

MESH Community Cohesion Services

Registered charity (1121249)

Annual report for the year ended 31 March 2021

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MESH Community Cohesion Services

Legal and administrative information

Trustees

Carol Borrill
Jessica Ryan-Smith
Ben McGarry
Jo Buchanan
Katherine Holland

Company secretary

Ben McGarry

Registered Charity number

1121249

Company number

6340396

Principal Address

Scotia Works
Leadmill Road
Sheffield
S1 4SE

Bank

Royal Bank of Scotland plc
5 Church Street
Sheffield
S1 1HF

Independent Examiner

LSRN Consultancy Ltd
Sheffield
S6 6GL
Matthew Ellis (FCCA)

MESH Community Cohesion Services

Trustees Report

The board of trustees present their annual report and financial statements for the year ended 31 March 2021. These have been prepared to meet the requirements for a director report and accounts for purposes of the companies act and comply with the charities act 2011 and the companies act 2006 and the recommended practice applicable to charities preparing their accounts in accordance with the financial reporting standards for smaller entities.

Structure, governance and management Governing document

The organisation is a charitable company limited by guarantee, incorporated on 10 October 2007 and registered as a charity on 17 October 2007. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the board of trustees (board). Under the requirements of the memorandum and articles of association the board are elected to serve until the next annual general meeting (AGM), at which they must retire and, being eligible, offer themselves for re-election. All members of the board give their time voluntarily and have received no benefits in this or prior financial years.

The board seeks to ensure that the charity's objectives can be met by the diversity of the trustee body. To enhance the potential pool of trustees, the charity has recruited through organisations that support development in the sector, and through contacts in relevant fields, and from members present at the AGM. A periodic skills audit of trustees and staff is carried out, so that in the event of particular skills being lost due to retirements, recruitment may be specifically targeted.

Trustee induction and training

Prospective trustees are given links to the commissions guidelines for trustees, and the charity's website, to familiarise themselves with our range of activities. An interview follows, an application form is completed and two references are sought, All of this is reviewed by the board, which may then decide to invite the applicant to observe at board meetings. If the board is satisfied that they are suitable, they are then invited to join.

Organisational structure

The charity has a board that meets monthly and is responsible for the strategic direction and policy of the charity. The trustees who served during the year are listed on page two of the report. The charity has two employed staff, one of who attends board meetings but has no voting rights. Each member of the board has their own area of special interest, and works with members of staff to manage that area.

Risk management

The board considers the financial risks to which the charity is exposed at each meeting, and where possible puts in place actions to mitigate these risks. These include diversification of funding and activities, reductions in costs, evaluating competition from other providers and working with related parties. Procedures are in place to ensure compliance with health and safety of staff, volunteers, and clients. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

MESH Community Cohesion Services

Trustees Report - continued

Related parties

The charity maintains links within the community and with organisations with similar purposes in the region, identifying relevant policy developments and prospective funding.

Objectives

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

To promote for the public benefit in the county of South Yorkshire and its adjacent counties ("the area of benefit") and with a view to the preservation of public order, the provision of services directed towards mediation and conciliation between people, organisations and groups who are involved in disputes or interpersonal conflicts where that dispute or conflict results from or may lead to acts of nuisance, vandalism, personal abuse or breach of the peace.

To advance the education of the public in the area of benefit in methods of such mediation and conciliation and in particular the nature and causes of such disputes and the means of managing it.

The aims of our charity are to enable those involved in disputes to reach outcomes of lasting benefit to themselves and other members of the public, and to bring the education of the public to a state where it is able to reach these outcomes independently. Our aims fully reflect the purposes that the charity was set up to further.

Ensuring our work delivers our objectives

We review our aims, objectives and activities at least once each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes. The trustees consider how planned activities will contribute to the aims and objectives they have set.

Activities

Our main activities for the year were:

Neighbour Mediation
Family Mediation
Community Mediation including the RUBIC Project and StreetTalk, Brinsworth
Training
Workplace and Social Services Mediation
Cohesion Advisory Group

Neighbour mediation

MESH undertakes cases referred to us by local authority housing services in Sheffield and neighbouring towns. We have a service contract with Sheffield City Council. These cases are mediated by freelance staff and trained to standards required for accreditation. We work in coordination with council housing officers, and feedback on outcomes is given to the contractors at quarterly review meetings. All our services are provided free to Sheffield City Council clients. We monitor feedback from clients and access to our services by gender, disability and sexual orientation.

MESH Community Cohesion Services

Trustees Report - continued

Between April 2020 and March 2021, we completed 29 neighbour mediation cases for Sheffield City Council. 90% of these clients reported that there was some improvement or that the situation had been fully resolved. 96% of the completed mediation cases were resolved without any need for further mediation support. 42 initial meetings, 17 x 1 ½ hr conflict coaching sessions and 13 x 3 hr joint meetings were held.

This year saw the reinstatement of a relationship with Rotherham Metropolitan Borough Council Housing Department, with a case by case referral system. We completed 2 neighbour mediation cases for Rotherham Council.

In February 2021 we successfully secured £5,000 funding to be able to provide free mediation and conflict resolution support to Sheffield residents who are not council tenants. This was specifically to help those who were experiencing conflict or conflict escalation due to the Covid-19 pandemic and lockdown restrictions.

Family Mediation

MESH quickly adapted our Family Mediation service during the pandemic restrictions so that we continued to be able to support both the provision of MIAM meetings and joint mediation between couples, moving all meetings online during lockdowns with no disruption to service. We mediated 17 cases which included providing 23 MIAM sessions to individuals and 4 joint mediation meetings between couples. In March 2021 we became affiliated with National Family Mediation (NFM) allowing MESH to take on cases for people eligible for Legal Aid funding, to be administered by NFM.

Community Cohesion

MESH's two main community cohesion projects, RUBIC (Respect and Understanding; Building Inclusive Communities) and StreetTalk were both put on hold in April 2020 due to the Covid-19 lockdown. The RUBIC project, which was funded until April 2020 and aims to build social cohesion in Sheffield secured a 3 month extension from Big Lottery in April 2020. This allowed the project to continue until July 2020. In the final 3 months of the project MESH engaged 6 local people in Community Mediation training which took place online and all resources and activities adapted accordingly. Feedback from the course was very positive with all participants saying they will be able to use the skills learnt in both their personal and professional lives.

In August 2020 funding was secured for RUBIC to continue for another three years based on the success of the initial project. The new version, RUBIC2 was set up as an independent organisation with MESH as one of it's partner contributors.

StreetTalk Brinsworth was put on hold in April 2020 due to the Covid-19 pandemic restrictions, and did not restart though the project partners, Refugee Council, Who Is Your Neighbour and VOZ Theatre Arts, are in communication about building on previous work done in the area to work on community issues.

In September 2020 due to a staff change MESH took the strategic decision to focus resources on training and the development of workplace and social services mediation, with a move away from Community Cohesion projects as a core activity. This enabled us to identify and secure income streams that allow us to achieve our core objective of providing free mediation services to anyone in Sheffield who is adversely affected by the results of conflict.

MESH Community Cohesion Services

Trustees Report - continued

Workplace and Social Services Mediation

MESH received two referrals from Social Services departments in 2020-21, involving 4 initial meetings and 2 joint mediation meetings. One Workplace Mediation referral was received. Although the number of overall referrals is low it is an increase on previous years and the income from these cases contributes to the provision of mediation services for those who could not otherwise afford them.

Training

MESH recruited 4 new mediators and trained all 8 mediators and two external participants in the MESH Mediation model. This was an online course taking place over 6 half day sessions. Feedback was positive with all candidates leaving feeling confident to deliver mediation sessions in a format consistent across the charity.

All MESH mediators also received external training to become conflict coaches, skilled at delivering 1-1 conflict resolution support for those people in dispute where 2 party mediation is not possible.

In November 2020 and March 2021 MESH delivered 4 x 30 minute virtual sessions on 'Resolving Conflict in the Workplace'. Around 20 business leaders and professionals from Sheffield learned key conflict resolution skills and how to implement a mediation scheme at work.

As a result of the RUBIC online mediation course, one person went on to receive 2 x 1-1 training sessions in mediation skills from MESH.

Cohesion Advisory Group

MESH hosts the work of the coordinator of Sheffield Cohesion Advisory Group, supported by a grant from the Sheffield County Council Cohesion Fund and funding through South Yorkshire's Violence Reduction Unit. In the 2020-21 year, MESH supported the meetings of the Cohesion Advisory Group as well as the developments and initiatives it created in the city relating to cohesion.

Principal funding sources

The principal funding sources for the charity are currently by way of grant and contract income from the sources listed in the above paragraph.

Investment policy

Aside from retaining a prudent amount in the bank account most of the charity's funds are to be spent in the short term so there are no funds for long term investment.

Reserves Policy

The Board of Trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between 3 and 6 months of the expenditure, so long as that is more than sufficient to cover our liabilities in the case of staff redundancy. The present level of reserves available to the charity of £26,800 conforms to these requirements. The Board has also considered the extent to which existing activities and expenditure could be curtailed, should such circumstances arise.

MESH Community Cohesion Services

Financial Review

In the financial year April 2020 to March 2021 MESH income fell from £93,632 to £43,527. This was in part a result of a strategic shift away from community cohesion projects so that we received a significant drop in the income previously received from RUBIC, StreetTalk and Cohesion Advisory Group funding. MESH was also negatively impacted by the Covid-19 pandemic which cut our income from mediation fees across all sectors. MESH did not apply for any of the business recovery grants available through HMRC or Sheffield City Council, apart from to cover one staff member's furlough. In order to manage this reduction in revenue the trustees have taken steps to increase other grants and to reduce expenditure.

Trustees responsibilities for the financial statements

Company and charity law requires the trustees 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 Trustees 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 Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable the Trustees to prepare financial statements.

The Trustees 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.

This report was approved by the Trustees on 15 December 2021 and is signed on their behalf by:

Carol Borrill

Trustee

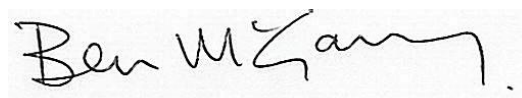
Ben McGarry

Company secretary

Signed



Signed



MESH Community Cohesion Services

Independent Examiner's report for the year ended 31 March 2021

I report on the accounts of the company for the year ended 31 March 2021, which are set out on pages 9 to 12.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act;
- and to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements: - to keep accounting records in accordance with section 386 of the Companies Act 2006; and to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
2. to which, in my opinion attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed



On behalf of

LSRN Consultancy Ltd
Sheffield
S6 6GL

MESH Community Cohesion Services
Statement of Financial Activities
For the year ended 31 March 2021

	Notes	Unrestricted funds £	Total 2021 £	Total 2020 £
Professional fees		39,699	39,699	93,332
Grants	4	2,000	2,000	-
Other Income		1,828	1,828	300
		<u>43,527</u>	<u>43,527</u>	<u>93,632</u>
Wages Ni and Payroll		23,548	23,548	36,349
Consultancy (inc Freelance		15,699	15,699	28,555
Staff Travel		26	26	848
Training		2,341	2,341	1,294
Insurance		1,503	1,503	1,627
Rent		4,647	4,647	5,172
Room Hire		609	609	877
Publicity		1,041	1,041	1,150
Print,stationery & publications		1,196	1,196	1,084
ICT		489	489	1,020
Volunteers expenses		-	-	104
Refreshments		-	-	630
Other Expenditure		2,667	2,667	1,733
Bank charges		199	199	183
		<u>53,965</u>	<u>53,965</u>	<u>80,626</u>
Surplus/(Defecit)		(10,438)	(10,438)	13,006
Total funds brought forward		37,238	37,238	24,232
Total funds carried forward		26,800	26,800	37,238

MESH Community Cohesion Services
Balance Sheet
At 31 March 2021

	note	2021 £	2020 £
Current Assets			
Debtors	2	3,750	2,580
Balance at bank		24,351	50,124
		<u>28,101</u>	<u>52,704</u>
Current Liabilities			
Creditors	3	(1,301)	(15,466)
		<u>(1,301)</u>	<u>(15,466)</u>
Net current assets		<u>26,800</u>	<u>37,238</u>
Net Assets		<u>26,800</u>	<u>37,238</u>
Funds			
Unrestricted		26,800	37,238
Total Funds		<u>26,800</u>	<u>37,238</u>

Approved by the Trustees on 15 December 2021 and is signed on their behalf by:

Carol Borrill - Trustee



MESH Community Cohesion Services
Notes to the Financial Statements
For the year ended 31 March 2021

1 Accounting Policies

(a) Basis of preparation

The Financial Statements have been prepared in accordance with the Companies Act 2006 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (effective from January 2015 and updated with effect from January 2016) - (the Charities SORP (FRS102)), as modified for smaller charities.

The Charity meets the definition of a public benefit entity as defined under FRS102.

(b) Income

Grant donations and Income from charitable trading activities are recognised in full in the statement of financial activities in the year in which they relate. Any income received in advance is accounted for on an accrual basis.

(c) Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of VAT. The charity is not VAT registered.

Governance costs of the charity relate to the costs of running the charity such as the costs of meetings, professional costs and statutory compliance, and includes any costs which cannot be specifically identified to another expenditure classification. In the opinion of the trustees all support costs relate to charitable expenditure.

(d) Tangible fixed assets and depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its useful life.

(e) Fund accounting

Remaining funds held by the charity are funds which can be used in accordance with the charitable objects at the discretion of the trustees. Restrictions of funds arise when specified by the donor or when funds are raised for particular restricted purposes. These funds are allocated within the P&L and utilised in the year they are raised

(f) Other income

Within other income the organisation received a grant in relation to covid 19. Coronavirus job retention scheme £1,749

MESH Community Cohesion Services
Notes to the Financial Statements - continued
For the year ended 31 March 2021

2 Debtors	2021 £	2020 £
Trade debtors	3,750	2,580
	<u>3,750</u>	<u>2,580</u>
3 Accruals		
These are expenses that have been incurred but have not paid for during the accounting period.	2021 £	2020 £
Trade Creditors	1,301	15,466
	<u>1,301</u>	<u>15,466</u>
4 Grants	2021 £	2020 £
Sheffield Town Trust	2,000	-
	<u>2,000</u>	<u>-</u>
5 Staff costs and trustees' remuneration	2021 £	2020 £
Salaries	22,611	34,912
Pensions	688	1,223
Payroll services	249	214
	<u>23,548</u>	<u>36,349</u>

Average number of employees during the year: 3

No trustees received reimbursed expenses during the year (2020: £nil)

No Trustees received remuneration during the year.