

MESH Community Cohesion Services

Registered charity (1121249)

Annual report for the year ended 31 March 2022

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MESH Community Cohesion Services

Legal and administrative information

Trustees

Carol Borrill
Jessica Ryan-Smith
Ben McGarry
Jo Buchanan
Katherine Holland
Elinor Harman – appointed 01 September 2021
Luke Tilley – appointed 01 September 2021

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 2022. 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
- Training
- Workplace and Social Services Mediation

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

Neighbour mediation – continued

Between 01 April 2021 and 31 March 2022, we completed 20 neighbour mediation cases for Sheffield City Council. We provided 32 initial meetings, 6 x 1 ½ hr conflict coaching sessions and 4 x 3 hr joint meetings were held.

In December 2021 MESH started a six month pilot of an early intervention approach in two of the local authority wards. The aim was to offer conflict resolution support earlier to tenants, as soon as an issue was raised with a housing officer. Tenants were offered a telephone consultation to discuss the issues with a mediator. Following on from this tenants were offered conflict coaching or 'conflict support' to support them with managing/addressing the conflict. The aim was that intervention at earlier stage would result in fewer people needing full mediation.

Training was also provided to support housing officers to allow them to de-escalate conflict more effectively. The full evaluation of the pilot will be conducted in June 2022, but early feedback was very positive:

Example comments from tenants:

'They [the MESH staff] were brilliant. It was much more useful than I expected. Obviously I'm glad it's been resolved now without needing to do the mediation, but the calls were really helpful.'

'The process helped me in my emotional wellbeing and the disruptive behaviour has actually stopped since.'

Family Mediation

During 2021/22 MESH mediated 20 cases which included providing 29 MIAM sessions to individuals and 15 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, and 5 of the joint mediation cases were funded by Legal Aid.

Community Cohesion

In September 2020 MESH took the strategic decision to move away from Community Cohesion projects as a core activity and focus resources on training and the development of workplace and social services mediation. However, we have continued the work as a partner of the cohesion project, RUBIC (Respect and Understanding; Building Inclusive Communities) and MESH signed a service delivery agreement to be a partner for RUBIC2 from April 2021 to April 2024.

The work will include attending partnership meetings and contributing to overall strategy and planning, and providing conflict resolution and mediation skills training as required.

Workplace and Social Services Mediation

MESH received two referrals from Social Services departments in 2021-22 to provide mediation between social services professionals and families. These were complex case involving multiple parties which required a total of 6 initial meetings and 3 joint meeting. Both eventually led to positive outcomes.

In 2021/22 MESH workplace completed 6 workplace mediation cases.

MESH Community Cohesion Services

Trustees Report - continued

Training

Funding of £2,500 was secured from the Residual Levy to provide training to SCC tenants in conflict resolution/mediation. Some of this funding was used to run a 3 days course on the MESH Mediation model. It was attended by SCC tenants who had also been involved in Neighbour Mediation cases mediated by MESH, people from local community groups, and MESH mediators.

MESH also ran a training session for law students at Hallam University which provided them with an overview of the basic principles and approaches in mediation.

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 £50,464 conforms to these requirements. The Board has also considered the extent to which existing activities and expenditure could be curtailed, should such circumstances arise.

Financial Review

In the financial year 01 April 2021 to 31 March 2022 MESH income rose from £43,527 in 2020/21 to £79,401 in 2021/22. This increase was due to £29,000 from the COVID recovery fund awarded by Sheffield City Council and £3,000 from other grants. In addition £5,000 was received from South Yorkshire Police and Crime Commissioner to fund activities provided by Cohesion Sheffield.

MESH has been negatively impacted by the Covid-19 pandemic which has cut the income from mediation fees across all sectors. The COVID recovery fund grant has enabled the organisation to stabilize and return to a secure financial base.

MESH Community Cohesion Services

Trustees Report - continued

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 19 October 2022 and is signed on their behalf by:


Carol Borrill

Ben McGarry


Trustee

Company secretary

Signed


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Signed


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MESH Community Cohesion Services

Independent Examiner's report for the year ended 31 March 2022

I report on the accounts of the company for the year ended 31 March 2022, 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

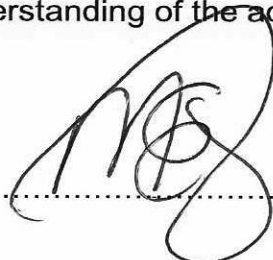
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or 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 2022

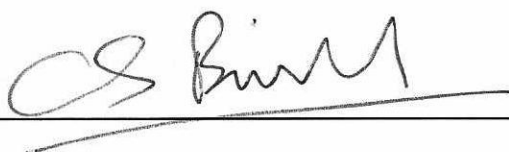
	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Professional fees		41,705	-	41,705	39,699
Grants	4	3,000	34,163	37,163	2,000
Other Income		533	-	533	1,828
		<u>45,238</u>	<u>34,163</u>	<u>79,401</u>	<u>43,527</u>
Wages Ni and Payroll		-	21,316	21,316	23,548
Consultancy (inc Freelance		16,563	5,000	21,563	15,699
Staff Travel		35	-	35	26
Training		1,909	-	1,909	2,341
Insurance		-	1,583	1,583	1,503
Rent		-	4,933	4,933	4,647
Room Hire		-	-	-	609
Publicity		977	-	977	1,041
Print,stationery & publications		451	-	451	1,196
ICT		-	1,278	1,278	489
Other Expenditure		753	-	753	2,667
Bank charges		9	53	62	199
Accountancy		877	-	877	-
		<u>21,574</u>	<u>34,163</u>	<u>55,737</u>	<u>53,965</u>
Surplus/(Defecit)		23,664	-	23,664	(10,438)
Total funds brought forward		26,800	-	26,800	37,238
Total funds carried forward		50,464	-	50,464	26,800

MESH Community Cohesion Services
Balance Sheet
At 31 March 2022

	note	2022 £	2021 £
Current Assets			
Debtors	2	2,910	3,750
Balance at bank		48,261	24,351
		<u>51,171</u>	<u>28,101</u>
Current Liabilities			
Creditors	3	(707)	(1,301)
		<u>(707)</u>	<u>(1,301)</u>
Net current assets		<u>50,464</u>	<u>26,800</u>
Net Assets		<u>50,464</u>	<u>26,800</u>
Funds			
Restricted		-	-
Unrestricted		50,464	26,800
Total Funds		<u>50,464</u>	<u>26,800</u>

Approved by the Trustees on 19 October 2022 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 2022

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

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

Other income for 2020/21 included a grant of £1,749 from the coronavirus job retention scheme. (2021/22 £nil)

MESH Community Cohesion Services
Notes to the Financial Statements - continued
For the year ended 31 March 2022

2 Debtors	2022	2021
	£	£
Trade debtors	2,910	3,750
	<u>2,910</u>	<u>3,750</u>

3 Accruals	2022	2021
These are expenses that have been incurred but have not been paid or invoiced for during the accounting period.	£	£
Trade Creditors	292	1,301
Accruals	415	-
	<u>707</u>	<u>1,301</u>

4 Grants	Unrestricted	Restricted	Total	
	£	£	2022	2021
			£	£
Church Burgesses	1,500	-	1,500	-
Freshgate Trust	1,500	-	1,500	-
Sheffield City Council - Covid recovery	-	29,163	29,163	-
Sheffield Town Trust	-	-	-	2,000
South Yorkshire Police and Crime Commissio	-	5,000	5,000	-
	<u>3,000</u>	<u>34,163</u>	<u>37,163</u>	<u>2,000</u>

5 Staff costs and trustees' remuneration	2022	2021
	£	£
Salaries	20,720	22,611
Pensions	596	688
Payroll services	177	249
	<u>21,493</u>	<u>23,548</u>

Average number of employees during the year: 2

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

No Trustees received remuneration during the year.

MESH Community Cohesion Services
Notes to the Financial Statements - continued
For the year ended 31 March 2022

6 Restricted Funds

	Balance at 1/4/2021	Incoming resources	Resources expended	Balance 31/3/2022
SCC Covid recovery	-	29,163	(29,163)	-
SYP & Crime Commissioner	-	5,000	(5,000)	-
	<u>-</u>	<u>34,163</u>	<u>(34,163)</u>	<u>-</u>

Restricted funds were received for the following purposes:

SCC Covid recovery	Support for the core running costs of the organisation
SYP & Crime Commissioner	Support for Cohesion Advisory Group