



Conflict Resolution Education in Sheffield Schools Training

Registered Charity no: 1116794 Company No: 05932383 Report covers the period: 1st April 2022 – 31st March 2023

Annual Report 2022–23

Including unaudited financial statements



Introduction and Administrative Information

Since being set up by Sheffield Central Quaker Meeting in 2003, CRESST has developed as a centre of excellence for training and resources that empower young people to deal with everyday conflict positively and calmly. CRESST's face-to-face work is mainly in Sheffield and surrounding areas but we also offer support to schools regionally and nationally.

Our training equips children with skills to manage difficult situations and to face challenging conversations with more confidence and resilience. The demand for our work is ever-increasing; we have now

delivered in over 100 primary, secondary and special schools with a focus on long-term change.

Our charitable object and overarching aim is: to advance the education of children and young people in the subject of non-violent conflict resolution. CRESST uses participatory methods to teach children and young people the skills to handle conflict well. Our aim is not to eliminate conflict, which we see as a normal part of everyday life, but to reduce the hurt and harm caused when it escalates and is handled badly.

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Staff during 2022/23

Rob Unwin – Programme Director
Rosie McKnight – Office & Communications
Simon Wells (from March 2023)
Freelance Trainers: Kim Balmer, Susan

Downer, Donna Fry, Dave Green, Ben Harper,
Jess Matthews, Heather Morgan, Rachel
Newman, Jenny Owen, Debs Scholey.
Volunteers: Josiah Lenton, Véronique
Pin-Fat, Zhenni Qin

Trustees during 2022/23

Alison Warner – Chair
Sheila Broadhead – Treasurer
Margaret Anne Edmonds
Adrian Marc Hughes

Alan Hurford
Laura Catherine Selby and
Pirashanthie Vivekananda-Schmidt
(both appointed 24 May 2022)
Prof. Ian Sabroe (appointed 12 April 2023)

CRESST

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Company No 05932383
Registered Office
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Independent Examiner

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Seven Hills Accountants
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Bank

Unity Trust Bank
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Birmingham
B1 2HB



Facebook: CRESST.Sheffield



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Highlights

Since April 2022, CRESST has worked in 19 schools, training over 500 members of school staff and nearly 400 pupils as peer mediators or conflict coaches; potentially reaching another 3600 pupils. The average percent free school meal eligibility figure for participating schools exceeds the national average, indicating that CRESST is reaching and supporting disadvantaged children.

Our new termly school forum and evaluation methods indicate substantial improvements of pupils' skills in conflict resolution, with qualitative results showing positive behavioural changes in the school and in individual pupils.

Our "KS3: PSHE Lessons resource" was a finalist in the Teach Secondary Awards for Mental Wellbeing resources. One of our schools, Greystones Primary, won "Peer Mediation Scheme of the Year" at the National Mediation Awards in December, showing the impact of our training and support over a number of years.

This year data from 150 pupils from nine primary schools showed a statistically significant improvement in pupils' understanding of conflict; how it affects them; how good they are at listening to others' problems and how confident they feel in helping young people to sort out their problems following peer mediation training. Beginning and end of year school surveys

have indicated a statistically significant reduction in one type of conflict and a statistically significant increase in pupils helping to sort out conflicts. There was also a statistically significant improvement in how secondary pupils felt after conflict coaching, with 88% indicating that they now 'Understood things better' 86% that they now 'Know what they need to think about or do next' and over 82% likely to 'Come back to see a conflict coach in future if struggling with something'. At a four-month follow-up visit, all but one of the 18 conflict coaches at one school indicated that there were now fewer fights in school.

'there were now fewer fights in school.' (follow-up visit)

Primary teachers have said: 'Peer mediation is going really well here. It was lovely to see their responses after they had supported their first mediations.' 'Peer mediation has helped reduce low level conflict in our school'. 'There is daily positive evidence that it is working.' Pupils have said: 'I've learnt to be more patient and listen more' and 'It's nice to see children leave with a smile on their face when we've helped them.'

Three recent OFSTED reports have specifically mentioned the schemes in a positive light. In 2023 we also relaunched our annual peer mediation conference.



Participants at CRESST's 15th Peer Mediator's Conference (EDEN Films)

With special thanks to our funders:

The Brelms Trust, VCS Covid Recovery Fund (SCC), The Edith M Ellis 1985 Charitable Trust, Ganton Educational Trust, Garfield Weston Foundation, Gay and Peter Hartley's Hillards Charitable Trust, The James Neill Trust Fund, The Sir James Reckitt Charity, National Lottery Community Fund, The Postcode Neighbourhood Trust, The Sheffield Bluecoat and Mount Pleasant Educational Foundation, Sheffield Church Burgesses Trust, Sheffield Grammar School Exhibition Foundation, Sheffield Town Trust, The Southall Trust, The Wharfedale Foundation, The Woodward Charitable Trust.

Young Peacemakers Project

Peer mediators from different schools playing cooperative games at the annual conference. (EDEN Films)



This year CRESST worked in 16 primary schools, running sessions with nearly 400 teaching staff, over 100 midday supervisors and training 326 pupils as peer mediators; potentially reaching another 2900 pupils.

The 224 respondents to the 2022–23 post Y5/6 peer mediation training survey indicated a very similar level of enjoyment and scoring of the training (98% vs 99% and 93% for both respectively) as compared to the five-year period 2015–20 (543 respondents). The figure for the question, 'Has the training made a difference to you as a person?' was higher than for last year (81% vs 75%). Comments included: 'It was amazing!' 'I loved the mediation practice.' and 'I really enjoyed it!!!'

Nearly all of the 170 teaching staff surveyed enjoyed the training (96%), understood the role of the peer mediators (99%) and said they would refer low level conflicts to them (94%). The figures were similar for the 45 midday supervisors surveyed (94%, 98% and 82% respectively). Both groups shared similar views about how often conflict took place between pupils at their school during breaktimes (an average of 'Quite a lot'). Comments from teachers included: 'Great delivery. Friendly knowledgeable. Made me feel comfortable.' 'Very good, great balance of delivery and time to discuss' 'Inspiring, enthusiastic' and from midday supervisors, 'Really interesting and insightful' 'Friendly. Lovely professional approach. Brilliant, thanks.' One said 'Having mediators deal with low level conflicts would help support staff free up time to deal with any other problems.'

'Very good. Great balance of delivery and time to discuss'

A promotional online CPD twilight took place on 16th May attended by 10 teachers and a system of follow-up communications with schools was been established, with the first online forum meeting for School Peer Mediation Coordinators taking place in November 2022. In the March 2023 meeting, a peer mediation coordinator at one school said she is feeling much more confident this year and really feels that the practice is embedded within the school. They have weekly meetings and share updates at assemblies. The coordinator at another school reported that she uses role-play in her meetings to help peer mediators to show what they have been doing and practice the skills. Both feel that implementing peer mediation has helped reduce low level conflict in their schools. The peer mediators are really confident and active in the playground offering to mediate if they see a conflict. Other follow-up conversations with schools include one reporting that at the beginning, children in Y4, 5 and 6 showed confidence in approaching the PM's, but Y3's less so. Staff have tried to encourage more Y3's to use the service with some positive effect. Here the peer mediators do mediation with their own year group and they show real insight and maturity about how they handle this, knowing when it might not be appropriate. The mediators have taken some ownership to develop their role to include leading games and activities on the playground. They use Communication in Print to support their mediation process and the school have worked hard to get all

staff and peer mediators using consistent language around dealing with conflict. A Deputy Head at another school supported by CRESST wrote: *'The Peer mediation is going really well here. I have met with the children several times to discuss what is working and where they have needed any additional support and when I am meeting with them, where possible lunchtime supervisors are attending too. I have been on the yard every week to help the children and ensure that they are feeling confident carrying out their duties. It was lovely to see their responses after they had supported their first mediations. In addition to this, peer mediators have spoken with each class individually to explain that their jobs are, they have also been in assembly to do this and will appear today as part of anti-bullying week to remind children that they are here to help - but that if it is bullying they will need to pass it on.'*

Many teachers involved feel sufficiently confident to deliver peer mediation training to future cohorts of peer mediators which is desirable in terms of the sustainability of the schemes.

A Sept 2022 OFSTED inspection of Lound Juniors reported: *'Pupils take on leadership responsibilities in school willingly and well. For example, the pupil peer mediators help to create the friendly atmosphere at break and lunchtimes.'* A November 2022 OFSTED of Wharncliffe Side Primary where training was run in September reported: *'Some pupils act as peer mediators and help their friends to resolve occasional fallings out.'* A January 2023 OFSTED report of another school supported by CRESST, Tinsley Meadows, stated: *'Pupils support each other in managing their behaviour. Pupils who are peer mediators are used successfully across school when there are friendship issues*

between pupils. Bullying rarely happens.'

***'Pupils who are peer mediators are used successfully across school when there are friendship issues between pupils. Bullying rarely happens.'* (OFSTED, Jan 2023)**

CRESST was delighted to learn in December that one of their primary schools had jointly won the National Mediation Award for Peer Mediation Scheme of the year. Greystones Primary has been involved with peer mediation on and off for 25 years, originally as part of a pilot project which led to the formation, by local Quakers, of CRESST. Their Year Six peer mediation scheme is oversubscribed, with many of the children having used its services themselves in the past. Headteacher Chris Jennings said of peer mediation: *'The personal development of the children is at the forefront, but also their ability to deal with some of the complex situations and demands of the world that they're moving into. And that idea of being able to resolve the conflict, to mediate for others, is a really strong aspect of the whole process.'*

CRESST joined peer mediators and staff from the school at the awards at The Palace of Westminster.

During the spring CRESST was commissioned to run two workshops on conflict resolution and mediation at a Catholic Schools Multi-academy Trust conference in Telford attended by 95 members of staff. This received positive evaluations with over 90 percent of participants recommending the sessions to other schools.



Peer mediators and staff from Greystones Primary School at the National Mediation Awards (Rob Unwin)

Youth Resolving Conflict



Forum theatre group work at Oakwood High School (Jack Owen)

Over the year 2022–23, CRESST worked with four secondary schools on conflict coaching and a group work programme, directly reaching 68 young people and indirectly a further 700.

The Conflict coach training resulted in a statistically significant improvement in knowledge, understanding and skills in handling conflicts from the self-assessments of the young people trained.

Follow-up surveys of 38 conflict coaches 4–7 months after their training, indicated that there was still a statistically significant perceived improvement in students' knowledge about conflict and how it affects them, as compared with the baseline survey.

There was also a statistically significant improvement in how 27 beneficiaries of conflict coaching felt about their situations compared to before coaching, with an average of 88 percent ticking that they now 'Understood things better,' 86 percent that they now 'Know what they need to think about or do next,' and over 82 percent likely to 'Come back to see a coach in future if struggling with something'. At a four-month follow-up visit, all but one of the 18 conflict coaches at one school indicated that there were now fewer fights in school. Their teacher commented: *'Many of our coaches have thrived in taking on the responsibility [and have] much more confidence in dealing independently with conflict. [Younger] students now feel more confident speaking to others in older year groups for support. It's made the school a happier place.'*

A conflict coach co-ordinating teacher from another school commented, *'Some pupils who were relatively quiet and wouldn't put themselves forward for things have definitely grown in confidence and are more willing to get involved. Younger pupils seem to have found [conflict] coaching useful when they have accessed it and found it a good outlet for their emotions. I feel that some low-level arguments and complaints have been avoided due to coaches being available. [There are now] fewer incidents for staff to deal with.'*

A statistically significant improvement in how 27 beneficiaries of conflict coaching felt about their situations after the sessions, with over 82% likely to return

The qualitative feedback from students was also very positive, including, for example: *'Without this training I would have never known how to deal with conflict and I would have avoided people who are experiencing it. But now I have gained knowledge and experience I can now do something about it; 'I enjoyed learning the skills, I think the most useful thing was being impartial'. 'I really enjoyed the two days; "I feel like I learnt a lot.'* In a follow-up visit to one participating school, three students did a role play based on a real case they had worked on involving a Y7 pupil getting picked on by other pupils with the situation becoming worse after they'd informed a teacher. The two coaches followed all the principles, reflecting

back what they'd heard, not giving advice, identifying feelings and needs, asking open questions and following the lead of the person seeking help

Conflict resolution training also took place at Carr Manor Community School in the autumn. Over the two days CRESST were there, 24 pupils were trained in conflict resolution. The young people were so thoughtful and mature and one even expressed interest in a career in mediation. They were all very engaged in the activities

With younger year groups of pupils being supported by these volunteers there is an expected reach of up to 300 other pupils through the scheme in the school over the year.

The school was ready with coaching rotas for the week after the training and the early-in-the-term start with new Y7s should help the scheme get established. The young people showed statistically significant improvements in all the measures from before and after training evaluations.

It seems that if both parties in a dispute wish to meet that there is provision within the school for mediation in the form of 'Restorative Conversation' involving a member of staff.

A further set of six groupwork sessions to take place during May and June in another secondary school, Oakwood High School in Rotherham. This groupwork project used the Theatre of the Oppressed technique of Forum Theatre to support young people to explore their relationship with conflict. Through drama games and exercises, 26 young people articulated and reinterpreted

their own experiences and rehearsed possible solutions to real-life challenges they faced. Conflict resolution skills and coaching were embedded into the workshop series, which culminated in two days of performances to students and staff of the Forum play the group created. The Forum Theatre plays involved an interactive element where audience members were invited to take the place of the main character on stage and try out alternative courses of action to resolve the issue presented. This enabled the audiences who identified with the issues in the play to share their own experiences and try out different scenarios that they might go on to use in real life. Additionally, it gave those without lived experience of the issue the opportunity to 'walk in somebody else's shoes' by experiencing first-hand the challenges and injustices they experienced. These groupwork projects were organised so that students, who are often engaged in conflict, could become better equipped with the necessary skills to resolve and transform conflict in their lives, and the school community would have a greater understanding of the challenges faced by these particular young people.

The participating young people in the Forum Theatre groupwork at Oakwood High showed a statistically significant perceived improvement in understanding of how conflict affected them and also how easily they now found it to communicate in ways that reduce the harmful effects of conflict. In 83 percent of the post-groupwork evaluations, young people indicated that they enjoyed the activities and 61 percent of evaluations indicated that the young people had acquired skills in resolving conflict, with some indicating that their confidence had increased.



Peer mediator Coordinator's workshop at the conference (EDEN Films)

Staffing and Development work

Staff

Four new freelancers have been recruited, who we were able to balance with training opportunities in new schools. A Lottery underspend provided Conflict Coaching, and Non-violent Communication, training to both existing and new staff. The latter have now reached the standard where they are able to train alone (except for peer mediation training, where two trainers are required). UoS PhD student Josiah Lenton has conducted research as part of the groupwork at Oakwood High School and a Masters placement student, Zhenni Qin, joined us in June, when a monthly 'reading group' was established which explored Non-violent Communication, Trauma Informed Practice amongst other topics. One of our freelancers, Susan Downer, also led an arts social for staff. Véronique Pin-Fat, an experienced trainer and ethics academic, joined our team as a much-valued volunteer. The energy and dynamics of the team are strong and there's a focus on development, expansion into new areas of work as well as re-establishing the conference.

Simon Wells took over the Office Coordinator from Rosie McKnight and quickly got engaged in fundraising and conference planning.

Conference

Plans were made during the year for our summer peer mediators conference. Seven schools expressed interest, the Sheffield Hallam University venue, the Lord Mayor, guest speaker Amrik Kandola and children's entertainer, Maynard Flip Flap were booked, and funds were successfully raised from local trusts. A video of the final event can be seen on the CRESST website.

Resources

Around £2,900 has been generated from sales of 40 Peer Mediation Training Manuals and 50 'Curious About Conflict' resources over the year. We have hit 500+ downloads per month again from the TES website where we've also totalled 10,000 interactions for the Curious About Conflict lessons. We've recently been noting the inclusion of blogs about peer mediation on school websites. 2023 also saw the publication of '*Education for Peace through Countering Violence*' (Routledge) containing a chapter written by CRESST on conflict coaching.

Trustees

In response to a recruitment drive, CRESST was delighted to welcome new trustees Laura Selby and Pirashanthie Vivekananda-Schmidt and later Ian Sabroe from Sheffield Central Quaker Meeting House.



A number of CRESST staff, freelance trainers, volunteers and Trustees at the end of the Peer Mediator's Conference (Véronique Pin-Fat)

Chair's Report



I am always thrilled when I look back at the achievements of CRESST, and the year 2022-2023 is no exception. The energy, hard work, and enthusiasm of the team, together with the support of the trustees, have all contributed to a successful year. Our commitment to empowering young people to handle conflict positively and calmly has continued to drive our efforts, and the results have been remarkable.

Since its inception, CRESST has evolved into a centre of excellence for training and resources that equip young people with the tools to navigate everyday conflicts. While our primary focus remains in Sheffield and its surrounding areas, our influence has expanded to schools both regionally and nationally. This past year, we saw a surge in demand for our work, which speaks to its increasing relevance and impact.

Our training equips children with the skills to manage challenging situations with confidence and resilience. The demand for our work has been consistently growing, with over 100 primary, secondary, and special schools now having benefited from our programmes, emphasizing long-term change.

Our Annual Conference continues to be a vibrant gathering, as illustrated by some of the photos in this report. It provides a platform for children across the city to meet, share ideas, and reflect on their roles. Additionally, it facilitates collaboration between school staff and our team, fostering effective ways to utilize training and resources for optimal outcomes.

The statistics paint a vivid picture of our accomplishments. From the 2022-23 pre and post Y5/6 peer mediation training surveys involving 150 participants, we witnessed substantial improvements in pupils' understanding of conflict, their ability to listen empathetically, and their confidence in aiding their peers. The feedback from teachers and students alike has been overwhelmingly positive, underscoring the tangible transformation our programmes can make.

Our involvement in secondary schools has been equally impactful. Our conflict coaching and group work programs have directly influenced around 70 young people and indirectly touched the lives of another 700. Through meticulous training and evaluations, we have demonstrated statistically significant improvements in knowledge, understanding, and skills in conflict of the coaches and nearly 90 per cent of secondary pupils who underwent coaching reported better understanding of their situations.

These achievements are bolstered by national recognition. Our 'KS3: PSHE Lessons resource' was a finalist in the Teach Secondary Awards for Mental Wellbeing resources. The National Mediation Award for Peer Mediation Scheme of the Year, awarded to Greystones Primary, reaffirms the effectiveness of our training over the long term.

None of this would be possible without the dedication of our staff, trustees, and freelancers. Their commitment to fostering positive change has been unwavering. Our collaborative spirit was evident in the relaunch of our celebratory annual peer mediation conference in 2023, which brought together a diverse array of participants and speakers.

As we move forward, our aspirations remain high. With a number of new trainers and trustees on board and renewed energy, we are poised to embrace new challenges and opportunities. Our creative approach will be pivotal in guiding CRESST's evolution, ensuring our impact continues to grow and inspire. I am deeply grateful to everyone who has contributed to our success thus far, and I am excited to see what the future holds for CRESST.

Alison Warner

Structure, Governance and Management

CRESST is dedicated to helping children and young people learn conflict resolution skills that can be used in their schools and communities.

Governing document

CRESST is a charitable company limited by guarantee, incorporated on 12 September 2006 and registered as a charity on 15 November 2006. The company is governed by the Memorandum and Articles of Association. Every member has guaranteed that they will pay an amount not exceeding £10 in the event of the company being wound up.

The object of the charity is to advance the education of children and young people, and those adults who work with them, in the subject of non-violent conflict resolution.

Appointment of trustees

The trustees, who are also directors for the purposes of company law, are shown on page 8 of this report.

Appointment of trustees is made against the following principles:

- Trustees are normally elected by the members at the Annual General Meeting
- One third of the trustees must retire by rotation at each Annual General Meeting
- Up to two trustees may be co-opted by the trustees
- Up to three trustees may be nominated by the Sheffield Central Quaker Meeting provided that
 - the nominated trustees do not form a majority of the Board
- Other trustee vacancies are filled by open recruitment through various channels including the Voluntary Action Sheffield Volunteer Centre
- The trustees meet at least six times a year

Public benefit

In planning and delivering our services and activities, the Trustees and staff at CRESST have given due regard to the need to ensure that the organisation provides public benefit following the Charity Commission's guidance on these matters. CRESST's charitable objectives and our annual declaration of activities and achievements (publicly available from the Charities Commission and Companies House) demonstrate that CRESST provides charitable services to all in South Yorkshire and its surrounding areas, free-to-access by its beneficiaries.

CRESST is clearly meeting the requirements of the public benefit test - a charity providing benefits for the public and supported by the public.

Recruitment, induction and training of trustees

CRESST has established a procedure for the recruitment and appointment of new trustees. The Board reviewed the skill set of the current trustees and identified the areas required. Nominations have been requested from the Sheffield Central Quaker Meeting to fill the appropriate vacancies.

The requirement to undertake Criminal Records Bureau checks (now DBS) has been kept under review and consequently those trustees or workers who regularly work with children in school undergo an enhanced check. The Safeguarding Policy of the organisation is kept under review and support in the form of guidance and support/training is provided through the Sheffield Safeguarding Children Service. The Board's Safeguarding Trustee has undertaken both a three-year renewal of DBS clearance and a training update. (Both are considered to be best practice in this area of work) A trustee also sits on the Education Safeguarding Reference Group, a part of the Sheffield Children's Safeguarding Board working structures. CRESST is aware that where Trustees and volunteers work directly with school pupils the safeguarding procedures of the school are those that apply and they are aware of the latest DfE guidance on Keeping Children Safe in Education. New trustees receive written induction



A peer mediator with a puppet/ avatar at the 2023 conference. (Rob Unwin)

materials about CRESST and about the role as trustees, including copies of all procedures, protocols and policies. They also have an induction briefing with the Chair of the Board and it is proposed going forward that they will also have a “trustee pair” to support them in the role.

Training opportunities from both local and national providers are made available to all trustees when a reasonable need is identified and they are agreed by the Chair of the Board.

Internal control and risk management

The trustees and staff conduct a regular assessment and review of the risks to which the charity is exposed and measures being taken to mitigate risks. The trustees have systems of internal control which help to minimise the risk of material financial misstatement or loss.

These include:

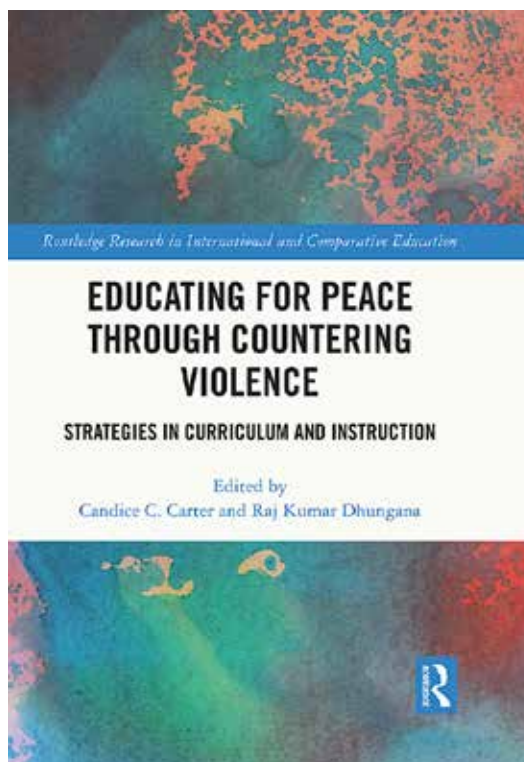
- a set of financial standing orders which are kept under regular review
- a business plan and annual budget which are approved by trustees
- regular review by trustees of charity performance against the business plan and budget

Measures are taken to minimise other types of risk, including the supervision and appraisal for staff, regular reviews of policies and establishing systems for ensuring that the Board is regularly updated on CRESST performance and risks, as well as appropriately skilled to manage CRESST activities.

Directors’ responsibilities for the financial statements

Company and charity law requires the Directors to prepare financial statements for each financial period, which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Directors are required to:

- Select suitable accounting policies and apply them consistently
- 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 charity will continue in operation



This new Routledge publication contains the chapter ‘Conflict Coaching in the UK – Youth Leading a Transformative Approach to Conflict’, written by members of the CRESST team.

- State whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements

The Directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable the Directors to prepare financial statements. The Directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

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

The trustees have taken advantage of the exemptions available to small companies, including the audit exemption (see statement on balance sheet).

Financial Review 2022–2023

A 'camp fire conversation' with peer mediators from different schools at the 2023 conference. (EDEN Films)



Financial review 2022/2023

Following the end of the National Lottery Community Fund 3-year grant in June 2022, CRESST applied for further multi-year grants from a number of identified funders. These proved unsuccessful which, in part, was due to high volume applications from many organisations struggling for funds post Covid. CRESST then established two aims – firstly to apply for a number of one-year grants and short term project funds and, secondly, to diversify our income streams. Both approaches proved successful.

Total income for 2022/2023 amounted to £60,321 including grants of £39,824. Other sources of income totalled £20,497, which included £10,473 schools training income, £5,479 donations and gift aid, £1,014 from 'Friends of CRESST' fundraising events, £2,903 sales of the Peer Mediation handbook and PSHE lessons and bank interest of £628.

The major item of expenditure continues to be staff and freelance costs (84% of total costs).

CRESST is very grateful to The Brelms Trust, VCS Covid Recovery Fund (SCC), The Edith M Ellis 1985 Charitable Trust, Ganton Educational Trust, Garfield Weston Foundation, Gay and Peter Hartley's Hillards Charitable Trust, The James Neill Trust Fund, The Sir James Reckitt Charity, National Lottery Community Fund, The Postcode Neighbourhood Trust, The Sheffield Bluecoat and Mount Pleasant Educational Foundation,

Sheffield Church Burgesses Trust, Sheffield Grammar School Exhibition Foundation, Sheffield Town Trust, The Southall Trust, The Wharfedale Foundation, The Woodward Charitable Trust.

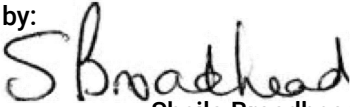
Reserves policy

The balance sheet as at 31 March 2023 shows funds held as £50,576, Total free reserves amount to £35,576 and restricted funds total £15,000.

CRESST aims to hold between three and six months running costs in free reserves. The trustees agreed to hold £26,000 as reserves, which represents approximately 3.5 months of 2023-24 budgeted expenditure. The balance of unrestricted reserves, £9,576, will be utilised in 2023/2024.

The organisation has minimal statutory redundancy obligations and the only other notable commitment relates to the 5-year office lease, which runs until March 2026. However, only one month's notice is required to discontinue the lease within this 5 year period with no further financial obligation beyond the notice period.

This report was approved by the Directors at the AGM on 11 October 2023 and is signed on their behalf by:


Sheila Broadhead

Director and Treasurer
on behalf of the Board of Trustees

Independent Examiner's Report

Independent examiner's report to the directors of Conflict Resolution Education in Sheffield Schools Training ('the Company')

I report to the charity directors on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors 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 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 matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. 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

4. 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 (FRS 102).

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.

Signed:



17/10/2023

Susan Cochrane, FCA
Seven Hills Accountants Limited
57 Burton Street
Sheffield
S6 2HH



Amrik Kandola,
NMA Civil/
Commercial
Mediator of the
Year 2022/23
answering
questions at the
Peer Mediator's
Conference
2023
(EDEN Films)

Statement of Financial Activities for the year ended 31 March 2023

(incorporating the income and expenditure account)

		Unrestricted funds	Restricted funds	2023 Total	2022 Total
	Notes				
Income from:					
		£	£	£	£
Grants	2	6,000	33,824	39,824	113,179
Donations and gift aid		5,479	-	5,479	575
Friends of CRESST events		1,014	-	1,014	192
Training courses		-	-	-	800
Schools training		10,473	-	10,473	2,000
Bank interest		628	-	628	416
Other income		2,903	-	2,903	1,797
		26,497	33,824	60,321	118,959
Expenditure on:					
Charitable activities	3	12,121	64,923	77,044	78,135
		12,121	64,923	77,044	78,135
Net income/ (expenditure)		14,376	(31,099)	(16,723)	40,824
Transfer between funds		(4,708)	4,708	-	-
Net movement in funds		9,668	(26,391)	(16,723)	40,824
Total funds brought forward		25,908	41,391	67,299	26,475
Total funds carried forward		35,576	15,000	50,576	67,299



The Lord Mayor of Sheffield receiving messages from peer mediators at the 2023 conference. (EDEN Films)

Balance Sheet as at 31 March 2023

			2023	2022
		Notes	£	£
Current assets				
	Balance at bank and cash		57,380	84,527
	Debtors	7	480	533
Total current assets			57,860	85,060
Creditors: amounts falling due within one year				
Deferred income			4,700	13,949
Creditors		8	1,649	2,877
Held funds - Peer mediation network			935	935
Total creditors: amounts falling due within one year			7,284	17,761
Net current assets			50,576	67,299
Total assets less current liabilities			50,576	67,299
Creditors: amounts falling due after one year			-	-
Total net assets			50,576	67,299
Represented by				
FUNDS				
Unrestricted funds			35,576	25,908
Restricted funds		11	15,000	41,391
		13	50,576	67,299

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.

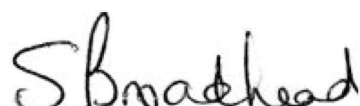
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

Approved by the Board of Trustees on 11/10/2023

Signed by,



Sheila Broadhead
Director and Treasurer
on behalf of the board of Trustees
Company number: 05932383

Notes to the Financial Statements for the year ended 31 March 2023

1 Accounting policies

(a) General

Conflict Resolution Education in Sheffield Schools Training is a charitable company limited by guarantee. In the event that the charity is wound up the liability in respect of the guarantee is limited to £10 per members of the charity. The address of the registered office is given in the company information on page 2 of these financial statements.

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The financial statements have also adopted Charities SORP (FRS102) Bulletin 1 and taken advantage of the cash flow exemption.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

(b) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants are recognised in the period they are received unless the funder imposes conditions which have not been met at the year end, such as a time period over which the project is to be undertaken.

(c) Expenditure and liabilities

Expenditure is recognised once there is legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is reported gross of irrecoverable VAT which is charged as a cost against the activity for which the expenditure was incurred.

(d) Tangible fixed assets

All items of capital expenditure below £500 are written off as incurred.

(e) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

(f) Trade debtors

Trade debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all the amounts due according to the original terms of the receivables.

(g) Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

(h) Taxation

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

(i) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds. Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are to be used for specific purposes as laid down by the funder.

(j) Pension costs and other post-retirement benefits

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

(k) Going concern

The financial statements have been prepared on a going concern basis as the directors/trustees believe that no material uncertainties exist about which the charity's ability to continue. Based on the adequacy of the charity's reserves as the balance sheet date, along with the knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the directors/trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

[illegible]

Notes to the Financial Statements for the year ended 31 March 2023 (continued)

5	Trustees and key management personnel remuneration, benefits and expenses			
	No remuneration was paid to any director/trustee during the year nor to any person connected to them.			
	Expenses of £Nil (2022: £Nil) were paid to trustees during the year. In addition, training costs of £Nil (2022: £Nil) in relation to the trustees were incurred in the year			
	Key management personnel is considered to be the Programme Director, who is seconded from the Development Education Centre South Yorkshire (DECSY) on a part time basis (0.4 fte).			
	Charges from DECSY for secondment amounted to £17,549 (2022: £14,649 for 10 months)			
6	Independent examiner's fees		2023	
			£	
	Independent examiner's fees for reporting on the accounts		684	
	No other fees were paid to the independent examiner's organisation during the year			
7	Debtors		2023	2022
			£	£
	Training debtors		-	53
	Other debtors		480	480
			480	533
8	Creditors: amounts falling due within one year		2023	2022
			£	£
	Deferred income	9	4,700	13,949
	Peer Mediation Network (held funds)	10	935	935
	Other creditors		1,649	2,877
			7,284	17,761
9	Deferred income		2023	2022
			£	£
	Deferred income at 1 April 2022		13,949	65,646
	Income deferred during the year		4,700	13,949
	Income released to grants		(13,949)	(65,646)
			4,700	13,949
	Split between:-			
	Creditors: amounts falling due within one year		4,700	13,949
	Creditors: amounts falling due after one year		-	-
	Deferred income at 31 March 2023		4,700	13,949
10	Peer Mediation Network (held funds)		2023	2022
			£	£
	Held funds at 1 April 2022		935	935
	Funds received during the year		-	-
	Funds paid during the year		-	-
	Held funds at 31 March 2023		935	935
	Peer Mediation Network is a small national network of organisations delivering mediation training for young people in schools. It meets three times a year to share knowledge, skills and best practice. CRESST is a long standing member of the network and, for operational ease, manages its very small number of financial incomings and outgoings.			

11	Restricted funds						
			Balances at 1 April 2022	Income	Expenditure	Transfers	Balances at 31 March 2023
			£	£	£	£	£
	Youth Resolving Conflict		11,264	1,713	(13,350)	373	-
	Young Peacemakers Project		30,127	32,111	(51,573)	4,335	15,000
	Totals		41,391	33,824	(64,923)	4,708	15,000
Youth Resolving Conflict is our work in providing Conflict Resolution training in secondary schools.							
Young Peacemakers Project is our work in providing Conflict Resolution training in primary schools.							
	Prior year		Balances at 1 April 2021	Income	Expenditure	Transfers	Balances at 31 March 2022
			£	£	£	£	£
	Youth Resolving Conflict		4,746	46,896	(36,055)	(4,323)	11,264
	Young Peacemakers Project		-	45,033	(14,906)	-	30,127
	Totals		4,746	91,929	(50,961)	(4,323)	41,391
12	Related party transactions						
	There were no related party transactions during the year other than those disclosed in note 5.						
13	Net assets by fund						
				General funds	Restricted funds	2023 Total	
				£	£	£	
	Current assets			42,860	15,000	57,860	
	Creditors:amounts falling due within one year			(7,284)		(7,284)	
				35,576	15,000	50,576	
	Free reserves - general funds excluding tangible fixed assets			35,576			
	Prior year comparison						
				General funds	Restricted funds	2022 Total	
				£	£	£	
	Current assets			43,669	41,391	85,060	
	Creditors:amounts falling due within one year			(17,761)		(17,761)	
				25,908	41,391	67,299	
	Free reserves - general funds excluding tangible fixed assets			25,908			
14	Statement of Financial Activities - prior year comparison						
		Unrestricted funds	Restricted funds	2023 Total	Unrestricted funds	Restricted funds	2022 Total
		£	£	£	£	£	£
	Income from:						
	Grants	6,000	33,824	39,824	21,250	91,929	113,179
	Donations and gift aid	5,479	-	5,479	575	-	575
	Friends of CRESST events	1,014	-	1,014	192	-	192
	Training Courses	-	-	-	800	-	800
	Schools Training	10,473	-	10,473	2,000	-	2,000
	Bank interest	628	-	628	416	-	416
	Other income	2,903	-	2,903	1,797	-	1,797
		26,497	33,824	60,321	27,030	91,929	118,959
	Expenditure on:						
	Fundraising		-	-	-		-
	Charitable activities	12,121	64,923	77,044	27,174	50,961	78,135
		12,121	64,923	77,0424	27,174	50,961	78,135
	Net income/(expenditure)	14,376	(31,099)	(16,723)	(144)	40,968	40,824
	Transfer between funds	(4,708)	4,708	-	4,323	(4,323)	-
	Net movement in funds	9,668	(26,391)	(16,723)	4,179	36,645	40,824
	Total funds brought forward	25,908	41,391	67,299	21,729	4,746	26,475
	Total funds carried forward	35,576	15,000	50,576	25,908	41,391	67,299