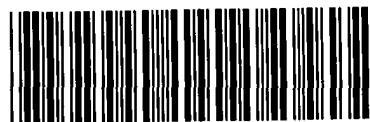


Conflict resolution for young people by young people

THURSDAY



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A12

21/11/2019

#411

COMPANIES HOUSE

Conflict Resolution Education in Sheffield Schools Training

Charity Number 1116794 | Company No 05932383

Annual Report
For the year to 31 March 2019

Including Unaudited Accounts



CRESST


Young
Peacemakers
Project


Youth
Resolving
Conflict


Adult
Training
Courses

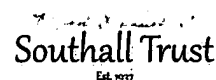
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With thanks to our funders



Foundation
Derbyshire



WESLEYAN
we are all about you

**The Westcroft
Trust**



**Ganton
Educational
Trust**



**The Mollie
Croysdale
Charitable
Trust**



CRESST is dedicated to helping children and young people learn conflict resolution skills that can be used in their schools and communities.

Purpose and impact

'Handling conflict well'

CRESST's vision is to empower the next generation of children and young people with the skills needed to manage conflict constructively. This is to enable them to secure positive outcomes for themselves and others and reduce the hurt and harm caused. We believe that, with the right training and support, young people can be very effective at 'doing conflict well'.

Our definition of conflict: in secondary schools we describe it as 'a disagreement that has created tension', and in primary schools we say 'a disagreement where people get upset'.

CRESST does not aim to reduce conflict, but instead acknowledges that it is a natural part of daily life, occurring frequently in all our lives. If conflict is managed well, it can lead to deeper understanding, greater tolerance and more creative outcomes. If it is not managed well, it can lead to pain and suffering, including aggression and violence.

Our strategic direction during 2018/19 was guided by these four objectives set by CRESST Trustees and described in our 2017/2020 Strategic Plan. These objectives along with the performance targets set are reviewed annually, at our Trustees away-day in March.

①

**Promote and establish
conflict resolution
within schools**

②

**Strengthen CRESST's
role as a centre of
excellence**

③

**Extend the scope and
boundaries of our
activity**

④

**Develop an
increasingly sustainable
financial strategy that
responds to changing
times**

2018/19 was an exciting year for CRESST as we extended our staff team. Joseph Desforges joined us in August 2018 to focus on developing the Youth Resolving Conflict programme and to bring his excellent graphic design skills to improving our resources and to working with young people. Overall CRESST delivered 240 hours direct face-to-face training reaching 1,897 children and young people and 515 adults in two secondary, 11 primary schools and staff from ten other organisations.

This report captures a strong year for our Young Peacemakers Project as we extend its reach beyond Sheffield and also a year of establishing new approaches and building the partnerships for our work in secondary schools for the next three years.



Trustees, staff and administrative information

Trustees

Ms Alison Warner - Chair
Ms Sheila Broadhead - Treasurer
Ms Margaret Edmonds
Ms Daphne Ingham
Ms Janet Paske (Resigned 31 December 2018)
Mr Timothy Herrick
Ms Kathryn Hancock (Resigned 14 May 2019)
Ms Celia Alcock
Ms Rachel Firth
Ms Loveday Herridge

Company Secretary Ms Ruth Dawson

Charity Number 1116794
Company No 05932383
Registered Office
Scotia Works
Leadmill Road
Sheffield S1 4SE

Independent Examiner
Kathryn Beresford FCA
Voluntary Action Sheffield
The Circle
33 Rockingham Lane
Sheffield S1 4FW

Bank
Unity Trust Bank
Nine Brindleyplace
60 Broad St
Birmingham B1 2HB

CRESST is run by a small team of three part-time staff. Carolyn Leary provides the overall management and direction of the organisation as Programme Director, Ruth Dawson is Office Manager and Joseph Desforges joined the team in August 2018 as Programme Manager for the Youth Resolving Conflict programme. Dr Hilary Jones joined the team as Communications Manager, supporting our use of social media and evaluation, working freelance 5 hours per week.

Our work in schools and youth organisations is delivered by our freelance team with Kim Balmer, Jenny Owen, Rachel Newman, and Rosie Carnall. Imran Ali, Stephanie Briggs and Keith Stewart also joined our freelance team delivering CRESST training during 2018/19.



Conflict Resolution in Sheffield Schools Training | Registered Charity No 1116794 |
Scotia Works, Leadmill Road, Sheffield S1 4SE | Tel: 0114 241 2745 |
email: admin@cresst.org.uk | www.cresst.org.uk | <https://facebook.com/CRESST.Sheffield> | @_CRESST on Twitter

Chair's report

Ms Alison Warner - Chair

2018-2019 has been a remarkable year for CRESST despite being characterised by a world of uncertainty and change. Young people tell us about how these conditions make them feel and the impact this can have on their lives and their families. They are concerned that the acceleration of the role of social media and e-communication whilst making information freely available has a darker side and as this ends up on their phones or on their tablet it seems so much more personal and targeted. Schools and young people themselves express concern and so we are building on a new dimension to our work at secondary level by addressing conflict arising from social media and training these young people to resolve issues from what can only be described as 'un'social media.



The range of work would not be possible without our staff and their myriad of talents and the cadre of freelancers which we have grown in the last twelve months to meet the demands of the diversity of work. We recruited a new member of staff to develop and deliver our secondary Youth Resolving Conflict programme. Joseph Desforges also brings graphic design skills which enhances both the work with young people and the presentation of CRESST's resources. We have also been fortunate to add a new part-time member of the team, Dr Hilary Jones, increasing our online profile and working to increase our public face.

Our organisation operates in the context of a volatile economic, political and social environment. However, our trustees have participated in successful fundraising from national as well as local funding sources, and our Treasurer (Sheila Broadhead) and Office Manager (Ruth Dawson) have updated our financial software, streamlining our tasks of accurate and timely reporting to funders.

This was a year for some notable celebrations - the Paul Hamlyn secondary pilot project was completed with the production of a film alongside the formal report, providing an evidence base for ongoing work in secondary schools and our conflict coaching model. We were a 4* winner in the Teach Primary Resource Awards for our Peer Mediation Coordinators' Training Manual and CRESST was a runner up in the local Voluntary Action Sheffield Resilient Communities Award and highly commended in the Volunteering Award category.

We have recruited new trustees in recent years and at the same time I must record my thanks to those that have stepped down from the board. The board has participated in an annual strategic meeting, review and development. I am delighted to report that in this year, of the four ambitious strategic objectives and the associated 22 performance criteria, over 80% were completed/exceeded or were well on the way to completion.

As an organisation we continue to utilise efficiency and agility in order to make the most of our resources whilst understanding that our work is heavily dependent on face-to-face working of skilled practitioners. None of this would be possible without our funders, supporters, volunteers, staff and my fellow trustees. I would like to say thank you for your enduring support, commitment and hard work. It is the vibrancy and openness of the young people that we work with that is our motivation.

A handwritten signature in black ink, appearing to read 'Alison Warner', followed by a long horizontal flourish.

Alison Warner

Director and Chair of the Board of Trustees

Conflict Resolution Education in Sheffield Schools Training



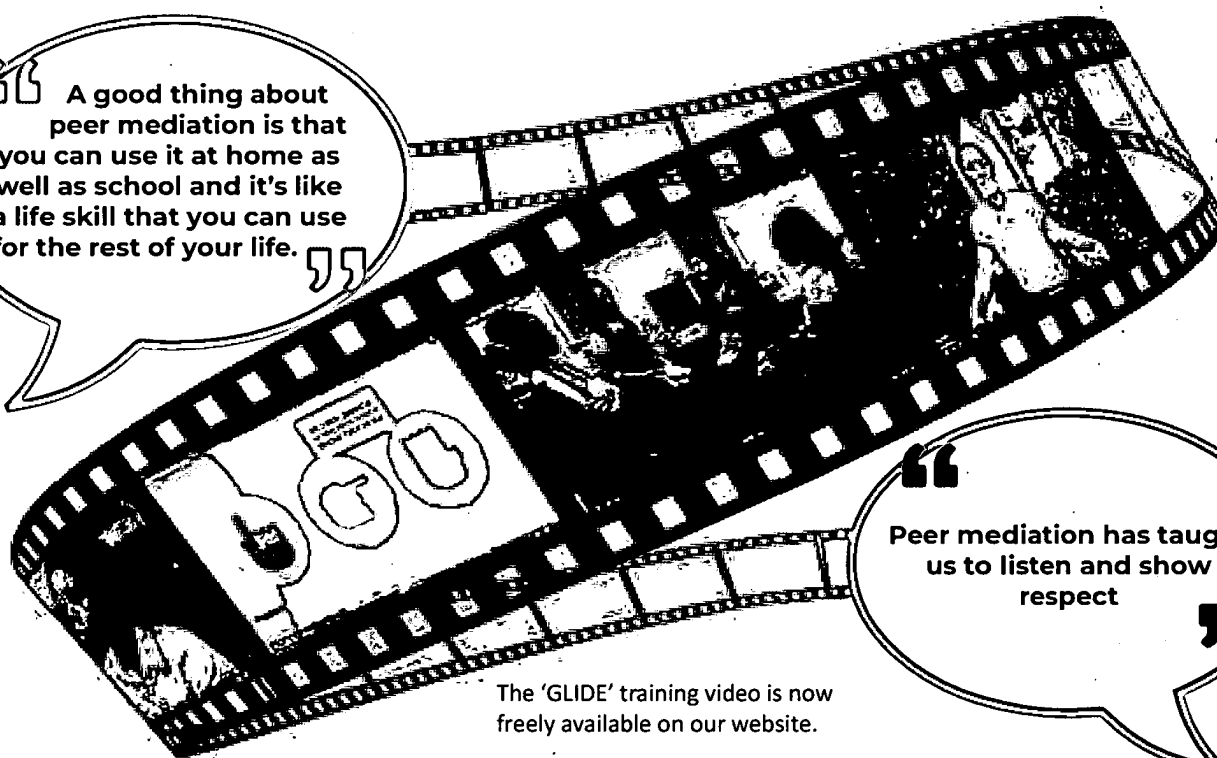
Young Peacemakers Project

Our Young Peacemakers Project took us to new parts of the country as we were able to respond to requests from further afield, delivering our 'whole school approach', training children, staff, parents and governors in conflict resolution skills and setting up a sustainable peer mediation scheme. In the summer term 2018 we worked with Berwick Hills Primary in Middlesborough, at Hinde House in Sheffield and completed the programme at Sandal Primary in Bradford. This work continued in the autumn with Ravensbury Primary in Manchester, Valley Park, Oasis Fir Vale and Tinsley Meadows in Sheffield. In the spring term we provided additional refresh support for Oasis Fir Vale, and worked with Bradfield Dungworth Primary, and Mansel Primary taking our total to 9 new primary schools - 50% greater than our target.

At Bradfield Dungworth, the Headteacher had specifically requested input to address some gender and bullying issues. CRESST developed and delivered a much more detailed programme of five whole afternoons for the top two year groups. The Headteacher now reports that 'observers to the school note how the previous gender and bullying issues have been resolved'.

Two schools also requested our trainer's input to sustain their work, so we delivered peer mediation training at Greystones Primary and a lunchtime supervisors' workshop at Westways Community Primary.

“ A good thing about peer mediation is that you can use it at home as well as school and it's like a life skill that you can use for the rest of your life. ”



“ Peer mediation has taught us to listen and show respect ”

The 'GLIDE' training video is now freely available on our website.

We were so impressed with Hinde House Primary that we spent a day there filming the newly trained mediators so that we could update our old peer mediation training video. This 'GLIDE' training video is now freely available on our website.

Award winning resources

Our new training manual was awarded 4* status in the Teach Primary Resource Awards scheme which means we came second in the country in the PSHE category (the UK Parliament was the 5* winner!). The accompanying handbook and folder complete the printed part of our Peer Mediation Coordinator's Pack and is ready for sale.



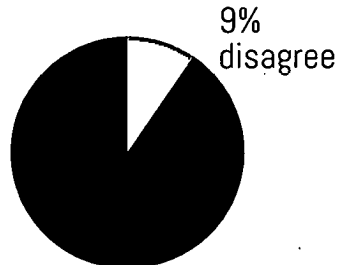
Young Peacemakers Project: At a glance



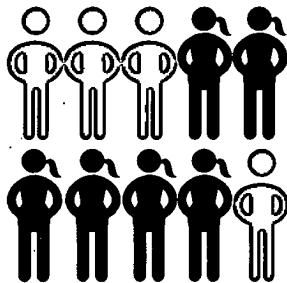
Peer Mediation
Training

"The training made a
difference to me as a person"

91%
agree



316 respondents, 14 schools



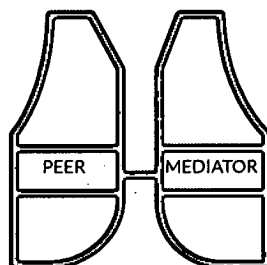
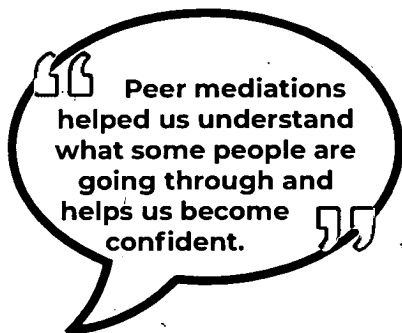
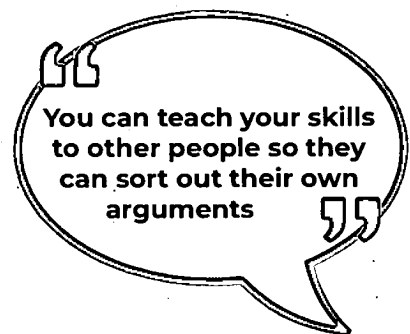
Our mediators are:

31% male

66% female

3% unknown

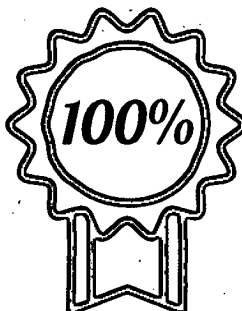
316 respondents, 14 schools



99% of participants
feel ready to be a
peer mediator after
their training

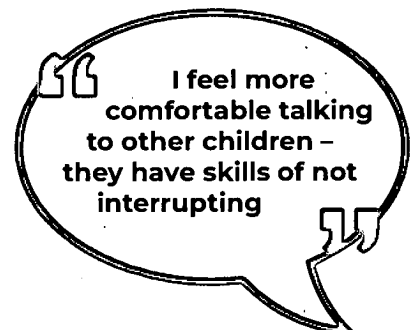
316 respondents, 14 schools

"I enjoyed the peer
mediation training"



...of participants enjoyed
the CRESST training

316 respondents, 14 schools





Youth Resolving Conflict

This was a year of transition for the Youth Resolving Conflict programme. Having completed our pilot programme with three schools, funded by the Paul Hamlyn Foundation, the early part of the year was used to produce the final detailed evaluation report and a summary film of the whole programme. This underpinned a strong funding application to the National Lottery Community Fund to support work in six secondary schools over the next three years. We heard we had been successful in April, a great start to the academic year from September 2018.

“...more often now she will draw away from the people who are having the argument, [staff] have been commenting around school that she has been doing well...”

Moving forward and building on all our experience and learning, we then recruited a new member of staff to help drive the Youth Resolving Conflict programme forwards. Joseph Desforges, an experienced secondary school teacher, joined us in August and has worked hard on establishing high quality training and publicity materials and building networks and contacts for future partnerships.



Case study: Shirebrook Academy

GRESST was asked to deliver a tailored programme of conflict resolution skills to a cohort of 14 year eight students identified as being ‘involved in more than average low level conflict’ in order to equip the young people with skills and strategies to manage situations better.

A programme of six sessions was proposed covering conflict resolution key skills which would culminate in a creative piece, to showcase the course content and learning and to be distributed to other young people in the school to broaden the reach and share

techniques.

The co-designed graphic novel was based on a story of conflict written by the students, demonstrating the relevance of the skills learnt and how they might be used to resolve the scenario. The students’ experiences and insights were instrumental in shaping the tone and content of the publication in a way their peers could understand and relate to.

Our evaluation process asks students to map their ‘journey of change’ in 4 key areas – they reported an average 60% overall increase in knowledge and confidence across all areas.

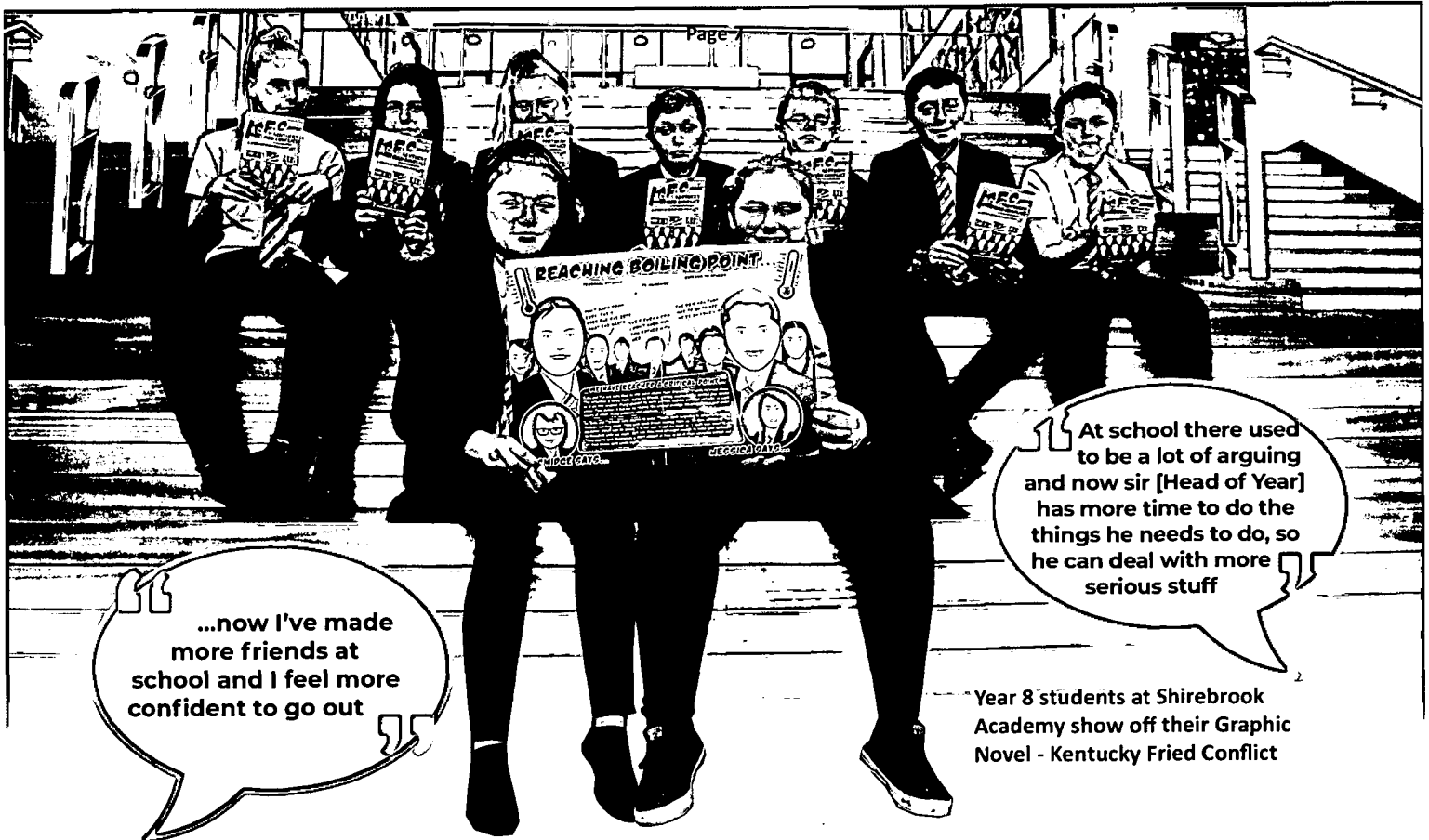
The year leader has commented on positive improvements in 10 out of 14 students in the group, commenting on reduced fallouts and involvement in conflict, improvements in ability to speak to staff, fewer outbursts, young people more settled, social media issues reduced and for two students a massive improvement in attitude and language skills to resolve conflict.

The staff reported that the project has had a positive ‘calming’ impact on the year group in general. In particular, one of the young people who attended the programme had often been the instigator or catalyst for conflict is now applying the strategies she has learned to withdraw from or even diffuse situations. As she is an ‘influencer’ within the year group others around her are now following her lead and staff report of a ‘domino affect’ leading to less conflict.

“I have noted that these students (in the programme) who I normally see regularly due to fall outs have not been on my radar as much since the work started”

Mr Cottingham, Headteacher





Focus for 2018-19

The main focus of our year was building our infrastructure, recruiting staff, developing materials and resources and establishing networks and contacts. Our main new programme was with a group of 15 students at Shirebrook Academy who worked over five sessions to learn a range of conflict resolutions skills and using scenarios from their own experience contributed to a graphic novel that used their descriptions and artwork to illustrate how the skills could be useful to de-escalate conflict. We are especially excited that the school are using this graphic novel to introduce the ideas and concepts to all students studying at KS3 in school.

Other direct training during the year included finishing our online conflict programme with a small group of 15 at Park Academy, training a staff team in conflict resolution skills for use with students in three secondary schools and also as part of the Teach First programme, and some one-to-one coaching.

Considerable work has gone into designing four lessons that can be delivered by teachers in school as part of the KS3 (11-14 years) PSHE curriculum.

We are currently liaising with the national PSHE Association as we hope to gain accreditation for these. This all means we start the next year with some new programmes and exciting partnerships to deliver, with detailed resources and well-designed materials. We look forward to a very fruitful year ahead.



Adult Training Courses

CRESST's adult training during 2018/19 was very varied in content, delivery and geography. At the start of the year 20 youth workers from various youth organisations in Stockport participated in a full day workshop exploring young people's experience of conflict and developing skills in using restorative approaches in their practice. This was commissioned by YouCan, an umbrella youth partnership organisation. We were approached by two different organisations to provide one-to-one coaching in using mediation skills with students – one request was a University and one was a multi-academy trust.

It has helped me understand how others are feeling and to be able to understand how others react.

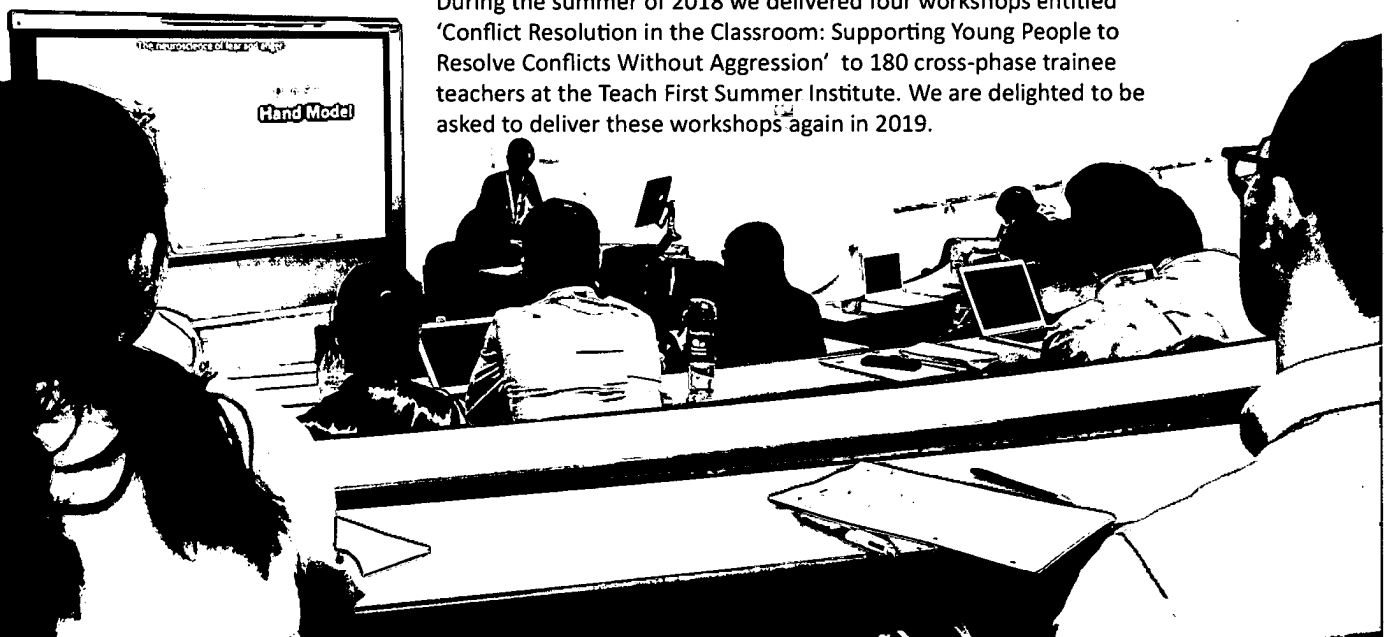
A group of Nottingham primary schools invited us to deliver our Young Peacemakers Project staff training day which has led to staff establishing peer mediation within their schools. A group of four private schools commissioned CRESST to deliver an initial staff training day on Constructive Approaches to Conflict.

A participatory event which will include games, activities and materials that could be used with young people and opportunities for staff to share and reflect.

- What is conflict?
- What impact does it have?
- What does it look like here?
- How does it arise? (feelings, threats, needs)
- What works well here?
- Understanding our brain when in conflict.
- Flipping your lid - what's going on?
- Finding ways to control the fight or flight responses
- How conflict escalates
- The principles of restorative approaches
- Effective listening
- Using restorative questions
- Repairing the harm when things go wrong
- Obstacles to using different approaches
- Establishing a simple restorative culture

Teach First Summer Institute

During the summer of 2018 we delivered four workshops entitled 'Conflict Resolution in the Classroom: Supporting Young People to Resolve Conflicts Without Aggression' to 180 cross-phase trainee teachers at the Teach First Summer Institute. We are delighted to be asked to deliver these workshops again in 2019.





New website

In February 2019 we launched our new website. Along with 'freshening up' the design and content we added some additional functionality and future-proofing for the site:

- We have vastly increased the amount of video content to showcase in young peoples own words what CRESST does.
- We can now set up accounts for individual schools enabling them to login and download primary and secondary resources.
- There is now a selection of free resources available on the site for download.
- The site has been constructed with architecture to allow for further development in the future.

Making a difference

In November 2018 we attended Voluntary Action Sheffield's - Make A Difference Awards held at the University of Sheffield's, Octagon Centre. The awards are held bi-annually to showcase and celebrate the work done within the charity sector in Sheffield. Many large and well established organisations attended including Sheffield Hospitals Volunteer Service, Fareshare and Sheffield Futures.

We were proud to be shortlisted for two awards on the night against tough competition, receiving a Highly-commended award in the 'Volunteering' category and Runners-up in the 'Resilient Communities' category.



CRESST Social Media

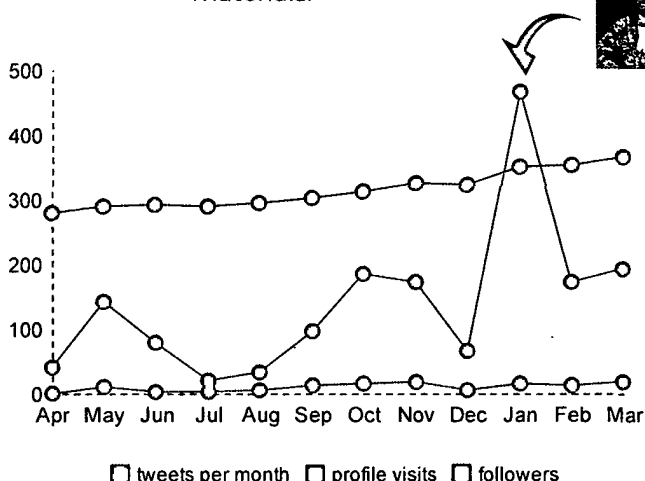


@_CRESST

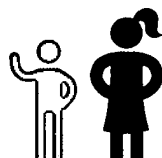
377 Followers ↑ up by 36% 889 Following 700 Tweets

*19th March 2019

We use Twitter to make new contacts, promote our work and to market our materials.

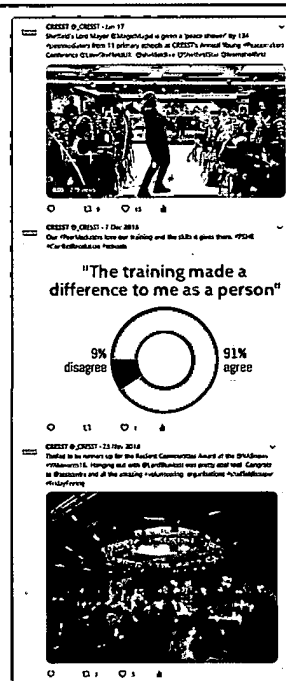


Our followers are:

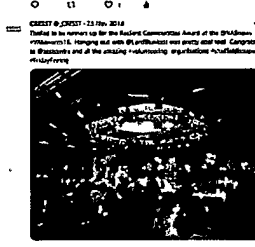


41% male 59% female

#EduTwitter #PSHE
#PrimaryEducation
#Sheffielddissuper
#LearnSheffield #UKEdChat
#CharityTuesday
#WednesdayWisdom
#FridayFeeling #Peacemakers
#PeerMediation
#ConflictResolution
#volunteering
#AntiBullyingWeek
#ClimateStrike
#ChooseRespect
#WorldKindnessDay



"The training made a difference to me as a person"



@.CRESST.sheffield

We use Facebook to publicise events, celebrate achievements and share findings

266 Page likes 258 Following

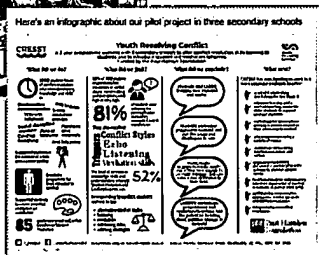
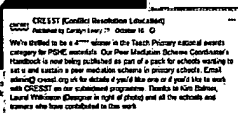
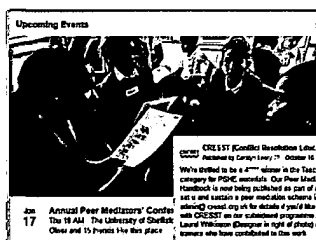
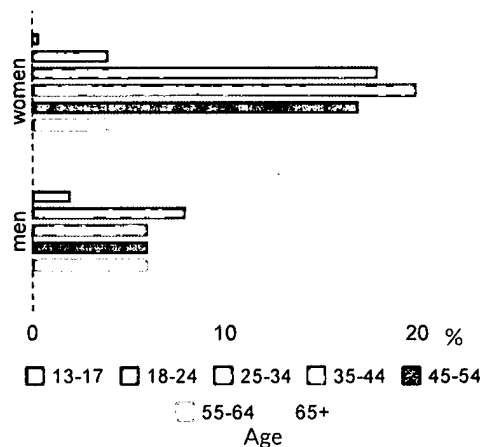
Our followers are:



31%



68%



2018/2019 in summary...

2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020



We worked in 12 primary schools, 9 of whom were Whole School Approach.



We worked in 3 secondary schools and 3 adult training organisations.



We delivered 234 hours of face-to-face training.



We reached 1897 young people.

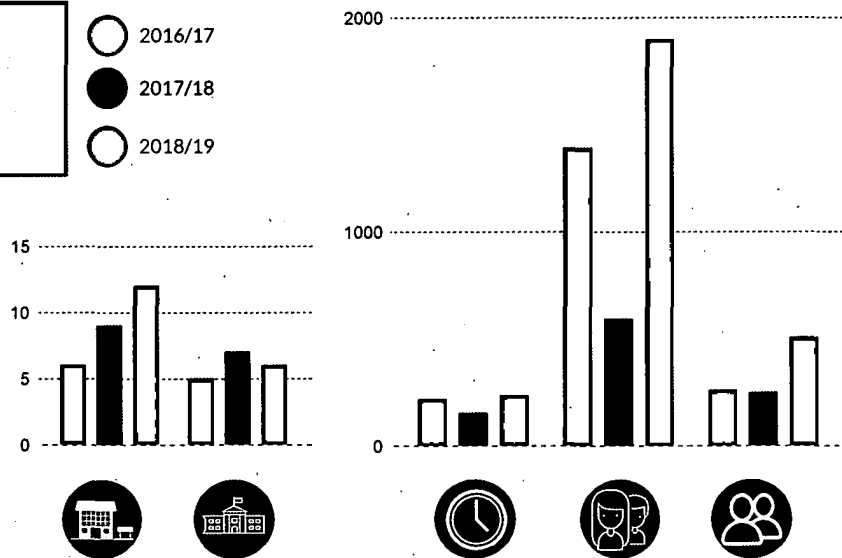


We worked with 500 adults.

2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020

How does this compare to our previous work?

○ 2016/17
● 2017/18
○ 2018/19



Raw data

Financial Year	2016/17	2017/18	2018/19
Primary schools	6	9	12
Secondary schools + other	5	7	6
Hours face to face	217	152	234
Young people reached	1390	593	1897
Adults reached	258*	247	507

CRESST - Financial Review 2018/2019

CRESST - Financial review 2018/2019

Successful grant applications during 2018/2019 has ensured that CRESST has the necessary resources it needs to fulfil its objectives and plans over the next few years. Grants achieved for the year amounted to £78,834 and other sources of income, totalling £13,683, resulted in an overall income figure of £92,517 for 2018/2019.

This included £860 raised from fundraising events organised by 'Friends of CRESST' who continue to be very active and generous supporters of the charity. Schools training income and other training courses generated £11,330., donations and gift aid totalled £723 and bank interest amounted to £770. The major item of expenditure continues to be staff salaries and freelance trainer costs (74% of total costs).

CRESST is very grateful to Sheffield Town Trust, The Brelms Trust CIO, Ganton Educational Trust, J G Graves Charitable Trust, the Mollie Croysdale Charitable Trust, W F Southall Trust, Sheffield Grammar School Exhibition Foundation, the Allan and Nesta Ferguson Charitable Foundation, the Sir James Reckitt Charity and the Westcroft Trust for their continuing financial support and encouragement. We also wish to express much appreciation to the Wesleyan Foundation, SOAR – Lets Build Health and Foundation Derbyshire for grants awarded to CRESST during the year. CRESST is also extremely thankful for the significant 3-year funding awarded by The National Lottery Community Fund which has ensured the continuing development and delivery of our Youth Resolving Conflict project.

Reserves policy

The balance sheet as at 31 March 2019 shows funds held as £61,439, comprising £11,141 restricted funds and £50,298 general unrestricted funds, of which £12,750 relates to unrestricted grants received at the end of 2018/2019 and which will be utilised in 2019/2020.

CRESST aims to hold between three and six months running costs in free reserves and the level of these funds carried forward at the year-end represents between 4 and 5 months of budgeted expenditure for 2018/2019.

Governance

CRESST is dedicated to helping children and young people learn conflict resolution skills that can be used in their schools and communities.

Structure, governance and management

Governing document

CRESST is a charitable company limited by guarantee, incorporated on 12 September 2006 and registered as a charity on 15 November 2006. The company is governed by the Memorandum and Articles of Association. Every member has guaranteed that they will pay an amount not exceeding £10 in the event of the company being wound up.

The object of the charity is to advance the education of children and young people, and those adults who work with them, in the subject of non-violent conflict resolution.

Appointment of trustees

The trustees, who are also directors for the purposes of company law, are shown on page 1 of this report. Appointment of trustees is made against the following principles:

- Trustees are normally elected by the members at the Annual General Meeting.
- One third of the trustees must retire by rotation at each Annual General Meeting.
- Up to two trustees may be co-opted by the trustees.
- Up to three trustees may be nominated by the Sheffield Central Quaker Meeting provided that the nominated trustees do not form a majority of the Board.
- Other trustee vacancies are filled by open recruitment through the Voluntary Action Sheffield Volunteer Centre
- The trustees meet at least six times a year.

Public benefit

In planning and delivering our services and activities, the Trustees and staff at CRESST have given due regard to the need to ensure that the organisation provides public benefit following the Charity Commission's guidance on these matters. CRESST's charitable objectives and our annual declaration of activities and achievements (publicly available from the Charities Commission and Companies House) demonstrate that CRESST provides charitable services to all in South Yorkshire and its surrounding areas, free-to-access by its beneficiaries. CRESST is clearly meeting the requirements of the public benefit test - a charity providing benefits for the public and supported by the public!

Recruitment, induction and training of trustees

CRESST has established a procedure for the recruitment and appointment of new trustees. The Board reviewed the skill set of the current trustees and identified the areas required. Nominations have been requested from the Sheffield Central Quaker Meeting to fill the appropriate vacancies.

The requirement to undertake Criminal Records Bureau checks (now DBS) has been kept under review and consequently those trustees or workers who regularly work with children in school undergo an enhanced check. The Safeguarding Policy of the organisation is kept under review and support in the form of guidance and support/training is provided through the Sheffield Safeguarding Children Service. The Board's Safeguarding Trustee has undertaken both a three-year renewal of DBS clearance and a training update. (Both are considered to be best practice in this area of work) The trustee also sits on the Education Safeguarding Reference Group, a part of the Sheffield Children's Safeguarding Board working structures. CRESST is aware that where Trustees and volunteers work directly with school pupils the safeguarding procedures of the school are those that apply and they are aware of the latest DfE guidance on Keeping Children Safe in Education.

New trustees receive written induction materials about CRESST and about the role as trustees, including copies of all procedures, protocols and policies. They also have an induction briefing with the Chair of the Board and it is proposed going forward that they will also have a "trustee pair" to support them in the role.

Training opportunities from both local and national providers are made available to all trustees when a reasonable need is identified and they are agreed by the Chair of the Board.

Internal control and risk management

The trustees and staff conduct a regular assessment and review of the risks to which the charity is exposed and measures being taken to mitigate risks. The trustees have systems of internal control which help to minimise the risk of material financial mis-statement or loss.

These include:

- a set of financial standing orders which are kept under regular review
- a business plan and annual budget which are approved by trustees
- regular review by trustees of charity performance against the business plan and budget

Measures are taken to minimise other types of risk, including the supervision and appraisal for staff, regular reviews of policies and establishing systems for ensuring that the Board is regularly updated on CRESST performance and risks, as well as appropriately skilled to manage CRESST activities.

Directors' responsibilities for the financial statements

Company and charity law requires the Directors to prepare financial statements for each financial period, which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Directors are required to:

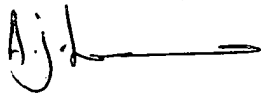
- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.
- State whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements.

The Directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable the Directors to prepare financial statements. The Directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

The trustees have taken advantage of the exemptions available to small companies, including the audit exemption (see statement on balance sheet).

This report was approved by the Directors at the AGM on 19 November 2019 and is signed on their behalf by:



Alison Warner
Director and Chair of the Board of Trustees
Conflict Resolution Education in Sheffield Schools Training

Independent Examiner's Report

Independent examiner's report to the directors of Conflict Resolution Education In Sheffield Schools Training ('the Company')

I report to the charity directors on my examination of the accounts of the Company for the year ended 31 March 2019.

Responsibilities and basis of report

As the directors of the Company you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to organisations preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: K Beresford
Kathryn Beresford FCA

Voluntary Action Sheffield
Community Accountancy Service
The Circle
33, Rockingham Lane
Sheffield S1 4FW

Date: 20 NOVEMBER 2019

Conflict Resolution Education in Sheffield Schools Training

Statement of financial activities
(incorporating the income and expenditure account)
For the year ended 31 March 2019

	Note	Unrestricted funds £	Restricted funds £	2019 Total £	2018 Total £
Income from:					
Grants	2	18,850	59,984	78,834	24,500
Donations and gift aid		723	-	723	5,343
Friends of CRESST events		860	-	860	766
Training courses		698	-	698	650
Schools training		7,632	3,000	10,632	12,440
Bank interest		770	-	770	940
Other income		-	-	-	40
		29,533	62,984	92,517	44,679
Expenditure on:					
Fundraising		-	-	-	420
Charitable activities	3	22,250	69,277	91,527	70,766
		22,250	69,277	91,527	71,186
Net income/(expenditure)		7,283	(6,293)	990	(26,507)
Total funds brought forward		43,015	17,434	60,449	86,956
Total funds carried forward		50,298	11,141	61,439	60,449

Conflict Resolution Education in Sheffield Schools Training

Balance Sheet

As at 31 March 2019

	Notes	2019 £	2018 £
Current assets			
Balance at bank and cash		95,504	66,247
Debtors	7	1,080	4,080
Total current assets		<u>96,584</u>	<u>70,327</u>
Creditors: amounts falling due within one year	8	(35,145)	(9,878)
Net current assets		<u>61,439</u>	<u>60,449</u>
Total assets less current liabilities		61,439	60,449
Total net assets		<u><u>61,439</u></u>	<u><u>60,449</u></u>
Represented By			
FUNDS			
General funds		50,298	38,684
Designated funds	11	-	4,331
Unrestricted funds		50,298	43,015
Restricted funds	12	11,141	17,434
		<u><u>61,439</u></u>	<u><u>60,449</u></u>

For the year ending 31 March 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The director's acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

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

Approved by the Board of Trustees on 19.11.19.

Signed on behalf of the board by:



Alison Warner
Director and Chair of the Board of Trustees

Company number: 05932383

1 Accounting Policies
(a) General

Conflict Resolution Education in Sheffield Schools Training is a charitable company limited by guarantee. In the event that the charity is wound up the liability in respect of the guarantee is limited to £10 per members of the charity. The address of the registered office is given in the company information on page 2 of these financial statements

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have also adopted Charities SORP (FRS 102) Bulletin 1 and taken advantage of the cash flow exemption.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

(b) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants are recognised in the period they are received unless the funder imposes conditions which have not been met at the year end, such as a time period over which the project is to be undertaken.

(c) Expenditure and liabilities

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is reported gross of irrecoverable VAT which is charged as a cost against the activity for which the expenditure was incurred.

(d) Tangible fixed assets

All items of capital expenditure below £500 are written off as incurred.

(e) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

(f) Trade debtors

Trade debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured, at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

(g) Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

(h) Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are to be used for specific purposes as laid down by the funder.

Conflict Resolution Education in Sheffield Schools Training

Notes to the financial statements (continued)

For the year ended 31 March 2019

(i) Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

(j) Going concern

The financial statements have been prepared on a going concern basis as the directors/trustees believe that no material uncertainties exist about the charity's ability to continue. Based on the adequacy of the charity's reserves as at the balance sheet date, along with the knowledge of the charity's ability to meet bills, payments and other liabilities as they fall due, the directors/trustees have a reasonable expectation that the charity has sufficient resources to continue in operational existence for the foreseeable future. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 Grants

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Unrestricted Funds £	Restricted Funds £	Total 2018 £
The Brelms Trust CIO	-	3,750	3,750	-	5,000	5,000
Garfield Weston Foundation	-	-	-	-	10,000	10,000
Sheffield Town Trust	2,500	2,000	4,500	2,500	-	2,500
#iwill:Youth Social Action Programme	-	-	-	-	5,000	5,000
United Way UK (Costco)	-	-	-	-	1,000	1,000
The Westcroft Trust	-	-	-	1,000	-	1,000
Allan & Nesta Ferguson Charitable Foundation	10,000	-	10,000	-	-	-
National Lottery Community Fund	-	33,768	33,768	-	-	-
Ganton Educational Trust	2,250	-	2,250	-	-	-
J G Graves Charitable Trust	-	900	900	-	-	-
Foundation Derbyshire	-	1,000	1,000	-	-	-
The Mollie Croysdale Charitable Trust	1,000	-	1,000	-	-	-
The Sir James Reckitt Charity	-	6,000	6,000	-	-	-
Sheffield Grammar School Exhibition Foundation	-	2,220	2,220	-	-	-
SOAR - Lets Build Health	-	1,000	1,000	-	-	-
W F Southall Trust	2,000	-	2,000	-	-	-
Wesleyan Foundation	-	9,346	9,346	-	-	-
The Westcroft Trust	1,100	-	1,100	-	-	-
	18,850	59,984	78,834	3,500	21,000	24,500

Conflict Resolution Education in Sheffield Schools Training

Notes to the financial statements (continued)

For the year ended 31 March 2019

3 Expenditure on charitable activities

	Note	Unrestricted Funds £	Restricted Funds £	2019 Total £	Unrestricted Funds £	Restricted Funds £	2018 Total £
Staff costs							
Salary costs	4	7,232	42,734	49,966	22,721	18,835	41,556
Freelance trainers		9,422	5,013	14,435	4,298	6,576	10,874
Communications manager consultant		514	2,461	2,975	-	-	-
Staff expenses (including training)		354	1,721	2,075	654	296	950
Payroll and pension administration fees		145	480	625	414	198	612
Direct costs							
Pupil training and teaching resources		519	1,580	2,099	47	2,841	2,888
Publicity and promotion		132	418	550	274	926	1,200
PM conference		563	1,656	2,219	-	2,326	2,326
Catering for courses		-	-	-	15	-	15
Evaluation		-	2,303	2,303	60	-	60
Office costs							
Rent		1,555	4,893	6,448	3,495	2,668	6,163
Insurance		171	370	541	375	152	527
Office equipment		1,015	3,678	4,693	465	763	1,228
Stationery, photocopy, postage & telephone		194	609	803	408	402	810
Volunteer costs		84	264	348	134	54	188
Other expenses		94	294	388	196	80	276
Support costs							
Board expenses	5	140	439	579	430	183	613
Independent examination	6	116	364	480	336	144	480
		<u>22,250</u>	<u>69,277</u>	<u>91,527</u>	<u>34,322</u>	<u>36,444</u>	<u>70,766</u>

4 Salary costs

	2019 £	2018 £
Salaries	47,032	39,725
Employer's national insurance costs	683	-
Employer's pension contributions	2,251	1,831
	<u>49,966</u>	<u>41,556</u>

The average number of monthly employees during the year was 3 (2018: 3). No employee was paid over £60,000.

5 Trustees and key management personnel remuneration, benefits and expenses

No remuneration was paid to any director/trustee during the year nor to any person connected to them. Expenses of £78 (2018: £95) was paid to one trustee during the year. In addition training costs of £500 (2018: £nil) in relation to the trustees were incurred in the year.

Benefits payable to key management personnel amounted to £26,412 (2018: £22,332). Key management personnel is considered to be the Programme Director.

6 Independent examiner's fees

	2019 £	2018 £
Independent examiner's fees for reporting on the accounts	<u>480</u>	<u>480</u>
Other fees paid to the independent examiner's organisation during the year for payroll	<u>317</u>	<u>364</u>

Conflict Resolution Education in Sheffield Schools Training

Notes to the financial statements (continued)
For the year ended 31 March 2019

7 Debtors		2019	2018
		£	£
Training debtors		600	3,600
Other debtors		480	480
		<u>1,080</u>	<u>4,080</u>

8 Creditors: amounts falling due within one year	Note	2019	2018
		£	£
Deferred income	9	29,913	3,750
Peer Mediation Network (held funds)	10	647	607
Other creditors		4,585	5,521
		<u>35,145</u>	<u>9,878</u>

9 Deferred income		2019	2018
		£	£
Deferred income as at 1 April 2018		3,750	13,750
Income deferred during the year		29,913	3,750
Income released to grants		(3,750)	(13,750)
Deferred income as at 31 March 2019		<u>29,913</u>	<u>3,750</u>
Split between:			
Creditors: amounts falling due within one year		29,913	3,750
Creditors: amounts falling due after one year		-	-
		<u>29,913</u>	<u>3,750</u>

10 Peer Mediation Network (held funds)		2019	2018
		£	£
Held funds as at 1 April 2018		607	452
Funds received during the year		100	155
Funds paid during the year		(60)	-
Held funds as at 31 March 2019		<u>647</u>	<u>607</u>

Peer Mediation Network is a small national network of organisations delivering mediation training for young people in schools. It meets 3 times a year to share knowledge, skills and best practice. CRESST is a long standing member of the network and, for operational ease, manages its very small number of financial incomings and outgoings.

11 Designated funds

	Balance at			Balance at
	1 April 18	Expenditure	Transfers	31 March 19
	£	£	£	£
Youth Resolving Conflict	4,331	-	(4,331)	-
	<u>4,331</u>	<u>-</u>	<u>(4,331)</u>	<u>-</u>

Youth Resolving Conflict

CRESST has been awarded 3 years funding from the Big Lottery Fund (Reaching Communities Fund), to commence on 1 September 2018. The trustees have agreed that the £4,331 remaining from the £20,000 funds, designated for YRC in 2017/2018, should be utilised in 2018/2019 to help fill the funding gap to September 2018 and the funds have therefore been transferred from designated funds to general funds.

Conflict Resolution Education in Sheffield Schools Training

Notes to the financial statements (continued)
For the year ended 31 March 2019

11 Designated funds (Continued)

<i>Prior year</i>	<i>Balance at 1 April 17 £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 18 £</i>
<i>Youth Resolving Conflict</i>	20,000	(15,669)	-	4,331
	<u>20,000</u>	<u>(15,669)</u>	<u>-</u>	<u>4,331</u>

12 Restricted funds

	<i>Balance at 1 April 18 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 19 £</i>
Young Peacemakers Project	9,166	27,316	(36,482)	-	-
Youth Resolving Conflict	8,268	34,768	(31,895)	-	11,141
IT project	-	900	(900)	-	-
	<u>17,434</u>	<u>62,984</u>	<u>(69,277)</u>	<u>-</u>	<u>11,141</u>

Young Peacemakers Project is our work in providing Conflict Resolution training in primary schools.

Youth Resolving Conflict is our work in providing Conflict Resolution training in secondary schools.

Prior year

	<i>Balance at 1 April 17 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 18 £</i>
<i>Young Peacemakers Project</i>	16,444	16,690	(23,968)	-	9,166
<i>Youth Resolving Conflict</i>	14,744	6,000	(12,476)	-	8,268
	<u>31,188</u>	<u>22,690</u>	<u>(36,444)</u>	<u>-</u>	<u>17,434</u>

13 Related party transactions

There were no related party transactions during the year other than those disclosed in note 5.

14 Net assets by fund

	<i>General funds £</i>	<i>Designated funds £</i>	<i>Restricted Funds £</i>	<i>2019 Total £</i>
Current assets	55,530	-	41,054	96,584
Creditors: amounts falling due within one year	(5,232)	-	(29,913)	(35,145)
	<u>50,298</u>	<u>-</u>	<u>11,141</u>	<u>61,439</u>

Free reserves - general funds excluding tangible fixed assets

50,298

Prior year comparison

	<i>General funds £</i>	<i>Designated funds £</i>	<i>Restricted Funds £</i>	<i>2018 Total £</i>
Current assets	44,812	4,331	21,184	70,327
Creditors: amounts falling due within one year	(6,128)	-	(3,750)	(9,878)
	<u>38,684</u>	<u>4,331</u>	<u>17,434</u>	<u>60,449</u>

Free reserves - general funds excluding tangible fixed assets

38,684

Conflict Resolution Education in Sheffield Schools Training

Notes to the financial statements (continued)

For the year ended 31 March 2019

15 Statement of financial activities - prior year comparison

	Unrestricted Funds £	Restricted Funds £	2019 Total £	Unrestricted Funds £	Restricted Funds £	2018 Total £
Income from:						
Grants	18,850	59,984	78,834	3,500	21,000	24,500
Donations and gift aid	723	-	723	5,343	-	5,343
Friends of CRESST events	860	-	860	766	-	766
Training courses	698	-	698	450	200	650
Schools training	7,632	3,000	10,632	10,990	1,450	12,440
Bank interest	770	-	770	940	-	940
Other income	-	-	-	-	40	40
	29,533	62,984	92,517	21,989	22,690	44,679
Expenditure on:						
Fundraising	-	-	-	420	-	420
Charitable activities	22,250	69,277	91,527	34,322	36,444	70,766
	22,250	69,277	91,527	34,742	36,444	71,186
Net income/(expenditure)	7,283	(6,293)	990	(12,753)	(13,754)	(26,507)
Total funds brought forward	43,015	17,434	60,449	55,768	31,188	86,956
Total funds carried forward	50,298	11,141	61,439	43,015	17,434	60,449