

Amending

Charity Registration No. 1120238

Company Registration No. 5706715 (England and Wales)

LAMBETH MEDIATION SERVICE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

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LAMBETH MEDIATION SERVICE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Liz Urban Chairperson	
	Charis Beverton	(Appointed 1 June 2015)
	L Braithwaite	(Appointed 25 May 2016)
	John Fisher	(Appointed 1 June 2015)
	Jim Glennon	(Appointed 1 June 2015)
	Rodrigo Lodwick	
	Sonia Reid	(Appointed 1 June 2015)
Charity number	1120238	
Company number	5706715	
Registered office	1 Barhill Road London SW2 4RJ	
Independent examiner	Leroy Reid & Co Chartered Certified Accountants & Statutory Auditors 299 Northborough Road Norbury London SW16 4TR	
Bankers	CAF Banker Ltd 25 Kings Hill Avenue West Mailing Kent ME19 4JQ	

LAMBETH MEDIATION SERVICE

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LAMBETH MEDIATION SERVICE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2016

The trustees present their report and accounts for the year ended 31 March 2016.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)"

Objectives and activities

To promote for the public benefit, predominantly but not exclusively in the London Borough of Lambeth and with a view to preservation of public order, the provision of services directed towards mediation and conciliation between persons, organisations and groups who are involved in dispute or inter-personal conflict where that dispute or conflict results from or may lead to acts of nuisance, vandalism, racial abuse or breach of peace.

To advance the education of the public, especially in the London Borough of Lambeth, in methods of such mediation and conciliation and in particular, the nature and causes of such dispute and means of managing it.

The policy of the Charity continues to be to seek additional finance and support in order to maintain the organisation and its work in mediation and conflict resolution services.

Volunteers are vital to the service and enable the Charity to deliver mediation and conflict resolution services in the community by acting as visitors, mediators and facilitators.

Our Strategic Plan continues to provide the context and focus of our activities and defines our strategic objectives as:

(1) Sustainability

We continue to move towards a model of funding that allows us to plan for the long-term and provide for a sustainable organisation that contributes to conflict resolution and social cohesion in Lambeth. This gives us the platform to achieve our vision and mission. We aim to become sustainable by generating income from our activities and thereby, making the Charity less reliant on trust funds and other grant givers. In addition to this, improved strategic planning and governance ensures that the Charity is able to plan ahead and manage its resources effectively.

(2) Role and Reputation

We aim to position ourselves as leading voluntary sector consultants in conflict prevention and resolution services in the community. We aim to be the first choice service for individuals, statutory bodies and other organisations in the borough.

(3) Building Peace in the Community

We aim to contribute to the wellbeing of the community by empowering its members to resolve conflict peacefully and to diversify our services, where possible, to meet such needs.

In the coming year we will review our Strategic Plan to ensure it provides the Charity with a sound direction for the future based on current staffing.

LAMBETH MEDIATION SERVICE

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2016

Achievements and performance

Community mediation

Resolving conflict between neighbours continued to be our main area of activity. We received 70 referrals and worked with over 200 clients. The majority of cases were referred by Lambeth Living (70%), now reincorporated into London Borough of Lambeth and London and Quadrant (20%).

As in previous years the main presenting issue is noise (80%). Other issues were boundaries and rubbish (10%), children and pets (5%), harassment and verbal and physical abuse.

During the year we trained more volunteer mediators to provide regular monthly Conflict Surgeries at the Council's three neighbourhood offices – north, central and south. In a Conflict Surgery Lambeth residents can talk to the Charity in confidence about any dispute they may have. This one-to-one meeting enables residents to explore options open to them in dealing with conflict, including mediation, consider how to improve communications and relationships and develop coping strategies.

Restorative Justice

Neighbourhood Justice Panels bring together those harmed by crime or conflict, with those responsible for causing the harm. Using restorative approaches, our volunteer facilitators meet each party first and carry out an assessment. If suitable, they then bring both parties together to discuss impact, repair harm and assist the parties in finding a positive way forward.

This project was funded by Community Safety at the London Borough of Lambeth and Lambeth Living. After three years, the project was gaining growing recognition from referring agencies, with increasing referrals from police in the Safer Neighbourhood Teams. We received 20 referrals with the majority from the Metropolitan Police (75%) and worked with 50 disputants. Reasons for referral included criminal damage (25%), harassment (25%), assault (25%) and one dog attack. The Council funding ceased at the end of 2015 and we continue to look for other sources of funding.

Young People at Risk of Homelessness

We provided mediation for young people (aged 14 to 24) and their parents / carers through the young people at risk of homelessness project. The project aim was to open communications, resolve conflict and build the capacity of participants to deal with future challenges within the family. The project aims to prevent the young person from having to leave home and from all the associated health and lifestyle risks of becoming homeless. During the year we received 9 referrals of which over half were from the Lambeth Leaving Care Team. While our grant to run this project has ended we continue to offer the service on a fee-paying basis.

Financial review

Total income in the year was £71,001 (2015-£83,898) and total expenditure was £76,747 (2015 £99,962), resulting in a year-end deficit of £5,746 (2015-£16,064). Total reserves at the year-end were £98,109 (2015-£103,854).

In challenging times, the charity continued to make a small loss, though declining income (down by £13,190) was more than offset by a £23,109 saving in expenditure, resulting in a significant reduction in the deficit. Cost savings were largely achieved through a reduction in staff costs, and staff numbers were further reduced after the year end. Together with other cost saving measures, we expect these changes to enable us to make a small surplus in the financial year 2016-17.

LAMBETH MEDIATION SERVICE

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2016

Reserve policy

The Trustees have examined the Charity's requirements for reserves in light of the main risks to the organisation and have decided to maintain reserves equal to a minimum of three months operating costs, plus any costs that would be involved with closure (such as redundancy payments). Reserves are currently well above this level, and in the extremely challenging environment facing the Charity, the Trustees have determined that it is prudent to maintain this significant cushion for the foreseeable future.

Principal funding sources

The principal funding source is income generated from providing mediation services throughout the London Borough of Lambeth under service agreements with the Borough and London and Quadrant Housing Association.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for future periods

During the year, the Trustees held a planning workshop to review the direction for the Charity in this age of austerity and reduced funding. The outcomes of the workshop are providing the foundation for the new Strategy. We aim to maintain our service delivery by seeking new funders as well as exploring other sustainable income streams. We will explore opportunities for working in partnership with other organisations to facilitate and promote the use of mediation.

Structure, governance and management

Lambeth Mediation Service is a charitable company limited by guarantee, incorporated on 13 February 2006. The company is governed by its Memorandum and Articles of Association. It was registered as a charity with the Charity Commission on 25 July 2007.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Liz Urben Chairperson

Charis Beverton (Appointed 1 June 2015)

L Braithwaite (Appointed 25 May 2016)

John Fisher (Appointed 1 June 2015)

Helen George (Resigned 25 May 2016)

Jim Glennon (Appointed 1 June 2015)

Rodrigo Lodwick

Sonia Reid (Appointed 1 June 2015)

Mark Stibel (Resigned 30 July 2015)

LAMBETH MEDIATION SERVICE

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2016

Lambeth Mediation Service has a Board of Trustees of up to fifteen members, who are responsible for the strategic direction, policy and performance of the Charity. At present, the Board has seven members from a variety of professional backgrounds who meet regularly and assist in the management and development of the Charity.

The appointment of Trustees is governed by the Trust Deed of the Charity. The Board of Trustees is authorised to appoint new Trustees to fill vacancies including those arising through resignation or death of an existing Trustee. Trustees generally come from the organisation's existing pool of volunteers or from sympathetic organisations with whom we work: vacancies and details of the process for applying to become a Trustee are circulated, with appointments agreed at the Annual General Meeting.

All new Trustees are inducted by the Chair and the Managing Director with a pack containing the organisation's Constitution, the Business Plan, the previous year's Annual Report and a copy of the Charity Commission's leaflet "The Essential Trustee: what you need to know".

Risk Management

Service Delivery

During 2015-16, the activities of the Charity were overseen by the Managing Director on a daily basis. The Trustees received reports on service delivery, performance, outcomes and the financial position of the Charity at every meeting. This enabled the Trustees to ensure due caution was exercised in planning and delivering services, that proper risk assessment and management procedures were in place and for ensuring the financial viability of the Charity.

Safeguarding of Assets

The Trustees are responsible for safeguarding the assets of the Charity and for taking all reasonable steps for the prevention and detection of fraud and other irregularities. The assets of the Charity are adequately insured.

Precautionary Policies

The Charity has Professional Indemnity and Employer's Liability Insurance in place to cover any claims on mediators and staff arising from service delivery. A backup system is in place for the purpose of retrieving clients' details in case of loss or damage to computers. Measures are in place for dealing with emergencies such as an outbreak of fire and the Charity has a Health and Safety policy in force.

LAMBETH MEDIATION SERVICE

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2016

Statement of trustees responsibilities

The trustees, who are also the directors of Lambeth Mediation Service for the purpose of company law, are responsible for preparing the Trustees Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The trustees report was approved by the Board of Trustees.



Liz Urben Chairperson

Dated: 30 March 2017

LAMBETH MEDIATION SERVICE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF LAMBETH MEDIATION SERVICE

We report on the accounts of the charity for the year ended 31 March 2016, which are set out on pages 7 to 16.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of Lambeth Mediation Service for the purposes of company law, are responsible for the preparation of the accounts. The 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.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is our responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) 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
- (iii) to state whether particular matters have come to our attention.

Basis of independent examiner's report

Our 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 next statement.

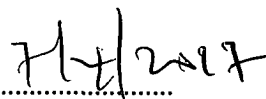
Independent examiner's statement

In connection with our examination, no other matter except that referred to in the previous paragraph has come to our attention:

- (a) which gives us reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of 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
- (b) to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Leroy Reid & Co
Chartered Certified Accountants &
Statutory Auditors
299 Northborough Road
Norbury
London
SW16 4TR

Dated: 

LAMBETH MEDIATION SERVICE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2016

		Unrestricted funds	Restricted funds	Total 2016	Total 2015
	Notes	£	£	£	£
<u>Income from:</u>					
Donations and legacies	2	600	-	600	6,440
Charitable activities	3	70,102	-	70,102	77,266
Investments	4	299	-	299	192
Total income		<u>71,001</u>	<u>-</u>	<u>71,001</u>	<u>83,898</u>
<u>Expenditure on:</u>					
Raising funds		-	-	-	-
Charitable activities	5	<u>76,747</u>	<u>-</u>	<u>76,747</u>	<u>99,962</u>
Total resources expended		<u>76,747</u>	<u>-</u>	<u>76,747</u>	<u>99,962</u>
Net outgoing resources before transfers		<u>(5,746)</u>	<u>-</u>	<u>(5,746)</u>	<u>(16,064)</u>
Gross transfers between funds		<u>(26,592)</u>	<u>26,592</u>	<u>-</u>	<u>-</u>
Net (expenditure)/income for the year/ Net movement in funds		<u>(32,338)</u>	<u>26,592</u>	<u>(5,746)</u>	<u>(16,064)</u>
Fund balances at 1 April 2015		<u>130,447</u>	<u>(26,592)</u>	<u>103,855</u>	<u>119,918</u>
Fund balances at 31 March 2016		<u><u>98,109</u></u>	<u><u>-</u></u>	<u><u>98,109</u></u>	<u><u>103,854</u></u>

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The accompanying notes form an integral part of the account.

LAMBETH MEDIATION SERVICE

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2016

	Notes	2016 £	£	2015 £	£
Fixed assets					
Property, plant and equipment	9		107		162
Current assets					
Trade and other receivables	10	5,810		18,431	
Cash at bank and in hand		98,733		88,116	
		104,543		106,547	
Current liabilities	11	(6,541)		(2,855)	
Net current assets			98,002		103,692
Total assets less current liabilities			98,109		103,854
Income funds					
Unrestricted funds			98,109		103,854
			98,109		103,854

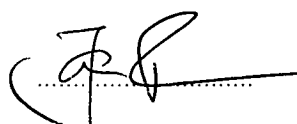
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2016. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the board of directors and authorised for issue on 30/3/2017 and are signed on its behalf by:


Liz Urben Chairperson
Trustee


Trustee

Company Registration No. 5706715

The accompanying notes form an integral part of the accounts.

LAMBETH MEDIATION SERVICE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2016

	Notes	2016 £	£	2015 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	12		10,318		(23,718)
Investing activities					
Interest received		299		192	
Net cash generated from investing activities			299		192
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			10,617		(23,526)
Cash and cash equivalents at beginning of year			88,116		111,642
Cash and cash equivalents at end of year			98,733		88,116

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

Company information

Lambeth Mediation Service is a private company limited by guarantee incorporated in England and Wales. The registered office is 1 Barhill Road, London, SW2 4RJ.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015.

The charity is a Public Benefit Entity as defined by FRS 102.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

These accounts for the year ended 31 March 2016 are the first accounts of Lambeth Mediation Service prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor.

1.4 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfillment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

(Continued)

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Interest income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.5 Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Other expenditure represents those items not falling into any other heading.
- Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Support costs are those functions that assist the work of the charity but do not directly represent charitable activities and include finance and governance costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

1.6 Property, plant and equipment

Property, plant and equipment are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	4 years
Computers	3 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies (Continued)

2 Donations and legacies

	2016	2015
	£	£
Donations and gifts	600	1,440
Grant receivable	-	5,000
	<u>600</u>	<u>6,440</u>
Grants receivable for core activities		
The Deutsche Bank	-	5,000
	<u>-</u>	<u>5,000</u>

3 Charitable activities

	London Borough of Lambeth	London and Quadrant	Total	Total 2015
	£	£	£	£
Other grants	59,444	7,605	67,049	75,617
Other income	3,053	-	3,053	1,649
	<u>62,497</u>	<u>7,605</u>	<u>70,102</u>	<u>77,266</u>
Other grants				
Community Mediation	35,880	-	35,880	34,231
Neighbourhood & Restoration Justice Panels	9,850	-	9,850	5,000
Conflict Surgeries & Training	6,750	-	6,750	7,750
Community Safety Panels	5,864	-	5,864	16,981
Workplace Mediation	1,100	-	1,100	1,900
Youth Offending Service	-	-	-	1,800
Mediation services	-	7,605	7,605	7,955
	<u>59,444</u>	<u>7,605</u>	<u>67,049</u>	<u>75,617</u>

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2016

4 Investments

	2016	2015
	£	£
Interest receivable	299	192

5 Charitable activities

	Direct service costs £	Support costs £	Total £	Total 2015 £
Staff costs	62,532	-	62,532	82,609
Depreciation and impairment	56	-	56	81
Travel	138	-	138	220
Recruitment	421	-	421	410
Volunteer costs	545	-	545	299
Events, Venue costs and equipment	213	-	213	2,057
Training	-	-	-	690
Publicity and promotion	-	1,575	1,575	253
Office rent	-	3,600	3,600	3,600
Telephone	-	2,001	2,001	1,605
Printing, postage and stationery	-	1,060	1,060	1,710
IT maintenance	-	-	-	93
Insurance	-	625	625	445
Bookkeeping	-	1,964	1,964	2,982
Membership	-	140	140	50
Payroll cost	-	383	383	-
Sundry expenses	-	246	246	442
	63,905	11,594	75,499	97,546
Share of governance costs (see note 6)	1,248	-	1,248	2,416
	65,153	11,594	76,747	99,962

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2016

6 Governance cost

	Governance costs £	2016 £	2015 £	Basis of allocation
Examiners fees	1,020	1,020	1,063	Governance
Legal and professional	41	41	1,162	Governance
Bank charges	42	42	35	Governance
AGM and Committee cost	145	145	156	Governance
	<u>1,248</u>	<u>1,248</u>	<u>2,416</u>	

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

Number of employees

The average monthly number employees during the year was:

	2016 Number	2015 Number
Direct charitable work	2	3
Management and administration	1	1
	<u>3</u>	<u>4</u>

Employment costs

	2016 £	2015 £
Wages and salaries	59,651	76,011
Social security costs	2,881	6,598
	<u>62,532</u>	<u>82,609</u>

There were no employees whose annual remuneration was £60,000 or more.

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2016

9 Property, plant and equipment

	Plant and equipment £	Computers £	Total £
Cost			
At 1 April 2015	375	8,141	8,516
At 31 March 2016	375	8,141	8,516
Depreciation and impairment			
At 1 April 2015	373	7,981	8,354
Depreciation charged in the year	1	54	55
At 31 March 2016	374	8,035	8,409
Carrying amount			
At 31 March 2016	1	106	107
At 31 March 2015	2	160	162

10 Trade and other receivables

	2016 £	2015 £
Amounts falling due within one year:		
Other receivables	5,728	18,431
Prepayments and accrued income	82	-
	5,810	18,431

11 Current liabilities

	2016 £	2015 £
Other taxation and social security	1,367	1,427
Other payables	554	408
Accruals and deferred income	4,620	1,020
	6,541	2,855

LAMBETH MEDIATION SERVICE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2016

12	Cash generated from operations	2016 £	2015 £
	Deficit for the year	(5,746)	(16,064)
	Adjustments for:		
	Investment income recognised in profit or loss	(299)	(192)
	Depreciation and impairment of property, plant and equipment	56	81
	Movements in working capital:		
	Decrease/(increase) in trade and other receivables	12,621	(7,394)
	Increase/(decrease) in trade and other payables	3,686	(149)
	Cash generated from/(absorbed by) operations	<u>10,318</u>	<u>(23,718)</u>