



Registered charity no. 1162110

# Annual Report

# 2023



## Foreword by Chair – May 2024

### Resilience, Creative Working and New Foundations

With the adverse effects of social isolation suffered during the Covid pandemic still surfacing and a cost-of-living crisis resonating through our communities, continued pressure on family life has meant demand for our family and relationship services continued to outstrip supply.

In an increasingly competitive funding climate resilience was key and we continued to adapt our strategies to embrace new opportunities that helped sustain and develop both our service delivery and our beneficiaries.

### Sustainability and our dedicated mediation and relationship services

We continued to grow our accredited family mediation service through networking opportunities with social care and legal professionals across and beyond the borough, growing our unrestricted income capacity.

We seized the opportunity to engage in the roll out of a population mental health initiative called Connect 5, training two of our staff to deliver mental health training across the borough's voluntary sector. This enriched our own skill set and created additional opportunities to generate unrestricted income.

We collaborated with local CIC, Action Stations who committed to making a modest but regular contribution toward the cost of sustaining our Tou-Can weekly perinatal initiative supporting parental mental health.

We collaborated with the Brick-by-Brick project delivering surplus consumer goods to families who need help most; helping household income stretch that bit further and providing items that help to make a house a home.

### Creative Philanthropy

With social distancing restrictions finally behind us 2023 saw TalkFIRST embrace fundraising like we never have before: instead of taking a stall at a local fair, we successfully hosted our own: We negotiated with local fairground providers, brought in external stallholders and staged ten stalls of our own including a fun bus.

In a bid to support families over the summer holiday we embarked on probably the "Best Days Out Raffle" ever, offering no less than 24 different days out

successfully begged from local and regional leisure outlets including Eureka, Gulliver's World, Blue Planet Aquarium, Wigan Warriors and Wigan Athletic, many including food vouchers, spending money, rucksacks and even sun cream.

Such creativity and success provided impetus and the self-belief to think bigger and bolder in the year ahead as we look forward to stepping up our collaborations to a new level.

## **On behalf of the trustees of TalkFIRST, we are pleased to present the 2022-2023 annual report**

### **Governance**

Martine Delaney	Chair of Trustees
Shirley Martland	Trustee with responsibility for Finance
Damon Musgrave	Trustee
Joe Shaw	Trustee
Emma Klieve	Trustee
Brian Rees	Trustee
Lee Whalley	Trustee

### **Staff**

Tracy Sheppard	CEO/Mediator
Martine Delaney	Mediator
Stacey Keggin	Building Better Relationships Worker
Beverley McIntyre	Building Better Relationships Worker
Sarah Cash	Perinatal 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

Our trustees understand their legal obligations and are committed to ensuring solvency, and compliance under charity law. Our Trustee's Code of Conduct reinforces all aspects of the constitution, our policies and practice which are subject to annual review. Trustee board meetings have taken place bi-monthly and all meetings minuted to ensure transparency and accountability.

## Our Vision, Our Mission and our Charitable Objectives

### Our Vision is:-

To resolve conflict and inspire positive communication, recognising that healthy and supportive relationships are the cornerstone to aspire and achieve.

### Our Mission Statement is:-

To empower individuals and families in all their forms to improve communication and build better family life.

### 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.

Guided by our Vision and our Mission Statement, we provide bespoke, future focussed relationship services, working with families in all forms including inter-generational, non-blood, extended, step-families, carers and special guardians.

- Recent grant funding awarded, enables us to sustain and grow our free services supporting struggling families who are experiencing conflict and relationship problems.
- Provision of family mediation through the Family Mediation Council (FMC) Accreditation programme enables separating couples to work with an FMC Accredited Mediator to resolve child issues or address financial and property disputes arising during separation and divorce.

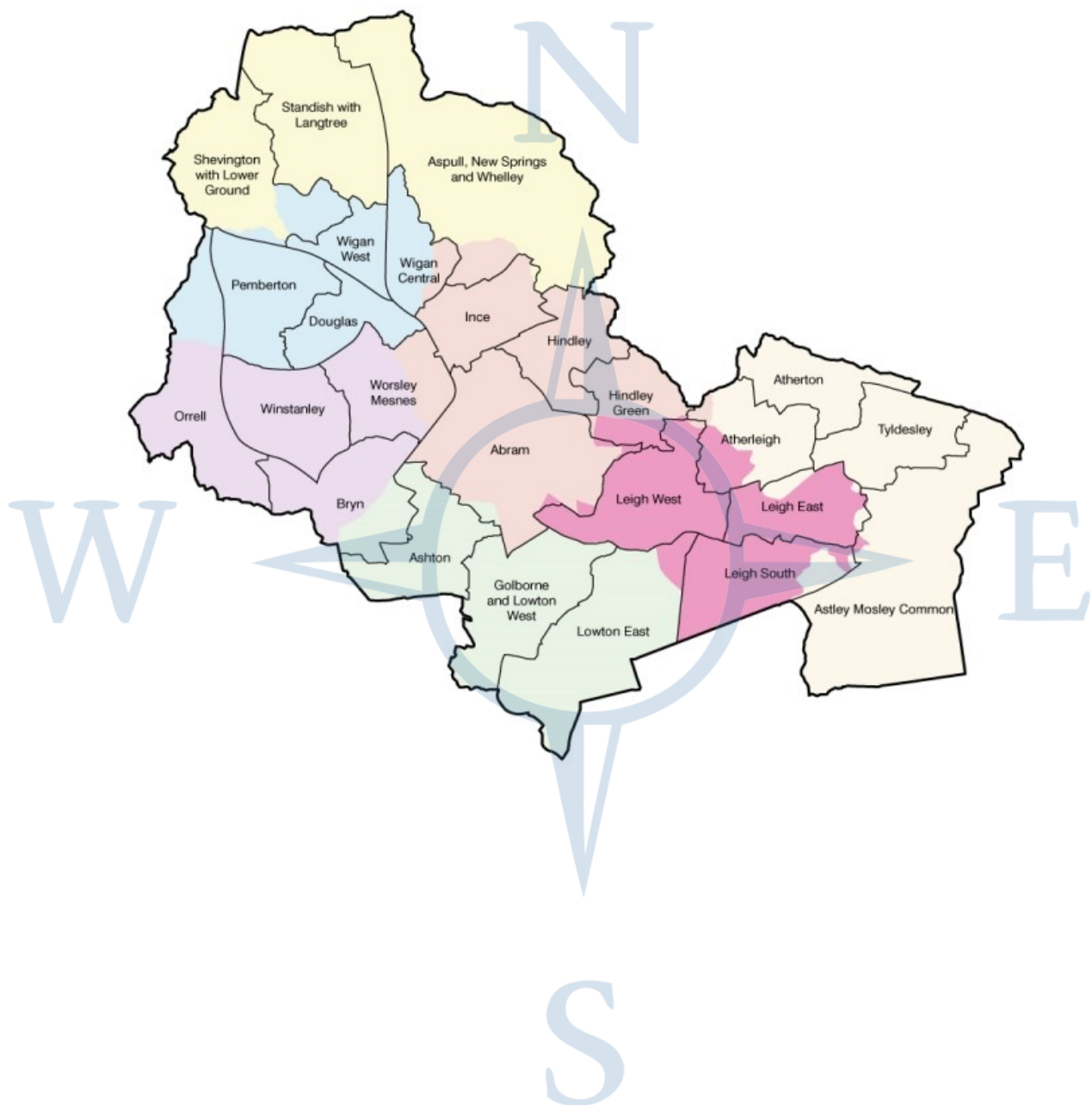
Further accreditation achieved this year to deliver Child Inclusive Mediation enabled us to work with children and give them a voice in an age-appropriate way that helps inform struggling parents about their thoughts, feelings and wishes.

The recent extension of the Ministry of Justice Family Mediation Voucher Scheme has preserved the opportunity for families to access financial help with the cost of mediating about children arrangements.

- Our Tou-Can initiative supporting the perinatal agenda expanded this year through a collaboration with the Brick-by-Brick project delivering, everyday essentials and consumer items that help to stretch household budgets a little further.

## Our reach

Whilst our grant funded initiatives are largely focused upon the Wigan Borough, our beneficiaries stretch way beyond the borough's boundaries thanks to our growing profile, the power of remote working and word of mouth recommendations



## Our Year 2022-2023

### Key events from our year 2022-23

- ★ We celebrated our 10th anniversary and were proud to say we had supported in the region of 4000 families across the borough of Wigan.
- ★ Two staff were trained in mental health training, in readiness for delivering Connect 5 to the voluntary sector.
- ★ Our CEO and family mediator qualified as a Child Inclusive Mediator, and began seeing children and young people, giving them a voice, in decisions that affect them.
- ★ The 2<sup>nd</sup> year of our Building Better Relationships (BBR) project, funded by The National Lottery Community Fund. Our first year saw 91 children and young people and their parents work towards a happier family life.
- ★ We had a new member of staff join us, with lots of early years' experience. Two staff left, due to the changes to our Tou-Can project funding.
- ★ The Trusthouse Charitable Foundation, agreed to fund additional work under BBR, for 3 years to support the Leigh side of our borough.
- ★ We held our first ever big charity raffle and our first fundraising event, raising around £2000.



- ★ We saw the beginning of relationships with 2 Ince businesses; our local NISA store and Ince Rose Bridge Sports and Social Club. Wonderful support, funding and kindness resulted.



- ★ Our 2<sup>nd</sup> mediator achieved fully trained status with the Family Mediation Council and began her journey towards being accredited.



## The Perinatal Agenda

Disappointingly, last year's funding for our work in the Perinatal arena was not continued, despite the 5 groups involved demonstrating significant outcomes for Wigan's new and nearly new parents and their little ones. The funding landscape is as challenging as ever, so whilst we are committed to regeneration of last year's Tou-Can project, for now we will maintain the popular group. Held every Wednesday at our local community centre, Tou-Can's group provides a place for peer support and friendship, whilst play, activities and singing are provided for children, and their parents to enjoy, build skills and promote a strong parent – child relationship.

## Building Better Relationships

Our Building Better Relationships project entered its 3rd year, courtesy of The National Lottery Community Fund's Reaching Communities programme.

Additional monitoring of our beneficiaries told us that 80% of young people who work with us have a diagnosis for, or are awaiting assessment for Attention Deficit and Hyperactivity Disorder (ADHD), or Autistic Spectrum Disorder.

## 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 – Brian Rees

When I retired after a long career in banking, I wanted to take the opportunity to give something back to the community. An opportunity arose to work with a local grass roots charity TalkFIRST.

After both sides completing their due diligence, I joined TalkFIRST – TalkFIRST engage at all levels with the local community and show drive and commitment to their cause every day.



They first and foremost help families build better relationships - Tracy and her committed team strive every day to deliver the best version of themselves

They are a valuable community resource which adds value to the Wigan Borough

The Trustees give their time, energy and expertise to support TalkFIRST at a strategic level - this is ever more critical as grant funding is harder to come by and Tracy and her team are creative in their efforts to protect TalkFIRST's future

Above everything TalkFIRST is a team which strives every day support the local community - long may it continue

## **Fundraising Strategy and Next Steps**

During the last financial year, we have focused on becoming sustainable in our own right, so we can support more struggling families to receive the support they need. We are working hard to grow all aspects of our services, both those we provide for free, and those we charge for, in order to extend our reach both geographically and in terms of the people we work with. Our Business Plan identified both optimistic and conservative plans for growth and development, with a second FMCA mediator now in place, our plans are beginning to come to fruition. We are working on a range of opportunities to develop a robust delivery model that will ensure our longevity with grants, and broadening our portfolio of strategic planning that covers the following areas for sustainability:

### **Family Mediation:**

As our primary areas for generating income, we are pleased to see an increase in paid-for family mediation. Our plan to 'grow our own' family mediators is paying dividends already as we have our second mediator now taking paid work, with plans for a third in 2025. Our projected growth of mediation income for the coming year is set to increase by 25%, as our marketing strategy widens to focus on areas outside our usual catchment.

### **Corporate Partnerships:**

We have been successful in cultivating partnerships with businesses aligned with the project's mission, offering financial contributions, employee volunteering, and in-kind support, hosting our first charity event, and local and regional supporters from the business community who have donated prizes.

### **Trusts and Foundations Funding:**

We have and will continue to seek support from funders who strongly align with our themes and values with single year and multi-year funders being approached to support our ongoing work.

We plan to develop and capitalise on our reputation and expertise, and engage in conversations, submit funding requests and work in partnership to raise awareness of what we do, and generate new relationships across the Trusts and Foundations sector.

## **Charitable Fundraising**

Our fundraising plans, 2020 and 2021 were curtailed, by the pandemic, have been kickstarted at last with our first TalkFIRST summer fair, in August 2023 despite the misery of a last minute weather-related cancellation in July. A great time by all, around £2000 generated for our charity, and many lessons learned; a success all round! We are delighted to say, more opportunities for events, and working in partnership to raise awareness and funds are to come; funds generated by events underpin the delivery of work with local children and young people, and their families.

## **Partnerships**

Collaborative working is vital to our work, and this year has been as busy as ever, working with our partners through mutual support - sharing ideas and expertise, taking and making referrals to ensure all beneficiaries get the help they need, and the new partnerships we have forged this year, as we kickstart our fundraising campaign that was brought to halt by the pandemic.

We thank all our partners for their support, in all sectors, from Voluntary and Community Organisations, solicitors with whom we work on family mediation cases, those who work in Ashland House with us, the wonderful people at Ince Rose Bridge Sports and Community Club who hosted events for us and the kind and generous business community who donate prizes, and Wigan Council.

## **Funding**

This year, we have received £106,379 in grants from: Wigan Council, Groundwork, Cheshire, National Lottery Community Fund's Reaching Communities and Awards For All programmes, Trusthouse, Making a Difference Locally 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:**

82 families, consisting of 303 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:**

74 families, comprising 119 adults and 137 children, benefited from one of the many services provided by Building Better Relationships.

## Building Better Relationships (BBR)

### Case Study – Building Better Relationships

#### **OVERVIEW**

Family: (names changed) Joe 14 (subject of referral), Ben 17, Jade 7 mum and dad (step dad to Joe and Ben)

We started work with the family following a call from mum, on recommendation from Wigan Council's Start Well team, who were involved following safeguarding concerns. They recommended family mediation, though following assessment, it was found unsuitable. Alternative means of working were offered.

The family was in crisis, with relationships at a low point, with Joe seen as a troublesome family member, who was not engaging with the family unless unavoidable. Parents used harsh means of trying to manage Joe, who on occasion went missing from home, was thought to engage in low-level antisocial behaviour and demonstrated lack of willingness to take part in family life.

### Our work with the family

We started work with the family following a call from mum, on recommendation from Wigan Council's Start Well team, who were involved following safeguarding

concerns. They recommended family mediation, though following assessment, it was found unsuitable. Alternative means of working were offered.

The family were in crisis, with relationships at an all-time low. Joe seen as the troublesome family member. Parents used harsh means of trying to manage Joe, who on occasion went missing from home, was thought to engage in low-level antisocial behaviour and demonstrated lack of willingness to take part in family life, or converse on anything more than a cursory level.

A variety of means (locations and times, Zoom, different family members) of family engagement were attempted, with stepdad and Ben refusing to be involved, resulting in separated meetings with Sebastian, and with mum.

Joe's sessions of work took place school, where he engaged well, and developed a trusting relationship with his worker. Work centred around support for his mental health, self-esteem and opportunities to off-load, as well as coping strategies and reflection on family life and rights and responsibilities for all family members.

Mum's engagement fluctuated over several weeks, further barriers to change were her focus on Joe's behaviour, and her struggles to see how changes within the whole family were needed if they were to achieve the settled and happy family life she hoped for. A 6 week plan was offered, and accepted. Mum met Stacey and worked through relationships-focused work, underpinned by The Solihull Approach, not only looking at the current situation, but reflecting with mum on issues from her own childhood and since, and how these influence the present.

Work focussed on:

- Family roles
- Co-parenting, communication, and problem solving.
- What is working well
- Putting things right when they go wrong between you
- Communication
- Recognising and managing conflict
- Child and adults' perspectives

## Outcomes

The outcome for our sessions is to promote understanding between all concerned and through understanding this should support better communication.

Mum eventually engaged really well with these sessions; Joe continued to engage with sessions at his school.

Reviewing our sessions Mum reported that she felt she was more confident when dealing with difficult messages from Sebastian, learning how to respond, spend time with him and understand how he may be thinking, feeling, and reported this has supported their relationship.

Joe also reported that homelife had improved, his relationship with his mum was better and they had started to speak more, have better conversations and go on monthly shopping trips which helped them to build their relationships. The family had 22 sessions in total.

## Feedback

### **Building Better Relationships testimonial – Partner Agency**

💬 TalkFIRST puts family relationships at the heart of early intervention. They offer families the opportunity to engage in experiences and direct work focussing on positive, safe and stable relationship building that develops secure attachments, self-confidence, self-esteem, and resilience whilst contributing to a strong sense of identity and belonging. This work is pivotal to family wellbeing, and their specialism is a valuable resources to which to signpost our families.

*NB, Early Help Coordinator, Wigan Council*

### **TOU-CAN testimonial – PARTNER AGENCY**

💬 The Tou Can Family sessions run by Talk First at Ince Community Centre are a greatly needed asset to the local community.

Higher Ince is an area of high deprivation with many single parent and non-working families, the ever rising cost of living impacts on these families the most causing worry, anxiety and stress as to how to manage day by day.

The sessions, provide a place for families, parents, carers, grandparents to meet while the children are kept busy with activities. The adults can chat, swap information, offer support to one another and gain advice about any issues around bringing up young children. Advice is also available to mums to be, how to take of themselves during pregnancy, how to manage work, apply for benefits. Emotional support for the families is on hand from TalkFIRST. The sessions are very popular, to the point we wish we were able to provide a larger space or more frequent sessions.'

*HS Trust Manager, Douglas Valley Community*

### **TOU-CAN testimonial – BENEFICIARY**

💬 This is the only group for us round here. It's really good for my little boy, and for me. It's helped me get out and meet new people. The staff are great and always make us feel welcome. There is always something new to do.

## **Family Mediation**

### **Feedback**

Following mediation with TalkFIRST, I would like to thank you again for the outstanding, kind, caring & professional Service provided. It has been an enormous support & blessing in a very difficult season in my life.

## **The Ministry of Justice Family Mediation Voucher Scheme**

We are pleased that the Ministry of Justice introduced the Mediation Voucher Scheme for a further 3 years. In 2022-2023, 25 sets of separated parents have used the voucher mediated through TalkFIRST, to work out how they can jointly meet the needs of their if not other children, through mutual understanding and future-focussed and child-centred negotiations. 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, both in our funded and income-generating services. Training for staff is in the pile to help raise broaden our ability reach different sectors of the mediation world.

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 31/08/22 – 01/09/23**

Please see following pages:

**TALK FIRST**

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**Trustees' Report and Financial Statements**  
**For the year ended 31 August 2023**

**Registered number: CE003520**

**Charity number: 1162110**



**TALK FIRST**  
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**FOR THE YEAR ENDED 31 AUGUST 2023**

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**TALK FIRST**  
**LEGAL AND ADMINISTRATIVE INFORMATION**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Trustees**

M. Delaney (Chair)

E. Klieve

J. Shaw (Resigned – 01/12/2023)

B. Rees

S. Martland (Resigned – 01/07/2023)

D. Musgrove

D. Coughlin (Resigned – 01/03/2023)

L. Whalley (Appointed – 01/10/2023)

**Company Registered Number – CE003520**

**Charity Registered Number - 1162110**

**Registered Office**

1<sup>st</sup> 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

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**TALK FIRST  
TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**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 2023. 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 £53,898 in funding from the National Lottery Community Fund as part of the Reaching Communities/Partnerships programme.

**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	L. Whalley

**Statement of Directors' and Trustees' Responsibilities**

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

**TALK FIRST**  
**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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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 23 May 2024

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

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**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 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.

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

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

Date:.....

**TALK FIRST**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

		Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
	Note			
<b>INCOMING RESOURCES</b>				
Incoming resources from generated funds				
Voluntary income	2	<u>150,242</u>	<u>150,242</u>	<u>129,860</u>
<b>TOTAL INCOMING RESOURCES</b>		<u>150,242</u>	<u>150,242</u>	<u>129,860</u>
<b>RESOURCES EXPENDED</b>				
Costs of generating funds				
Charitable activities	3	<u>172,429</u>	<u>172,429</u>	<u>109,700</u>
<b>TOTAL RESOURCES EXPENDED</b>		<u>172,429</u>	<u>172,429</u>	<u>109,700</u>
<b>NET (OUTGOING)/INCOMING RESOURCES BEFORE TRANSFERS</b>				
		<u>(22,186)</u>	<u>(22,186)</u>	<u>20,160</u>
<b>NET MOVEMENT IN FUNDS</b>				
		<u>(22,186)</u>	<u>(22,186)</u>	<u>20,160</u>
Fund balances at 1 September 2022		<u>67,154</u>	<u>67,154</u>	<u>46,994</u>
<b>FUND BALANCES AT 31 August 2023</b>		<u>44,968</u>	<u>44,968</u>	<u>67,154</u>

**TALK FIRST**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	£	2023	£	£	2022	£
<b>CURRENT ASSETS</b>							
Cash and bank in hand			<u>59,759</u>			<u>105,563</u>	
			59,759			105,563	
<b>CREDITORS: Amounts falling due within one year</b>	4		<u>(5,252)</u>			<u>(25,145)</u>	
Net current assets	5			<u>54,507</u>			<u>80,418</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>54,507</b>			<b>80,418</b>	
<b>CREDITORS: Amounts falling due after one year</b>	4		<u>(9,539)</u>			<u>(13,264)</u>	
<b>NET ASSETS</b>			<u><b>44,968</b></u>			<u><b>67,154</b></u>	
<b>CHARITY FUNDS</b>							
Restricted funds				<u><b>44,968</b></u>			<u><b>67,154</b></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 31<sup>st</sup> August 2023 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 2023**

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These financial statements were approved by the Trustees on 23 May 2024 and signed on their behalf, by:

  
M. DELANEY  
Chair

Date 23 May 2024

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 2023**

**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 2023 £	Other income 2023 £	Total 2023 £	Total 2022 £
Voluntary Income	<u>106,499</u>	<u>43,744</u>	<u>150,243</u>	<u>129,860</u>

**3. COSTS OF GENERATING FUNDS**

	Support costs 2023 £	Total 2023 £	Total 2022 £
<b>Charitable activities</b>			
Charitable expenditure	<u>172,429</u>	<u>172,429</u>	<u>109,700</u>

**4. CREDITORS:**

	2023 £	2022 £
<b>Amounts falling due within one year:</b>		
Social security and other taxes	-	1,651
Deferred income	-	18,242
Loans	4,752	4,752
Other Creditors	<u>500</u>	<u>500</u>
	<u>5,252</u>	<u>25,145</u>
<b>Amounts falling due over one year</b>		
Loans	<u>9,539</u>	<u>13,264</u>

**TALK FIRST**  
**NOTES TO FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**5. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Restricted Funds 2023 £</b>	<b>Total Funds 2023 £</b>	<b>Total Funds 2022 £</b>
Net current assets/(liabilities)	54,507	54,507	80,418
Creditors: Due after one year	<u>(9,539)</u>	<u>(9,539)</u>	<u>(13,264)</u>
Total	<u>44,968</u>	<u>44,968</u>	<u>67,154</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 31<sup>st</sup> August 2023 there were 5 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.

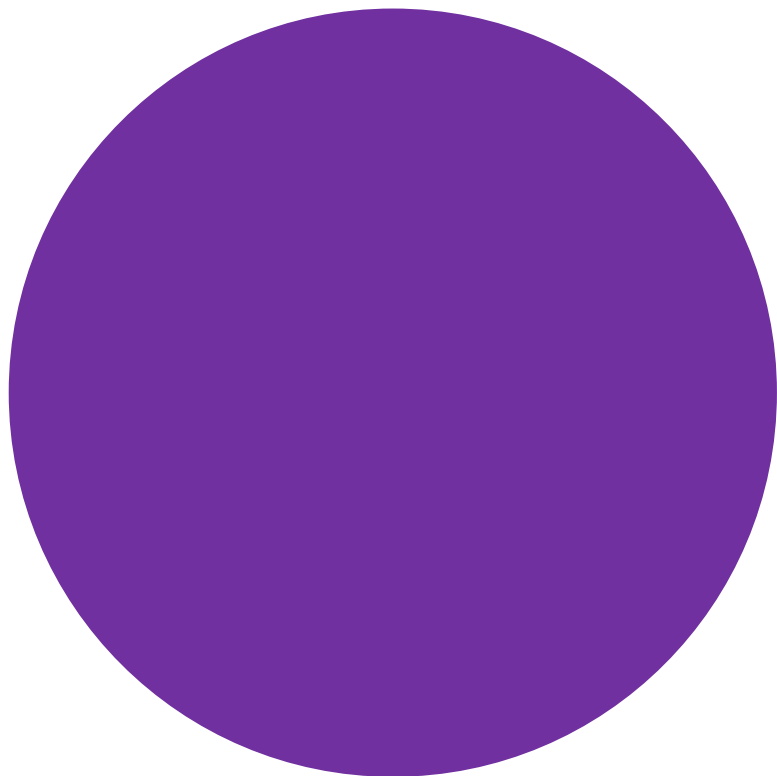
To achieve this, we will aim to put £5k per year into reserves from unrestricted (mediation) income until that level is achieved. Requisite reserve figures will be reviewed annually in accordance with current staffing and other relevant responsibilities to ensure that they are adequate to fulfil our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

Income £129,860 Expenditure £109,700



# TalkFIRST

Family Mediation



Tel: 01942 243620

[www.talkfirst.org](http://www.talkfirst.org)

[tracy@talkfirst.org](mailto:tracy@talkfirst.org)