

CROYDON COMMUNITY MEDIATION



Annual Report

for the year to
31st March 2007



**CROYDON
COUNCIL**
www.croydon.gov.uk



Report of the Trustees
and Financial Statements
for the year ended 31st March 2007

Company Information

TRUSTEES

David Bowen *until 20th July 2006*

Gilly Gajdatsy – Treasurer & Company Secretary *from 20th July 2006*

Joyce Howson *from 20th July 2006*

Cynthia Maxwell *from 20th July 2006*

Barbara Ottaway

Graham Owen - Chair

Cathy Pleasance

David Rees - Treasurer & Company Secretary *until 20th July 2006*

Pamela Sellman *from 20th July 2006*

Philip Webb *until 20th July 2006*

STAFF

Françoise Grimshaw – Service Manager

Doris Amenonyoh - Casework & Medyp Co-ordinator

Christopher Lawton - Finance Administrator

Margaret Earl – Casework Co-ordinator *part time until July 2006*

BANKERS

Cafcash Limited

POBox 289

West Mailing, Kent, ME19 4TA

The Cooperative Bank plc

POBox 101

1 Balloon Street

Manchester, M60 4EP

AUDITORS

The Kings Mill Partnerships

75 Park Lane

Croydon, Surrey, CR9 1XS

ADDRESS

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Company Registration Number 3973287

Charity Registration Number 1088222



Chair's Report

Graham Owen

CCM Trustee and Assistant Director of Housing, Croydon Council

Welcome to the seventh Annual Report of Croydon Community Mediation Service. 2006/07 has been a year of change in the service with some of our long standing members stepping down. We all know that mediation is a people service, relying on the skills and commitment of its staff and volunteers to provide a high quality service. So, it is fitting that I spend some time recognising the efforts of CCM's people, past and present.

First of all, within the Trustee group, there have been a number of changes. We welcomed new trustees to the Board at the AGM last summer when Pamela, Cynthia, Joyce and Gilly were approved by the membership. David Rees, Phillip Webb and David Bowen stepped down after contributing in ways big and small to the service. At this year's AGM we will lose Cathy Pleasance, one of the original trustees and a constant source of support to the service. Her experience and wisdom will be missed.

As I have said in past reports, the Board has found it difficult to recruit and retain committed trustees. That is not to say that we do not have support from time to time. During the year others have come forward to help either as co-opted trustees or through the work of our various sub committees. The Board recognises and values their support. We need to redouble our efforts to recruit trustees.

On the staffing side, we have been planning with Françoise her retirement from the service after seven sterling years. During this time she set up the service from scratch, steering its development and, in so doing, undertaking a bewildering range of tasks and responsibilities. The service will naturally change following the loss of such an influential leader. However, we welcome our new service manager, Dorothy McEwan, who joined us shortly before the AGM. We look forward to working with Dorothy.

There have been other changes amongst the staff and volunteers who support the service on a day to day basis. Our thanks go to Chris, who is standing down from the role of administrator, to Irene and to Daphne. Also to Deepthi and Bhamini, who set up our new accounting system, and to Bernie who kept the accounts going when Bhamini left for another placement. Thanks also are due to Doris, our MEDYP co-ordinator, who stepped in to cover extra work at short notice.

We look ahead to the coming year and the challenge of responding to calls for help from a cross-section of our local society. I am confident that the service will respond as it has in the past to meet that challenge successfully.

Service Manager's Report



Françoise Grimshaw
CCM Service Manager

Task force

This has been my last full year as service manager; it certainly has not been a leisurely one, as over the years my tasks have grown considerably.

It can be demanding to attempt to do everything, and 'fill the gaps' each time an enterprise is underway but short of hours to complete it. Volunteers availability varied and rarely matched demand, especially at holiday times. Yet despite this, we have had a successful year, thanks to the dedication of Trustees, mediators, office volunteers and staff.

At the end of last financial year, we were very short of Trustees and some were due to retire at the AGM. We have remedied the situation and are now getting regular offers of help, for all aspect of our organisation's work. This is due to the development of new websites for volunteering, and for this, special thanks are due to Sutton Volunteer Centre for enabling access. In this way we have been especially fortunate to attract office volunteers of a very high calibre, notably Bhamini in the Autumn, and Deepthi from last Summer onwards.

Mediation cases

Our mediation referrals have been coming slowly but steadily this year, and our success rate has improved. The improvement is due to the fact that we are working with cases for longer, mediators rarely take 'no' for an answer, and act quicker when one side is still not satisfied. This year more shuttle mediation and written summaries of understandings have taken the place of face to face meetings when clients will not contemplate this option. Cases sometimes 'come and go' between referrers and ourselves, in an effort to enable conciliatory moves between clients. As our referrers are mostly tenancy/housing officers, this entailed maintaining good working relationships with Housing Departments, for the benefit of clients.

The Medyp project has also taken off in earnest during the year, with a welcome increase in self-referrals by parents. When parents decide that they have a problem with a young person, and arrange to have a meeting, this has far more chance of being successful than when a young person is encouraged by a third party to contact us.

We have the advantage of being readily available by appointment for the whole family when other services are not, and this is appreciated by busy parents.

Mediation training, practice and standards

Our service prides itself on the maintenance of good standards, and this is supported financially by Croydon Council.

This year we have worked steadily at improving mediators performance, via our supervisors group, and started to train new mediators who will be ready to mediate in the Summer.

Unfortunately the position of mediation at national level became very precarious last autumn, due to the withdrawal of funding for our national umbrella organisation, Mediation UK, which ceased trading. As a result, all national qualifications in community mediation are currently suspended.

Nevertheless, I have designed a new course with the Open College Network London Region to replace, temporarily, the national one and also to provide qualifications in conflict resolution for people outside the service. Hopefully this will help us attract fees and funding in the years to come.

Young people have also been at the centre of my concern when providing training opportunities, so they can develop their interest and conflict skills with our service. Young people need short-term opportunities to learn something new and adjust to the future work market. This has been a very rewarding aspect of my job this year, even though young people can be changeable and very elusive at times.

Working with young people and families is included in my concern for good practice, an area which we are developing in parallel with current standards promoted by the Children's Department.

Towards the end of the service year, we renewed contacts with the Community Legal Service, regarding the community mediation CLS Quality Mark. This has allowed us to reflect on all the process changes, reviews and improvements during the last two years. The conclusion is that we are almost ready for an audit, the only remaining task will be the continuous updating and referencing of the accompanying paperwork.

Publicity

During the year, we have made much headway in the way we publicise the service to families and to young people, with their help, for instance in designing leaflets/poster.

We have had some opportunities of raising awareness of mediation, the most notable being an award winning picture (taken by Darren) in a new CVA calendar, when we celebrated Peace Week. *(See last page)*

What next ?

When we allow ourselves to dream about how mediation can change lives, 'the sky's the limit' ... However in practical terms, money and time are the limiting factor.

Money to fund a post which the service needs is our most difficult hurdle, and I have worked overtime to try to achieve this. Today, no news is available about future additional funding for Medyp or for the main service. We have many mediation projects ready on the 'back burner', but not enough volunteers or trustees with time to develop them.

Thus I am delighted that a new manager with significant experience in this field - Dorothy McEwan - has been found to replace me, and hopefully move the service in exciting and beneficial directions.

Many of those who started the service with me in 1998 have left or are leaving soon, but the service is ready and solid enough to become the new wave and take on new challenges. The amazing thing about mediation is that it does not leave people untouched - it can have an effect long after contacts have ceased.

I am very much richer for having led the service for the past nine years, and I could not have done so without the support and hard work of so many. Together we struggled through difficulties, supported each other, enjoyed the journey, managed to laugh sometimes, and learnt the meaning of C words: co-operation, conciliation, consensus, concern, circles, challenge, co-working, consultation, conferencing, compassion, circumspection, co-creativity...and computer maintenance! These memories will stay with me, with us, at other times, in other projects, in other relationships, because we can never undo those changes which made a difference to our lives.



MEDYP

Doris Amenonyoh

MEDYP Project Co-ordinator

Having secured funding to provide mediation for young people and their families in 2005, we have developed and consolidated our MEDYP service during the year.

Amidst changes in services for families, it was important for us to secure a place on the map of services for young people in Croydon. We devoted a considerable amount of time to raise awareness among service providers in both the statutory and voluntary sector, for instance Connexions, Croydon Supplementary Education Project, Croydon Drop –In, Off the Record, Early Intervention Teams, Millennium Volunteers, MaPS First Step. We met with staff, discussed joint work, and made leaflets and posters available.

We contacted and visited schools and colleges in the borough. We aimed to feature in newsletters, offered workshops, and provided advice on developing peer mediation.

It takes time to negotiate, which is understandable considering staff heavy work load, and funding constraints. There is mounting interest from schools to deliver workshops, and occasional signposting of pupils.

We reached out to a growing number of young people and parents, through the distribution of leaflets and speaking with them at publicity events. We have maintained good relationship with all organisations and as a result, we have filled an existing gap in specialist services for families in the borough.

We worked in partnership with the Foyer@Croydon, where we helped young people acquire skills in conflict resolution last summer. We secured a joint project with Parentlineplus in New Addington, helping young people acquire new skills and deal with conflicts due to start April 07 for 15 months. The later, is not only good publicity for the project, but also provide some funding for the work we do with them.

We have delivered a service to families in crisis, dealing with a variety of issues ranging from discipline at home, problems at school, homelessness, and issues with friends, respect, bullying, trust, etc.

Enquiries have increased during the year, but they fluctuate according to school and other external pressures.

More than half of the young people seen were 15 years or under. Over half were girls.

We held individual sessions with each person followed by one or more joint family meetings. In this period we held a total of 47 individual intake sessions and 35 joint mediation sessions. We involved as many individual household members as possible, including fathers, who normally tend not to attend other family services. All fathers invited did attend meetings, except one.

All the families we have seen have had either a verbal or written agreement, and almost all reported improvement in communication, behaviour and relationships. 2 young persons were not living at home, but then went back home, 2 young persons were out of school and resumed attendance. In many situations, the situation at school improved somewhat.

Following short interventions, many families found they were in the position to sort things out themselves.

Families are satisfied about their contacts with the service and tell their friends, who then ask for help. We even had such an enquiry from a family in Newcastle.

Certainly, we have offered families a safe place to discuss problems understand each other better, negotiate solutions and communicate better (see clients feed back pages).

Our approach has been to respond quickly, involve all concerned in discussions or meetings and offer appointments, in the evening and on Saturdays. In this way we do not build waiting lists.

Another aim was to recruit young people on our conflict resolution skills training courses. We managed to enrol some young people, but are having difficulty retaining some of them due to their busy lives and the pressure of exams.

We also improved our young people resources and developed additional leaflets for reaching pupils 13 and under. A group of pupils from Norbury Manor CE Girls School developed a poster and leaflet for last summer's AGM. We have since used these in different ways. We have also been working on an information pack of services in the borough for young people who visit us. We have organised two forthcoming work placements for 15 year olds, and hope this will be an ongoing service we provide schools.

Our Youth Matters sub-committee has worked on updating our child protection policy and procedures. The sub-committee includes some Trustees, mediators, volunteers and staff, including the service manager.

It has also been a busy year for me. I have had to juggle co-ordinating the project, completing unit four of my OCNLR mediation qualification, mediating with families, and, more generally, responding to CCM clients requests.

Thanks to our dedicated mediators and volunteers, we have been on target with the aims and objectives of the year, which were to deliver a quality service to the families, create awareness, explore ways of increasing referrals, recruit & train young people, create a pool of people interested in youth matters.

The manager's contribution and dedication to the project has been essential, bearing in mind that I only works part time and could not have accomplished this alone. Of course we could not have done all the above without the Tudor Trust, Croydon Relief in Need, the Community Chest and the Police who funded us, and the Housing department's support for the whole service.

The future of MEDYP is uncertainty, as the current funding for the project runs out in June. We have saved enough to last until the end of 2007 but not beyond. Securing future funding is a matter of urgency if we are to continue supporting families and prevent communication breakdown. Young people and their families clearly appreciate our support, and we believe that this interventional work should remain available and become permanent.

Mediation Magic

some quotes from 2006 - 2007

In a world focused on achieving measurable targets, the success of mediation can be difficult to quantify. Many people think mediators take complaints and act on them, or listen to tales of woes and then give advice, or are even cheap alternatives to legal advocacy. Mediators do none of that, they are experts in the art of facilitating joint meetings and working towards future agreements; they enable participants do resolve their conflicts for themselves. The conflict situations we deal with have often lasted for years and clients are very dissatisfied with their life. The usual remedies have not worked and tempers have frayed. Ill health is often a component in their worries. So what do our interventions achieve? What do people say?

A very experienced mediator:

‘In a world made of round and square pegs, we are still able to be hexagonal’.

In other words, mediators are thoughtful, creative, and often go that extra mile, just to make sure people feel understood and able to make improvements in their lives.

At the most simple level, clients’ feedback is clear: we are an organisation of friendly, helpful, polite people.

‘We found G and H (mediators) very helpful, not like Mr and Mrs T ‘(neighbours).

When clients are tormented by what is happening to them, or their own thoughts about it, they welcome the opportunity to just say it all, from their point of view. Knowing there is someone to turn to if problems re-occur is also important, and so is the support given, when something new is attempted.

‘What I have gained...is the definite knowledge that I want to make deep and lasting changes for myself...no change is necessary in other people....I have got to change...’

Sometimes, only one person is pleased with the outcome of mediation; it is as if once a person has attracted a bad record from a neighbour it is almost impossible to erase bad memories, and these interfere with the current situation. However, having been able to vent frustrations goes some way to stabilise the situation.

‘I would like to leave it for a while longer, to see what else develops. Time will tell!’ (previously dissatisfied party)

When people realise that talking is the only sensible solution, or that waiting for a decision - from the other party - could take a long time, they may make a surprising turn around, after discussing their problem with a mediator:

If I've got to do the talking (with my neighbour, at a joint meeting), I might as well do it myself!'

And that client did, and they are now on friendly terms.

The best achievement to be hoped for sometimes is for people to decide to stop complaining about each other to their landlord. This may involve discussing the pros and cons of staying on the warpath, with the associated cost to their health and mental stability. It obviously helps if previous misunderstandings are cleared, and apologies are provided, but burying the hatchet may not be possible when too much has gone on in the past.

'I would be interested to know how successful mediation has been in this case... I have not heard a peep out of them since!' Housing Officer

Families also have much to say after meeting:

'I have more belief in my son, more confidence in his decisions; I know that my prime purpose is to support my son, though not always to agree or accept. I know what is most important to me and I am clearer about what is less so.' Mother

What was helpful? Being able to talk to C (other young person) without her mum and her sister interfering.... I no longer feel intimidated. Teenage girl

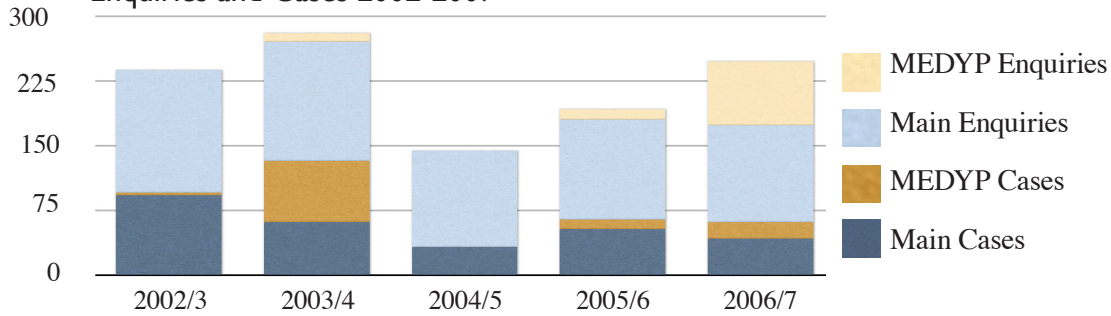
My son was able to talk more openly than he has for a long time. Also I learnt things I didn't know about. Father

The situation has greatly improved by **'learning from the mediators new strategies for communicating with each other'**. Mother

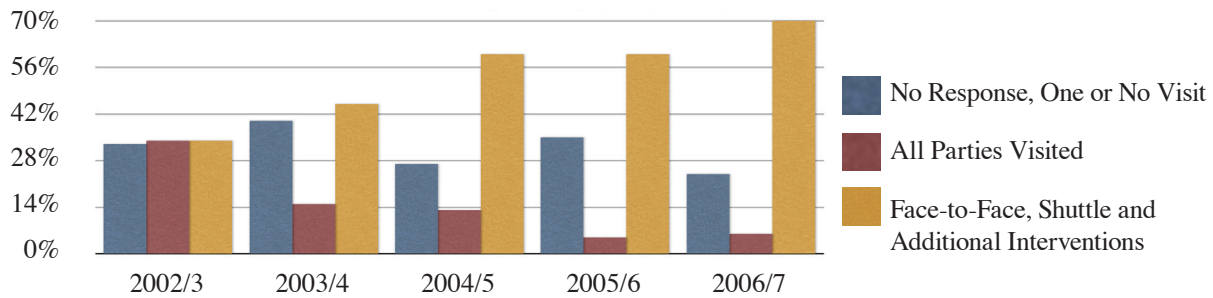
'I felt very supported and listened to when I was given the opportunity to speak during sessions.' Young person'

Service Delivery Statistics

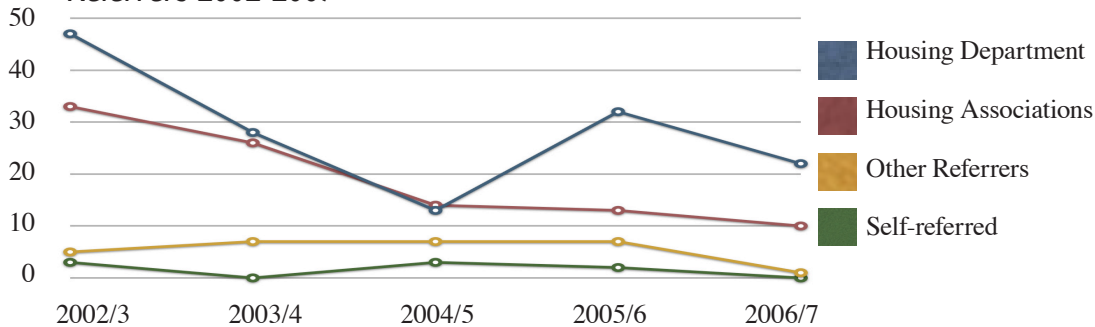
Enquiries and Cases 2002-2007



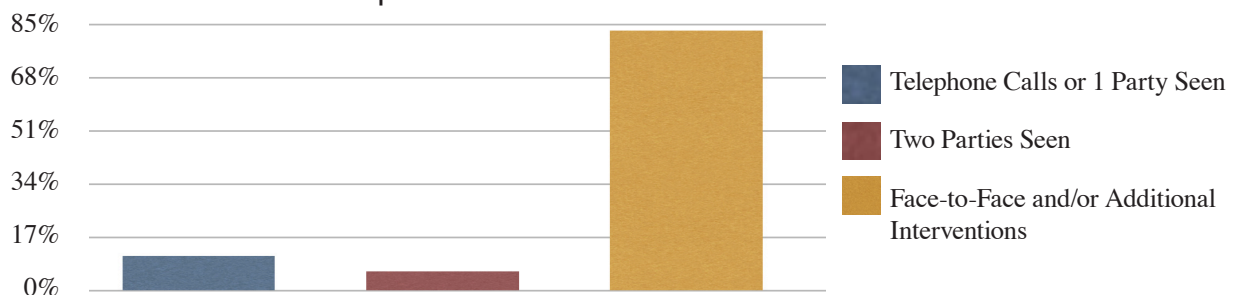
Results for all Main Service Closed Cases 2002-2007



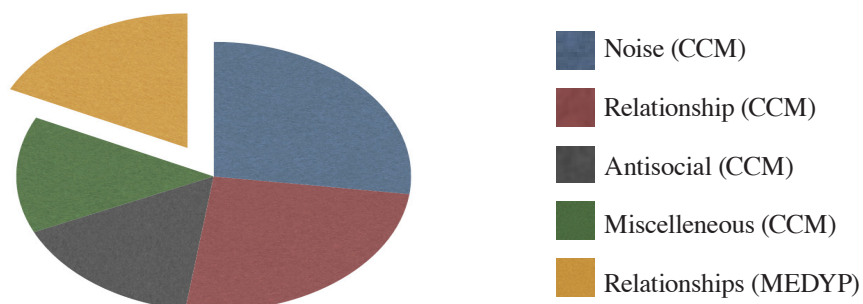
Referrers 2002-2007



MEDYP Closed and Open Cases 2006-2007



Types of Dispute 2006-2007





Treasurer's Report

Gilly Gajdatsy

CCM Trustee & Treasurer and Company Secretary

Income for 2006-7 was almost £6,000 - lower than in the previous year, due to reduced funding for the MEDYP project. Expenditure for 2006-7 was £2,000 more than in the previous year. The balance carried forward at 31/3/07 is £11,420. This indicates a problem in the long term, unless we find additional sources of funding, or earn income in some other way.

We now have a statement of reserves in accordance with current SORP requirements, included in this Annual report.

signed

Gilly Gajdatsy

Treasurer and Company Secretary

Report of the Trustees

The Trustees, who are also Directors of the company for the purposes of the Companies Act, present their report together with the audited financial statements of the company for the year ended 31 of March 2007.

The Objects of Croydon Community Mediation

To promote for the public benefit, in the London Borough of Croydon and surrounding areas, with a view to the preservation of public order, the provision of services directed towards mediation, conciliation, reconciliation and reparation, between individuals, organisations or groups involved, or likely to be involved in, disputes or interpersonal conflict;

To advance the education of the public, in the London Borough of Croydon and surrounding areas, in the methods of mediation, conciliation, reconciliation, reparation, in the needs of victims and offenders for such services, and in the means of managing such services.

Background to Croydon Community Mediation

CCM started in May 1998 with support and funding from the Housing Department, to offer mediation to the Croydon community, and specifically to Council tenants and Social Landlords tenants. The service is an independent Company, Limited by Guarantee, and a Charity, supported financially by the Council, some Housing Associations and various charitable trusts.

The term 'community mediation' covers any mediation which is not concerned with family law, commercial or financial disputes.

Mediation enables people who are in conflict with others, to find their own solutions and negotiate a fair agreement, with the help of a third party, called a mediator. This happens during joint sessions, organised on the service's premises. Usually, a resolution happens quickly once people have decided to give it a try and when there is a safe environment and atmosphere, with ground rules, to guide communication.

Mediation can be very successful between neighbours. Life becomes much more peaceful when all adjust to and respect each other's needs. The most common problems involve noise, boundaries, repairs, cars, animals, boisterous children, smells and habits or behaviours which disturb those living close by. Mediation can really change people's lives, and usually costs less than any other action: it makes financial sense to avoid long lasting disputes, some of which end up in court, or people having to move house. Emotionally too, it is so much better to resolve a quarrel between people than allowing it to fester, thus avoiding sleepless nights, worry, anger, inability to concentrate, etc. When people talk to each other, they understand each other better, and therefore improve the situation.

Currently the MEDYP service (MEDiation for Young People) offers mediation to young people and others they are in a relationship with, such as parents, family, friends, classmates, etc. This work aims to prevent homelessness, school exclusion, and more generally dropping out of society. The funding for this service will run out in December 2007, but applications have been made for further funds.

CCM is always looking at ways of developing its work and is always ready to help people in dispute resolve their issues in a conciliatory manner, be it in a work situation, in schools, in groups, between friends and relatives.

CCM conforms to high national standards of organisation and service delivery in community mediation, in training, and in the management of volunteers. CCM follows Croydon Council policies and has its own child protection policy.

CCM is an independent, confidential, impartial, and voluntary mediation service.

Trustees Financial Management Statement

Statement of Trustees' Responsibilities

Company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements the directors are required to:

- a. select suitable accounting policies and apply them consistently;
- b. make judgements and estimates that are reasonable and prudent;
- c. prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the company, and enable them to ensure that the financial statements comply with the Companies Act 1985.

So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware, and they have taken all of the steps necessary that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

In accordance with section 385 of the Companies Act 1985, a resolution will be put to the forthcoming Annual General Meeting that The Kings Mill Partnership, Chartered Accountants, be re-appointed as the Company's auditors for the ensuing year.

Small company exemption

Advantage is taken in preparing this report of the special exemptions applicable to small companies conferred by Part VII of the Companies Act 1985 and the Financial Reporting Standard for Smaller Entities.

Policies and procedures

CCM has a Finance and Premises Sub-Committee which consists of:
The Treasurer, Chair, Manager, Administrator and any other person with suitable interest and experience.
Responsibility for fundraising is the responsibility of the Projects and Planning Sub-Committee.

Weekly

The Senior Administrator, Manager and Treasurer deal weekly with financial matters. They maintain records of all financial transactions. The Administrator logs all cheques, invoices and petty cash transactions regularly, overseen by the treasurer and/or manager.

Bi-monthly

The Treasurer keeps the Board of Trustees informed at each meeting, and submits financial reports, when are then discussed and approved.

Quarterly

Spending is monitored at the end of each quarter and compared with the budget. Adjustments are then made accordingly.

Yearly

CCM financial year is 1st April to 31st March. Following the end of the financial year the Treasurer prepares a draft financial statement for the Trustees. This also forms part of the full details prepared for the Auditor. The Auditor prepares the Audited Accounts in accordance with requirements by the Charity Commissioners, by May/June for inclusion in the Annual Report and AGM in July.

At the AGM, Auditors are appointed by the membership, and Officers if necessary are appointed at the following Board of Trustees meeting. The Annual Report, including the Treasurer's report and the audited accounts, are approved first by the Trustees, then by the membership at the AGM. The Annual reports are available on the organisation's website.

Cheques

The Trustees approve a short list of members who are allowed to sign cheques. There is a major account with Cafcash and a separate petty cash account with the Co-operative Bank. All cheques for the main account must have two approved signatories. Petty cash cheques to a maximum sum of 75 pounds are signed by the Administrator.

Budgets

Budgets are prepared on an bi-annual basis by the Treasurer and Manager in consultation with the Finance and Premises Sub-Committee.

Security for Cash and Cheque Books

All cash is secured in a locked safe. Cheques are always kept in a safe place, and the premises are locked at all times.

Retention of Financial Records

Financial Records are kept for periods laid down by The Charity Commission and other statutory authorities.

Reserves Policy

The service aims to manage prudently and within budget. We retain a reserve of £2,000 for exceptional circumstances. If such circumstances arise which are beyond the capacity of the reserve, it would be raised with the Council for further consideration.

Fundraising

The trustees regard fundraising as an important means of obtaining funds required by the charity, in order to provide a mediation service to wide range of clients. Other grants and contributions supplement the income from the local authority, and are usually tied to specific projects. If the Medyp project is to continue, we need to be successful with current and future funding applications.

Additional Funding

For the coming year, the organisation has an interim strategy and business plan to cover changes in staffing and possible new directions. This will operate until the new strategy and business plan for 2008-11 is in place. We are currently investigating additional sources of funding, such as charging fees for some services to small organisations.

This and Previous Annual Reports and documents are available on www.croydonmediation.org.uk

This financial management statement was approved by the Board in June 07

Gilly Gajdatsy
Treasurer/Company Secretary

Independent Auditors' Report

To the members of Croydon Community Mediation

We have audited the financial statements of Croydon Community Mediation for the year ended 31st March 2007 which comprise the Statement of Financial Activities, the Balance Sheet and related notes. These financial statements have been prepared in accordance with the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities.

This report is made solely to the charitable company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

The responsibilities of the trustees (who are also the directors of Croydon Community Mediation for the purposes of company law) for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK & Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the company is not disclosed.

We read the Trustees' Report and consider the implications for our report if we become aware of apparent misstatement within it.

BASIS OF AUDIT OPINION

We conducted our audit in accordance with International Standards on Auditing (UK & Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed. We planned and performed our audit in order to obtain all the information and explanations which we considered necessary to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud, error or other irregularity. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charitable company's affairs as at 31st March 2007 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended; and
- the financial statements have been properly prepared in accordance with the Companies Act 1985.

Derek Mitchell
Kings Mill Partnership
Chartered Accountants
75 Park Lane
Croydon
Surrey, CR9 1XS

Statement of Financial Activities

For the year to 31st March 2007

	notes			2007	2006
INCOME AND EXPENDITURE		Unrestricted Funds	Restricted Funds	Total £	Total £
INCOMING RESOURCES					
Grants Received	2	71,398	14,500	85,898	88,119
Social Housing Landlord Fees		3,150		3,150	5,450
Miscellaneous Fees and Donations		315		315	1,590
Gross Interest Received		746		746	662
		<u>75,609</u>	<u>14,500</u>	<u>90,109</u>	<u>95,821</u>
RESOURCES EXPENDED					
Direct Charitable Expenditure	3	75,166	14,617	89,783	81,993
Governance Costs	3	919	48	967	6,893
		<u>76,085</u>	<u>14,665</u>	<u>90,750</u>	<u>88,886</u>
TOTAL RESOURCES EXPENDED					
NET INCOMING RESOURCES		<u>(476)</u>	<u>(165)</u>	<u>(641)</u>	<u>6,935</u>
Balance brought forward at 1 April 2006		5,334	6,727	12,061	5,126
Balance carried forward at 31 March 2007		<u>4,858</u>	<u>6,562</u>	<u>11,420</u>	<u>12,061</u>

Balance Sheet

At 31st March 2007

	notes	2007		2006	
		£	£	£	£
Fixed Assets					
Tangible assets	6		2,081		2,555
Current Assets					
Debtors	7	2,000		2,300	
Cash at Bank and in Hand		9,412		22,673	
		<u>11,412</u>		<u>24,973</u>	
Creditors					
amounts falling due within 1 year	8	<u>2,073</u>		<u>15,467</u>	
Net current assets			<u>9,339</u>		<u>9,506</u>
Total assets less current liabilities			<u>11,420</u>		<u>12,061</u>
Income Funds					
Unrestricted Funds	10		4,858		5,334
Restricted Funds	11		6,562		6,727
Total Funds			<u>11,420</u>		<u>12,061</u>

These financial statements are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

The financial statements on pages 18 to 23 were approved by the board of directors on 4th June 2007 and signed on its behalf by:

Graham Owen	Gilly Gajdatsy
Chair	Treasurer and Company Secretary

Notes to the Financial Statements

For the year to 31st March 2007

1. Accounting Policies

Basis of Accounting

The financial statements have been prepared under the historical cost convention and follow the recommendations in Accounting and reporting by Charities: Statement of Recommended Practice issued in October 2005.

The company has taken advantage of the exemption from preparing a cash flow statement conferred by Financial Reporting Standard No.1 on the grounds that it qualifies as a small company under the Companies Act 1985.

Income

Income are recognised in full in the Statement of Financial activities in the year in which they are received.

Depreciation

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value over their estimated useful lives as follows:

- Furniture and Equipment - 25% on written down value
- Computer Equipment - 25% on written down value

2. Income

	Unrestricted Funds	Restricted Funds	2007 Total £	2006 Total £
Croydon Council Grant	13,000	-	13,000	13,000
Croydon Housing Dept. Funding	58,398	-	58,398	53,979
The Croydon Relief in Need Charities	-	2,500	-	5,000
Croydon Voluntary Action	-	-	-	2,140
The Tudor Trust & Other Grants	-	12,000	14,500	12,000
Metropolitan Police Grant	-	-	-	2,000
	<u>71,398</u>	<u>14,500</u>	<u>85,898</u>	<u>88,119</u>

Notes to the Financial Statements (continued)

For the year to 31st March 2007

3. Expenditure

			2007	2006
Direct Charitable Expenditure	Unrestricted Funds	Restricted Funds	Total £	Total £
Staff Costs	52,563	12,286	64,849	58,435
Mediators Training & Supervision	2,896	187	3,083	4,261
Sessional Workers Fees	-	-	-	2,548
Insurance & Subscriptions to Membership	2,651	-	2,651	2,177
Office Volunteers Expenditure	836	58	894	462
Premises Costs	9,662	112	9,774	9,486
Printing, Postage, Stationery & Telephone	2,506	1,318	3,824	4,368
Mediation Expenses	181	7	188	256
Legal & Professional Fees	-	-	-	896
Publicity & Fundraising	769	459	1,228	3,178
General Expenses	751	2	753	829
Repairs & Maintenance	1,390	-	1,390	634
Depreciation	494	188	682	483
Payroll & Bookkeeping	467	-	467	-
	<u>71,398</u>	<u>14,500</u>	<u>85,898</u>	<u>88,119</u>

			2007	2006
Governance Costs	Unrestricted Funds	Restricted Funds	Total £	Total £
Annual General Meeting	214	48	262	250
Auditor's Remuneration	704	-	705	623
	<u>919</u>	<u>48</u>	<u>967</u>	<u>873</u>

4. Staff Costs

			2007	2006
	Unrestricted Funds	Restricted Funds	Total £	Total £
Wages & Salaries	43,646	10,282	53,928	37,606
Employers National Insurance	3,908	843	4,751	3,440
Pension Costs	5,009	1,161	6,170	4,625
	<u>52,563</u>	<u>12,286</u>	<u>64,849</u>	<u>45,671</u>

There were no employees earning £50,000 or more during the year.

	2007	2006
The average number of employees during the year was:	<u>3</u>	<u>3</u>

Notes to the Financial Statements (continued)

For the year to 31st March 2007

5. Sessional Workers Fees

		2007	2006
Unrestricted Funds	Restricted Funds	Total £	Total £
0	0	0	2,548

6. Tangible Fixed Assets

	Furniture & Equipment	Computer Equipment	Total
Cost			
At 1st April 2006	1,842	2,128	3,970
Additions	0	207	207
At 31st March 2007	1,842	2,335	4,177
Depreciation			
At 1st April 2006	416	999	1,415
Charge for year	347	334	681
At 31st March 2007	763	1,333	2,096
Net Book Value			
As at 31st March 2007	1,079	1,002	2,081
As at 31st March 2006	1,426	1,129	2,555

7. Debtors

	2007	2006
Prepayments	2,000	2,000
Other Debtors	0	300
	2,000	2,300

Notes to the Financial Statements (continued)

For the year to 31st March 2007

8. Creditors

	2007	2006
Amounts falling due within one year		
Other Creditors	2,073	15,467

9. Status

Croydon Community Mediation is a company limited by guarantee and has no share capital. In the event of the company being wound up, the liability of each member is limited to £1.

10. Unrestricted Funds

	Balance 1 April 06	Movement in Rources Incoming	Outgoing	Balance 31 March 07
Unrestricted Funds	5,334	75,609	76,085	4,858

11. Restricted Funds

	Balance 1 April 06	Movement in Rources Incoming	Outgoing	Balance 31 March 07
Mediation for Young People	6,727	14,500	14,665	6,562

12. Analysis of Net Assets between Funds

	Fixed Assets	Net Current Assets	Total
Unrestricted Funds	1,516	3,342	4,858
Restricted Funds MEDYP	564	5,998	6,562
	2,080	9,340	11,420



CCM CELEBRATED LONDON PEACE WEEK SEPTEMBER 2006