

# Consultation on changes to the application for registration and the Annual Return Regulations 2019.

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Consultation report - December 2019



# The Charity Commission for Northern Ireland

The Charity Commission for Northern Ireland is the regulator of charities in Northern Ireland, a non-departmental public body sponsored by the Department for Communities.

## Our vision

To deliver in partnership with other key stakeholders in the charitable sector “a dynamic and well governed charities sector in which the public has confidence, underpinned by the Commission’s effective delivery of its regulatory role.”

Further information about our aims and activities is available on our website [www.charitycommissionni.org.uk](http://www.charitycommissionni.org.uk)

## Equality

The Charity Commission for Northern Ireland is committed to equality and diversity in all that we do.

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## Foreword

The Charity Commission for Northern Ireland undertook an eight week consultation, between 22 August and 22 October 2019, on proposed changes to the online registration application and Annual Return Regulations 2019. The purpose of the consultation was to ensure that stakeholders understood what the changes were and why they were proposed.

The aim of this report is to set out our response to the feedback we received and indicate the amendments we are making to the online registration application and to the Annual Return Regulations 2019 in the light of this feedback. While we cannot document all of the feedback we received, we have considered all submissions and our substantive responses to them are noted here. Where there are suggestions which we cannot accommodate, we try to explain why. The Annual Return Regulations 2019 will be used to create the online annual monitoring return which will come into operation on 1 January 2020. All registered charities reporting to the Commission on financial period beginning on or after 1 January 2020 will use this annual monitoring return. We anticipate implementing the changes to the online registration application by summer 2020.

We would like to thank all of those who took the time to complete the online response form or to email written comments. The quality of the feedback we received was high. We acknowledge that most respondents to the consultation were acting on behalf of charities, in a voluntary capacity, and were using their own time to engage with us. We appreciate this and we intend this report to be a way of demonstrating that we have listened to what was said and will respond and make changes where we can.

Frances McCandless

Chief Executive, Charity Commission for Northern Ireland

## Section 1: Introduction

### Background

The Charity Commission for Northern Ireland (the Commission) is the independent regulator of charities in Northern Ireland. The Commission was established to deliver the legislative requirements of the *Charities Act (Northern Ireland) 2008* (the Charities Act). The Commission is required to establish an integrated registration and regulatory system for charities operating in Northern Ireland, which includes the creation of a public *register of charities* operating in Northern Ireland.

All registered charities are required to submit an annual monitoring return form to the Commission as part of their annual reporting requirement. Through the submission of an annual monitoring return, the accounts of registered charities and their trustees' annual report are made available to the public. The Commission is responsible for drafting the *Annual Return Regulations* which set out the content requirements and question areas of the annual monitoring return form. The Commission consults on draft Annual Return Regulations when new question areas are introduced. There is no statutory obligation to consult, but the Commission does so as a matter of best practice. *The Charities (Annual Return) Regulations (Northern Ireland) 2019* will replace *The Charities (Annual Return) Regulations (Northern Ireland) 2017*, on 1 January 2020 in relation to the annual returns of charities for financial years beginning on or after 1 January 2020.

Since the introduction of registration and annual reporting, some risks have become more prominent, including safeguarding, cybercrime and fraud. Research highlights the potential for these issues to have a negative impact on the public's trust and confidence in the charity sector. To respond to these issues, and in consideration of our role as regulator, the Commission is proposing to include additional questions in both the online application for registration and the Annual Return Regulations 2019.

The information provided by charities will increase transparency around these areas of risk, contributing to public confidence in the charity sector. The Commission will also use the information to adapt its work processes, ensuring that our limited resources are used as proportionately, transparently and effectively as possible.

### Thank you

The Commission would like to thank everyone who took part in this consultation.

## Section 2: Consultation objectives and methodology

The consultation sought to inform charity trustees of the proposed changes to the Annual Return Regulations 2019 and the inclusion of new online application for registration questions. We asked consultees whether they agreed with the:

- new questions on safeguarding, related parties and classifications
- mandatory question on charity trustees' details
- new questions on personal data, fundraising and governance
- new question on spending on charitable purposes.

### Consultation methodology

A consultation document on the proposed *Changes to the application for registration and the Annual Return Regulations 2019* was published. To avoid this document becoming unwieldy and off putting to potential respondents, the key changes were contained in the body of the document. A full list of the proposed new questions and changes to the classifications section of the online registration application was made available in two appendices. This information was disseminated to stakeholders using email, twitter and the Commission's website. We also asked network and umbrella organisations to bring the consultation to the attention of their members. Responses to the consultation could be made by:

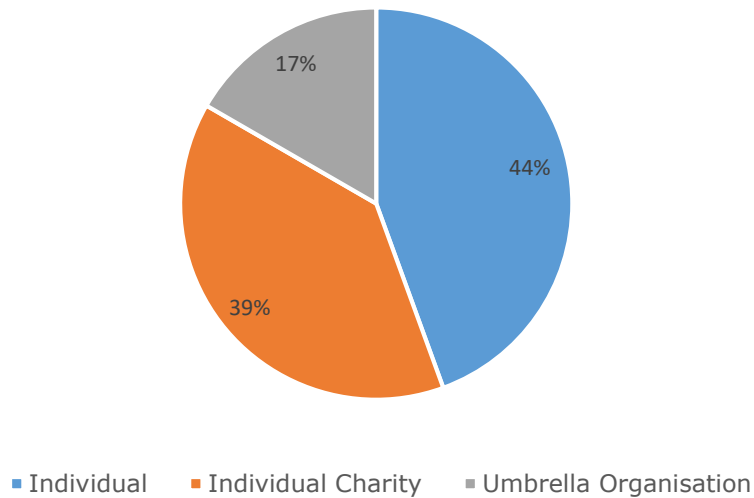
1. Completing an online questionnaire
2. Downloading, completing and returning a copy of the questionnaire either by email or by post
3. Sending comments or a written submission to the Commission.

### Individual and organisation responses

The Commission received 36 responses to the consultation, 27 through the online survey and nine by email. Feedback was submitted by individuals (16), on behalf of a charity or other organisation (14) or umbrella body (6). During its consultations the Commission does not explicitly collect information on whether respondents are from a small, medium or large charity. However, we are aware that nine responses were received from umbrella or representative organisations. None of these organisations explicitly said that they had consulted their members before submitting a response to the Commission, although one organisation had published information about the Commission's consultation on its website, so that member organisations could submit their own response if they chose to do so.

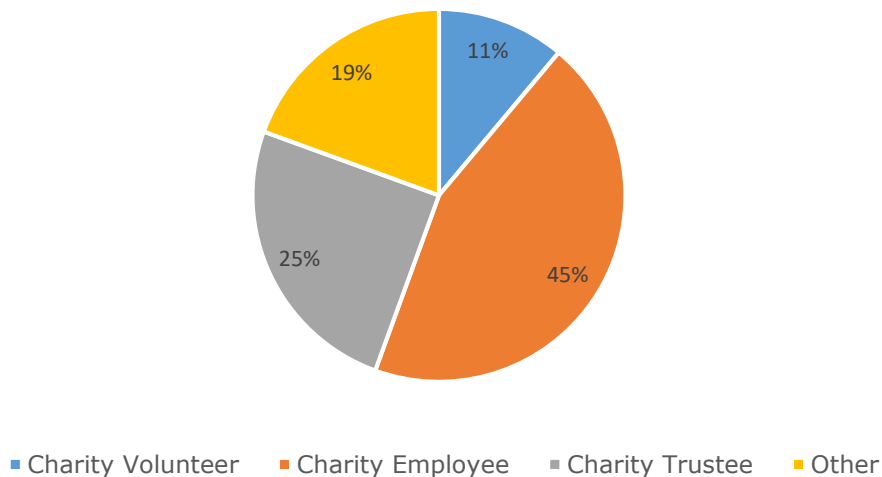
The source of the responses received is shown in the diagram below.

**Figure 1: Source of responses**



Those who responded included charity trustees (9), charity employees (16), charity volunteers (4) and others (7). The others included legal and accountancy professionals working with charities, helper groups and a local council representative. The range of roles held by respondents is shown in the diagram below.

**Figure 2: Roles of respondents**



### Overall feedback

While the results of the consultation are not statistically significant, the feedback was of high quality and included some practical suggestions for improving the proposed new questions.

## Section 3: New questions on safeguarding, related parties and classifications

We sought respondents' views on the addition of the following questions to the online application for registration and the Annual Return Regulations 2019.

### 3.1 What we asked

Question 3: Do you agree with the addition of safeguarding questions to the online registration application and the Annual Return Regulations 2019?

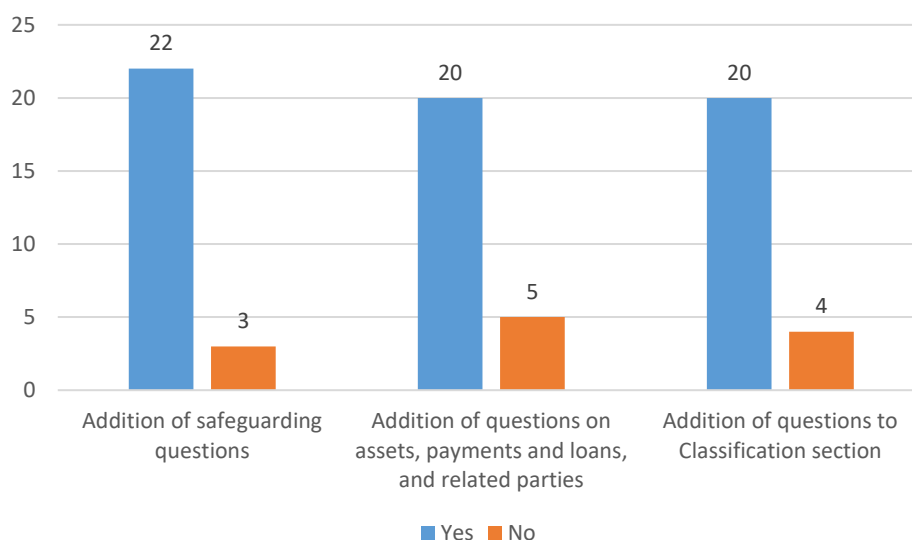
Question 4: Do you agree with the addition of new questions on assets, payments and loans, and related parties?

Question 5: Do you agree with the Classification section of the online application for registration being amended to include additional questions?

### 3.2 What you told us

Over two thirds of all respondents (25) expressed a view on the Commission's proposals to add these questions to the online registration application and the Annual Return Regulations 2019. Agreement to add these questions was expressed by over 80 percent (20) of those who responded to each of these questions. Between 12 and 16 percent (3-5) of those who responded disagreed with these proposals. See Figure 3 below.

**Figure 3:** Do you agree with the proposal to add new or extended questions on safeguarding and assets, payments to the online registration application and Annual Return Regulations 2019? Do you agree additional questions being added to the Classification section of online registration application?



Those respondents who agreed with the proposal to add safeguarding questions to the online registration application and Annual Return Regulations 2019 did so in recognition of the importance of safeguarding for charities. Two respondents connected the focus on safeguarding to the maintenance of public trust and



confidence in the charity sector. While others (3) asked for the question to be reworded to clarify terms, such as 'regulated activity.'

One respondent who disagreed with this proposal did so on the basis that safeguarding is currently monitored by other agencies including the Police Service of Northern Ireland (PSNI), the health trusts and Commissioner for Young People. This respondent thought it was unnecessary to report incidents to another agency, such as the Commission.

Respondents who agreed with the proposal to add new questions on assets, payments and loans, and related parties explained their view on the basis of transparency. One respondent suggested the Commission should also ask if any charity trustee had lent money to the charity, not just borrowed from it. Another suggested the Commission should use the definition of 'related parties' that it uses in guidance rather than the proposed wording in the consultation document.

The views of respondents who agreed with the proposal to amend the Classification section of the online registration application can be summarised as finding the proposed changes relevant, appropriate, and likely to increase transparency. One respondent commented that these were positive changes which would enable prospective charities to identify themselves more easily in relation to what they were established to achieve. There was also a request to include 'learning and development through youth work' as a sub-category of the 'How' section related to the charitable purpose of advancing education.

A further request was for a rewording of sub-sections under the Classification related to the advancement of religion. The respondent suggested that denominations under Christian be removed, as charities may work outside their denominational boundaries.

### **3.3 What we will do**

After consideration of this feedback the Commission will:

- review and amend the wording of the question on related parties and conflicts of interests
- improve wording in the safeguarding question and add the additional sub-category of 'learning and development through youth work.'
- Make clear that charities are expected to inform the Commission of safeguarding incidents, not so the Commission can carry out an investigation, but so the Commission can ensure the charity is following correct procedures and co-operating with those bodies that have a statutory duty to investigate safeguarding incidents.

The Commission will also consider the wording of the sub-section on religion. However, as the question refers to the purpose of the organisation rather than its beneficiaries it may be necessary to retain the denominational categories.

## Section 4: Mandatory question on charity trustees' details

The Commission proposed introducing a mandatory requirement for charity trustees to provide an email address and mobile telephone number for Commission use or, if this is not possible, to provide an alternative contact email address and mobile number. This information is for Commission use only and represents the most cost effective way for the Commission to contact charity trustees. This approach also enables the Commission to implement *The Government Digital Strategy* (2012). This strategy was approved by both the UK government at Westminster and the Northern Ireland Assembly and aims to move most public services online.

The Commission's proposal to gather digital contact information for all charity trustees, at the point of registration, was proposed to improve the Commission's ability to communicate with charity trustees at registration, during casework processes, at annual reporting and to inform charity trustees of decisions, orders, alerts or compliance issues which affect them or the charity. If a charity trustee changes their postal address their digital contact details tend to remain unchanged.

Charity trustees, jointly and severally, have a legal obligation to ensure that the charity complies with its legal obligations. For example, providing information during the registration process or as part of a casework process. They are also jointly and severally liable for ensuring that the charity provides the Commission with an annual monitoring return which follows the format and content set out in the annual return regulations. This return must be submitted on or before a set deadline. Charity trustees can delegate the task of submitting the charity's annual return to a staff member, volunteer or other representative. However, they cannot delegate the responsibility for submitting an accurate return on time and in keeping with the requirements set out in the relevant regulations.

If this deadline is missed a charity's display on the public *register of charities* automatically changes to show **'in default'**. This display will remain in place for a full year, unless the monitoring return is submitted when the display will read **'Due documents received late'**.

A failure to submit the annual return accurately and on time can have a number of negative impacts on charity trustees and the sector. For example, charity trustees may be in breach of their duties, the charity's reputation may be damaged and this in turn could harm the public's trust and confidence in the sector.

To assist charity trustees to comply with their obligations the Commission piloted a system of reminders sent out by text, to the charity's contact and trustees. Before a peak period when annual returns were due (October) reminder letters were also sent to all the trustees. As a result compliance reached 94 per cent, the highest level since annual reporting began. However it also demonstrated that the cost of sending letters to all charity trustees of all registered charities would be prohibitive. Using email/mobile telephone was proposed as a way of curtailing postal costs to the Commission, and conforming to the government's digital services agenda.

## 4.1 What we asked

Question 6: Do you agree with the addition of a mandatory requirement for each charity trustee to provide an email address and mobile telephone number for Commission use?

Question 7: Do you agree that any trustee who cannot provide a direct email address or mobile telephone number must provide an alternative contact email address and mobile number?

## 4.2 What you told us

Responses to this proposal were evenly split between those who agreed and those who disagreed with the Commission's proposals. Of the 26 respondents who expressed a view on the mandatory provision of charity trustees' mobile number and email address, 14 agreed and 12 disagreed. The primary reason offered by those who agreed was that this approach would reinforce the responsibility that each charity trustee has for compliance with the law. One respondent felt that this approach would ensure both transparency and that matters would be dealt with appropriately. Another expressed the view that it was important that all the trustees were aware of decisions affecting the charity, their legal responsibilities and regulatory alerts.

Three respondents agreed in principle but caveated their agreement in terms of data protection and privacy issues. One respondent agreed provided the Commission would guarantee the confidentiality of these personal details. Another asked if the Commission would automatically delete these details when a person stepped down from being a charity trustee. While another asked whether those charity trustees who had been granted anonymity on the *register of charities* would automatically be exempt from this requirement.

Another respondent raised the issue of accessibility for charity trustees who were blind or who had a visual impairment.

Those who disagreed with this proposal did so on the basis that it would deter people from becoming charity trustees, that some trustees will not have either an email address or mobile telephone or that the Commission should contact the trustees through the charity.

One respondent expressed the view that it was disproportionate to contact all trustees and that the charity contact was sufficient.

**Do you agree that any trustee who cannot provide a direct email address or mobile telephone number must provide an alternative contact email address and mobile number?**

Of the 25 respondents who expressed a view on the provision of an alternative mobile number and email address 13 agreed with these proposals and 12 disagreed.

Reasons offered by those who disagreed included: a belief that a charity trustee could not operate effectively without access to these means of communication and therefore an alternative was unnecessary; there were a range of circumstances where a trustee might not have access to these communications,

or that the alternative contact may not recognise the importance of the communications when they are received or fail to pass them on. One respondent expressed concern around the potential risk of a data protection breach by a charity trustee providing another person's contact details to the Commission without their consent.

Responses to these questions contained a number of suggestions as to how the Commission could contact all the trustees of a charity. These included:

- Use the home address currently collected with the application for registration
- Use landline numbers, for those with no mobiles, as some of these accept text messages.
- require each charity to provide a corporate email address
- the charity should provide an organisational email address for each trustee.

Three respondents suggested it would be more proportionate to allow the trustees to provide either a mobile telephone number or an email address, but not both.

Some respondents were concerned that these additional details would be published by the Commission.

### **4.3 What we will do**

After consideration of all the responses received, the Commission has decided that on balance regular use of a home postal address would impose significant costs. For example, in a recent pilot exercise we sent final reminder letters to the charity trustees of 1,135 registered charities. Using the Department of Finance's contract for postal services for the public sector, the cost to the Commission was £6,678. Communicating by post would also prevent the Commission implementing the government's digital first strategy. A digital contact is also considered to be more reliable if the charity trustee changes postal address, as email addresses and mobile telephone numbers tend to remain unchanged.

Likewise, the Commission has decided not to adopt the suggestion of sending text messages to landlines. These messages would have to be sent individually, whereas the sending of text messages to mobile phones and emails allows bulk communications which are a more efficient use of the Commission's limited resources. When the commission uses bulk emails it ensures that all recipients are blind copied (Bcc'd) so personal email addresses are protected.

There were several suggestions around asking charities to provide corporate contact details or group email addresses. Charities already provide the Commission with the contact details of a nominated person through which all trustees are to receive communications from the Commission. Unfortunately, this approach to contacting trustees has not been effective in all cases, leading to the proposal to collect the necessary details to enable the Commission to contact charity trustees directly.

After consideration of the feedback received to the consultation, including feedback from the Information Commissioner's Office, the Commission has

decided to make it mandatory to supply a mobile telephone number and email address for each charity trustee. This question will be added to the online application for registration and the annual monitoring return. The email address can be one which is set up by the charity for each of its trustees, in this way preserving their personal email addresses, for example [trustee@charityname.co.uk](mailto:trustee@charityname.co.uk).

This information will be collected as part of the trustee details question which already exists in the application for charity registration and is confirmed or, if necessary, changed when submitting an annual return. The 'Help' buttons will explain that this information is for Commission use and will **not** appear on the *register of charities*. It will also set out what information the Commission will send using these contact details. For example:

- requests for further information during registration or casework processes
- regulatory alerts
- decisions and orders affecting the charity
- up to three email reminders that an annual return is due and one text reminder that the annual return is due the next month.
- email notification that the charity is in default (if applicable).

Any charity trustee who does not have a mobile number or email address will be asked to make declarations confirming this. The *Help note* accompanying these declarations will remind charity trustees that they are obliged to comply with section 25 of the *Charities Act (Northern Ireland) 2008*. This sets out that it is an offence to provide information which is false or misleading to the Commission. A draft of what this declaration may look like is set out below:

**Example: mobile number**

Add a mobile telephone number for each charity trustee.

Any charity trustee who does not have a mobile number can make a legal declaration to this effect by ensuring the relevant box is ticked beside their name.

Charity trustee name	Mobile number	I declare that I do not have a mobile telephone number
A Brown	079 3330 0000	
S White	N/A	x
T Taylor	003 5432 1234	

### Example: email address

Add an email address for each charity trustee. Any charity trustee who does not have an email address can make a legal declaration to this effect by ensuring the relevant box is ticked beside their name.

Charity trustee name	Email address	I declare that I do not have an email address
A Brown	BrownA4@yoyo.co.uk	
S White	N/A	x
T Taylor	457tt@yoyo.co.uk	

The Commission will agree an alternative form of contact with any trustee who cannot provide contact details for a reason related to disability or some other special circumstance. For example, the Commission will agree to use the form of contact which the charity uses. The information on charity trustees' email addresses and mobile telephone numbers are for Commission use only and will not be published by the Commission on the public *register of charities*.

In response to a question raised by one respondent, the Commission confirms that the majority of those granted anonymity by the Commission will also have to provide these additional contact details to the Commission.

### The legal basis and necessity of using these details

In the course of its work, the Commission gathers, processes and stores a range of personal data. In its role as a data controller, the Commission strives to adhere to the provisions of the General Data Protection Regulation (GDPR). When proposing to require all charity trustees to provide the Commission with an email address and mobile telephone number we conducted a Data Protection Impact Assessment (DPIA). The DPIA sets out the legal basis and necessity of collecting this information and includes an assessment of risks which may accompany gathering, handling and storing this personal information.

In terms of data protection, the Commission relies on the 'public task basis' of Article 6(1)(e) of GDPR as the legal basis on which we gather, hold and process personal information relating to charity trustees. The 'public task basis' is a term used by the Information Commissioner's Office (ICO) to describe processing which is carried out in the exercise of official authority vested in the data controller. In other words, the Commission processes personal data in order to fulfil its functions and objectives as the independent regulator of charities in Northern Ireland and under the Charities Act (NI) 2008. According to the ICO's guidance on the 'necessity' of processing, such processing does not have to be essential but it must be more than useful or standard practice.

Gathering and processing this personal information is designed to assist the Commission to communicate effectively and efficiently, and in an economic way, with all charity trustees and thereby facilitate their compliance with their regulatory duties. The Commission is satisfied, having considered costs, effectiveness and efficiency that its proposal goes beyond what is useful. Having

considered alternatives, we have concluded that there is no other reasonable or less intrusive way to fulfil our purposes without collecting this data.

## Section 5: New questions on personal data, fundraising and governance

The Commission proposed adding a number of new mandatory questions to the online application for registration and the Annual Return Regulations 2019. These questions are designed to address known drivers which impact on the level of public trust and confidence in charities and in the sector as a whole, namely personal data, fundraising and charity governance.

### 5.1 What we asked

Question 8: Do you agree with the addition of a question on protecting personal data and advising of reports to the Information Commissioner's Office (ICO)?

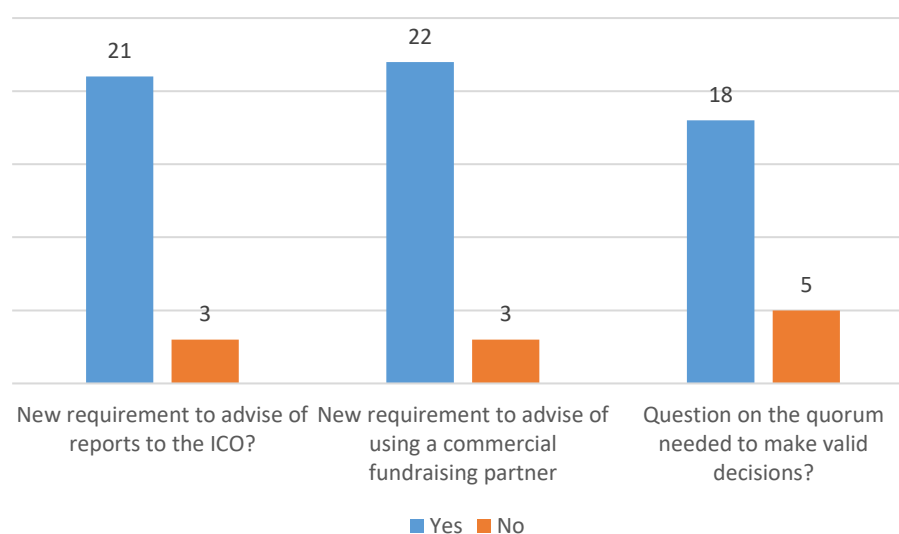
Question 9: Do you agree with the addition of a question on fundraising and the use of a commercial fundraising partner?

Question 10: Do you agree with the addition of a question on the number of charity trustees (the quorum) needed for the charity to hold legally valid meetings and make legally valid decisions?

### 5.2 What you told us

Over 85 per cent (20) of those who offered a view agreed with the Commission's proposal to include a question on data protection and fundraising. This agreement is illustrated in the diagram below.

**Figure 4:** Do you agree with the addition of a question on: protecting personal data and advising of reports to the ICO; on fundraising and the use of a commercial fundraising partner; and on a charity's quorum?



The reasons offered by respondents who agreed with these proposals centred around their view that these questions would act as prompts for charities to

check their governance and if necessary amend their governing document or develop policies which they may be lacking, for example, on data protection.

One respondent suggested that the 'Help' button provided with this question should have a direct link to the Code of Fundraising Practice.

Another respondent suggested that the Commission include a direct question about policies and procedures related to fundraising practice.

**Question on the addition of a question on the number of charity trustees (the quorum) needed for the charity to hold legally valid meetings and make legally valid decisions?**

Figure 4 also shows that 78 per cent (18) of those who responded to this question agreed with the proposal to ask a question on the number of charity trustees that formed a quorum for each charity. Reasons offered by respondents included:

- shows the Commission takes this question seriously
- the question will encourage groups to check their governing document
- reminds trustees of their legal obligations.

Some respondents suggested the Commission amend the language of this question to ensure that all readers understood what 'quorum' means. For example, changing the question to read: What is the number of charity trustees (quorum) that must attend a meeting to allow the charity trustees to make a legally valid decision?

### **5.3 What we will do**

After consideration of this feedback the Commission will add a link to the Fundraising Regulator's website. In this way we will future proof the 'Help' button text against any changes to the Code of Fundraising Practice. We will consider adding a direct question about policies and procedures related to fundraising practice.

The Commission will also reword the question on a charity's quorum in line with the suggestion above.



## Section 6: New question on spending on charitable purposes

The percentage of charitable funds which are spent by charities on activities directly related to meeting their charitable purposes has been identified as a key driver of public trust and confidence in the charity sector.

All charitable companies, charities with an income over £250,000 and charities whose governing document require accruals accounts, must prepare accrual accounts in accordance with the Charities Statement of Recommended Practice (SORP). To comply with the SORP framework these charities must categorise their expenditure by activity, with a specific category relating to those costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries.

The charity sector in Northern Ireland is primarily made up of charities with an income below £250,000. These charities prepare receipts and payment (income and expenditure) accounts which record monies received and monies spent under broad headings. There is no statutory format for receipts and payments accounts. Currently, therefore, they do not provide information on the funds spent on delivering their charitable purposes.

As part of the consultation the Commission explored how these charities could also be transparent about the percentage of their spending which relates to the charitable purposes, without changing the types of accounts which they submit as part of their annual return. The Commission proposed gaining this information by asking charities to select from a range of bands, which was closest to their percentage spend on charitable activities.

### 6.1 What we asked

Question 11: Do you agree with the Commission's intention to gather information on what percentage of charitable expenditure relates to charitable purposes for charities with income of less than £250k?

### 6.2 What you told us

Of the 29 respondents who expressed a view on the Commission's proposal 52 per cent (15) agreed with this proposal while 48 per cent (14) disagreed.

The reasons for agreeing with this proposal included:

- The public's appetite to know this information is a recurring theme
- It is in the public interest to know this information
- Transparency on spending will promote trust and confidence in the charity sector of all sizes.
- Asking this question leads to openness and transparency for all groups.

Two respondents qualified their agreement with this proposal. One did so on condition a link was provided to guidance showing how smaller charities could calculate this. While another agreed but felt explicit guidance on what constituted expenditure on charitable purposes would be required.

Three respondents agreed with the question in principle but disagreed with making the question mandatory for all charities regardless of income. They suggested a range of incomes above which the question should be asked including: above £5,000, £10,000 or £50,000.

Those who disagreed with this proposal also had a range of reasons for doing so, these included:

- The current £250K limit is appropriate
- Already enough information in the accounts to come to a view
- The designation of whether some activities are directly charitable/purely expenses could be problematic.
- How charities would know what to include as charitable expenditure, for example, could heating in the charity office be included as the secretary worked there?
- Any figures would need interpretation
- Risk that the figure would not be reliable and could lead to misunderstanding by the public, impacting on their view of charities.

The comments which accompanied three respondents' agreement with this proposal indicated a potential misunderstanding. For example, one respondent commented that this requirement is not an issue as it is already covered in the SORP. Another thought this was already a requirement, while another, large charity expressed the view that providing this information would not present a difficulty to smaller charities.

### **6.3 What we will do**

The majority of respondents agreed with this proposal in principle as it would help promote public confidence in the sector. However, there was a concern that this requirement may cause confusion for charities and the public. It was suggested that specific guidance would be needed to clarify the meaning of what is required of a charity.

In light of this feedback, the Commission has decided NOT to require this information from registered charities with an income of less than £10,000. However, we will require it from charities with income levels above £10,000.

Unfortunately, it was not clear in the consultation document that this information is for Commission use only. It will not be published on the *register of charities*. The Commission intends to use this information to develop a better picture of the sector. As set out in the consultation document, the Commission will not ask charities to prepare their accounts in a different format. We will not expect the level of detail required by the SORP, but we will expect charities to provide information which is as accurate as possible.

The Commission will provide guidance to assist, especially smaller charities, to understand what to include as charitable expenditure.

## Section 7: Next steps

Feedback received during the consultation has been considered by the Commission. The finalised Annual Reporting Regulations 2019 will come into operation on the 1 January 2020. All registered charities with a financial period beginning on or after 1 January 2020 must use the annual monitoring return, which will reflect the regulations, when submitting their annual report to the Commission. The Commission anticipates introducing the new questions and amendments to the online application for registration by summer 2020.

Consultees will be informed by email that this consultation report has been published on the Commission's website.

## Appendix 1: Consultation participants

Below is a list of participating organisations and individuals. Note that a number of respondents chose to remain anonymous, or did not give explicit permission to be listed and therefore their details are not listed below.

### Individuals

Brian Bell

Anne Bill

Jennifer Hamilton

Patricia McGuinness

Rosemary O'Doherty

Alison Tait

### Organisations

Armagh, Banbridge and Craigavon Borough Council

Early Years Northern Ireland

HOPE03

Leukaemia care

Northern Ireland Council for Voluntary Action (NICVA)

Omagh Forum for Rural Associations

Presbyterian Church in Ireland

Ulster Society of Accountants

Volunteer Now

Youth Work Alliance