



Conflict Resolution Education in Sheffield Schools Training

Registered Charity no: 1116794 Company No: 05932383 Report covers the period: 1st April 2023 – 31st March 2024

Annual Report 2023–24

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 120 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.

Contents

1.	Introduction and Administrative Information	2
2.	Overview	3
3.	Young Peacemakers Project (YPP)	4-6
4.	Youth Resolving Conflict (YRC)	7
5.	Staffing and Development Work	8
6.	Acting Chair's Report	9
7.	Structure, Governance and Management	10-11
8.	Financial Review	12
9.	Independent Examiner's Report	13
10.	Statement of Financial Activities	14
11.	Balance Sheet	15
12.	Notes to the Financial Statements	16-19

Staff during 2023/24

Rob Unwin – Programme Director
Simon Wells – Office & Communications
Freelance Trainers: Susan Downer,
Donna Fry, Heather Morgan, Dave Green,
Ben Harper, Jess Matthews,
Véronique Pin-Fat, Rachel Newman.

Volunteers:

Olubori Fasehun, Oluwajoba Fatola, Zanele
Gaule, Beth Keller, Carolyn Leary, Josiah
Lenton, Raphael Nwachukwu, Olusoji
Okeyele, Kufre-mfon Okon, Ruth Sabroe,
Cherry Smart.

Trustees during 2023/24

Alison Warner – Chair
Prof. Ian Sabroe – Acting Chair
Sheila Broadhead – Treasurer
Margaret Anne Edmonds

Adrian Marc Hughes

Alan Hurford
Laura Catherine Selby and
Pirashanthie Vivekananda-Schmidt

CRESST

Charity Number 1116794
Company No 05932383
Registered Office
Scotia Works
Leadmill Road
Sheffield S1 4SE

Independent Examiner

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

Bank

Unity Trust Bank
Nine Brindley Place
60 Broad Street
Birmingham
B1 2HB



Facebook: CRESST.Sheffield



X: @_CRESST

Overview

Over the past year, CRESST has directly trained nearly 500 children as peer mediators and 160 staff members across 17 schools in conflict resolution and run a conference. An additional 5,300 children have benefited as a result of this work, marking a significant increase in reach compared to the previous year. The schools involved have a higher-than-average proportion of pupils eligible for free school meals, pupils with a non-White British background, and those with special educational needs, indicating that CRESST is supporting a considerable number of disadvantaged children.

The quality of CRESST's work, as evidenced by evaluations, follow-up visits, and mentions in OFSTED reports, has consistently been positive. CRESST has also started collaborating nationally with the Civil Mediation Council to establish common indicators. New developments include staff training in schools beyond the region, the introduction of online short courses, an online support forum, and follow-up visits to peer mediation coordinators and mediators. None of this would have been possible without our wonderful trainers, our strong partnerships with schools and our funders.

With special thanks to all our funders and supporters:



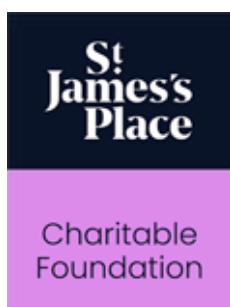
Garfield Weston
FOUNDATION



FOYLE FOUNDATION



Sheffield
Town
Trust



HARRY BOTTOM
CHARITABLE TRUST



SHEFFIELD BLUECOAT AND MOUNT PLEASANT EDUCATIONAL FOUNDATION



FRESHGATE
TRUST FOUNDATION

The Hugh Neill Charity

The James Neill
Trust Fund

Young Peacemakers Project

Peer mediator training in a Sheffield school (Jessica Matthews)



Of 212 children trained in peer mediation, who completed questionnaires, over 97% enjoyed the sessions and were eager to become peer mediators. More than three-quarters said it made a 'difference to them as a person.' Around 7% noting that it had made them 'kinder,' 'more confident,' or 'better at listening,' while 4% mentioned improved problem-solving skills. About 3% felt they were 'more responsible,' 'calmer,' or had 'more skills.'

When peer mediators were revisited after approximately eight months of experience, children shared their reflections:

"I stay calm and I don't get angry"

"I've got more confident. I can help younger ones if they get into an argument."

"I've learnt how to take more responsibility."

"I've learnt more ideas for how to solve my own arguments."

"I've learnt to be more patient and listen more."

"I know how to properly solve an argument. If you can do it for other people, you can definitely do it for yourself"

"I feel like I've matured more. I feel more reassured that I know how to sort out a situation. It's a really good life skill to learn."

A peer mediation coordinator commented to her peer mediators,

"I can see a difference in the confidence of you lot and I can also see how you've matured. And I can see how you've used mediation skills with your own friends when you've had arguments or fall-outs, which is fabulous going forward."

Feedback from CRESST trainers included:

"I felt that these kids could inspire others and feel certain that they have the support within the school to make PM their own."

In one instance, a particularly shy student, who struggled to speak during the initial training, later reported feeling confident and was able to speak up during role-play scenarios. Her teacher described this as an "unprecedented breakthrough" for the student, who was typically barely audible.

Data from a sample of 36 children across three primary schools showed a statistically significant improvement in their understanding of conflict, how it affects them, their ability to listen to others' problems, and their confidence in helping peers resolve disputes. Nine schools have already rebooked training for the coming year. Additionally, feedback from some schools indicates a significant pupil-perceived reduction in conflicts following peer mediation training.

The Civil Mediation Council's Definition of Peer Mediation:

Peer Mediation is when a young person is trained as a mediator, usually within an educational setting, and then mediates conflicts that two other young people have, often at school break and lunchtimes. Peer Mediators usually resolve conflict for other children and young people the same age or younger than them.

Staff CPD evaluations scored 85% for engagement and enjoyment, and 93% for usefulness. Comments included:

"The trainer did an absolutely fantastic job teaching the Year 5's peer mediation skills. Her approach is simply wonderful – she possesses a calm, fun, and natural demeanour that resonates effortlessly with the children. It's evident that her rapport with them is strong, and they responded exceptionally well to her guidance."

"I truly appreciate the trainer's dedication and the positive impact she's had on our pupils. Please extend my appreciation to her for her outstanding work."

"The trainer was a great facilitator - very knowledgeable and flexible in his approach."

Peer Mediators' Conference

In June 2023, the first peer mediators' conference since the pandemic took place, attended by 91 pupils from five schools. A film of the event was made. The CRESST team described the day as 'aspirational', offering young people insights into mediation's wider applications. The Lord Mayor (described as both 'funny and informative') gave an example from the Council Chamber, while guest speaker Amrik Kandola (described as 'very inspirational' by one headteacher) highlighted the role of mediation in the commercial world. The SHU venue also offered a glimpse of university life. Peer mediators shared experiences and ideas, boosting their confidence and making them feel valued.

Of the 12 attending teachers, 75% rated the conference as 'excellent,' with the remaining 25% rating it as 'good.' Pupils commented:

'This is brilliant'

'I've had a fantastic day!'

"We were encouraged to be creative,"

"I loved meeting everyone from the other schools."

"When I grow up, I want to be a vet and I think my meditation skills will be really useful for when I have to explain bad news to the pets owners."

"Peer mediation has made me a better friend, because I look for solutions to problems."

"Peer mediation has taught me to be a better listener, before I was always butting in and now, I try not."

"It has helped us to understand conflict can be solved. It makes you feel like a grown up."

"It's helped me understand other people's feelings."

"Never doubt yourself."

Although the conference ran smoothly, thanks to a capable and resourceful team of volunteers, some teachers suggested holding it earlier in the year to build momentum for peer mediation schemes. The next conference is planned for January 2025.

Resources

Many teachers now feel confident enough to train future cohorts of peer mediators, which is valuable for the sustainability of the schemes. CRESST's reach extends beyond the schools directly trained, with 53 YPP Peer Mediator Coordinators' Training Manuals purchased by schools during the year. Schools that purchased the pack were offered a free online workshop to maximise its use. Additionally, 46 sets of 'Curious About Conflict' lessons were purchased, and



Peer mediators from different schools playing cooperative games at the 2023 annual conference. (EDEN Films)

Peer mediators
from
Arbourthorne
Primary School
(Rob Unwin)



6,000 free resource downloads were made via TES and the CRESST website.

A survey conducted among purchasers of the Peer Mediation (PM) pack highlighted the value they place on the pack's 'clear instructions,' 'variety of activities,' and 'high-quality graphics.' Additionally, respondents

expressed interest in having a PowerPoint presentation to accompany the staff Continuing Professional Development (CPD) session. We are looking to produce a third edition in the coming year.

One of the schools we've worked closely with, **Arbourthorne Community Primary School**, which serves a particularly challenging area, has been implementing peer mediation for about twenty years with initial training and ongoing support from CRESST. Peer mediation has become deeply ingrained in the school's culture. **Arbourthorne has just been shortlisted for the 2024 National Mediation Awards** in the Peer Mediation of the Year category, an award previously won by another of our partner schools, Greystones, in 2022.

Arbourthorne Community Primary, serving a Sheffield housing estate characterised by higher-than-average disadvantage, has been running the programme for over two decades. Over this period, some peer mediators have returned to the school as either staff or parents, further embedding the initiative into the school's culture. Children eagerly anticipate the training, having seen older siblings participate. The scheme has evolved, with fewer mediations now required because many disputes are resolved before escalating. Year 5 mediators now take on a 'peace-building' role, engaging

younger pupils in calming activities. However, if conflicts arise, six mediators are on duty during every lunchtime to manage them.

In a striking example of pupil leadership, the Head and Deputy Head pupil mediators ensure that rotas are covered when someone is absent, and they contribute to shaping the scheme's future. Peer mediation is part of a whole-school approach in which all staff are Trauma-Informed, influencing how mediators interact with their peers. The mediators have been described as a calming presence throughout the school. Staff report that for some students, becoming a mediator has been life-changing. One pupil, who previously struggled with emotional regulation, fully embraced the role, earning respect from peers on the playground. Another pupil, who found communication difficult, discovered her voice through the scheme. The programme helps children grow and flourish in confidence, and parents have expressed gratitude for the mediators' positive influence on their children during lunchtimes.

Youth Resolving Conflict

"Peer mediation will be used less in secondary school for sorting out problems but for making people feel better if they've been in a problem because when you get older, you get more stubborn. People probably won't listen to you. If you peer mediate one person and make them feel better about the problem and cheer them up that would help a bit more than discussing between two people that have had an issue."
(A Year 5 Peer Mediator argues for 'Conflict Coaching' at secondary level)

At a Sheffield secondary academy, conflict coaches were trained in December, followed by staff training in the spring. During the staff CPD session, the Assistant Headteacher shared a video of students role-playing as conflict coaches. Discussions ensued about how the school's behaviour policy could incorporate restorative initiatives like conflict coaching. The staff engaged well with the activities,

including conflict style exercises and a win-win game. They shared concerns about parents' involvement in escalating conflicts, particularly how family dynamics sometimes exacerbated issues. They saw potential in conflict coaches managing lower-level disputes, though not more serious cases, which would still require sanctions. Some staff also expressed interest in mediation training.

At another secondary school, successful staff training in mediation, using the 'SING' process (Story, Impact, Needs, and Goals), took place. Teachers were trained to hold individual meetings with each party involved before bringing them together for resolution, using a two-meeting model. Additionally, positive feedback followed staff training at a Special School in York.

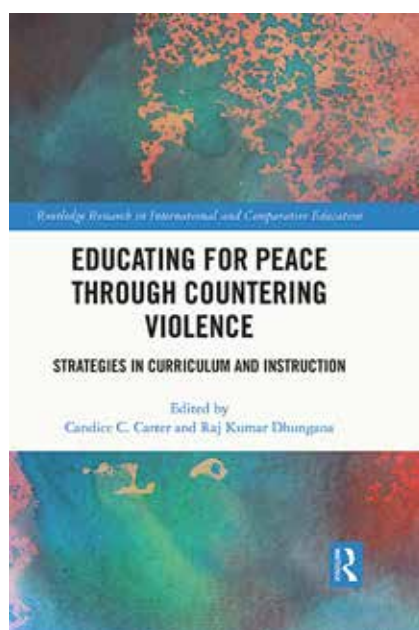
Recent OFSTED reports on schools supported by CRESST trainers or training materials include the following remarks:

'Excellent relationships, with both staff and each other, help pupils to feel happy and safe. The opportunities for pupils to take on leadership roles in school are numerous. Pupils complete these roles dutifully. For example, playground leaders make sure that all pupils play well together. No one is left alone.'

(Oughtibridge obtained an Outstanding OFSTED in January 2024)

'The school supports pupils' wider personal development. Staff provide pupils with many opportunities to develop their leadership skills. Pupils value helping their peers in their roles as sports leaders and peer mediators.'
(Deepcar, OFSTED 9 September 2024)

'Older pupils value the opportunity to contribute to the life of the school through a range of different leadership roles, such as peer mediators.'
(Abbey Lane February 2024)



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

Staffing and Development work

Our Team

CRESST's diverse team of freelance trainers remains highly motivated and engaged. Team meetings involve 'insanely interesting' discussions, and the trainers are well-regarded by the schools they serve. Over the past year, CRESST has expanded its reach to schools in Manchester, London, and Newcastle, in addition to those across Yorkshire and Derbyshire. One trainer has since become a national coordinator of peer mediation in the UK, basing much of his training on CRESST's methods and resources. This year, we welcomed Véronique Pin-Fat, an academic and community mediator with a wealth of experience. One of our trainers also provided consultancy services to Peacemakers on Conflict Coaching during the year.

Various social events took place over the year, including a creative workshop hosted by former trainer Kim Balmer at her new venture, 'Ed's Workshop,' on Calver Street. A farewell event was held for our administrator, Rosie McKnight. Throughout the year, CRESST benefited from invaluable support in fundraising, office management, and communications, provided by Simon Wells.

Networking

Nationally, CRESST continues to collaborate with the Peer Mediation Working Group of

the Civil Mediation Council, exploring areas such as national accreditation for peer mediators, trainers, and service providers. Three CRESST members attended a two-day peace education residential event organised by Peacemakers as part of a new national peace education initiative. Rob also attended a session in Birmingham to develop a new framework for peace education and participated in a MESH event in September, attended by Abtissam Mohamed, now an MP for Sheffield Central.

Outreach

Outreach activities included presentations to heads of South East Sheffield schools in the summer and sessions for Learn Sheffield and ROSIS (Rotherham) in the autumn, reaching a further 30 teachers. Ben Harper, a former CRESST trainer and now national PM coordinator, presented a CRESST activity and resources at the national NEU conference. Our materials were also displayed at the national Geography Association and History Association conferences. We are proud of CRESST's strong reputation, the continued demand for our work, and the rebookings we've secured. Looking ahead, fostering stronger relationships with schools and funders will be a priority to ensure that this impactful work can continue with adequate resources.

A number of CRESST staff, and freelance trainers, at Rosie McKnight's farewell (The Street Food Chef)



Acting Chair's Report (2023-24)



This year has been another year of deeply distressing global and local conflicts. The work of CRESST, to empower children to resolve conflict positively and learn to be peacemakers, continues to be a vital project that we evidence in our annual report makes a real difference in the communities and schools we work with and serve.

CRESST has continued to deliver its activities and work on a small budget, and with the support of many small grants from other charities that value our work. We thank them, and all our supporters and fundraisers, for their donations, hard work and

other contributions to our work. We honour and acknowledge Tim Herrick, a previous trustee and a parent of a CRESST-trained peer mediator, who undertook a long distance sponsored walk from Manchester to Sheffield to raise funding for CRESST. Thank you, Tim!

We were also delighted this year to gain a Patron, Nicky Perfect. Nicky is a renowned ex-police hostage and crisis negotiator, who like us, is passionate about communication as a pathway to solve and reduce conflict. We're really proud to have begun to develop an association with her. Nicky will be speaking at our next annual conference, and we know that she will inspire the next generation of peer mediators and negotiators.

Our annual report shows that we continue to reach children, change our communities for the better, and contribute to peace-making in our schools. This work wouldn't happen without a wonderful team of trainers, and our dedicated and exceptional Programme Director, Rob Unwin. We pay tribute and give thanks to them all. Our trustees are engaged and supportive, and work for the best of CRESST. Times are tough and funding is difficult – we had to reduce staff this year – but we continue as a team to strive to see CRESST provide its vital services to our community.

A handwritten signature in black ink that reads "Ian Sabroe".

Ian Sabroe

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





Video of
CRESST's 15th
Peer Mediator's
Conference
available on
CRESST's
website:
cresst.org.uk
(EDEN Films)

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.

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
- 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 2023–2024

Peer mediators from different schools using avatars to discuss conflict scenarios at the 2023 conference. (EDEN Films)



CRESST was successful in securing funding from 11 grant providers during 2023/24 which has ensured continuing delivery of our training programmes - reaching 17 schools during the year. Staff and trustees continue to try and secure significant multi-year grant funding but this is proving very challenging in the current climate. All 17 schools have contributed financially towards the training which has helped significantly in balancing the budget. The sale of CRESST resources continues to be healthy.

Total income for 2023/2024 amounted to £56,373 including grants of £43,427. Other sources of income totalled £12,946, which included £7,805 schools and other training income, £1,164 donations and 'Friends of CRESST' fundraising events, £2,908 sales of the Peer Mediation handbook and PSHE lessons and bank interest of £1,069.

The major item of expenditure continues to be staff and freelance costs (82% of total costs).

CRESST is very grateful to The Brelms Trust, The Foyle Foundation, The Freshgate Trust Foundation, Garfield Weston Foundation, The Grocer's Charity, The Harry Bottom Charitable Trust, The Hugh Neill Charity, The James Neill Trust Fund, St James's Place Charitable Foundation, local Quakers, Sir James Reckitt Charity, The Southall Trust, The Sheffield Bluecoat and Mount Pleasant Educational Foundation, Sheffield Grammar School Exhibition Foundation and Sheffield Town Trust, for their continuing financial support and encouragement.

Reserves policy

The balance sheet as at 31 March 2024 shows funds held as £37,041 which comprise unrestricted funds entirely.

Trustees agree to hold approximately 3 months running costs in free reserves. In previous years, during the period when CRESST received multi-year funding, funds to be held as reserves were calculated at approximately £26,000. During the last 2 years turnover has reduced by 50% compared to 2022 levels. The budget for 2024/2025 is £55,000 and funds to be held as reserves are now calculated at £13,750.

The organisation has no 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 6 November 2024 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 2024.

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. the 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:

S. Cochrane
14/11/24

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



Peer Mediators from a Sheffield school celebrating their 'graduation' at the end of their training. (Véro Pin-Fat)

Statement of Financial Activities

for the year ended 31 March 2024

(incorporating the income and expenditure account)

	Note	Unrestricted funds	Restricted funds	2024 Total	2023 Total
Income from:					
		£	£	£	£
Grants	2	12,000	31,427	43,427	39,824
Donations and gift aid		972	-	972	5,479
Friends of CRESST events		192	-	192	1,014
Training courses		202	-	202	-
Schools training		7,603	-	7,603	10,473
Bank interest		1,069	-	1,069	628
Other income		2,908	-	2,908	2,903
		24,946	31,427	56,373	60,321
Expenditure on:					
Charitable activities	3	18,248	51,660	69,908	77,044
		18,248	51,660	69,908	77,044
Net income/ (expenditure)		6,698	(20,233)	(13,535)	(16,723)
Transfer between funds	9	(5,233)	5,233	-	-
Net movement in funds		1,465	(15,000)	(13,535)	(16,723)
Total funds brought forward		35,576	15,000	50,576	67,299
Total funds carried forward		37,041	-	37,041	50,576



CRESST Trainer, Susan Downer, running a team building game at the Peer Mediator's Conference 2023 (EDEN Films)

Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Current assets			
Balance at bank and cash		41,183	57,380
Debtors	7	980	480
Total current assets		42,163	57,860
Creditors: amounts falling due within one year	8	(5,122)	(7,284)
Net current assets		37,041	50,576
Total assets less current liabilities		37,041	50,576
Total net assets		37,041	50,576
Represented by			
FUNDS			
Unrestricted funds		37,041	35,576
Restricted funds	11	-	15,000
	13	37,041	50,576

For the year ending 31 March 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

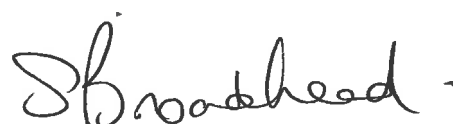
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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 6th November 2024

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 2024

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 this annual report.

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.

2	Grants		Unrestricted funds	Restricted funds	Total 2024	Unrestricted funds	Restricted funds	Total 2023
			£	£	£	£	£	£
	The Brelms Trust		-	4,875	4,875	-	4,875	4,875
	Sheffield Grammar School Exhibition Foundation		-	3,000	3,000	-	-	-
	Sheffield Town Trust		2,000	2,700	4,700	2,000	-	2,000
	The Sir James Reckitt Charity		-	10,000	10,000	-	-	-
	St James's Place Charitable Foundation		-	2,500	2,500	-	-	-
	Foyle Foundation		10,000	-	10,000	-	-	-
	FreshgateTrust Foundation		-	1,000	1,000	-	-	-
	The Harry Bottom Charitable Trust		-	2,000	2,000	-	-	-
	The Hugh Neill Charity		-	1,000	1,000	-	-	-
	Sheffield Bluecoat and Mount Pleasant Educational Foundation		-	2,690	2,690	-	-	-
	Southall Trust		-	1,662	1,662	-	-	-
	Ganton Educational Trust		-	-	-	500	-	500
	Garfield Weston Foundation		-	-	-	-	15,000	15,000
	Gay and Peter Hartley's Hillards Charitable Trust		-	-	-	1,000	-	1,000
	Sheffield City Council - Covid Recovery Fund		-	-	-	-	12,236	12,236
	The Edith M Ellis 1985 Charitable Trust		-	-	-	-	1,713	1,713
	The James Neill Trust Fund		-	-	-	1,000	-	1,000
	The Woodward Charitable Trust		-	-	-	1,500	-	1,500
	Total grants		12,000	31,427	43,427	6,000	33,824	39,824

3	Expenditure on charitable activities	Note	Unrestricted funds	Restricted funds	Total 2024	Unrestricted funds	Restricted funds	Total 2023
			£	£	£	£	£	£
	Staff costs							
	Salary costs	4	14,066	22,938	37,004	10,207	25,357	35,564
	Freelance trainers		1,026	18,288	19,314	1,108	24,120	25,228
	Staff expenses (including training)		36	786	822	205	3,752	3,957
	Recruitment, payroll & pension admin fees		58	150	208	8	160	168
	Direct costs							
	Pupil training and teaching resources		20	52	72	22	1,521	1,543
	Publicity and promotion		114	312	426	12	255	267
	Peer Mediation conference		-	1,236	1,236	-	-	-
	Office costs							
	Rent		2,116	5,781	7,897	312	6,808	7,120
	Insurance		162	442	604	26	558	584
	IT, Web and office equipment		341	933	1,274	61	1,311	1,372
	Stationery, photocopy, postage & telephone		42	118	160	43	254	297
	Volunteer costs		19	50	69	5	85	90
	Other expenses		79	110	189	84	150	234
	Support costs							
	Board expenses	5	-	-	-	-	-	-
	Independent examination	6	169	464	633	28	592	620
	Total resources expended		18,248	51,660	69,908	12,121	64,923	77,044

4	Salary costs		2024	2023
			£	£
	Gross wages, salaries and benefits in kind		17,857	17,247
	Employers National insurance costs		1,209	1,051
	Employer's allowance		(1,209)	(1,051)
	Employer pension costs		893	768
	Staff secondment		18,254	17,549
			37,004	35,564

The average number of monthly employees during the year was 1 (2023: 1). No employee was paid over £60,000.

A part time (0.4 fte) Programme Director is seconded from the Development Education Centre South Yorkshire (DECSY).

Notes to the Financial Statements for the year ended 31 March 2024 (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 (2023: £Nil) were paid to trustees during the year. In addition, training costs of £Nil (2023: £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 £18,254 (2023: £17,549)

6	Independent examiner's fees	2024	2023
		£	£
	Independent examiner's fees for reporting on the accounts	633	684

No other fees were paid to the independent examiner's organisation during the year

7	Debtors	2024	2023
		£	£
	Training debtors	980	-
	Other debtors	-	480
		980	480

8	Creditors: amounts falling due within one year	Note	2024	2023
			£	£
	Deferred income	9	2,000	4,700
	Peer Mediation Network (held funds)	10	935	935
	Other creditors		2,187	1,649
			5,122	7,284

9	Deferred income	2024	2023
		£	£
	Deferred income at 1 April 2023	4,700	13,949
	Income deferred during the year	2,000	4,700
	Income released to grants	(4,700)	(13,949)
		2,000	4,700
	Split between:-		
	Creditors: amounts falling due within one year	2,000	4,700
	Creditors: amounts falling due after one year	-	-
	Deferred income at 31 March 2024	2,000	4,700

10	Peer Mediation Network (held funds)	2024	2023
		£	£
	Held funds at 1 April 2023	935	935
	Funds received during the year	-	-
	Funds paid during the year	-	-
	Held funds at 31 March 2024	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 2023	Income	Expenditure	Transfers	Balances at 31 March 2024
	£	£	£	£	£
Youth Resolving Conflict	-	-	(4,318)	4,318	-
Young Peacemakers Project	15,000	31,427	(47,342)	915	-
Totals	15,000	31,427	(51,660)	5,233	-

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 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

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	2024 Total
	£	£	£
Current assets	42,163	-	42,163
Creditors: amounts falling due within one year	(5,122)	-	(5,122)
	37,041	-	37,041
Free reserves - general funds excluding tangible fixed assets	37,041		

Prior year comparison

	General funds	Restricted funds	2022 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		

14 Statement of Financial Activities - prior year comparison

	Unrestricted funds	Restricted funds	2024 Total	Unrestricted funds	Restricted funds	2023 Total
	£	£	£	£	£	£
Income from:						
Grants	12,000	31,427	43,427	6,000	33,824	39,824
Donations and gift aid	972	-	972	5,479	-	5,479
Friends of CRESST events	192	-	192	1,014	-	1,014
Training Courses	202	-	202	-	-	-
Schools Training	7,603	-	7,603	10,473	-	10,473
Bank interest	1,069	-	1,069	628	-	628
Other income	2,908	-	2,908	2,903	-	2,903
	24,946	31,427	56,373	26,497	33,824	60,321
Expenditure on:						
Fundraising	-	-	-	-	-	-
Charitable activities	18,248	51,660	69,908	12,121	64,923	77,044
	18,248	51,660	69,908	12,121	64,923	77,044
Net income/(expenditure)	6,698	(20,233)	(13,535)	14,376	(31,099)	(16,723)
Transfer between funds	(5,233)	5,233	-	(4,708)	4,708	-
Net movement in funds	1,465	(15,000)	(13,535)	9,668	(26,391)	(16,723)
Total funds brought forward	35,576	15,000	50,576	25,908	41,391	67,299
Total funds carried forward	37,041	-	37,041	35,576	15,000	50,576