

www.talkfirst.org



Registered charity no. 1162110

Annual Report 2022



Foreword by Chair - May 2023

Resilience, Creative Working and New Foundations

In the wake of the Covid pandemic we learned a lot about creative working, and it is probably safe to say that whilst things will never be the same again, we also learned a lot about resilience: We've established new collaborations and secured new means to sustain and develop delivery of our free and low-cost mediation and relationship services. Laying the foundations for the launch of our Tou-Can perinatal project has meant we've been busier than ever.

Sustainability and our dedicated mediation and relationship services

Through Zoom mediation, we widened our target audience and with the addition of a second mediator in 2022, we were able to take the first step toward doubling mediation capacity for 2023. As the benefits of mediation become more mainstream and as at the date of publishing, the government consults on mandatory mediation for separating parents, the mediation landscape opens new possibilities for growth and financial independence.

Creative Philanthropy and CSR Initiatives

Whilst the Covid pandemic may have temporarily restricted our ability to fundraise in the traditional sense, we are proud to have forged pioneering partnerships through corporate and social responsibility initiatives that extend our reach and our purse.

Looking forward to a life without restrictions once again, early 2022 saw us laying fundraising foundations for our own Christmas raffle, another string to our fundraising bow and another small step toward sustainability.

Our continued determination and strategic thinking in an ever-challenging charity sector has empowered TalkFIRST to support more families at a crucial time as the longer-term impact of the

covid pandemic on family relationships has continued to surface.

Learning from those valuable resilience lessons, we look forward to the year ahead, building on our creative and pioneering partnerships with a view to strengthening sustainability and our capacity to support more local families experiencing conflict.

**On behalf of the trustees of TalkFIRST,
we are pleased to present the 2021-
2022 annual report**

Trustees



Martine Delaney
Chair of Trustees



Joe Shaw
Trustee



Damon Musgrove
Trustee



Emma Klieve
Trustee



Shirley Martland
Trustee



Brian Rees
Trustee

Staff



Tracy Sheppard
Manager & Mediator



Martine Delaney
Mediator



Stacey Keggin
BBR Worker



Sarah Cash
Perinatal Worker



Bev McIntyre
BBR Worker



Christine Boydell
Administrator

About Us

TalkFIRST was established as a Charitable Incorporated Organisation (CIO) in June 2015 and was operational immediately. The CIO is a development of its predecessor Resolutions, a Community Interest Company, set up in 2012, operational from 2013. All work, finances and staff were seamlessly transferred into the CIO. We are based in a central location in the borough, offering easy access from all areas.

Governance

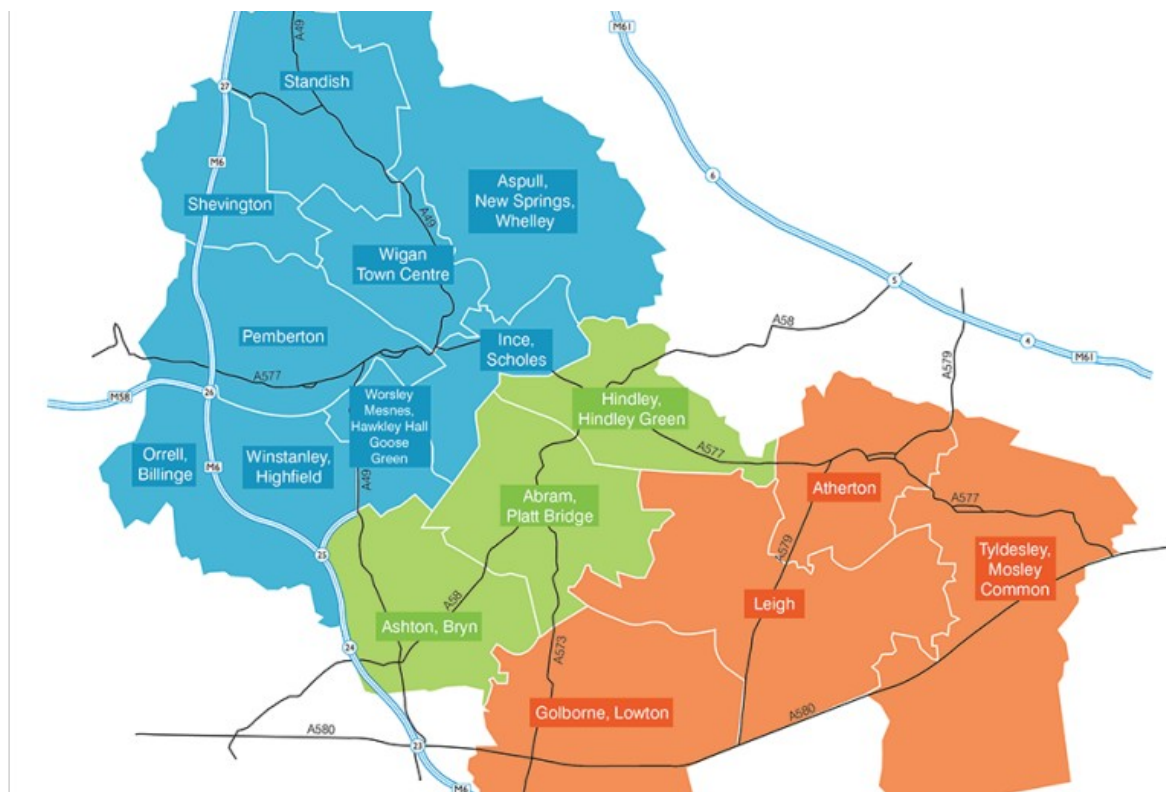
The Trustees understand their legal obligations under charity law. They are committed to the integrity of TalkFIRST, ensuring legal compliance, that the organisation remains solvent, and uphold all aspects of our constitution. As with the policies that inform the charity's practice, the constitution is reviewed annually. Trustees board meetings have taken place monthly, all meetings have been minuted to ensure transparency.

TalkFIRST Charitable Objectives, Activities, Purpose and Benefits

Our charitable objectives are: To support children, young people and their families who are at risk of family conflict, anti-social behaviour, criminal activities or relationship breakdown, through the provision of family mediation, family support and

group work activities. Our Mission Statement: “empowering families, in all their forms, to build better relationships in a way that is right for them” To achieve our Charitable Objectives, guided by our Mission Statement, we provide person-centred relationship-based services for families. The term ‘family’, includes non-blood, inter-generational, extended and step families of all ages. A recent grant funding award, means this service will continue and develop, in Wigan, enabling struggling families experiencing conflict and relationship problems the opportunity to alleviate their difficulties by working with our new Building Better Relationships programme. The provision of family mediation through the Family Mediation Council (FMC) Accreditation programme enables separating couples to work with a FMC Accredited Mediator to resolve child issues or address financial and property matters resultant from separation and divorce.

Our services predominantly benefit the residents and communities of the Wigan Borough, with additional beneficiaries from further afield



Our Work

With our Building Better Relationships project going from strength to strength we recognised gaps in service for a perinatal focus together with the increased demand for our mediation service. Reflecting upon additional need we have this year laid the foundations for a bespoke perinatal mental health support programme and additional capacity to expand our mediation service.

2021 - 2022: Our Year

As with most charities, our greatest wish is to expand the support we can offer those who need us most. Of course, to do that, we must source funds to develop and sustain both core costs, and project work.

The 2021 - 22 financial year has seen TalkFIRST take some great strides in terms of growth and development, recognising that it is through income generated from sales that sustainability comes, and sustainability brings about the ability to support more families. Investment proposals to The Fore, and Greater Manchester Community and Voluntary Organisation (and the GM Investment Programme they facilitate), saw us put firmly 'through our paces' throughout the assessment processes, before we received the news that both wanted to invest in our strategy for new business. As a result, we recruited a second Family Mediator in July 2022, to work on fee-paying basis with those families in need of help to resolve finance and child arrangement issues as part of their separation/divorce, on in the time after.

Our new mediator, having a legal and business background, has also assumed the role as Director Strategic Development - what a great result - and one that sees us well on track to deliver the aims we set out.

The Perinatal Agenda

Anyone who has children (and many who don't) will recognise the strain that having a baby, including the months before and after, can bring. The perinatal period (the 1001 days from conception to around the child's second birthday) can be times of stress for both parents, with difficulties affecting the development of a healthy parent-child bond, and to the overall wellbeing of the whole family.

This year, we have been part of a partnership with 4 other local community and voluntary sector organisations; Breastfeeding Together, Home Start, Peace At Last Yoga and Complete Kindness Café. Together we facilitated a pilot for parents and their little ones in the perinatal period. Not only was this a great opportunity for parents, but for TalkFIRST too, as it represented our first formal collaboration. A subsequent award to the group – including over £21,000 to TalkFIRST of Greater Manchester's VCSE Mental Health Surge Funding enabled us to develop our ideas further – TalkFIRST's Tou-Can project was born.

Building Better Relationships

Our Building Better Relationships project entered its 2nd year, courtesy of The National Lottery Community Fund's Reaching Communities programme. Our new Building Better Relationships worker, Stacey, joined us from her previous role working with young people in supported accommodation. She brought a wealth of experience and creativity and soon got to grips with the new role.

The Future

We're always looking two to three years ahead and have huge optimism for the growth and development of TalkFIRST. The commitment, drive, enthusiasm and skills of our staff and trustees, who working tirelessly to support and develop the amazing work we are beyond proud, means a secure, bright and successful future for our charity.

A Trustee's Perspective – Joe Shaw

“When I found TalkFIRST, I wanted to find a way to become involved with my local community in a way that linked to my studies and personal ambition of wanting to support young people and families, when I saw TalkFIRST they seemed a perfect fit.

TalkFIRST is a charity that seeks to empower families, in all their forms, to build better relationships in a way that is right for them.

To do this effectively, the charity requires keen eyes on the finances so that the staff can deliver outcomes in the most cost-effective way, enabling the charity to use its’ funds to benefit the local community on a sustainable basis.

Tracy and everyone else involved in running the charity day to day are so warm, caring and passionate about supporting families and the local community.

Our project workers are always going the extra mile, linking in with other voluntary organisations and community centres to ensure that consistency of support for families and young people.

The staff on the ground are creative and innovative in their approaches to different ways of collaborating and it is a pleasure to give my time to such a wonderful organisation.

Our dedicated Trustees give their time, skills, and expertise to the more strategic aspects such as fund raising or finding ways to support community events, with the odd bit of tactical governance when needed to protect the charity’s best interests.

We would not be where we are now without the team effort at TalkFIRST.

We will continue to grow to best serve Wigan Leigh, and hopefully beyond!”

Fundraising

FOCUSSED PHILANTHROPY: Working closely with existing and new funders locally, regionally, and nationally through

partnerships with charitable trusts closely aligned to our values and mission has helped TalkFIRST sustain and develop service delivery to meet increasing demand for our family mediation and relationship services.

SUSTAINABILITY: Carefully managing limited resources with a keen eye on our future financial outlook, we adopted a proactive approach to income generation and management. Recognising the potential our accredited low-cost family mediation service offered to generate unrestricted income, through partnerships with The Fore and Greater Manchester Growth Hub we embarked on a mission to increase mediation capacity and expand our bank of expertise through growing our own second family mediator. With focus on future capacity planning, we look forward to an increased stream of unrestricted mediation income, future growth and sustainability.

CSR PARTNERS: Fundraising initiatives come in many shapes and sizes. 2022, saw the development of our pioneering partnerships initiative which has generated corporate support for services that would have otherwise been chargeable, helping us to stretch our budget that little further.

FUNDRAISING: With social restrictions lifted 2022 also saw us return to the conventional fundraising arena where we were able to make plans for our TalkFIRST charity Christmas Raffle.

Partnerships

Partnership working remains an important part of our work, and we are happy to work with organisations across the voluntary and public sector, including Wigan Council and Wigan and Leigh Young Carers and Embrace.

Funding

This year, we have received £71,344 in grants from: Wigan Council, Tesco Bags of Help, National Lottery Community Fund's Reaching Communities and Awards For All programmes, The Charles Pilkington Trust, Access to Growth, Greater Manchester Surge Fund and The Coalfield Regeneration Trust.

We thank our funders for their support; without it we could not provide the level of service to the families who need us.

Beneficiaries and Outcomes

MEDIATION:

96 families, consisting of 287 individuals referred themselves or were signposted to us for family mediation. Many of these referrals were made as a result of personal recommendations from previous users of the service, others from social care or solicitors and others got in touch with us following an internet search. From those referrals, 34 mediation sessions were held.

BUILDING BETTER RELATIONSHIPS:

70 families, comprising 105 adults and 120 children, benefited from one of the many services provided by Building Better Relationships. Of the 70 we worked with, 63 completed their work; all said they benefitted, with 82% confident they had made changes that would mean less conflict and a sustainable happier family life.

Building Better Relationships (BBR)

Case Study - Building Better Relationships

OVERVIEW

Mum and Jade had worked with a previous worker from TalkFIRST earlier that year, but asked for further support. Mum reported Jade was having issues at school; periods of being suspended and having to attend temporary education establishments, Jade was being supported by the pastoral team. Police and social care were involved with the family prior to the referral to TalkFIRST due to Jade having episodes of going missing from home, and engaging in risky behaviour in the community.

School made a referral to Social Care, however they recommended TalkFIRST as best placed to support the relationship issues that were both the cause and effect of the difficulties. Mum contacted TalkFIRST for our help in

understanding Jade's behaviours and to complete work around her own communication and how she could improve the relationship between them.

Our work with the family

Our BBR worker, met the family weekly, at a community venue that was easily accessible to them. Direct work was around family life, such as routines, boundaries, respectful communication and building trust; sessions of work were led by them so they could deal with issues that mattered most at that time.

The sessions varied; sometimes both would take part, sometimes meetings would be with one or the other.

- During sessions with just mum the Solihull Approach resources were used to support her understanding of age and stage of development of her Jade, family dynamics and issues that she was struggling with impacted her ability to cope.
- Work with Jade allowed her to vent her frustrations and be understood without judgement, and to consider how her own actions impacted on the difficulties so she could build her confidence to begin to do things differently, and to understand what underpinned the anger that so often got her into trouble.
- Joint sessions were around conflict resolution, what makes a good relationship and use of mediation techniques to help them listen to and understand each other, and put themselves in each other's shoes.

This supported mum and Jade to have the skills and confidence in dealing with conflict and communicating more effectively. Stacey completed sessions with Jade and mum so that they understood each other's perspective and were able to discuss openly the small changes they both were willing to make to strengthen their relationship.

Outcomes

AT THE END OF INTERVENTION:

Both Jade and mum repeated their Family Radar Assessment and Monitoring tool, and it emerged that family life was better, and that relationships were calmer and improving slowly.

Jade's attendance and engagement in school was better, and there were less worries about her activities in the community as she was spending more time at home. Mum reported their relationship has gone from strength to strength.

CATCH-UP 6 MONTHS POST-INTERVENTION:

A telephone call with mum revealed that she and Jade were still getting on better, and that mum had gained in confidence in her role as parent. There was less hostility at home, including with Jade's brothers and sister. Mum was pleased to report that Jade, though still prone to angry moments and escalating behaviours, was still managing in school, and was better able to self-regulate her emotional responses.

Family Mediation

Feedback

"This process has been life changing for us with an amazing outcome for our boy. Some conversations are so difficult but Tracey really helped and guided us. Without this service we would of ended up in a costly court hearing. I would recommend this service. Thank you so much." – Rebecca Ogden

"Really helpful and productive. Tracy is a credit to the business and helped me find a way forward with my son's mum. Thank you"- Jason Garry

"We came for mediation as my relationship with my ex-husband was very toxic and we were struggling to communicate on even the smallest things. TalkFIRST gave us the safe, calm environment that was needed to allow us to have an open, honest conversation. I went with an open mind but did think that we would end up in court. However, I

definitely feel that we can avoid that now and we are both just focusing on the children. I would recommend trying mediation to help with your family issues. There was no judgement and I felt like I could express myself.” – Lindsey Logan

The Ministry of Justice Family Mediation Voucher Scheme

The Ministry of Justice introduced the Mediation Voucher Scheme, in March 2021, with a view to alleviate the pressure on the family courts, and to encourage parents to work together in making arrangements for their children.

This initiative has been a valuable asset to TalkFIRST, enabling those parents to come to us without the financial pressures that otherwise might not have been able to afford our services.

In the months between April and the end of this financial year, we saw 24 families mediate successfully using the vouchers, applied for by our mediator, and administered by The Family Council.

End of the year – vision for the next 12 months

With a growing complement of services evolving to meet increasing gaps in service we are excited to be spreading our wings and reaching out across and beyond the borough.

Expanding our mediation capacity and extending our reach to serve perinatal mental health through the launch of our Tou-can project means vertical and horizontal expansion.

With existing partnerships strengthened and new collaborations on the horizon with VCSE and corporate partners alike, we are looking forward to supporting more families in the year ahead.

Finance for year 31/08/21 – 01/09/22

Please see following pages:

TALK FIRST

Trustees' Report and Financial Statements
For the year ended 31 August 2022

Registered number: CE003520

Charity number: 1162110

TALK FIRST
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FOR THE YEAR ENDED 31 AUGUST 2022

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TALK FIRST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2022

Trustees

M. Delaney (Chair)

E. Klieve

J. Shaw

B. Rees

S. Martland

D. Musgrove

D. Coughlin – appointed 12.04.22

Company Registered Number – CE003520

Charity Registered Number – 1162110

Registered Office

1st Floor

Ashland House

Dobson Park Way

Ince in Makerfield

Wigan

WN2 2DX

Accountants

Bloomfield's

Bloomfield Court

76 Factory Street West

Atherton, Manchester

M46 0EF

**TALK FIRST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

Reference and Administration Information

The Trustees, who are also the directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005 and updated May 2008.

Talk First is a company limited by guarantee and a charity registered with the Charity Commission for England and Wales under number 1162110. The Trustees of the charity and the principle advisers of the charity are listed on page 1.

Structure, Governance and Management

The report was prepared in accordance with the special provisions within part 15 of the Companies Act 2006.

Objectives and Activities of the Charity

The main objectives of the charity are to support children, young people and their families who are at risk of family conflict, anti-social behavior, criminal activity or relationship breakdown, through the provision of family mediation, family support and group work activities.

Results

A summary of the results of the year's activities is incorporated in the Statement of Financial Activities.

All revenue from the charitable activities are restricted and applied for the charitable objectives of the company.

During the year the charity received £67,634 in funding from the National Lottery Community Fund as part of the RC North-West Region and Awards for All programmes.

Directors and Trustees

The directors and trustees during the year were as follows:-

M. Delaney (Chair)	J. Shaw
B. Rees	E. Klieve
S. Martland	D. Musgrove
D. Coghlin	

Statement of Directors' and Trustees' Responsibilities

**TALK FIRST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

The directors and trustees are required by law to prepare the financial statements for each financial year which give a true and fair view of the financial activities of the charity and of its financial position at the end of the year. In preparing those financial statements the directors and trustees are required to:-

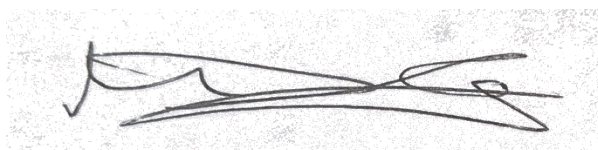
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors and trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small Company Status

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

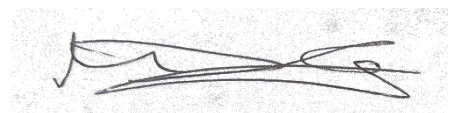
Signed by order of the Board of Trustees and the Directors



M. Delaney

Chair

Date 31st May 2023



TALK FIRST
INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS AND TRUSTEES OF
TALK FIRST

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purpose of company law) 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 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

The trustees have acknowledged, on the balance sheet, their responsibilities for ensuring that the company keeps accounting records which comply with section 396 of the Companies Act 2006, and for preparing financial statements which give a true and fair view of the state of affairs of the company and of its surplus/ (deficit) for the financial year.

In accordance with the instructions, we have prepared the financial statements on pages 7 – 12 from the accounting records of the company and on the basis of information and explanations we have been given.

It is my responsibility to:

- Examine the accounts (under section 145 of the Charities Act)
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- To state whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes 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 the 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 the course of my examination, no matter has come to my attention

1. Which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements:
 - To keep accounting records in accordance with section 130 of the Charities Act and S386 of the Companies Act 2006; and
 - To prepare accounts which accord with the accounting records and comply with the accounting requirement of Section 396 of

TALK FIRST
INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS AND TRUSTEES OF
TALK FIRST

the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities.; or

2. To which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



K Bloomfield CPAA

For and on behalf of
Bloomfield's Accountants Limited
Bloomfield Court
76 Factory Street West
Atherton
Manchester
M46 0EF

Date:.....16th May 2023.....

TALK FIRST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

		Restrict ed funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
	Not e			
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary Income	2	<u>129,86</u>	<u>129,86</u>	<u>83,345</u>
TOTAL INCOMING RESOURCES		<u>129,86</u>	<u>129,86</u>	<u>85,345</u>
RESOURCES EXPENDED				
Costs of generating funds				
Charitable activities	3	<u>109,70</u>	<u>109,70</u>	<u>88,154</u>
TOTAL RESOURCES EXPENDED		<u>109,70</u>	<u>109,70</u>	<u>88,154</u>
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS		<u>20,160</u>	<u>20,160</u>	<u>(2,809)</u>
NET MOVEMENT IN FUNDS		<u>20,160</u>	<u>20,160</u>	<u>(2,809)</u>
Fund balances at 1 September 2021		<u>46,994</u>	<u>46,994</u>	<u>49,803</u>
FUND BALANCES AT 31 August 2022		<u>67,154</u>	<u>67,154</u>	<u>46,994</u>

TALK FIRST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

**TALK FIRST
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2022**

	Not e	2022 £	2021 £
CURRENT ASSETS			
Cash and bank in hand		<u>105,563</u>	<u>49,543</u>
		105,563	49,543
CREDITORS: Amounts falling due within one year	4	<u>(25,145)</u>	<u>(500)</u>
Net current assets	5	80,418	<u>49,043</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		80,418	49,043
CREDITORS: Amounts falling due after one year	4	<u>(13,264)</u>	<u>(2,049)</u>
NET ASSETS		<u>67,154</u>	<u>46,994</u>
CHARITY FUNDS			
Restricted funds		<u>67,154</u>	<u>46,994</u>

The directors and trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of S.480 of the Companies Act 2006.

No notice from the members under S.476 of the Companies Act 2006 requiring the company to have an audit has been deposited with the company.

The directors and trustees acknowledge their responsibility for ensuring that the company keeps accounting records which comply with S.386 of the Companies Act 2006, and for preparing accounts, which give a true and fair view of the state of the affairs of the company at 31st August 2022 and of its net expenditure for the year then ended in accordance with the requirements of S.396, but which otherwise comply with the requirements of the Act relating to the accounts so far as applicable to the company.

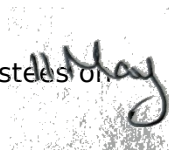
The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

**TALK FIRST
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2022**

These financial statements were approved by the Trustees on their behalf, by:



2023 and signed on



M. DELANEY

Chair

Date 31st May

2023

The notes on pages 9 to 10 form part of these financial statements.

Company number CE003520

TALK FIRST
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

These accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities.

The accounts have been prepared in compliance with the Statement of Recommended Practice on Charity Accounts.

Income and Expenditure is recognised in the accounts on the accruals basis at the date on which an asset is recognised or a liability incurred.

The company has taken advantage of the exemption in Financial Reporting Standard No. 1 from the requirement to produce a cashflow statement on the grounds that it is a small company.

1.2 Income

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount be quantified with reasonable accuracy.

1.3 Taxation

The company is exempt from Taxation on income arising from activities in carrying out, and investment income applied only for, the company's main charitable purpose.

2. INCOMING RESOURCES FROM GENERATED FUNDS

	Grants	Other income	Total	<i>Total</i>
	2022	2022	2022	2021
	£	£	£	£
Voluntary Income	<u>109,179</u>	<u>20,681</u>	<u>129,860</u>	<u>85,345</u>

3. COSTS OF GENERATING FUNDS

	Support costs	Total	<i>Total</i>
	2022	2022	2021
	£	£	£
Charitable activities			
Charitable expenditure	<u>109,700</u>	<u>109,700</u>	<u>88,154</u>

4. CREDITORS:

	2022	2021
	£	£
Amounts falling due within one year:		

TALK FIRST
NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

Social security and other taxes	1,651	-
Deferred income	18,242	-
Loans	4,752	-
Other Creditors	<u>500</u>	<u>500</u>

25,145 **500**

**Amounts
falling due
over one year**

	<u>13,26</u>	
Loans	<u>4</u>	<u>2,049</u>

5 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restr icted Fund s	Total Funds	Total Funds
	2022	2022	2021
	£	£	£
Net current assets/ (liabilities)	80,418	80,418	49,043
Creditors: Due after one year	<u>(13,264)</u>	<u>(13,264)</u>	<u>(2,049)</u>
Total	<u>67,154</u>	<u>67,154</u>	<u>46,994</u>

6. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a Share Capital. Each member gives a guarantee to contribute a sum not exceeding £10 to the company should it be wound up.

At 31st August 2022 there were 7 members.

Reserves Policy

The reserve parameters identified aim to provide financial stability and the means for the development of our principal activities.

To protect TalkFIRST and its beneficiaries and employees, TalkFIRST intends to establish and maintain reserves at a level sufficient to cover approximately six months running costs plus requisite redundancy considerations.

Reserves will be utilised in the following manner:-

1. In the event of a drop in income; to protect against short-term fluctuations
2. In the event of a drop in income to make provision for necessary redundancy payments should the organisation find it is unable to sustain staffing levels
3. To allow TalkFIRST to take advantage of new opportunities aligned with its aims.

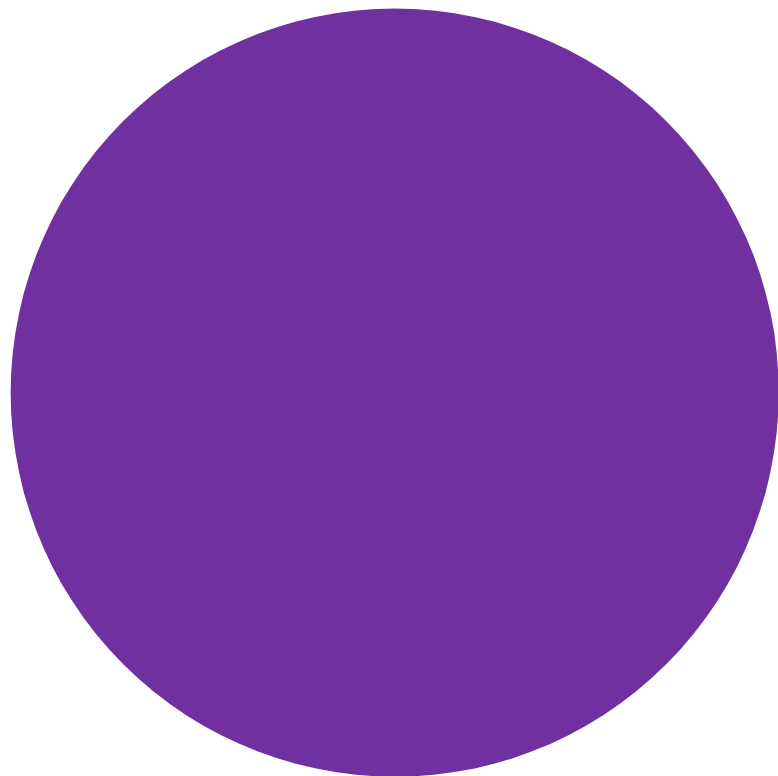
To achieve this, we will aim to put £5k per year into reserves from unrestricted (mediation) income until that level is achieved. Requisite reserve figures will be reviewed annually in accordance with current staffing and other relevant responsibilities to ensure that they are adequate to fulfil our continuing obligations.

Income £129,860 Expenditure £109,700



TalkFIRST

Family Mediation



Tel: 01942 243620 www.talkfirst.org
tracy@talkfirst.org