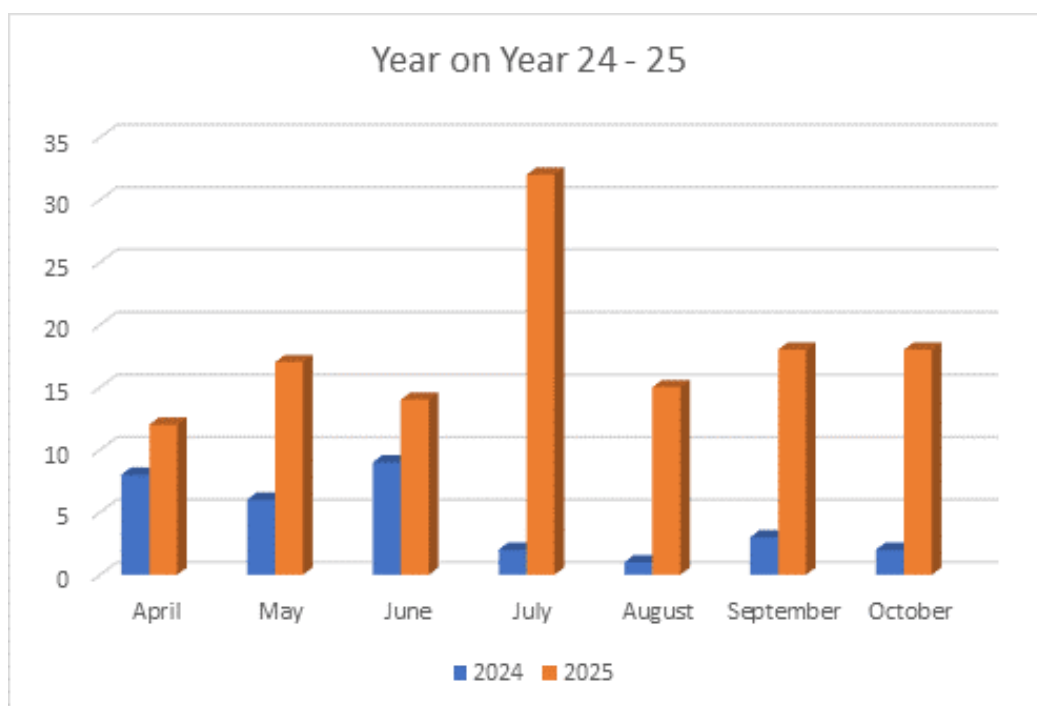
- **Geographic distribution of referrals has broadened.** Buckinghamshire continues to provide a large proportion of referrals, but its share has reduced from 57% to 39%—not due to a decline in Buckinghamshire cases, but because of substantial growth from other areas.
- **Milton Keynes has more than doubled its share of referrals**, increasing from 11% to 23%.
- **Oxford has also grown**, rising from 8% to 11%.

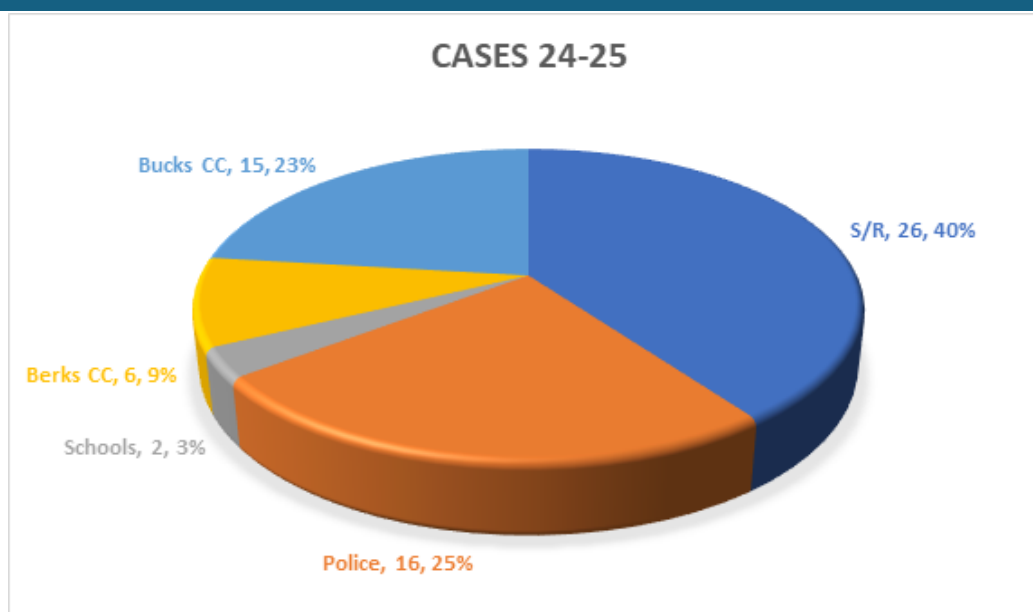
Overall demand for the service has increased significantly. In the previous 12-month period, the Charity supported 65 Room to Talk cases. Current projections suggest this

will rise substantially in the coming year, reflecting both increased awareness and wider regional reach. We are mindful of the fact that the complexity of these cases can be significant and are looking at ways to support our volunteers and staff appropriately including additional supervision and mentoring opportunities for those undertaking our Room to Talk work.

Room to Talk referral pathways have also developed this year. Previously, around 40% of referrals were recorded as “self-referrals” but were actually initiated by children’s services on behalf of families. This has now reduced to 27%, with a clearer pattern of referrals coming directly from children’s services teams and schools, improving both accuracy and partnership working.

Room To Talk Statistics 2024-2025





Future Plans – What lies ahead

We are working towards the goals set out in our 2024–2027 Strategic Plan which are regularly reviewed by our strategic sub-committee. Our key priorities include:

- Retaining existing contracts and partnerships.
- Strengthening governance and ensuring long-term financial sustainability.
- Expanding access to free, high-quality services for referred service users across our operating region.
- Developing innovative approaches in community engagement, work with schools, and workplace mediation.
- Maintaining robust quality assurance and feedback mechanisms.
- Investment in the continuous professional and personal development of our staff and volunteers in particular those involved in our Room to Talk work.

We remain committed to sustaining excellence while adapting to an increasingly complex service delivery environment. We will continue to improve and invest in our existing services while developing new initiatives to meet the needs of our service users in a context of diminishing resources, growing hardship, and rising social isolation.

To achieve our strategic aims, we will focus on strengthening our capacity and resilience to meet increasing service demand, particularly in areas requiring longer-term support.

Our priorities include:

- Recruiting additional staff, trustees and volunteers to broaden our skills and experience base.

- Appointing a part time Volunteer Management Officer (subject to funding) to enhance the recruitment, support and retention of our volunteers and to promote our 5 regional mediator-volunteer hubs to create a stronger local community presence as well as ensuring more open channels of communication, mentoring and learning between volunteers.
- Attracting a Trustee with financial expertise to strengthen our governance and oversight.
- Encouraging applications from volunteers with professional and/or lived experience of the complex social needs increasingly reflected in our work.
- Revisiting our self-reflective supervision model to ensure that as we grow, the service we offer is of a high professional standard and satisfies the needs of volunteers, as well as of our partners and clients.

In addition, we will be bringing a sharper focus to our workplace mediation service, developing a more specialist team for more effective and consistent delivery.

We move into the future with the benefit of 27 years of lived experience with which we shall grow and navigate the currents of change in an ever shifting social and business environment.

Public Benefit

In 2024-25, across our services, the Charity supported over 493 cases, representing 986 households and engaging directly with 1,200 individuals. Of cases closed with a Mediation/No Further Action outcome, 72% did not return to the referrer within a three month period.

We believe that it is everybody's right to live peacefully within their communities. The stress that is caused by disputes is real and should not be underestimated. As demonstrated by our referral numbers above and the feedback we have received over this financial year (below) our clients and referrers tell us that mediation, conciliation and conflict support are effective ways of resolving disputes and, as such, provides a public benefit to the residents of the Thames Valley. Furthermore, the Trustees hereby confirm that they have complied with the duty of Section 4 of the Charities Act 2006 to have due regard to the guidance issued by the Charity Commission on public benefit. Our charitable purpose within the meaning of the Act is enshrined within its objects as stated above.

Feedback

The Charity measures its support to the community both in the number of referrals received and, in the feedback, given by people who have used our services, whether as referrers or as clients. Our organisational approach to quality and feedback is one of *continuous improvement* and *learning for the long-term* with responsibility for quality, feedback, learning and continuous improvement resting with our trustees. Their leadership and oversight ensure that we maintain consistent, safe policies, procedures and practices that are regularly reviewed and updated to remain relevant and effective.

We are aware of our duty to maintain accurate, up-to-date information and feedback from referrers and clients. After each case, each party is asked for feedback on our service using anonymous client feedback forms and separate online satisfaction surveys. Information received is shared with trustees and stakeholders to highlight learning opportunities and areas of improvement. Informal verbal feedback from clients is also captured in their case folder. If given consent by clients, we will share feedback with mediator-volunteers and referrers. We also use an online link and a 6 monthly telephone survey to measure the impact of our work on health & wellbeing (basing our questions on the well-known Warwick & Edinburgh mental wellbeing scales).

Our innovative approach and agility to respond to contracted customer need and to attract new lines of work based on evolving community requirements continue to bring us positive feedback from clients and referrers and give us optimism for our future.

Referrer and Partner Feedback 2024-25

Thank you for everything you do. I really appreciate it.

Service is great and I refer into here all of the time for neighbour disputes for those victims to seek support, advice and perhaps mediation if applicable.

Mediation is always a good way to start with disputes. When they work it lessens work load, and when they don't it is a good evidencing tool.

There is no improvement that I can recommend as the communication has been amazing from AC and I have been kept up to date with the process.

Conflict resolution services are a fantastic service! One neighbour has contacted me since using the service stating that they have not had any problems with neighbours since engaging with the program.

The service is really helpful for those 'tricky' incidents where a crime has not occurred (or won't ever be proven). It means I can still provide a meaningful outcome to those involved.

It has made a real and positive difference to the families and young people we refer. Please keep being there for our clients thank you.

Client Feedback 2024-25

'It was a very safe place to talk. Great timing schedule. Once I'd been through the process of Conflict Support the process made complete sense and I understood what I was dealing with.'

'I felt comfortable and safe. Couldn't fault the aftercare and everything with the process was amazing.'

'They were super friendly, the follow up was excellent. We were really pleased with the service.'

'Wish it could be legally binding. Mediators were good at getting communication

open. Much more relaxing than court.'

'It gave confidence to all the stakeholders involved. Everyone tried to help. They were empathetic and allowed us to talk to everyone involved in a way we couldn't have done without you. You guys were fantastic and your experience just helped.'

'I would just like to say a big thank you to you all for all the help & support to date.'

'Thank you for your time and patience at yesterday's Conflict Support session.'

'It gave us a safe space to discuss the ongoing issues that we have with our neighbour and provided us with some valued insights.'

'Keep doing what you are doing. Fantastic folks. Thank you!'

Governance

The Charity is an incorporated company (limited by guarantee) and is a registered charity. It is run by a committed team of trustees, staff and 40 volunteers, all of whom are passionate about making a difference in their community.

Governance has remained robust throughout the year. Trustees have continued to review and strengthen governance frameworks, update internal policies to ensure compliance with new legislation, and make certain all services are risk assessed to safeguard our volunteers, staff, and service users. Our strategic plan sub-group met several times this year to ensure that we continue to focus on our strengths and core business whilst remaining agile for new opportunities. We also reviewed our Governance Handbook and intend to bring it up to date to reflect the eight principles of the Charity Governance Code 2025. Day-to-day management is delegated to the Chief Executive Officer, with oversight provided through board meetings held 6 times a year.

The Charity's memorandum and articles of association give the trustees the power to apply our funds in such a manner as they think fit to benefit our business and charitable objects or purpose. The trustees have policies and procedures of governance in place to ensure effective use of the powers and these policies and procedures are reviewed on an ongoing basis through these governance arrangements. All appropriate and required insurances, financial and risk mechanisms and statements are held and produced by the company.

One trustee stepped down from the Trustee Board during this year – long-standing mediator/trustee, Tony Kaye. The Charity would like to thank him for his service and the skills and oversight he brought to the Charity. The Charity recruited two new trustees, Amber Preen and Kevin Churchill who both bring a range of valuable senior management skills to the board ranging from charitable governance and commercial procurement to considerable lived experience in community youth engagement.

The Trustees who held office as at March 31 2025, and were directors as well as trustees on the dates that the report was approved, are as follows: Phyllida

Middlemiss (Chair), Andy Kenward (Treasurer), Lin Instone (Secretary), Tony Kaye (resigned 01/11/2024), Amber Preen (appointed 01/07/2024) and Kevin Churchill (appointed 01/11/2024).

The Board remains committed to leading a safe, well-governed organisation. Continuous professional development remains a priority, with trustees, staff and volunteers completing training in domestic violence, safeguarding vulnerable adults, equality and diversity, trauma-informed practice, conflict coaching, and mental health awareness.

We have 2 experienced safeguarding leads who are the first point of contact unless there is an immediate significant risk of harm in which case staff/volunteers will report directly to the relevant authority. We make parties aware that, whilst we provide a confidential service in terms of the content of a conversation, we have an over-riding duty of care to report any safeguarding concerns which represent a significant risk of harm to themselves or others. Records are kept on all safeguarding concerns and are followed up with authorities.

Financial review

The financial statements below reflect the Charity's activities outlined above and have been drawn up to comply with the Statement of Recommended Practice for Charities.

In 2024/25 there was an overall increase in total funds held of £xxxx from 2023/24. Within this total, unrestricted funds increased by £xxxx. The overall funds available to the charity are sufficient to enable it to continue to carry out its stated objectives.

Principal Funding Sources

The Charity works in partnership with its principal funders including local authorities, housing associations and the police. In 2024/25, the Charity had service level agreements with:

- Fairhive Housing
- Red Kite Community Housing
- Milton Keynes Council – Housing
- Slough Council – Housing
- Thames Valley Police

In addition, the charity undertakes workplace mediation and mediation of disputes involving residents of Paradigm Housing, for which it gets paid on a case-by-case basis.

Furthermore, in 2024/25 the Charity received grants from:

- Fairhive Trust Community Fund
- Heathrow Community Trust
- Community Grant Lottery

- Rothschild Foundation
- Resilience Fund Clarion Housing Group
- Milton Keynes Community Fund

Closing Statement

The Trustees are grateful to our much-valued referrers across the Thames Valley for their continued support. We would also like to wholeheartedly thank our dedicated team of staff and volunteers whose commitment and skill continues to drive the Charity forwards. We look ahead to 2025-26 with resolve and optimism.

The trustees' report was approved by the Board of Trustees.

Signed on behalf of the Trustees,

A handwritten signature in black ink, appearing to read 'Phyllida Middlemiss', written in a cursive style.

Phyllida Middlemiss

Dated: 28th November 2025

Chair of Trustees, Mediation Buckinghamshire

Statement of Financial Activities (including Income and Expenditure Account)

for the year ended 31 March 2025

	Note	Unrestricted funds	2024/25 Restricted funds	Total funds
		£	£	£
Income and endowments:				
Voluntary income	2	470	65,079	65,549
Activities for generating funds		123,250	-	123,250
Investment income (Bank interest)		-	-	-
Total income and endowments		123,720	65,079	188,799
Expenditure on:				
Costs of charitable activities	3	117,214	43,281	160,495
Total resources expended		117,214	43,281	160,495
Net movement in funds		6,506	21,798	28,304
Total funds brought forward		12,275	20,239	32,514
Total funds carried forward		18,781	42,037	60,818

All income and expenditure is derived from continuing activities.

for the year ended 31 March 2024

	Note	Unrestricted funds	2023/24 Restricted funds	Total funds
		£	£	£
Income and endowments:				
Voluntary income	2	26,575	37,055	63,630
Activities for generating funds		91,125	-	91,125
Investment income (Bank interest)		-	-	-
Total income and endowments		117,700	37,055	154,755
Expenditure on:				
Costs of charitable activities	3	114,929	32,812	147,741
Total resources expended		114,929	32,812	147,741
Net movement in funds		2,771	4,243	7,014
Total funds brought forward		9,504	15,996	25,500
Total funds carried forward		12,275	20,239	32,514

All income and expenditure is derived from continuing activities.

Balance Sheet

at 31 March 2025	Note	2025	2024
		£	£
Tangible fixed assets:			
Tangible assets	5	-	-
Current assets:			
Debtors	6	2,995	7,710
Capital work in progress		4,277	4,277
Bank accounts		61,959	28,713
Total current assets		69,231	40,700
Creditors:			
Amounts due within one year	7	8,413	8,185
Net current assets		60,818	32,515
Total assets less current liabilities		60,818	32,515
Net assets		60,818	32,515
Capital funds:			
Unrestricted funds		18,781	12,276
Restricted funds	8	42,037	20,239
Total funds		60,818	32,515

For the year ending 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the accounts.

These financial statements have been prepared in accordance with the special provisions relating to the small companies' regime within Part 15 of the Companies Act 2006.

Approved by the trustees,



Andy Kenward

Dated: 28 November 2025

Treasurer

Notes to the Accounts

These annexed notes form part of the Financial Statements

Note

1 Accounting policies

The Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”) and the Charities SORP “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). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared on a going concern basis under the historical convention (modified to include certain items at fair value). The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years unless otherwise stated.

Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computers:	25% per annum of cost
Fixtures and Fittings:	25 % per annum of acquisition cost

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees for particular purposes.

Note

- 1 ctd. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs

The company contributes to a defined contribution pension scheme and the pension charge represents the amounts payable to the fund in respect of the year.

Reserves policy

The Charity aims to hold reserves in unrestricted funds sufficient to meet statutory redundancy obligations to staff and other contractual liabilities.

2	Income	2024/25		2023/24	
		Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
		£	£	£	£
	Voluntary income:				
	Grants and donations	470	65,079	26,575	37,055
	Activities for generating funds				
	Mediation services	123,250	-	91,125	-
	Investment income:				
	Bank interest	-	-	-	-
	Total income	123,720	65,079	117,700	37,055

Note

3	Cost of charitable activities	2024/25		2023/24	
		Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
		£	£	£	£
	Payroll and pension costs	91,531	34,129	86,281	19,180
	Mediators' expenses and venue hire	1,655	175	1,282	940
	Premises (rent and utilities)	13,026	-	15,469	3,404
	Insurance (premises and professional indemnity)	520	-	460	103
	Office costs (IT, phone, publicity, copying and consumables)	7,515	2,317	7,136	2,257
	Training	102	6,207	165	3,100
	Supervision	-	-	-	-
	Depreciation	-	-	-	-
	Independent examination & Accountancy Fees	1,025	-	1,125	-
	Trustee expenses	-	-	-	-
	Repairs, renewals and small equipment	644	-	1,091	3,289
	Corporate expenses	1196	453	1,920	538
	Total costs	117,214	43,281	114,929	32,811

Small inconsistencies with the income and expenditure statement are due to rounding.

There was no remuneration for Trustees in the year. There are no related party transactions to report. The charity's insurance provides trustee indemnity cover.

Note

4 Staff costs

The average number of persons employed by the company, including directors, during the year was as follows:

	2024/25	2023/24
Office administration (full time equivalent)	3.75	3.47
	£	£
Salaries	119,190	101,505
Employers NI	4,811	2,800
Pensions	1,659	1,155
Total	<u>125,660</u>	<u>105,460</u>

5 Tangible fixed assets

	£		£
Cost:		Cost:	
At 1 April 2025	4,101	At 1 April 2024	4,101
Additions/disposals	0	Additions/disposals	0
At 31 March 2025	<u>4,101</u>	At 31 March 2024	<u>4,101</u>
Depreciation:		Depreciation:	
At 1 April 2025	4,101	At 1 April 2024	4,101
Charge for the year	0	Charge for the year	0
At 31 March 2025	<u>4,101</u>	At 31 March 2024	<u>4,101</u>
Net book value:		Net book value:	
At 1 April 2025	<u>0</u>	At 1 April 2024	<u>0</u>

Note

6 Debtors and prepayments

Amounts falling due within one year:	2025	2024
	£	£
Deposit with landlord	1,210	1,210
Prepayments and accrued income	185	2,100
Trade Debtors	1,600	4,400
	<hr/>	<hr/>
	2,995	7,710

7 Creditors

Amounts falling due within one year:	2025	2024
	£	£
Accruals and deferred income	4,769	-
Trade Creditors	810	5,577
PAYE and pension	2,519	2,268
Other Creditors	315	341
	<hr/>	<hr/>
	8,413	8,186

8 Restricted funds

	Fund b/f	Income	Spend	Transfer	Fund c/f
	£	£	£	£	£
Children & young people	12,845	-	12,845	-	-
Social media	922	-	922	-	-
Casework coordinator	2,326	-	2,326	-	-
Volunteer training	4,146	-	4,146	-	-
Engagement Officer	-	7,325	7,325	-	-
Self Referrals	-	19,172	5,470	-	13,702
Milton Keynes	-	7,950	2,749	-	5,201
Unwelcome Behaviours	-	8,918	-	-	8,918
Clarion Resilience	-	5,918	2,938	-	2,980
Rothchild Grant	-	6,060	1,353	-	4,707
Heathrow Grant	-	9,736	3,207	-	6,529
Totals	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	20,239	65,079	43,281	-	42,037

Note

9 Financial Commitments

	2025	2024
	£	£
Office lease with 3 month break clause	3,630	3,630
	<u>3,630</u>	<u>3,630</u>

Net incoming resources for the year

This is stated after charging	2025	2024
	£	£
Independent Examination Fee	500	480
Other Accountancy Services	525	495
	<u>1,025</u>	<u>975</u>

10 Trustee Expenses

No trustees claimed expenses relating to their role as a Trustees

Independent Examiner's Report to the Trustees of Mediation Buckinghamshire

I report to the charity trustees on my examination of the accounts of Mediation Buckinghamshire ('the Company') for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection which gives me cause to believe that:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Lee Mathers MIAB, MCIOF (Cert)
Positive Community Finance Ltd
7 Scholars Rise
Stokenchurch
Buckinghamshire
HP14 3FL

27th November 2025