



# Annual Report & Accounts

for the **year** ended  
31 March 2019



**Northern Ireland Community Relations Council**

**Annual Report and Accounts  
For the year ended 31 March 2019**

Presented to the Northern Ireland Assembly  
by the Community Relations Council

4<sup>th</sup> October 2019

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This publication is also available at [www.community-relations.org.uk](http://www.community-relations.org.uk)

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## General Information

Chair	M McDonald
Registered office	Equality House Shaftesbury Square Belfast BT2 7DP
Auditors	Comptroller and Auditor General Northern Ireland Audit Office 106 University Street Belfast BT7 1EU
Solicitors	Jones Cassidy Brett 220 Ormeau Road Belfast BT7 2FY
Principal bankers	Bank of Ireland Donegal Place Belfast
Charity number	XR16701
Company registration number	NI24026
Website:	<a href="https://www.community-relations.org.uk/">https://www.community-relations.org.uk/</a>

## Chair's Foreword

It gives me great pleasure as Chair of The Community Relations Council to write my first forward to the organisation's Annual Report and Accounts. I took up my position as Chair in June 2019, along with a new group of Board members appointed at the same time. We have two returning members to the Board and I am sure their corporate memory will be a vital resource alongside the immense talent and expertise of the new members.

At the outset I would like to pay tribute to the outgoing Chair Peter Osborne and the retiring board members who have managed the business outlined in this Annual Report and Accounts, and guided the organisation through significant change. Change is difficult for all organisations at both a corporate and executive level and it is a credit to all involved that we find CRC in such a strong position to tackle the many issues that lie ahead.

For nearly 30 years, the Community Relations Council has supported a wide range of people and organisations from community and voluntary groups as well as local councils and government departments, to help build peace and develop positive relationships between communities. It is important to recognise and acknowledge this work.

Last year alone we invested nearly £2.5 million in over 170 organisations dedicated to helping people make change for peace.

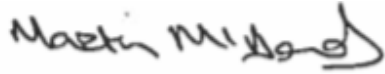
CRC is now in a different 'space' than hitherto. It has become a formal Arms Length Body of Government. A new partnership is emerging between CRC and colleagues at The Executive Office which I firmly believe will both focus and enhance our efforts over the coming years for the benefit of the communities we exist to serve. Working together with our colleagues in The Executive Office we know that we could invest even more to help build united communities together.

It's not just our financial investments that help embed peace across our now culturally diverse society in Northern Ireland. Our staff are one of the most important resources we have and I know that under the leadership of our Chief Executive Jacqueline Irwin we will continue to find innovative ways to engage and support our communities in the difficult journey ahead.

CRC supports people to share their learning with each other. The Engagement Forums, Shared Learning events, Good Relations Awards and of course, Good Relations Week are successful ways to showcase the partnership work we do and help people develop and embed peace.

While the political institutions in Northern Ireland still remain suspended and the Brexit issues are still unresolved, peace building and reconciliation must continue at grassroots levels, in local government, private sector and across government departments. My vision for CRC is to encourage everyone through their daily lives to recognise the extraordinary efforts being made by many sections of our community to embed peace and to sustain our future.

Each and every one of us need to play our part in that process and take responsibility for the future we would like our children to inherit. CRC under my chairmanship is ready to play its role as part of a new Arms Length Body of government and a key partner with the community and voluntary sector in Northern Ireland.



Martin McDonald

Chair

Community Relations Council



## Chief Executive's Comment

Despite the current political challenges and financial pressure, the Community Relations Council, sponsored by The Executive Office, continues to fund programmes across the region dealing with the legacy of the conflict, peace-building, sectarianism and racism, and building good relationships. We also support the implementation of the Together: Building a United Community (T:BUC) Strategy and related Programme for Government outcomes by providing feedback on policy implementation and guidance on best practice, and inputting to relevant delivery structures.

In 2018-19 we distributed almost £2.5 million to assist with the delivery of community relations outcomes through our Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme, the Pathfinder Scheme, the Publications and Media Scheme and, on behalf of The Executive Office, the North Belfast Strategic Good Relations Programme (NBSGRP). In total 177 organisation and projects received funding. We are proud of all the organisations and people who continue to strive for a united community, whatever the challenges. These people and their determination are the hope and energy that withstands the insidious “tuning out” that can creep across society when the future is confusing and unclear. They are also the inspiration for the generations that come after them as we see new people rise to take the work forward. There is anger and disillusionment at the squander of a hard truth learned from our conflict, namely that win-win is the only durable option. However, we keep going and in so doing we continue to nurture the trust and social capital so painstakingly built over decades. Those working at the political level have a moral responsibility to build a sustainable shared future with it and in that context we hope for a successful outcome to the current negotiations. As I wrote in last year's annual report, I believe history will be on our side whatever the counter currents of these times.

To celebrate this work and encourage others to get involved, the annual Good Relations Week, was co-ordinated by the Community Relations Council and took place on the week commencing 17th September 2018 with the theme of “*Then, Now... Next?* 20 years after the Agreement”. The Community Relations Council was again joined on the steering group by The Executive Office, the Department for Communities, the Department for Justice and the Education Authority. The week is designed to show case good practice and encourage wide engagement and this year 180 events were organised by community, cultural, voluntary and statutory organisations from every council area. This generated 149 new media articles over the week. The launch and the week of activities attracted extensive media coverage including Radio Ulster, Downtown Radio and Q Radio as well as extensive coverage in the regional press. Among those providing messages of support included sports personalities such as Rory McIlroy and Paula Radcliffe and sport organisations including Irish FA, Ulster GAA and Ulster Rugby.

On 26th March 2019 in the presence of members of his family we hosted the 2019 David Stevens Memorial Lecture to encourage and inspire those who continue with the work of peace-building, something David cared deeply about as a founder member of the Community Relations Council. The lecture was delivered by Dr. Derick Wilson, Reader Emeritus in Education (Restorative Practices and Community Relations) at Ulster University, a Member of the Corrymeela Council and a Fulbright Scholar-in-Residence at St Philip's, San Antonio in 2019-20. At the event we were pleased to make the presentation of the Community Relations Award for Exceptional Achievement to Marion Jamison and Charmain Jones for their contribution, individually and together, to positive community relations.

In our role supporting engagement between government and the community and voluntary sector, we organised three meetings of the T:BUC Engagement Forum on behalf of The Executive Office this year. The Engagement Forum provides a platform for formalised and structured engagement to influence positive outcomes from the T:BUC strategy through co-design, co-working and a shared learning approach. The diversity of those attending the meetings provides a broad and inclusive perspective that can assist with the achievement of the vision and aims of the T:BUC Strategy. The Community Relations Council continues to encourage a wide participation in the T:BUC Engagement Forum to reflect our community. The exchange of learning and best practice is at the core of our approach because we believe that effective public service depends on the relationship between policy, practice and continuous reflective evaluation. This year sixteen information seminars were delivered and six thematic briefing papers produced. To further assist with information sharing 9 issues of the E-NEWS were produced during the year. The Community Relations Council also launched its new quarterly bulletin to an increased circulation list. Our website and social media outlets remain a valued source of information and guidance and details on the numbers using these services are contained in this annual report.

With respect to our projects, our collaboration with Heritage Lottery Fund on the “Decade of Anniversaries” continued this year with the interagency round table meeting on four occasions and plans underway to host a regional conference in the autumn of 2019. In addition, we coordinated the production of the fifth Peace Monitoring Report with financial support from the Joseph Rowntree Charitable Trust. Thanks are due to the authors, Ann Marie Gray, Jennifer Hamilton, Grainne Kelly, Brendan Lynn, Martin Melaugh and Gillian Robinson. As with the previous reports the authors were assisted by an independent Advisory Board and we are enormously grateful to them for their time and expertise. This series of reports continues to provide an important source of evidence and information about our journey towards or away from peace. The reports gather detailed statistical evidence across four dimensions – security; equality; cohesion and sharing; political progress done with the valued assistance of many organisations and researchers providing data across the dimensions. The reports are available on our website along with other useful resources.

As a public funder we continue to place an emphasis on our responsibilities for the appropriate handling of information. During 2018-19 we put in place all changes required by the new General Data Protection Regulations and dealt with nine requests under Freedom of Information procedures.

Looking forward, in 2019-20 we are launching a new grants management system enabling online grant services, more efficient data processing and secure data protection. During 2019-20 the Community Relations Council will also be working closely with The Executive Office and other stakeholders in the development of its new Strategic Plan which we hope will build on our role as a trusted and critical link between government and all sections of society as we continue to promote good practice in building peace and good community relationships.

On a personal note I would like to take this opportunity to thank the outgoing Chair, Peter Osborne and the other Board members who conclude their term with us this year. Individually and collectively they brought great knowledge and experience to our work and we are indebted to them. I would also like to welcome the new Chair, Martin McDonald. I look forward to working with him and the other new members of the Board. I thank my colleagues on the staff

team for their valued contribution to the organisation and its aims. Thanks also to colleagues in our sponsoring department, The Executive Office who have worked with us during the year.



Jacqueline Irwin

Chief Executive and Accounting Officer

## Strategic Report

### i) Overview

The directors are pleased to present their Annual Report and Accounts for the year ended 31 March 2019. This overview section gives a summary on the creation of the Community Relations Council, its aims and objectives, the risks it currently faces and its achievements over the 2018-19 year.

#### Principal Activities

The Northern Ireland Community Relations Council was established in 1990 as an independent charity sponsored by the Community Relations Unit of The Executive Office.

The main aim of the Northern Ireland Community Relations Council has been to assist the development of greater understanding and co-operation between political, cultural and religious communities in Northern Ireland.

The overall aim for the Community Relations Council, as set out in its Articles of Association, is the advancement of education and of other charitable purposes beneficial to the community in Northern Ireland (“the area of benefit”), and in particular, but not so as to limit the generality of the foregoing, the advancement of education in, and the understanding of, the different cultural traditions of the peoples of the area of benefit and the improvement of community relations in the area of benefit.

#### Review of Activities

##### Strategic Plan 2016-19

The Community Relations Council takes its planning objectives from “Together: Building a United Community” published by The Executive Office in 2013. The 2016-19 strategic plan for the Community Relations Council was approved in September 2016 and sets out the strategic objectives of the Community Relations Council in the context of T:BUC.

The overall aim of the Community Relations Council is to promote good relations among the citizens and communities of Northern Ireland and to support the delivery of the Programme for Government (PfG) and the Together: Building a United Community (T:BUC) strategy. To fulfil this aim the Community Relations Council focuses on the following areas of activity set out in our 2016-19 Strategic Plan:

1. Administer funding schemes that build and support good community relationships taking account of and in collaboration with the Executive Office and the recommendations of the Review of Good Relations Funding Report when published.
2. Effective communication between all relevant sectors and Government to assist in the implementation of the T:BUC Strategy

3. Ensure the efficient and effective use of allocated resources and public expenditure by ensuring that CRC operates to the highest standard of corporate governance in line with relevant guidance and best practice.

### Business Plan 2018-19

The business model employed by the Community Relations Council to ensure delivery of its key priorities and achievement of its objectives is implemented through three key functional activities; Funding and Development, Community Engagement and Corporate Services. The overall aim of the Community Relations Council's 2018-19 Business Plan is to support the delivery of the T:BUC Strategy.

To enable the Community Relations Council to fulfil this aim the following three strategic objectives were identified:

1. To administer funding schemes that build and support good community relationships taking account of and in collaboration with The Executive Office and the recommendations of the Review of Good Relations Funding Report when published.
2. To ensure effective communication between all relevant sectors and Government to assist in the implementation of the T:BUC Strategy
3. To ensure the efficient and effective use of allocated resources and public expenditure by ensuring that the Community Relations Council operates to the highest standard of corporate governance in line with relevant guidance and best practice.

The Community Relations Council's 2018-19 strategic objectives and the organisation's performance against them are set out in the Performance Analysis beginning on page 12.

### **Risk and Uncertainty**

The Community Relations Council, as a community relations development organisation with a funding role, must be prepared to deal with opportunities and risks associated with the nature of its work. The Community Relations Council's appetite for risk is determined by the belief that it is not possible to entirely eliminate risk. There will always be a level of residual risk associated with the work that cannot be eliminated but may be mitigated to an acceptable level.

A series of risks related to delivery of the Community Relations Council's objectives were managed during the year. The Community Relations Council has identified the following as the principal risks and uncertainties facing the organisation at 31<sup>st</sup> March 2019:

Policy:	Policy decisions creating changes to the Community Relations Council's governance and some aspect of its operations.
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**Resources:** Ongoing financial constraints and uncertainties surrounding the Community Relations Council's budget may affect the organisations capacity to appropriately resource activities.

**Political:** The uncertainty of the political environment and the lack of ministerial approvals may affect policy decisions and the availability of funding.

A more detailed explanation of the Community Relations Council's Internal Control and Risk Management process, including the Community Relations Council's principal risks and uncertainties, is included on pages 36 to 40.

The Community Relations Council monitors its performance by comparing actual performance to targeted performance as detailed in the 2018-19 business plan. Performance against business plan targets is reported through the management team to the Board and The Executive Office. Where comparison between targeted and budgeted performance has indicated a risk that a business plan objective may not be achieved then mitigating action will be taken and if necessary reported on the risk register.

### **Going Concern**

On 29th March 2019 The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2019-20 financial year. The Board is satisfied that the Community Relations Council is a going concern on the basis that it has a reasonable expectation that the Community Relations Council will continue to operate for the foreseeable future. The Community Relations Council's Strategic Plan 2016-19 was approved on 29th September 2016. The 2019-20 business plan is at an advanced stage of preparation and is with The Executive Office officials pending Ministerial approval. The financial statements are therefore prepared on the going concern basis.

### **Performance Summary**

During the year the Community Relations Council achieved 100% of its key performance indicators (KPIs). This included the following achievements:

- Total funding of £2,436,846 was made available to community relations organisations;
- All grant applications received were processed on time and in line with grant making procedures;
- Three T:BUC engagement events were delivered;
- 16 information seminars and six thematic briefing papers were delivered,
- Publication of the fifth Peace Monitoring Report;
- Delivery of Good Relations Week, including 180 events across all council areas and 149 media and news articles over the week;
- 9 e-bulletins were produced and the Community Relations Council launched its quarterly E-News bulletin;
- The 2018-19 business plan delivered within budget; and
- Launch of a new online grant applications system

While the Community Relations Council performed well against our targets on limited resources this year, it is the Community Relations Council view that the ongoing period of constraint in public sector finances presents long-term risks to the Community Relations Council being able to deliver its full strategic ambition. Furthermore, in the absence of the Northern Ireland Executive and the uncertainty related to UK arrangements for withdrawal from the EU, there is a risk of negative impact on community relations issues arising at regional and local level. Both risks are reported in the Community Relations Council's risk register, with additional mitigating actions identified and reported to the Audit and Risk Assurance Committee during each meeting.

## ii) PERFORMANCE ANALYSIS

### A) Summary

The key undertakings during 2018-19 to deliver on the Community Relations Council's priorities included:

1. TEO funding provided to CRC for 2018-19 was distributed to assist with achievement of the of the Programme for Government (PfG) and T:BUC strategic outcomes;
2. The Community Relations Council assumed full operational responsibility for the North Belfast Strategic Good Relations Programme (NBSGRP); implementing a key recommendation from The Executive Office Review of Good Relations Funding;
3. The Community Relations Council delivered three meetings of the T:BUC Engagement Forum;
4. The Community Relations Council supported the implementation of the T:BUC Strategy and related PfG outcomes by providing policy feedback to TEO, inputting to relevant T:BUC sub-groups and giving guidance on good relations best practice to relevant stakeholders;
5. In collaboration with The Executive Office, the Department for Communities, the Department of Justice and the Education Authority the Community Relations Council delivered the annual Good Relations week. The week is designed to encourage and celebrate good relations;
6. The Community Relations Council launched its new logo;
7. The Community Relations Council delivered its work with a commitment to a public service ethos – transparency, accountability, equality, efficiency including managing ongoing financial pressures in 2018-2019 and readying for the provision of the General Data Protection Regulations; and
8. Designed and installed its new Grants Management System enabling online services, enhanced customer service, more efficient data processing and more secure data protection.
9. The Community Relations Council co-ordinated the Decade of Commemoration project.
10. The fifth edition of the Northern Ireland Peace Monitoring Report was published.

The 2018-19 business plan is laid out in the three strategic areas, Funding, T:BUC Engagement and Delivery and Trusted and Effective Public Service and Good Governance.

The performance of the Community Relations Council is set out in the chart below which summarises stages of completion of each of the projects undertaken during 2018-19. Further detail for each project is given on pages 18 to 21.





The Community Relations Council is committed to the Northern Ireland Executive’s Sustainable Development Strategy and has introduced policies and practices to encourage efficiency in the use of resources. These include the 100% use of recycled paper and the introduction of multifunction printing/copying/scanning devices which are set to duplex printing. The Community Relations Council is located in Equality House, a modern office building in Belfast that houses other Arm’s Length Bodies. In doing so the Community Relations Council makes a contribution to Government targets for better use of its overall estate. The Community Relations Council participates in the Equality House facilities committee with the other Arm’s Length Bodies.

**GRANT EXPENDITURE – DISTRICT COUNCIL AREAS**

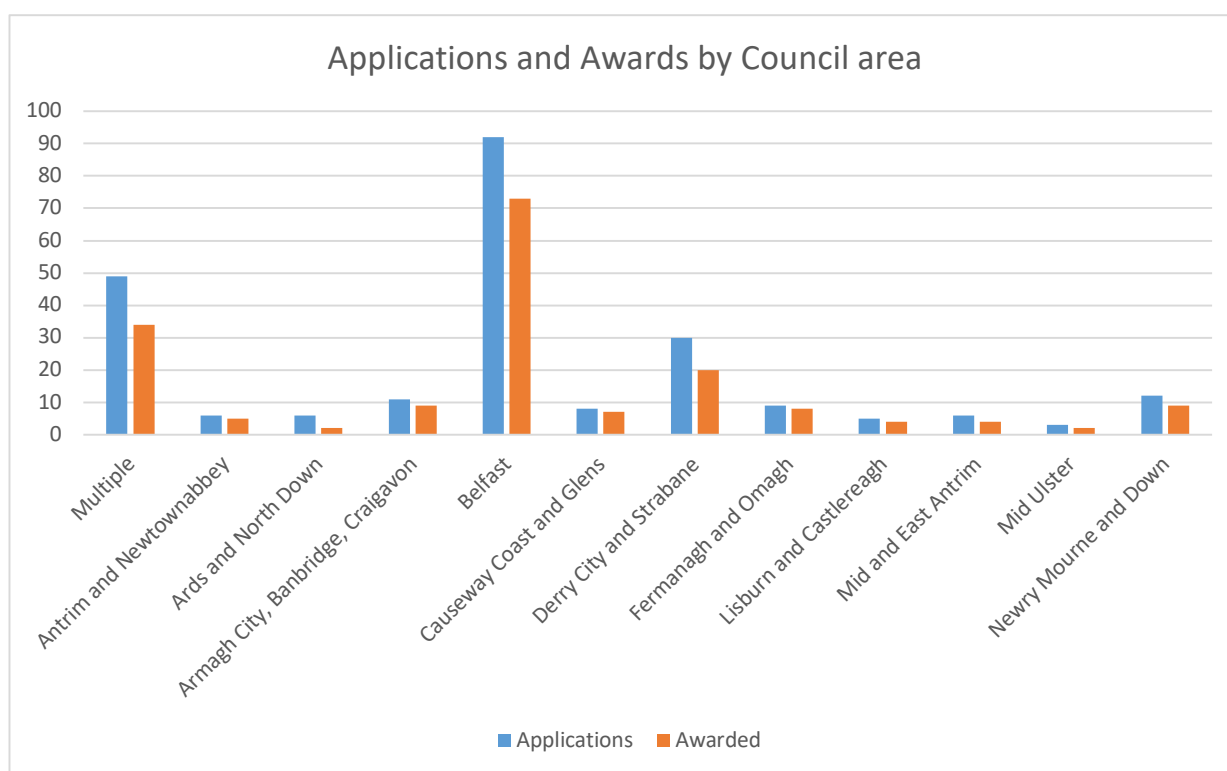
Community Relations Grants Paid between 1 <sup>st</sup> April 2018 and 31 <sup>st</sup> March 2019										
	Core Funding		CRCD	Media	NBSGRP	Pathfinder	Publications	Total		
	£	£							£	£
Multiple Council	266,003	72,367		16,300	-	132,000	5,000	491,670		
Antrim and Newtownabbey Borough Council	35,953	7,655		-	-	-	Regional Scheme	43,508		
Ards and North Down Borough Council	-	2,107		8,165	-	6,930	Regional Scheme	17,202		
Armagh City Banbridge and Craigavon Borough Council	33,029	20,330		-	-	-	Regional Scheme	53,359		
Belfast City Council	652,872	80,839		-	670,661	44,797	Regional Scheme	1,449,169		
Causeway Coast and Glens Borough Council	114,240	7,645		-	-	-	Regional Scheme	121,885		
Derry City and Strabane District Council	162,662	42,267		-	-	1,000	Regional Scheme	205,929		
Fermanagh and Omagh District Council	-	9,375		4,850	-	-	Regional Scheme	14,225		
Lisburn and Castlereagh City Council	-	7,585		-	-	-	Regional Scheme	7,585		
Mid and East Antrim Borough Council	-	6,500		-	-	-	Regional Scheme	6,500		
Mid Ulster Council	-	3,930		-	-	-	Regional Scheme	3,930		
Newry Mourne and Down District Council	-	9,590		4,994		7,300	Regional Scheme	19,369		
<b>Grant Total</b>	<b>1,264,759</b>	<b>270,190</b>		<b>34,309</b>	<b>670,661</b>	<b>191,927</b>	<b>5,000</b>	<b>2,436,846</b>		

## Performance Highlights

FUNDING - Performance Highlights			
Scheme	Applications Processed as planned		
	Target	Performance	
<b>Core Funding</b>	58	58	1,264,759
<b>CRCO</b>	140	140	270,190
<b>NBSGRP</b>	12	12	34,309
<b>Media</b>	11	11	670,661
<b>Pathfinder</b>	14	14	191,927
<b>Publications</b>	2	2	5,000
<b>TOTAL</b>	<b>237</b>	<b>237</b>	<b>2,436,846</b>

Further analysis is set out on page 18.

## FUNDING – Applications and Awards by Council Area



T:BUC Engagement and Delivery		
Objective	Output	Highlights
In conjunction with TEO deliver the T:BUC Engagement Forum.	Co-ordinated the arrangements for the three meetings of the T:BUC Engagement Forum. Produced a summary report and production of key messages document for each of the three events.	Three meetings of Engagement Forum were delivered on 22 May, 18 September and 12 February. Three Summary and key messages reports completed.
Policy feedback to TEO, inputting to relevant sub groups and giving guidance on good practice.	Participating in the T:BUC Structures. Provide advice and shared learning opportunities. Guidance on funding requirements. Guidance to funded groups. Collate and disseminate resources. Fifth peace monitoring report.	Contributed to eight T:BUC meetings. Delivered 16 information seminars (12 with The Executive Office). Completed six thematic briefing papers. The 5th Peace Monitoring Report completed.
Deliver Community Relations/Cultural Awareness Week.	Good Relations Week delivered during September 2018. Name change successfully made as part of a consultation process. The week saw the delivery of a programme of engagement events, lessons learned and best practice with other groups and organisations within the Community Relations sector. An evaluation report was produced. GR Awards made.	Successfully transition to the new title of Good Relations Week. Over 180 events in every council area across a range of themes. 149 print, online and broadcast media articles during the week. Positive feedback received in the event evaluation. Good Practice GR communications guide produced. Awards winners announced on 26 March event.
Decade of Commemorations Project.	The CRC led the coordination of the project interagency round-table that ensured information was shared across stakeholders. Project resources were disseminated to share learning and best practice within and between relevant public bodies and the voluntary and community sector.	Four roundtable sessions were held. Three conference planning group meetings. Project materials distributed at CRC and TEO events. QUB, Libraries NI and NMNI have all taken and distributed project resources through their networks and at their own events and festivals.
Engagement and communication with the sector.	Regularly update various social media platforms. Events eNews produced and circulated widely. News information produced and circulated widely. New corporate logo.	Twitter Followers: 6,742. Posts: 1,613. Facebook Followers: 2,474. Likes: 2,228. Website Page Views: 86,940. Users 24,206. 9 Monthly eBulletin's produced and circulated. 2 Quarterly eNews produced and circulated. Circulation list numbers increased. Refreshed CRC logo and promotional materials.

## Long Term Expenditure Trend

<b>Long term Expenditure Analysis</b>	<b><u>2016-17</u></b>	<b><u>2017-18</u></b>	<b><u>2018-19</u></b>	<b><u>2019-20 Projection</u></b>
<b>Grants</b>	2,286,345	2,324,756	2,436,846	2,219,885
<b>Programme Costs</b>	91,395	81,504	87,411	67,515
<b>Salaries</b>	853,422	926,596	988,611	806,794
<b>Overheads</b>	237,510	358,662	244,767	187,779
<b>Total Expenditure</b>	3,468,672	3,691,518	3,757,635	3,281,973

The opening budget allocation for the 2019-20 has been reduced by 3% on the opening budget allocation for 2018-19, representing a significant reduction in the total financial resource available. Since 2016-17 the Community Relations Council has been allocated £670K for NBSGRP grant awards without receiving additional resource to administer the scheme.

During this period of financial constraint the Community Relations Council continues to protect, as far as possible, resource being allocated to funded groups by minimising cuts to grants and programme costs. Total grant funding has increased by £151,541 since 2016-17 with share of income allocated to grants increasing from 68% to 73% during that period. The Community Relations Council has done this through increasing efficiency by reducing salaries and overheads cost at a quicker rate than grants.

## **B) Detailed Performance Analysis**

### Key Performance Indicators

The Community Relations Council Key Performance Indicators (KPIs) are included in the annual business plan. Performance against those indicators is reported to the Board and to The Executive Office each quarter. The risk management process is designed to ensure that sufficient internal control is in place to manage uncertainty in achieving the Community Relations Council's KPIs and to identify additional action where necessary.

### Funding and Development

In 2018-19 the Community Relations Council delivered the Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme, the Pathfinder Scheme, the Publications and Media Scheme and, on behalf of The Executive Office, the North Belfast Strategic Good Relations Programme (NBSGRP). In total 177 organisations and projects received funding totalling £2,436,846 from total applications received of 237.

Thirty-two organisations received grants totalling £1,264,759 from the Core Fund. In addition to the Core Fund Scheme, the Community Relations Council provided £1,172,087 in funding to 143 projects from 179 applications under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations in our diverse community.

The Community Relations Council has participated fully with The Executive Office Funding Transition Working Group including supporting the implementation of recommendations emerging from The Executive Office Review of Good Relations Funding. To date the work has only focused on the NBSGRP scheme with responsibility for that scheme having been transferred to the Community Relations Council. This work is designed to lead to better alignment and collaboration across funding programmes.

In collaboration with The Executive Office, the Community Relations Council implemented the Code of Practice for Reducing Bureaucracy by developing revised procedures to implement agreed actions. The final procedures were agreed with The Executive Office, reviewed by Internal Audit and became effective on 1st April 2018.

### Community Engagement

During the year the functions of the Policy Development, Communications and Learning and Cultural Diversity directorates were combined into a single directorate, the Directorate of Community Engagement. Responsibility for delivery of the Community Engagement Directorate is discharged by the newly created post of the Community Engagement Programme Director.

The Community Relations Council continues to provide development support and engagement opportunities as a hub for the exchange of learning and best practice among our funded groups and wider networks. The relationship between policy, practice and reflective evaluation remains at the heart of the work of the Community Relations Council, well-crafted public policy and effective service delivery depends on it.

During the year CRC coordinated and delivered the three Engagement Forum events;

- 22<sup>nd</sup> May 2018; on the theme of Collaboration held in Girdwood, North Belfast;
- 18<sup>th</sup> September 2018; on the theme of Children and Young People held in Lagan Valley Island, Lisburn; and
- 12<sup>th</sup> February 2019; on the theme of Rural Impact held in the Killyhevlin Hotel, Enniskillen.

Each event was well attended and included engagement with community practitioners, policymakers and academics among others.

As there was no ministerial representations due to the continued suspension of the NI Assembly, NI Executive officials contributed to the agenda on a number of issues, as well as presentations from academics and practitioners relating to various themes.

The Engagement Forum provides a platform for formalised and structured engagement to influence positive outcomes from the T:BUC strategy through co-design, co-working and a shared learning approach. The diversity of those attending the meetings provides a broad and inclusive perspective that can assist with the achievement of the vision and aims of the T:BUC Strategy. The Community Relations Council continues to encourage a wide participation in the T:BUC Engagement Forum to reflect our community. To assist with diversity and positive integration in the region the Community Relations Council also participates in the Northern Ireland Strategic Migration Partnership

The annual Good Relations Week, co-ordinated by the Community Relations Council took place from 17<sup>th</sup> September 2018 with the theme of “*Then, Now... Next? 20 years after the Agreement*”. The week is designed to show case good practice and encourage wide engagement and this year over 200 events were organised by community, cultural, voluntary and statutory organisations in each NI Local Authority area. The Community Relations Council was joined on the steering group by The Executive Office, the Department for Communities, the Department for Justice and the Education Authority. Interest in the week also extended across the political spectrum in the region. The launch of the week was supported by Libraries NI and many of the groups funded by the Community Relations Council. The launch and the week of activities attracted extensive media coverage as well as coverage in the regional press. Among those providing messages of support included sports personalities such as Rory McIlroy and Paula Radcliffe and sport organisations including Irish FA, Ulster GAA and Ulster Rugby.

The 2019 David Stevens Memorial Lecture was delivered by Dr. Derick Wilson at Ranfurly House, Dungannon on 26<sup>th</sup> March 2019. Derick is Reader Emeritus in Education (Restorative Practices and Community Relations) at Ulster University, a Member of the Corrymeela Council and in 2019-20, will be a Fulbright Scholar-in-Residence at St Philip’s, San Antonio. At the event the presentation of the Community Relations Award for Exceptional Achievement went to Marion Jamison and Charmain Jones for their contribution, both individually and together, to positive community relations.

During the year the Community Relations Council refreshed its logo which was successfully launched at the T: BUC Engagement Forum on 12<sup>th</sup> February 2019.

During January 2019 a refreshed monthly eBulletin was issued. Each quarter the Community Relations Council publishes a detailed E-news that showcases the work of the Community Relations Council and the groups that it funds. Both publications have received positive feedback, the Community Relations Council's subscriber list has increased and there are more requests to receive material.

Social media was also well used to communicate our messages and the Community Relations Council has 6,174 followers on Twitter with a 1,613 post and with 2,474 Facebook followers.

Our collaboration with Heritage Lottery Fund on the "Decade of Anniversaries" project continued this year with the interagency round table also continuing to meet on a regular basis. The Community Relations Council this year continued its engagement with minority ethnic and faith communities particularly in relation to the Northern Ireland Strategic Migration Partnership.

### Peace Monitoring Report

With financial support from the Joseph Rowntree Charitable Trust, the fifth Peace Monitoring Report was published this year by the Community Relations Council. Thanks are due to the authors, Ann Marie Gray, Jennifer Hamilton, Grainne Kelly, Brendan Lynn, Martin Melaugh and Gillian Robinson, who were assisted by the Advisory Board and to whom we are also enormously grateful. This series of reports provides an important source of evidence and information about our journey towards or away from peace. The reports gather detailed statistical evidence across four dimensions – security; equality; cohesion and sharing; political progress. This is done with the valued assistance of many organisations and researchers that provided data across these dimensions. The reports are available on our website along with other useful research.

### Financial Summary

The Statement of Financial Activities on page 55 indicates that the company had incoming resources of £3,523,482 (2018 - £3,485,765) in the year. Note 2 on page 63 shows The Executive Office as being the sponsor of 99.5% (2018– 99.8%) of this income. In line with the "Charities SORP FRS 102" the Community Relations Council recognises income as it is received and expenditure as it is incurred. As a result income was exceeded by outgoing resources of £3,757,635 by £234,153 (2018 - income was exceeded by outgoing resources of £3,691,518 by £205,753).

The Community Relations Council was allocated a resource budget of £3,568,000 for the year to 31 March 2019 by The Executive Office. This budget funded net resource expenditure of £3,540,877 (excluding actuarial movements on the pension liability and expenditure funded by the Joseph Rowntree Charitable Trust). The Community Relations Council was also allocated a capital budget of £48,000 for the year to 31 March 2019 by The Executive Office. This budget funded capital expenditure of £38,181.



The Balance Sheet on page 56 shows that the company had a fund deficit of £1,424,935 at 31 March 2019 (2018 – deficit of £1,510,782). The organisation’s Restricted Reserve at 31st March 2019 was a deficit of £1,424,935 (2018 – deficit of £1,510,782) of which £435,935 was a deficit in the income reserve (2018 – a deficit of £400,782). The valuation of the company’s pension scheme at 31 March 2019, for the purposes of IAS19, showed a funding deficit of £989,000 (2018 - deficit of £1,110,000). This deficit represents the difference between the liabilities of the pension fund and the value of its underlying assets; it does not represent an immediate cash commitment, as the cash flow required to meet the deficit relates to future pension contributions. Therefore, this liability is expected to arise over the long-term rather than in the immediate future. The valuation of the pension schemes assets under IAS19 is different from the triennial actuarial valuation which determines the pension contributions required to reduce the deficit. Current financial projections indicate that the Community Relations Council will be able to make these contributions as they fall due.

In accordance with the Community Relations Council’s Management Statement and Financial Memorandum, cash balances accumulated during the course of the year shall be kept at the minimum level consistent with the efficient operation of the Community Relations Council. A working tolerance of no more than £130,000 at month end is accepted by The Executive Office should claims payments not have been incurred when expected. As expenditure incurred to deliver the Community Relations Council's business plan has The Executive Office approval and is funded through a grant in aid provided by The Executive Office there is negligible risk of the Community Relations Council not being able to meet liabilities as they fall due.

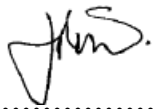
### Corporate Social Responsibility

The Community Relations Council is committed to complying with all its Human Rights and Equality obligations and best practice. The Community Relations Council applies its equal opportunities policy to prevent any instances of direct and indirect discrimination. On the 25<sup>th</sup> October 2018, ECNI approved the Community Relations Council’s Equality Scheme and since then the Community Relations Council has actively been working to roll out its Equality Scheme. The scheme is developed in compliance with practice recommended by ECNI to promote equality and good relations as envisaged in Section 75 of the Northern Ireland Act 1998. During the year the Community Relations Council developed a revised draft Disability Action Plan. The Community Relations Council is now consulting on the content of its Disability Action Plan before submitting to ECNI for approval.

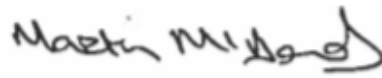
The Community Relations Council updated its Fraud policy and procedures, including anti-bribery procedures, and subsequently provided training to all Community Relations Council employees. In addition to the Fraud policy, the Community Relations Council apply a suite of policies and procedures to ensure appropriate anti-corruption measures are taken including its Financial Manual, Procurement procedures and Whistleblowing procedures.

### iii) Other matters - Sustainability report

The Community Relations Council is committed to the Northern Ireland Executive's Sustainable Development Strategy and has introduced policies and practices to encourage efficiency in the use of resources. These include the 100% use of recycled paper and the introduction of multifunction printing/copying/scanning devices which are set to duplex printing. The Community Relations Council is located in Equality House, a modern office building in Belfast that houses other Arm's Length Bodies. In doing so the Community Relations Council makes a contribution to Government targets for better use of its overall estate. The Community Relations Council participates in the Equality House facilities committee with the other Arm's Length Bodies.



.....  
*J Irwin - Accounting Officer*



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*M McDonald - Chairperson*

.....  
*Date: 19 September 2019*

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*Date: 19 September 2019*

## **DIRECTORS' REPORT**

### **A) Corporate Governance Report**

#### **i) Trustee's and Directors' Report**

##### **Structure, Governance and Management**

The Northern Ireland Community Relations Council is a company limited by guarantee, with no share capital, and is deemed a charity by HM Revenue & Customs.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

These Accounts have been prepared in accordance with the accounting and disclosure requirements of the Companies Act 2006, along with selected disclosures as recommended in the 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard FRS 102 (effective 1 January 2015)'.

The Directors have complied with guidance published by the Charities Commission.

##### **Organisational Structure**

The Community Relations Council is governed by the Members of the Council. Where the Articles of Association refer to the Council, it can also be read as the Company, which shall mean the Members of the Council can also be read as the Directors of the Company.

The Council has capacity to register 24 members and there were 8 members in post during the year. The Council aims to meet every six weeks, holding at least 6 meetings during any 12 month period. A scheme of delegation is in place and day to day responsibility for provision of services rests with the Chief Executive, Jacqueline Irwin, supported by the Senior Management Team.

The Chief Executive, with the assistance of the Senior Management Team, manages the day to day activities of the Council and reports directly to the Chairperson. The Chief Executive and the Senior Management Team also provide progress reports to all Council meetings.

## Directors

The directors of the company were as follows:

Mr. Peter Osborne	(Chairperson)	Mr. Noel McKenna
Rev. Norman Hamilton		Mr. Rory Campbell
Ms Delia Close		Mr Donald Mackay
Ms Sheila McClelland		Ms Kasia Garbal
Ms Libby Keys		

The Directors of the Community Relations Council were appointed through an independent appointments process conducted by the Community Relations Council, which complies fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). OCPANI nominate an independent observer to ensure that due process is followed.

At 31<sup>st</sup> March 2019 no directors had been appointed since 31<sup>st</sup> March 2016.

In January 2017 The Executive Office undertook a recruitment exercise for the appointment of up to 10 future Board members, including the Chair, in a manner intended to comply fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). On 16<sup>th</sup> April 2019 the Board approved amendments to the Articles of Association to allow The Executive Office's appointees to take up their posts. The terms of directors, including the Chairperson, in post on 31<sup>st</sup> March 2019, ended on 31<sup>st</sup> May 2019. The members appointed by the Head of the Northern Ireland Civil Service, Mr David Sterling, took up their appointments on 1<sup>st</sup> June 2019. The first meeting of the new Board took place on 10<sup>th</sup> June 2019.

Following appointment, all directors receive 'On Board' training conducted by the Chartered Institute of Public Finance and Accountancy (CIPFA), Equality and Recruitment training, conducted by ECNI, induction into the role by The Executive Office as its ALB and a full induction into the work of the Community Relations Council conducted by Community Relations Council staff and CEO. The ARAC of the Community Relations Council also offers induction training into the work of that Committee for new members.

## Statement of Grant Making Policies

The Community Relations Council provides grant aid and advice to voluntary and community groups in support of projects which have a community relations purpose or value. The Council has a variety of funding schemes each tailored to promote certain aspects of community relations:

- The Community Relations and Cultural Diversity Small Grant Scheme is intended to help community/voluntary groups in Northern Ireland develop their capacity to engage in community relations work and to enhance the community relations potential of projects they undertake. The maximum award payable for this grant is £10,000.

- The Core Funding Grant Scheme is designed to support voluntary and community organisations to develop community relations work in a strategic manner, on a regional basis. Support is specifically targeted at work to combat sectarianism in Northern Ireland on a strategic long-term basis. The amount awarded normally ranges between £20,000 and £100,000.
- The Publications Grant Scheme aims to encourage the production and dissemination of publications that will contribute to greater understanding and better community relations in Northern Ireland. The maximum award payable for this grant is £5,000.
- The Media Grant Scheme aims to assist with the dissemination of community relations priorities via print, broadcast or other widely accessible media. Normally individual awards are between £5,000 and £10,000 but in exceptional circumstances up to but not in excess of £20,000.
- The Pathfinder Scheme contributes towards the salary and running costs of organisations or projects which are considered of strategic importance in promoting community relations work in Northern Ireland. The Pathfinder Scheme is not an open scheme to which groups can apply; discussion with the Director of the Funding and Development Programme will precede any proposal made to this scheme. This scheme also supports emergency intervention funding through small project grants.
- The North Belfast Strategic Good Relations Programme (NBSGRP) is a funding scheme managed by The Executive Office as part of the wider T:BUC strategy and administered by the Community Relations Council. The key aim of the Programme is to develop relations within and between communities in North Belfast. Responsibility for the administrative aspects of the Programme were transferred to the Community Relations Council during 2016-17. The programme made awards up to £100,000 during the 2018-19 financial year.

Details of the grants awarded during the 2018-19 financial year are shown on page 14.

### **Community Engagement**

In 2018-19 activity included three T:BUC conferences, the Good Relations Week campaign, thematic discussion groups with key community relations organisations as well as practitioner forums which promote collaborative working and networking opportunities.

### **Future Plans**

As an arm's length body of The Executive Office our strategic direction, confirmed by Ministers, is to be a key delivery agent for departmental good relations policy, including the implementation of the aims and objectives of the T:BUC strategy and an outcome based approach to delivery. This includes promoting policy through positive engagement with relevant stakeholders in the community and establishing and implementing best practice.

We continue to be in a time of considerable structural change in central and regional government which will affect the structure for delivery of programmes supporting reconciliation and good community relations in the coming years. The Community Relations Council itself is undergoing change in the coming period related including:

- During 2019/20 the Community Relations Council will work closely with The Executive Office in developing its new three year strategic plan. It is envisaged that the 2020/23 Strategic Plan will build on the Community Relations Council's role as a trusted and critical link between government and all sections of society, continuing to promote good practice in building peace and good relations.
- To implement the remaining recommendations from The Executive Office 'Review of the Community Relations Council Board' report. The Community Relations Council continues to liaise with The Executive Office and the Charity Commission for NI on governance changes resulting from those recommendations.
- During 2016-17 The Executive Office undertook a recruitment exercise for the appointment of future Board members in a manner intended to comply fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). New Board members took up their appointment on 1<sup>st</sup> June 2019.
- Continued development of a more co-ordinated approach to grant funding focused on T:BUC priorities and objectives;
- Continued emphasis an outcomes based approach to delivery and performance monitoring utilising the revised good relations indicators as the performance monitoring framework;
- Continued engagement with the T:BUC architecture, such as the Ministerial Panel, Programme Board, and the thematic groups.

### **Employee and Council Involvement**

The Board of the Community Relations Council is responsible for establishing the overall strategic direction of the Community Relations Council. In doing so it will approve the triennial strategic plan, the annual business plan, approve corporate policies and provide assurance to The Executive Office that appropriate action is being taken on strategic, financial, legal and governance matters. Employees are responsible for implementing the board's decisions, including reporting and providing assurance to the Board on the Community Relations Council's performance in implementing the board decisions. Staff involvement includes monthly staff meetings, the use of project teams and performance management tailored to support the achievement of strategic objectives.

### **Personal Data Related Incidents**

The Community Relations Council is required to report on personal data related incidents and accordingly have a control system to meet these responsibilities under the Data Protection Act 1998 and the Freedom of Information Act 2000. The control system has been established to

ensure the appropriate handling of personal data and information used for operational and reporting purposes through the development of appropriate strategy and policy.

There were no breaches of personal data during the year.

### **Freedom of Information**

During 2018-2019 year the Community Relations Council received nine Freedom of Information (FOI) requests.

### **Pensions**

The Community Relations Council participates in a defined benefit pension scheme administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) for all permanent staff. Further details are set out in the Remuneration Report on pages 43 to 50, the accounting policies on pages 58 to 62 and commitments under Defined Benefit Pension Scheme in Note 17 on pages 74 to 77.

### **Reporting of Complaints**

The Community Relations Council's Complaints Policy can be accessed via the [website \(https://www.community-relations.org.uk/contact-us\)](https://www.community-relations.org.uk/contact-us).

### **Prompt Payment Policy**

The Community Relations Council is committed to the prompt payment of bills for goods and services received in accordance with the Late Payment of Commercial Debts (Interest) Act 1998. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews conducted during the year to measure how promptly the Community Relations Council paid its bills found that 96% (2018 – 96%) of bills were paid within this standard. It was also noted that 91% (2018 – 96%) of bills were paid within 10 days.

### **Related Parties**

Details of the company's related parties are set out in note 18 to the Accounts.

### **Register of Interests**

The Chair, Board of Directors, Chief Executive and Senior Management Team are required to register all interests, direct or indirect, which members of the public might reasonably think could influence their judgment. The register of interests is available for public inspection by contacting the Director of Finance, Administration and Personnel, Northern Ireland Community Relations Council, Equality House, 7-9 Shaftesbury Square, Belfast. BT2 7DP.

### **Corporate Governance**

The Governance Statement is set out on pages 31 to 42.

### **Auditors**

The Comptroller and Auditor General has the statutory responsibility for the audit of the Northern Ireland Community Relations Council under the Companies (Public Sector Audit) Order (Northern Ireland) 2013.



## ii) Statement of Accounting Officer's and Directors' Responsibilities

Under the Companies Act 2006, the Directors are required to prepare for each financial year, a statement of accounts in accordance with the requirements of the Companies Act 2006 and the Statement of Recommended Practice (SORP) for Charities. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Community Relations Council and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer and Directors are required to comply with the requirements of the Government Financial Reporting Manual (FRM) and in particular to:

- observe the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the FRM have been followed, and disclose and explain any material departures in the Accounts;
- prepare the Accounts on a going concern basis; and
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

The Accounting Officer of The Executive Office has appointed the Chief Executive as Accounting Officer of The Northern Ireland Community Relations Council. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding The Northern Ireland Community Relations Council's assets, are set out in Managing Public Money Northern Ireland.

As required by the Companies Act 2006, the Accounting Officer and Directors are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. The Accounting Officer and Directors have a general responsibility taking steps as are reasonably available to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

### **Statement of disclosure of information to the auditors**

The Accounting Officer and Directors confirm that the annual report and accounts as a whole is fair, balanced and understandable and the Accounting Officer takes personal responsibility for the annual report and accounts and the judgments required for determining that it is fair, balanced and understandable.

The Accounting Officer and Directors confirm that, for all directors in office at the date of this report:

- So far as the Accounting Officer and each director is aware, there is no relevant audit information of which the company's auditors are unaware.
- The Accounting Officer and each director has taken all the steps that he/she ought to have taken in his/her duty as a director in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.
- The Trustees have complied with their duty in Section 11 of the Charities Act 2011 to have due regard to guidance published by the Charity Commission.

### iii) Governance Statement

#### 1. Introduction

This statement is given in respect of the Community Relations Council's Accounts for the year ended 31 March 2019. It outlines the Community Relations Council's governance framework for directing and controlling its functions and how assurance is provided to support me in my role as Accounting Officer for the Community Relations Council.

The Community Relations Council's governance structures are developed in line with Managing Public Money Northern Ireland (MPMNI), Departmental and other requirements and guidance. The Board of the Community Relations Council has corporate responsibility for ensuring that the organisation fulfils the responsibilities, aims and objectives set by the Board and agreed with The Executive Office and Ministers including promoting the efficient, economic and effective use of staff and other resources. As Accounting Officer, I have a duty to satisfy myself that the Community Relations Council has adequate governance systems and procedures in place to promote the effective, efficient conduct of its business and to safeguard financial propriety and regularity.

The Community Relations Council is an Arm's Length Body of The Executive Office and a company limited by guarantee with charitable status. It has been formally governed as an Executive Non-Departmental Public Body (NDPB) since April 2012.

The Community Relations Council operates in accordance with a Management Statement agreed with The Executive Office. This sets out the relationship between the two organisations and defines the financial and administrative framework of the Community Relations Council. The Community Relations Council's primary source of income is grant-in-aid provided by its sponsoring Department, The Executive Office. The Management Statement sets out the conditions on which grant-in-aid is paid and the related financial delegations of the Community Relations Council. It is supplemented by a Financial Memorandum and both are approved by The Executive Office and the Department of Finance.

Within this overall framework, it is the role of the Community Relations Council to determine its policies and activities.

The Community Relations Council is implementing recommendations from The Executive Office's review of governance of the Community Relations Council. The Community Relations Council is liaising with The Executive Office and the Charity Commission for NI on the changes resulting from those recommendations. On 16<sup>th</sup> April 2019 the Board approved amendments to the Articles of Association to allow The Executive Office's appointees to take up their posts. The terms of directors, including the Chairperson, in post on 31<sup>st</sup> March 2019, ended on 31<sup>st</sup> May 2019. The members appointed by the Head of the Northern Ireland Civil Service, Mr David Sterling, took up their appointments on 1<sup>st</sup> June 2019. The first meeting of the new Board took place on 10<sup>th</sup> June 2019.

## 2. Compliance with Corporate Governance Code

The Community Relations Council applies the principles of the Department of Finance's *Corporate governance in central government departments: Code of good practice (2013)* where applicable and any other relevant guidance received from government as it continues to strengthen its governance arrangements.

At the 31<sup>st</sup> March the Community Relations Council is compliant with the Code except for the requirement that at least one member of the board and the ARAC have relevant and recent finance experience. Since 1<sup>st</sup> June 2019 with the appointment of the new Board this matter is resolved.

## 3. Governance Framework

The Community Relations Council has developed key organisational structures and relationships which support the delivery of corporate governance and which are:

- The Executive Office Ministers;
- The Executive Office Departmental Accounting Officer
- The Board
- The Accounting Officer
- Audit and Risk Assurance Committee
- Internal Audit function and
- External Audit function (NIAO).

These key structures and relationships along with their responsibilities and performance are explained in detail in the relevant sections below.

## 4. Governance Responsibilities and Performance

### Ministers

Relationships between the Community Relations Council and the Ministers are governed by the arm's length principle, wherein the primary role of Ministers is to set the Community Relations Council's strategic and financial framework including the structure of its funding and governance.

These responsibilities are discharged on a day-to-day basis on the Ministers' behalf and in their absence, by the Sponsoring Body. Within this framework, it is the role of this organisation to determine its policies and activities in keeping with the objectives of Government policy and guidance.

## Board and Sub – Committees

Board members have individual and collective responsibility for ensuring that the Community Relations Council fulfils its functions in accordance with its remit and that its activities ensure value for money within a framework of best practice, regularity and propriety.

The Board is made up of a maximum of 24 members including the Chairperson, Mr. Martin McDonald. There were 9 members serving on the Board during the year ended 31 March 2019 (see page 24 for a full list of members). There were no appointments or resignations during the financial year. The outgoing Board members resigned on 31<sup>st</sup> May 2019. On 1<sup>st</sup> June 2019 the members appointed by the Head of the Northern Ireland Civil Service, Mr David Sterling, took up their appointments. The first meeting of the new Board took place on 10th June 2019.

The Board supports the delivery of effective corporate governance and operates within best practice guidelines set out in the Department of Finance’s Corporate Governance in Central Government Departments: Code of Good Practice (2013). The Board takes an objective long-term view of the business of the Community Relations Council, leading its strategic planning process and assisting me as Accounting Officer in meeting the corporate governance responsibilities for the Community Relations Council.

In addition, the Memorandum and Articles of Association set out the Board’s responsibility to establish and oversee corporate governance arrangements. Notwithstanding this, all tiers of management have commensurate responsibilities for ensuring that good governance practices are followed at an organisational/business level.

The key aspects of the Board’s role include:

- setting the strategic direction for the Community Relations Council, including its vision, values and strategic objectives, and overseeing the implementation of the strategic and business plans, performance against its commitments to The Executive Office, and budget;
- developing, promoting and overseeing the implementation of policies and programmes in line with the Community Relations Council’s strategic direction;
- leading and overseeing the process of change and encouraging innovation, to enhance the Community Relations Council’s capability to deliver;
- monitoring performance via the Community Relations Council’s corporate plans, budgets and targets, and assessing and managing the strategic risk to delivery;
- overseeing the strategic management of the Community Relations Council’s staff, finance, information and physical resources, including setting training and health and safety priorities;
- establishing and overseeing the implementation of the Community Relations Council’s corporate governance arrangements, including risk management; and
- overseeing and monitoring progress against all of the Community Relations Council’s equality of opportunity, good relations and human rights obligations.

In line with best practice, the operational procedures of the Board are kept under continuous review. The Chair has reviewed the number of meetings of the Board and its committees

as they relate to the completion of the business plan for the year. He has also reviewed attendance, chairing of committees and the findings of this year's audit reports and is satisfied with performance for the year.

The Board receives reports during each meeting on the delivery of business plan objectives; financial management and budget monitoring; HR and other resource priorities; and reports from the ARAC in relation to resilience of security and information assurance, contingency planning and business continuity planning.

The Board keeps under review the format and content of Board papers in line with good practice in relation to corporate governance and considers the information provided to be sufficient to allow it to discharge its strategic planning and corporate governance responsibilities.

The Board held 8 meetings during 2018-19 in April, June, September, November, December, January, February and March. The attendance at the meetings of directors in post during the year ended 31<sup>st</sup> March 2019 is detailed in the table below:

<b>Name</b>	<b>No of Meetings Attended</b>	<b>Total Possible Attendance</b>
Mr. Peter Osborne (Chairperson)	8	8
Rev. Norman Hamilton	4	8
Ms Delia Close ^	7	7
Ms Libby Keys	5	8
Mr. Noel McKenna	4	8
Mr. Rory Campbell ^	4	7
Mr Donald Mackay	6	8
Ms Sheila McClelland	3	8
Ms Kasia Garbal	4	8

Mr Rory Campbell and Ms Delia Close sat on the Core Funding Appeals Panel. This resulted in both Mr Rory Campbell and Ms Delia Close being prevented from attending the Board meeting that considered Core Funding. As a result, their maximum possible attendance was reduced to 7 meetings.

### **The Audit and Risk Assurance Committee**

The purpose of the ARAC is to support the Accounting Officer in monitoring risk, control and governance systems (including financial reporting) in the Community Relations Council. Additionally, the Committee advises me, as the Accounting Officer on the adequacy of internal and external audit arrangements to ensure adequate levels of assurance.

The Chair of the ARAC provides an update report at each board meeting. Typical issues that are reported by the Chair of the ARAC include risk management, fraud investigations, audit reports, update on implementation of audit recommendations and service continuity planning.

The ARAC met seven times during the financial year. Membership of the ARAC in 2018-19 comprised a Chairperson and two Members – all are Board Members. The members of the ARAC during 2018-19, including their attendance, are shown below:

<b>Name</b>	<b>No of Meetings Attended</b>	<b>Total Possible Attendance</b>
Mr. Rory Campbell (Chair)	7	7
Mr Donald Mackay	6	7
Ms. Delia Close	5	7

The Chair of the ARAC has undertaken an assessment of its members and concluded that performance of those members was satisfactory. The Chair of the Board undertook a similar assessment of the performance of the Chair of the Committee and this was also deemed satisfactory. The terms of reference were reviewed by the Committee and the Board before being approved by the Committee in September 2015. The internal audit strategy has identified the risk management function to be reviewed by internal audit during 2019-20.

During the financial year the ARAC considered and advised senior management on the key strategic risks, audit strategy and audit reports. The programme of work completed during the financial year included:

- review of the corporate risk register;
- scrutiny of the annual accounts;
- consideration of internal audit strategy;
- consideration of NIAO audit strategy;
- review of internal and external audit findings;
- monitoring of residual audit recommendations;
- consideration of potential audit issues arising from grant awards; and
- consideration of preparation to ready the Community Relations Council for the requirements of the General Data Protection Regulations.

## **Accounting Officer**

In my role as Accounting Officer, I function with the support of the Board keeping them informed of specific business implications or risks and, where appropriate, the measures that could be employed to manage them.

As Accounting Officer, I have ensured the organisation's progress in implementing an appropriate and proportionate system of internal control in accordance with all Government guidance.

The Community Relations Council's Annual Report and Accounts are prepared in a form directed by The Executive Office with that form having been approved by the Department of Finance.

### **5. Quality of Data Provided to the Board**

The Board is satisfied as to the quality of data and information provided which is always thoroughly reviewed. At present the Board receives standing information for each meeting on key areas such as performance, finance and human resources. Briefing papers on other material issues are provided as they arise. All papers are issued a week in advance of any Board meeting to allow members to review and, where appropriate, to raise questions in advance. The relevant business area attends Board meetings to support discussions or be asked to produce more detailed information in advance of the meeting. All statistical and financial information is provided by professionally qualified accountants. All reports/papers conform to a standard layout to ensure the appropriate focus on key issues. Financial and performance data is extracted from the accounting and operational systems and is therefore subject to regular, planned internal quality assurance checks and independent audits.

### **6. Board Effectiveness**

Individual assessment of the Board and its members was conducted by the Chair during 2018-19 to assess board effectiveness. The Chair concluded that he was satisfied with the board performance. Further, the Chair met with Board members in July 2018 to confirm that they were content to continue in their role for a second term or until the new Board was appointed. All but two members were content to continue to serve on the Board.

### **7. Internal Control and Risk Management**

The Community Relations Council has procedures in place to ensure that it identifies its strategic and operational risks and determines a control strategy. As Accounting Officer, I have overall responsibility for the Community Relations Council's corporate business and for ensuring the effective management of the associated risks. All relevant internal control considerations, including any issues of risk, are taken into account with regard to the achievement of the Community Relations Council's policies, aims and objectives, and where necessary, are brought to the attention of the sponsoring department, The Executive Office. An important element of the system of internal control is provision of assurance to The Executive



Office by way of the Quarterly Assurance Statement. The Community Relations Council's internal control accords with best practice and applicable guidance.

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives, it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to:

- identify and prioritise the risks to the achievement of policies, aims and objectives;
- evaluate the likelihood of those risks being realised and the impact should they be realised; and
- manage them efficiently, effectively and economically.

The system of internal control has been in place in the Community Relations Council for the year ended March 2019 and up to the date of approval of the Annual Report and Accounts, and accords with Department of Finance guidance.

To assist in the risk management process, the consideration of risks is mapped out in the Community Relations Council's corporate Risk Register which is scrutinised and updated at each ARAC meeting and annually at the Board Meeting. The Register:

- identifies the Community Relations Council's risks; and
- analyses the risks related to the current Business Plan, including provision for the mitigation and control of risks.

All new business activities are assessed for key risks and controls are put in place.

The Board approved a revised risk strategy and risk register format in March 2014. The risk strategy and register are aligned with the Northern Ireland Audit Office (NIAO) publication "Good Practice in Risk Management" and were reviewed in November 2018, with the key risks being considered at each meeting of the Audit and Risk Assurance Committee. The Community Relations Council assessed the residual political risk and residual resource risk as red due to the ongoing uncertainty around forming the NI Executive and the implications on the financial resources available in a period public sector financial constraint.

The table below summarises the key risks which have been assessed as red and amber residual risks and were reported at the last meeting of the ARAC during the 2018-19 financial year on 1<sup>st</sup> March 2019.

Risk	Residual Risk Assessment	Mitigating Action
<p><b>Political</b></p> <p>Change of government; cross cutting policy decisions; Machinery of government. changes (e.g. devolution).</p>	<p><b>Red</b></p>	<p>Regular communication with The Executive Office is maintained</p> <p>Continue to monitor political environment through funded groups and news monitoring</p>
<p><b>Resource</b></p> <p><b>Financial</b> (funding/budget management/ fraud)  <b>HR</b> (staff capacity, skills, recruitment and retention)  <b>Information</b> (decision making/ protection of privacy)  <b>Physical</b> (loss of assets/damage/ theft)</p>	<p><b>Amber</b></p>	<p>The Executive Office officials have approved Business Plan with the 2018-19 budgets and resources are monitored by CRCs Board.</p> <p>Work ongoing with TEO and DoF regarding CRC pension scheme to achieve a resolution on DoF guidance FD (DFP) 09/18. Risks associated with compliance, legality, costs and HR are included in business case that has been submitted to TEO following legal review.</p> <p>Pay-remit pro-forma for 2015/16 submitted for approval with ongoing communication with The Executive Office to achieve approval.</p> <p>Higher employers pension contribution costs being incurred as Community Relations Council not part of the mainstream NILGOSC scheme. In year allocation to cover costs for 2019-20 will be bid for as part of June MR. Letter of guarantee provided The Executive Office expected to return the Community Relations Council to the mainstream fund from 1st April 2020.</p>
<p><b>New policies</b></p> <p>Policy decisions creating expectations that challenge the organisation's capacity to deliver.</p>	<p><b>Amber</b></p>	<p>TEO Appointment of new Board being taken forward by HOCS in the continued absence of Ministers.</p> <p>Final changes to CRC Articles of Association under to allow appointment of new Board member to be complete under consideration (changes implemented during April 2018.)</p> <p>Recommendation made in the second Staffing Review of non-management team posts completed Business Consultancy Services with implementation underway.</p> <p>Other relevant new policies kept under review and responses prepared to relevant issues</p>

There are also a number of other processes which contribute to the management of risks and corporate governance in the organisation:

- The corporate and business planning process:

The Board of the Community Relations Council's Strategic Plan was approved by Ministers on 29th September 2016. The Strategic Plan is supported by annual Business Plans.

- The Performance Management System:

Performance is monitored throughout the year, reviewed annually by the Board and reported to The Executive Office quarterly during Accountability and Liaison Meetings.

- HR policies:

HR policies are designed to ensure that the Community Relations Council has the appropriate numbers of staff with suitable skills to meet its objectives; a system is in place for managing attendance at work and levels of absence are reviewed regularly by the Board and reported to The Executive Office; independent HR guidance supports the organisation in ensuring that it operates in compliance with employment law.

- Budgets & priorities setting including in-year Monitoring processes:

Budgets & priorities setting are in place and reviewed quarterly in association with The Executive Office. Ongoing downward pressure on government budgets continues to be a risk for the Community Relations Council but this is reviewed regularly by the Board.

- The Community Relations Council's Fraud Policy and Response Plan, incorporating arrangements for Whistle Blowing:

The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. Note 19 on page 78 Financial Regularity provides further information.

- Gifts and Hospitality:

In line with recommended practice, the Community Relations Council has arrangements in place for the management of gifts and hospitality and all are included on a Gifts and Hospitality Register.

- Third Party Organisations;

Related party transactions are reported in the Accounts.

- Service Continuity Plan:

The Community Relations Council reviewed and updated its Business Continuity Plan in January 2018. The Business Continuity Plan was tested in October 2018 with disaster recovery elements tested in December 2018. Internal audit reviewed CRCs Business Continuity Planning during January 2019 and found it to be satisfactory.

- Management of information risks:  
Safeguarding information and its subsequent effective use, is a key element supporting the Community Relations Council in the delivery of its objectives. Central to achieving this is the effective management of information risk. As part of an ongoing process to identify and control risks to information, the Community Relations Council takes assurance on its information arrangements and practices from all internal and external audits. During 2018 -19 the Community Relations Council developed, implemented and provided training on its revised Information Governance policies and procedures, including Data Protection, Information Security, Records Management and Document Retention. Internal audit reviewed those Information Governance policies and procedures during January 2019 and found them to be satisfactory.

## Review of Effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors, the ARAC, which oversees the work of the internal auditor, the executive managers within the Community Relations Council who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their Report to Those Charged With Governance and other reports. The Board, and the ARAC have advised me on the implications of my review of the effectiveness of the system of internal control, and plans to address weaknesses and ensure continuous improvement of the control environment are in place.

## 8. Sources of Independent Assurance

### Internal Audit

The internal audit function is independent of the organisation and is provided under contract by ASM. Internal audit has no executive powers. It provides assurance by giving an independent and objective opinion, to the Accounting Officer and the ARAC, on the adequacy and effectiveness of the Community Relations Council's systems of internal control and risk management.

Internal Audit operates in accordance with Public Sector Internal Audit Standards (PSIAS). The primary role of Internal Audit is to provide the Accounting Officer and the Board with an independent and objective opinion on risk management, control and governance, by measuring and evaluating their effectiveness in achieving the agreed objectives.

Internal Audit has played a crucial role in the review of the effectiveness of risk management, controls and governance in the Community Relations Council by:

- focusing audit activity on the key business risks;
- being available to guide managers and staff through improvements in internal controls;
- auditing the application of risk management and control as part of internal audit reviews of key systems and processes; and

- providing advice to management on internal governance implications of proposed and emerging changes.

For the year to 31<sup>st</sup> March 2019, the internal auditors have conducted reviews in line with their Annual Audit Plan covering:

Function	Date of final report	Assurance rating
Finance Related Risk	4 <sup>th</sup> April 2019	Satisfactory
Grants Administration and Distribution	4 <sup>th</sup> April 2019	Satisfactory
Information Security	4 <sup>th</sup> April 2019	Satisfactory

Internal Audit's Annual Assurance Statement issued an overall satisfactory rating with regard to the Community Relations Council's risk management, control and governance arrangements operating effectively and providing a satisfactory assurance in relation to the effective and efficient achievement of the Community Relations Council's objectives. All audit recommendations are being implemented on a timely basis and with progress during each meeting of the ARAC.

#### External Audit

The Community Relations Council is subject to independent scrutiny from its external auditor, the Northern Ireland Audit Office (NIAO). NIAO is independent of the organisation and Government and is tasked by the Assembly to hold public bodies to account for their use of public money. The Comptroller and Auditor General works closely with the Assembly's Public Accounts Committee which can require Accounting Officers to account for their actions in relation to the management of public funds.

A representative from the NIAO is invited to attend all the meetings of the ARAC at which corporate governance and risk management matters are routinely considered.

The NIAO audits, certifies and reports on the Accounts in accordance with the requirements of the Companies (Public Sector Audit) Northern Ireland Order 2013, along with selected disclosures as recommended in the 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with Financial Reporting Standard FRS 102 (effective 1 January 2015)' and the 2018-19 HM Treasury Financial Reporting Manual.

#### **Data Losses**

There were no data losses during the year.

### ***Significant Issues***

Current Department of Finance guidance FD (DFP) 09/18 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of ‘no better off, no worse off’ as a result of their employees’ pension contributions. Presently the Community Relations Council increases the basic salaries for all but four employees by making an additional contribution of 6% on gross earnings to compensate employees for superannuation contributions payable to NILGOSC pension scheme. Of this cost to the Community Relations Council there is uncertainty concerning the regularity of a portion of this 6% totalling £19,107. This arrangement was originally put in place to ensure that employees were not disadvantaged as a result of what were historically higher contributions to the NILGOSC pension scheme compared to the Principal Civil Service Pension Scheme (PCSPS) (NI). The Department of Finance approved the 2014-15 Pay Remit in May 2018 with the Community Relations Council discharging liabilities relevant to 2014-15 pay remit in June 2018. The Department of Finance approved the 2015-16 Pay Remit in July 2019 with the Community Relations Council discharging liabilities relevant to 2015-16 pay remit in the same month. The 2016-17 and 2017-18 pay remits have been submitted to The Executive Office and forwarded to the Department of Finance for approval. During the year The Executive Office confirmed that outstanding pay remits can be progressed in the normal way while the Community Relations Council develop a business case to implement ‘no better off, no worse off’. The Community Relations Council continues to work with The Executive Office and others to achieve a resolution that removes uncertainty concerning the regularity of this cost.

### ***Significant Internal Control Problems***

There were no significant internal control problems noted in the year to 31 March 2019.

## **9. Conclusion in relation to Risk Management Status**

The Community Relations Council has a system of accountability on which I rely, as Accounting Officer, to form an opinion on the probity and use of public funds, as detailed in Managing Public Money Northern Ireland.

Having considered the accountability framework, and in conjunction with assurances given to me by the ARAC, I am satisfied that the controls in place to manage risks are appropriate and sound. All significant internal control issues are reported regularly to the ARAC, the Board and The Executive Office. These controls provide reasonable assurance that risks will not occur or if a risk does occur that it will be detected and corrected in sufficient time to reduce the impact of the risk to tolerable or negligible levels.

## **B) Remuneration Report**

### **Remuneration Policy**

The appointment of the Chair is the responsibility of The Executive Office and carried out in line with the OCPANI guidance on public appointments. Until 31<sup>st</sup> March 2019 the remuneration was set by the Board and approved by The Executive Office. With the appointment of the new Board in June 2019, remuneration is set solely by The Executive Office. The Chair's performance is reviewed by The Executive Office.

Appointment of senior staff is on merit on the basis of fair and open competition. The remuneration of staff aligns with the Northern Ireland Civil Service pay scales and includes a pension allowance uplift for those employed prior to guidance from Department of Finance during 2013. The performance of the Chief Executive is reviewed by the Chair. The notice period for all senior staff members of the Community Relations Council does not exceed six months.

Appointment of all other staff is on merit on the basis of fair and open competition. The remuneration of staff aligns with the Northern Ireland Civil Service pay scales and includes a pension allowance uplift for those employed prior to guidance from Department of Finance during 2013. Performance is appraised by line managers in respect of achievement of agreed objectives.

The arrangements for early termination of senior staff are made in accordance with the employment contract of the relevant individual. The officials covered by this report hold appointments which are open-ended other than the Chair who was in post until the 31<sup>st</sup> May 2019. The new Chair took up position on 1<sup>st</sup> June 2019 following appointment by The Executive Office. Early termination, other than for misconduct, would result in the individual receiving compensation. During the year, no early termination payments were paid.

At 31<sup>st</sup> March 2019 the Memorandum of Association and Articles of Association of the Community Relations Council makes provision for the Chair to be remunerated. Other than the post of Chair, no other Council Member was remunerated. However the Community Relations Council is implementing governance changes arising from a review conducted by The Executive Office. In October 2017 the Community Relations Council received approval from the Charity Commission NI to remunerate the Board and the Chair. On 16<sup>th</sup> April 2019 the Board approved amendments to the Articles of Association to allow The Executive Office's to make appointments to the Board. The successful candidates were appointed as members following their confirmation by the Head of the Northern Ireland Civil Service, Mr David Sterling, on 1<sup>st</sup> June 2019. The first meeting of the new Board took place on 10<sup>th</sup> June 2019.



### Remuneration (including salary) and Pension Entitlements (audited)

The following directors and senior staff received emoluments directly from the Community Relations Council during the year.

	2018-19 Salary/ Chair's Fee £'000	2018-19 Pension Benefits * to nearest £'000	2018-19 Total £'000	2017-18 Salary/ Chair's Fee £'000	2017-18 Pension Benefits * to nearest '000 £'000	2017-18 Total £'000
J Irwin CEO	60-65	33	95-100	60-65	13	75-80
P Osborne Chair **	15-20	-	15-20	15-20	-	15-20

Salaries consist of gross salary to the extent that it is subject to UK taxation and any ex-gratia payments.

*\*The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decrease due to a transfer of pension rights. The figures presented are provided to the Community Relations Council on request by NILGOSC.)*

*\*\* Mr Peter Osborne term as Chair ended on 31st May 2019.*

### Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by the HM Revenue & Customs as taxable emoluments.

Neither bonus nor benefits in kind were paid to the Chair or the Chief Executive during either period. The Community Relations Council offers its employees gym membership up to the maximum value per annum of £200. During the 2018-2019 year, one employee availed of the benefit at a cost of £200 (2017-18 – two employees at a cost of £400).

No Community Relations Council employee received a benefit in kind greater than £200 during the financial year.



**Ratio of Median Remuneration to Highest Paid Director (audited)**

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

	2018-19	2017-18
Band of Highest Paid Director's Total Remuneration ( £'000)	60-65	60-65
Median Total Remuneration ( £)	29,012	28,714
Ratio	2.15	2.18

The banded remuneration of the highest-paid director in the Community Relations Council in the financial year 2018-19 was £60k- £65k (2017-18 £60k- £65k). This was 2.15 times (2017-18 2.18 times) the median remuneration of the workforce, which was £29,012 (2017-18 £28,714). The ratio has decreased slightly as a result of settlement of the 2014-15 pay remit. Salaries for employees at the Community Relations Council range from £20k- £25k to £60k to £65K.

Total remuneration includes salary, non-consolidated performance related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

**Pension Benefits (audited)**

	Accrued Pension at pension age as at 31/03/2019 & related lump sum £'000	Real increase (decrease) in pension & related lump sum £'000	CETV at 31/03/2019 £'000	CETV at 31/03/2018 £'000	Real increase in CETV £'000
<b>J Irwin</b>	25-30	0-2.5	600	545	55
<b>Chief Executive Officer</b>	Plus lump sum of 30-35	Plus lump sum of 0-2.5			

## **Compensation for loss of office (audited)**

No members of staff received compensation for loss of office or exit packages during the year ended 31st March 2019.

## **Pensions**

### Introduction

The Community Relations Council participates in a defined benefit pension scheme administered by NILGOSC for all permanent staff. The employer makes a contribution of 23% (2017-18 23%) of basic salary to the NILGOSC pension scheme. The employee does not have to join this scheme. Further details can be found on [www.nilgosc.org.uk](http://www.nilgosc.org.uk).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age or immediately on ceasing to be an active member of the Scheme if they are at or over pension age. The NILGOSC pension age is 65.

The Local Government Pension Scheme (LGPS) is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings (CARE) scheme. Details of the benefits earned over the period covered by this disclosure are set out in 'The Local Government Pension Scheme Regulations (Northern Ireland) 2014' and 'The Local Government Pension Scheme (Amendment and Transitional Provisions) Regulations (Northern Ireland) 2014'.

### Funding / Governance Arrangements of the LGPS

The funded nature of the LGPS requires participating employers and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. Information on the framework for calculating contributions to be paid is set out in the LGPS Regulations (Northern Ireland) 2014 and the Fund's Funding Strategy Statement. An actuarial valuation of the Fund was carried out as at 31 March 2016 and as part of that valuation a new Rates and Adjustment Certificate was produced for the three year period from 1 April 2017. The Northern Ireland Local Government Officers' Superannuation Committee (The Committee) is responsible for the governance of the Fund.

### Assets

The assets allocated to the Employer in the Fund are notional and are assumed to be invested in line with the investments of the Fund for the purposes of calculating the return to be applied to those notional assets over the accounting period. The Fund is large and holds a significant proportion of its assets in liquid investments. As a consequence there will be no significant restriction on realising assets if a large payment is required to be paid from the Fund in relation to an employer's liabilities. The assets are invested in a diversified spread of investments and the approximate split of assets for the Fund as a whole (based on data supplied by the Committee) is shown in the disclosures.

The Committee may invest a small proportion of the Fund's investments in the assets of some of the employers participating in the Fund if it forms part of their balanced investment strategy.

#### Asset volatility

The liabilities used for accounting purposes are calculated using a discount rate set with reference to corporate bond yields. If assets underperform this yield this will create a deficit in the accounts. The Fund holds a significant proportion of growth assets which while expected to outperform corporate bonds in the long term creates volatility and risk in the short term in relation to the accounting figures.

#### Changes in Bond Yield

A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result.

#### Inflation Risk

The majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to a higher liability value. The assets are either unaffected or loosely correlated with inflation meaning that an increase in inflation will increase the deficit.

#### Life expectancy

The majority of the Fund's obligations are to provide benefits for the life of the member following retirement, so increases in life expectancy will result in an increase in the liabilities.

#### Exiting employers

Employers who leave the Fund (or their guarantor) may have to make an exit payment to meet any shortfall in assets against their pension liabilities. If the employer (or guarantor) is not able to meet this exit payment the liability may in certain circumstances fall on other employers in the Fund. Further the assets at exit in respect of 'orphan liabilities' may, in retrospect, not be sufficient to meet the liabilities. This risk may fall on other employers. 'Orphan liabilities' are currently a small proportion of the overall liabilities in the Fund.

#### The Cash Equivalent Transfer Value (CETV)

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which this disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NILGOSC arrangements. They also include any additional pension benefit accrued to the member as a

result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

#### The real increase in the value of the CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

#### **Sickness Absence Data**

The total number of working days lost through sickness during the period by the Community Relations Council staff was 142 days. This represented 4% of available working days for the Community Relations Council employees. This was largely due to long term sickness absence, with 83% of staff attendance over 90% of available working days. Sickness absence during the previous financial year was 413 days, representing 10.5% of available working days.

#### **Staff Composition**

At the end of the financial year the gender split amongst Council Members and employees was as follows:

	Male	Female
	No.	No.
Council Members	5	4
Employees:		
Grade 6	0	1
DP	3	0
SO	2	3
EO	0	6
AO	1	1
	-----	
Total	6	11

An analysis of staff cost is provided in Note 3 on page 63.

#### **Consultancy**

The Community Relations Council did not incur expenditure related to consultancy during the 2018-19 financial year.

## **Employees Matters**

The Community Relations Council provides equal opportunities to its employees and are committed to the principle of equality for all Section 75 groups. This includes only having regard to the aptitudes and abilities of persons and in doing so apply employment policies that are fair, equitable and consistent with the needs of the business. The Community Relations Council's equal opportunities policy aim is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly. The recruitment and selection of staff for the Community Relations Council is designed to ensure that applicants are treated in a fair and consistent manner, that the best person is appointed and to provide a reasonable adjustment for suitable persons whenever requested.

The Community Relations Council have appropriate internal arrangements in place to ensure that disability duties are complied with and effectively implemented. The Community Relations Council reviews its policies, procedures and practices to identify any amendments or actions needed to meet its disability duties on a regular basis. In April 2019 the Board approved the Community Relations Council's draft Disability Action Plan which included actions increase employment applications from people with disabilities. The Community Relations Council is now consulting on the content of its Disability Action Plan before submitting to ECNI for approval.

There were no significant Health and Safety issues during the year and all minor issues are recorded and are available for inspection. During the year the Community Relations Council completed a Health and Safety audit and a Fire Risk Assessment. Following each review minor recommendations were made and have since been implemented.

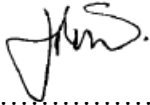
The Community Relations Council operate a performance management system intended to align employee activities to its objectives. The process identifies training requirements and career development opportunities to meet both the Community Relations Council's and the employee's needs.

All employees have the option to join a Trade Union. The Community Relations Council currently operate a procedural agreement with Unite the Union.

During the year The Executive Office engaged Department of Finance's Business Consultancy Services (BCS) to evaluate the loading of current non senior management posts, considered out of role activities being carried out that are not associated with the Community Relations Council's strategic direction and considered whether roles are aligned correctly within new Community Relations Council's directorates. Following consultation with The Executive Office, the Community Relations Council's management are now taking forward the recommendations made by the review with Community Relations Council's Board approval.

**Off-Payroll Engagements**

The Community Relations Council did not have any off-payroll engagements during the 2018-19 financial year (2017-18 - £nil).



.....  
*J Irwin - Accounting Officer*

19<sup>th</sup> September 2019

.....  
*Date*

## **C Assembly Accountability and Audit Report**

### **Overview**

#### **Regularity of Expenditure (audited)**

The Community Relations Council ensures the regularity of its expenditure by application of the requirements contained within Managing Public Money Northern Ireland and its Management Statement.

As described on page 42 the Community Relations Council is working with The Executive Office and the Department for Finance to resolve uncertainty concerning the regularity of an additional contribution of 6% on gross earnings for employee's superannuation contributions payable to the NILGOSC pension scheme totalling £19,106.

#### **Fees and Charges (audited)**

The Community Relations Council did not earn an income through fees or charges during the 2018-19 financial year.

#### **Remote Contingent Liabilities (audited)**

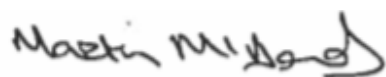
No remote contingent liabilities are known to have existed at the 31st March 2019.

#### **Losses and Special Payments (audited)**

	2018-19	2017-18
Total Number of Losses	0	5
Value of Losses	£0	£133,171

There were no losses or special payments made during the year.

Signed on behalf of the Board of Directors.



*M McDonald - Chairperson*

*19<sup>th</sup> September 2019*

.....  
Date



*J Irwin - Accounting Officer*

*19<sup>th</sup> September 2019*

.....  
Date

**NORTHERN IRELAND COMMUNITY RELATIONS COUNCIL****THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY****Opinion on financial statements**

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2019 under the Companies (Public Sector Audit) Order (Northern Ireland) 2013. The financial statements comprise: the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and the related notes including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Generally Accepted Accounting Practice. I have also audited the information in the Remuneration Report and Assembly Accountability and Audit Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the Northern Ireland Community Relations Council's affairs as at 31 March 2019 and of its total incoming resources and expenditure of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006.

**Opinion on regularity**

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

**Basis of opinions**

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate. My staff and I are independent of the Northern Ireland Community Relations Council in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016, and have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

**Other Information**

The directors and Accounting Officer are responsible for the other information included in the annual report. The other information comprises the information included in the Directors' annual report other than the financial statements, the parts of the Directors' described in the report as having been audited, and my audit certificate and report. My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.



In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

### **Opinion on other matters**

In my opinion:

- the parts of the Remuneration Report and Assembly Accountability and Audit Report to be audited have been properly prepared in accordance the Government Financial Reporting Manual; and
- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

### **Responsibilities of the directors and Accounting Officer for the financial statements**

As explained more fully in the Statement of Accounting Officer's and Directors' Responsibilities, the directors' and the Accounting Officer are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

### **Auditor's responsibilities for the audit of the financial statements**

My responsibility is to audit, certify and report on the financial statements in accordance with the Companies (Public Sector Audit) Order (Northern Ireland) 2013.

My objectives are to obtain evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Matters on which I report by exception**

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Remuneration Report and Assembly Accountability and Audit Report to be audited are not in agreement with the accounting records; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

### **Report**

I have no observations to make on these financial statements.



*KJ Donnelly*

*Comptroller and Auditor General*

*Northern Ireland Audit Office*

*106 University Street*

*Belfast*

*BT7 1EU*

*26 September 2019*

## Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2019

		Restricted Funds	All Restricted and Unrestricted Funds
	Note	2018-19 £	2017-18 £
<b>Income and endowments from:</b>			
Donations and Legacies	2	3,505,724	3,478,473
Charitable Activities		17,758	7,292
		-----	-----
<b>Total</b>		3,523,482	3,485,765
		-----	-----
<b>Expenditure on:</b>			
Charitable activities	5	3,757,635	3,691,518
		-----	-----
<b>Total</b>		3,757,635	3,691,518
<b>Net income/(expenditure) before tax for the reporting period</b>			
		(234,153)	(205,753)
<b>Tax payable</b>			
		-	-
<b>Other recognised gains/(losses):</b>			
Actuarial gain /(loss) on defined benefit pension scheme	17	320,000	153,000
		-----	-----
<b>Net movement in funds</b>		85,847	(52,753)
		-----	-----
<b>Reconciliation of funds:</b>			
Fund balances brought forward at 1 April		(1,510,782)	(1,458,029)
<b>Net movement in funds</b>		85,847	(52,753)
		-----	-----
<b>Fund balances carried forward at 31 March</b>	14	(1,424,935)	(1,510,782)
		=====	=====

All of the activities of the company are classed as continuing and all recognised gains and losses have been included in the results for the year as set out above.

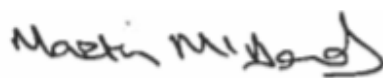
The notes on pages 58 to 78 form part of these Accounts.


## Balance Sheet as at 31 March 2019

		2018-19	2017-18
		£	£
	<b>Note</b>		
<b>Fixed assets</b>			
Tangible fixed assets	7	28,329	28,298
Intangible fixed assets	8	27,961	500
		-----	-----
		56,290	28,798
<b>Current assets</b>			
Debtors and prepayments	9	21,711	11,710
Cash at bank and in hand	10	11,320	96,549
		-----	-----
		33,031	108,259
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	(525,256)	(537,839)
		-----	-----
<b>Net current assets or (liabilities)</b>		(492,225)	(429,580)
<b>Total assets less current liabilities</b>		(435,935)	(400,782)
Defined benefit pension liability	17	(989,000)	(1,110,000)
		-----	-----
<b>Total net liabilities</b>		(1,424,935)	(1,510,782)
		=====	=====
<b>The funds of the charity</b>			
Restricted Income Funds	14	(435,935)	(400,782)
Restricted Pension Reserve	14	(989,000)	(1,110,000)
		-----	-----
<b>Total charity funds</b>		(1,424,935)	(1,510,782)
		=====	=====

In the view of the Council an exemption from the audit requirements of Part 16 of the Companies Act 2006 is available under section 482 of that Act, since the company meets the Department of Finance's definition of a non-profit making company and is subject to a public sector audit under the Companies (Public Sector Audit) Northern Ireland Order 2013, being an order issued under Article 5(3) of the Audit and Accountability (Northern Ireland) Order 2003. The Council therefore claims this exemption.

Approved by the Board of Directors on 19<sup>th</sup> September 2019 and signed on its behalf by:

  
M McDonald – Chairperson

  
.. .....  
J Irwin – Accounting Officer

The notes on pages 58 to 78 form part of these Accounts

**Cash Flow Statement for Year Ended 31 March 2019**

	Note	2018-19 £	2017-18 £
<b>Cash flows from operating activities</b>			
<b>Net cash (used in) / provided by operating activities</b>	12	(60,581)	(18,239)
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	7	(8,448)	-
Purchase of intangible fixed assets	8	(16,200)	-
<b>Net cash (used in) investing activities</b>		(24,648)	-
<b>Change in cash and cash equivalents in the reporting period</b>		(85,229)	(18,239)
<b>Opening cash and cash equivalents at 1 April</b>	10	96,549	114,788
<b>Closing cash and cash equivalents at 31 March</b>	10	11,320	96,549

The notes on pages 58 to 78 form part of these Accounts

## Notes to the Accounts for Year Ended 31 March 2019

### 1. Accounting policies

These Accounts have been prepared in accordance with the accounting and disclosure requirements of the Companies Act 2006, along with selected disclosures as recommended in the Charities Statement of Recommended Practice (SORP) (FRS 102). The particular policies adopted by the Community Relations Council for the year ended 31 March 2019 are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

The principal accounting policies are as follows:

#### Accounting convention

The Accounts are prepared under the historical cost convention. The directors do not consider the current costs of any of the year's transactions or closing balances to be materially different from the historical cost. The financial statements are presented in sterling, rounded to the nearest pound.

#### Basis of accounting

Grant Income is recognised in accordance with the performance model set out in FRS 102. Expenditure is treated on the accruals basis of accounting. Without limiting the information given, as the Community Relations Council is a charity that is a public benefit entity, the Accounts are prepared to meet the accounting and disclosure requirements of the Companies Act 2006, the Charities SORP (FRS 102), Accounting Standards issued or adopted by the Accounting Standards Board and accounting and disclosure requirements issued by the Department of Finance. Income from grants, including Grant in Aid, is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably.

#### Going Concern

On 29th March 2019 The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2019/20 financial year. The Board is satisfied that the Community Relations Council is a going concern on the basis that it has a reasonable expectation that the Community Relations Council will continue to operate for the foreseeable future. The Community Relations Council's Strategic Plan 2016-19 was approved on 29th September 2016 and has been extended until 31<sup>st</sup> March 2020. The 2019/20 business plan is at an advanced stage of preparation and is with The Executive Office officials pending Ministerial approval. The financial statements are therefore prepared on the going concern basis.

**Income**

Income comprises all funding provided to the company for its own purposes. Grant income is recognised as follows:

- A grant that does not impose specified future performance-related conditions on the recipient is recognised in income when the grant proceeds are received or receivable.
- A grant that imposes specified future performance-related conditions on the recipient is recognised in income only when the performance-related conditions are met.
- Grants received before the revenue recognition criteria are satisfied are recognised as a liability.

**Taxation**

The Company is a registered charity and is therefore exempt from Income and Capital taxes, but not Value Added Tax (VAT).

The majority of the Community Relations Council incoming resources is through grant funding which is outside the scope of VAT. Accordingly the Community Relations Council is not VAT registered and amounts in these accounts are inclusive of VAT where charged.

**Provisions**

The Company makes provisions for liabilities and charges where, at the balance sheet date, a legal or constructive liability exists (i.e. a present obligation from past events exists), where the transfer of economic benefits is probable and a reasonable estimate can be made. Where the time value of money is material, the Community Relations Council discounts the provision to its present value using a standard Government discount rate.

**Fixed assets**

Fixed assets are stated on the balance sheet at cost and depreciated in order to write off the original cost of the assets over their expected useful lives on a straight line basis over the following number of years:

Fixtures and fittings	5 years
Computer equipment	5 years

Indexation is not applied due to the short life nature of these assets i.e. less than 5 years. The minimum level of capitalisation of tangible fixed assets is £500.

**Intangible fixed assets**

Software licences for internal recording and reporting systems and other software such as the Grants Management System are capitalised as intangible assets. All intangible assets are amortised over their useful life i.e. 5 years, or the length of the licence. Indexation is not applied due to the short life nature of these assets i.e. less than 5 years. The minimum level of capitalisation of an intangible asset is £500.

**Debtors**

Debtors are measured on initial recognition at the amount receivable and subsequently at the cash amount expected to be received.

**Cash and cash equivalents**

Cash is cash in hand and deposits with any financial institution repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that mature within 3 months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**Creditors**

Creditors are measured on initial recognition at the amount payable and subsequently at the cash amount expected to be paid.

**Grants payable**

Grant expenditure is recorded in the period in which the recipient carries out the activity which created the entitlement. Unpaid and unclaimed grants may represent obligations to be recognised as liabilities where there is evidence of entitlement. Where the amount of the claim is not known at the Balance Sheet date, an estimate will be made. Overpayments of grants are shown as receivables at the Balance Sheet date.

**Financial Instruments**

The Company has limited powers to borrow or invest surplus funds and financial assets and liabilities are generated by day to day operational activities rather than being held to change the risks facing the Company in undertaking activities. Therefore the Company is exposed to little credit, liquidity or market risk.

*Currency risk:* The Company is principally a domestic organisation with the great majority of transactions, assets and liabilities being in the UK and Sterling based. The Company has no overseas operations. The Company therefore has low exposure to currency rate fluctuations.

*Interest rate risk:* The Company has limited powers to borrow or invest and therefore has low exposure to interest rate fluctuations.

*Credit risk:* Because the Company's income comprises all funding provided to it for its own purposes, the Company has low exposure to credit risk.

*Liquidity risk:* Since the Company receives the majority of its funding from The Executive Office, it is therefore not exposed to significant liquidity risks.

**Employee Benefits**

Staff costs must be recorded as an expense as soon as an organisation is obliged to pay them. This includes the cost of any untaken leave at the year end. This cost has been calculated using the untaken leave per staff member and applying this to their annual salary to calculate the leave balance as at 31 March 2019.



**Redundancy and termination benefits**

The exit costs associated with Voluntary Exit packages as funded by the Public Sector Transformation Fund, a facility provided through the 2014 Stormont House Agreement, are accounted for in full in the Statement of Financial Activities in the year departure is agreed.

**Pension**

Past and present employees are covered by the provisions of the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) Scheme.

The pension costs are assessed in accordance with the advice of independent qualified actuaries using the market led approach. The latest actuarial valuations of the scheme were at 31 March 2016.

Pension scheme assets are measured using market value. Pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term to the liability.

The increase in the present value of the liabilities of the Community Relations Council's defined benefit pension scheme arising from employee service in the period is charged to the SOFA so as to recognise the cost of pensions over the employees' working lives.

The Community Relations Council is no longer required to recognise an expected return on assets item in the SOFA. This is now replaced with a net financing charge which is based on the discount rate assumption.

Actuarial gains and losses are recognised in the SOFA.

**Expenditure**

Support costs include all expenditure directly relating to the objectives of the company.

Administration and Management costs comprises the costs involved in complying with constitutional and statutory requirements and any other costs which cannot be treated as direct charitable expenditure.

Costs incurred for meetings, seminars and other specific expenditure relating to the individual programmes are classified as programme costs.

**Operating leases**

Rentals payable under operating leases are charged on a straight line basis over the term of the lease.

## **Funds**

The company has two types of fund for which it is responsible and which require separate disclosure. These are as follows:

### *Restricted funds*

Grant in aid received which is earmarked by the funder for specific purposes and within the overall aims of the company.

### *Pension Fund*

The Charities SORP (FRS 102) requires the valuation of the net defined benefit liability to be included within the accounts.

## **Changes in Accounting Policy and Disclosure**

Management has reviewed new accounting standards that have been issued but are not yet effective, nor adopted early for these accounts.

IFRS 16 Leases replaces IAS 17 Leases and is effective with EU adoption from 1 January 2019. In line with the requirements of the FReM, IFRS 16 will be implemented, as interpreted and adapted for the public sector, with effect from 1 April 2020.

## **Charities SORP (FRS 102) Charitable Activities**

Expenditure on charitable activities is reported as a functional analysis of the work undertaken by the Community Relations Council in note 5 on pages 66 to 67. The key activities of the Community Relations Council being grant making, policy, communication, cultural diversity, district council development and production of the peace monitoring report. Under these headings are included grants payable and costs of activities performed directly by the charity, together with associated support costs.

Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute directly to more than one activity are apportioned between those activities on a per capita basis. Support costs which are not attributable to a single activity are also apportioned between the activities being supported on a per capita basis.

## 2. Income from donations and legacies and charitable activities

	<b>Restricted Funds 2018-19 £</b>	<b>Total Funds 2018-19 £</b>	<b>Total Funds 2017-18 £</b>
<b><u>Donations and legacies</u></b>			
Grant in Aid from The Executive Office	3,505,724	3,505,724	3,478,473
<b><u>Charitable activities</u></b>			
Joseph Rowntree Charitable Trust	17,758	17,758	7,292
	----- 3,523,482 -----	----- 3,523,482 -----	----- 3,485,765 -----

## 3. Analysis of Staff Costs

	<b>Permanent Staff £</b>	<b>Others £</b>	<b>Chair £</b>	<b>2018-19 Total £</b>	<b>2017-18 Total £</b>
<b>Wages and Salaries</b>	554,856	54,951	18,000	627,807	635,036
<b>Social security costs</b>	49,505	-	1,321	50,826	54,187
<b>Employers pension cost</b>					
<b><u>Analysed as:</u></b>					
Current service cost	309,978	-	-	309,978	188,373
Settlement cost	-	-	-	-	49,000
	-----	-----	-----	-----	-----
<b>Total Staff Cost</b>	914,339	54,951	19,321	988,611	926,596
	-----	-----	-----	-----	-----

The difference between the current service cost in the staff costs note and the amount included in the pension scheme note (note 17) is due to the difference between the estimated employer pension contributions notified to the actuary for valuation purposes and the actual amount incurred. CRC also made payments to NILGOSC as part of the Voluntary Exit Scheme, this results in movements in the pension net liability and this element is accounted for within the Exit Packages section of this note.

### Average number of persons employed

The average number of whole-time equivalent persons employed during the period was as follows:

	Permanent Staff	Others	Chair	2018-19 Total	2017-18 Total
<b>Total</b>	15	2	1	18	18

On a headcount basis there were 14 (2017-18: 17) full time members of staff employed during the period. 2 (2017-18: 4) members of staff were employed part time. On average 2 (2017-18: 2) persons were engaged via a recruitment agency.

Exit Packages						
Exit Package Cost Band	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages by cost band	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages by cost band
	2018-19	2018-19	2018-19	2017-18	2017-18	2017-18
< 10,000	-	-	-	-	-	-
10,000- 25,000	-	-	-	-	-	-
25,000- 50,000	-	-	-	-	1	1
50,000- 100,000	-	-	-	-	1	1
<b>Total number of exit packages by type</b>	-	-	-	-	2	2
<b>Total resource cost/ £</b>	-	-	-	-	134,768	134,768
<b>Actuarial Movement in Pension Net Liability</b>					1,000	1,000
<b>Total</b>	-	-	-		135,768	135,768

The actuarial movement in the pension net liability is due to the payments made by CRC to NILGOSC as part of the Voluntary Exit Scheme.

No persons (2017-18 – None) retired early on ill-health grounds. Ill health retirement costs are met by the Pension Scheme and are not included in the table.

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme (Northern Ireland), a statutory scheme made under the Superannuation (Northern Ireland) Order 1972. Exit costs are accounted for in full in the year of departure. Where the Community Relations Council has agreed early retirements, the additional costs are met by the Community Relations Council and not by the NILGOSC.

## Remuneration of key management

As reported in the Remuneration Report on pages 43 to 50, one member of staff received a salary within the band £60k - £65k.

## Employers Contribution to Defined Benefit Scheme

The Community Relations Council made contributions to NILGOSC, a defined benefit pension scheme, totalling £137,978 (2017-18: £146,373).

## 4. Grant expenditure

	<b>Grants payable</b>	<b>Support costs</b>	<b>2018-19 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Grants schemes</b>			
Small grants schemes	270,190	188,131	458,321
Publications and Media	39,309	3,887	43,196
Core Funding	1,264,759	190,463	1,455,222
Pathfinder	191,927	13,993	205,920
North Belfast Strategic Fund	670,661	31,096	701,757
	-----	-----	-----
	<b>2,436,846</b>	<b>427,570</b>	<b>2,864,416</b>
	-----	-----	-----
	<b>Grants payable</b>	<b>Support costs</b>	<b>2017-18 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Grants schemes</b>			
Small Grants Scheme	222,044	94,447	316,491
Publications and Media	59,353	56,577	115,930
Core Funding	1,281,306	116,805	1,398,111
Pathfinder	89,067	9,125	98,192
North Belfast Strategic Fund	672,986	18,251	691,237
	-----	-----	-----
	<b>2,324,756</b>	<b>295,205</b>	<b>2,619,961</b>
	-----	-----	-----

A statement of grant making policies in the Directors' Report provides further information on these grant schemes. Of the grants that have been paid, no grants have been made to individuals (2017-18: None).

## 5. Analysis of Expenditure on Charitable Activities

<b>Key Activities</b>	<b>Activities Undertaken Directly</b>	<b>Grant Funding Activities</b>	<b>Support Cost</b>	<b>Total 2018-19</b>
	£	£	£	£
Funding and Development	303,128	2,436,846	427,570	3,167,544
Community Engagement	261,372	-	310,961	572,333
Peace Monitoring Report	17,758	-	-	17,758
<b>Total</b>	<b>582,258</b>	<b>2,436,846</b>	<b>738,531</b>	<b>3,757,635</b>

<b>Key Activities</b>	<b>Activities Undertaken Directly</b>	<b>Grant Funding Activities</b>	<b>Support Cost</b>	<b>Total 2017-18</b>
	£	£	£	£
Funding and Development	250,096	2,265,403	295,205	2,810,704
Community Engagement	346,147	59,353	468,022	873,522
Peace Monitoring Report	7,292	-	-	7,292
<b>Total</b>	<b>603,535</b>	<b>2,324,756</b>	<b>763,227</b>	<b>3,691,518</b>

One of the Community Relations Council's strategic priorities is to support the Programme for Government and the good relations strategy Together: Building a United Community, through Engagement and delivery.

A review commissioned by The Executive Office recommended that the functions delivered by the Cultural Diversity, the Policy Development and Communications & Learning Resources Directorates be reorganised into the Community Engagement Directorate. The Community Relations Council implemented this recommendation in June 2018.

## 5. Analysis of Expenditure on Charitable Activities (continued)

### Analysis of Support Costs

<b>2018-19 Support Costs</b>	<b>Funding and Development £</b>	<b>Community Engagement £</b>	<b>Basis of Allocation</b>
Facilities	52,412	38,118	Per Capita
HR	54,420	39,579	Per Capita
IT	41,500	30,182	Per Capita
Finance	95,118	69,177	Per Capita
Governance	184,120	133,905	Per Capita
	-----	-----	
<b>Function Total</b>	427,570	310,961	
	-----	-----	

<b>2017-18 Support Costs</b>	<b>Funding and Development £</b>	<b>Community Engagement £</b>	<b>Basis of Allocation</b>
Facilities	39,479	43,500	Per Capita
HR	39,555	44,712	Per Capita
IT	18,719	19,334	Per Capita
Finance	65,069	78,508	Per Capita
Governance	132,383	281,968	Per Capita
	-----	-----	
<b>Function Total</b>	295,205	468,022	
	-----	-----	

The Northern Ireland Audit Office (NIAO) performs the annual statutory audit of the Community Relations Council at a cost of £18,300 (2017-18: £17,950). There was an amount payable to the NIAO at the 31st March 2019 of £1,156 for the National Fraud Initiative (2017-18: £nil). The NIAO did not perform any non-audit work.

4 directors (2017-18: 4) were paid travelling and subsistence costs totalling £2,217 in 2018-19 (2017-18: £2,097). This is included in the Governance costs above.

## **6. Statement of Net (Expenditure)/Income by Operating Segment:**

IFRS 8 “Operating Segments” requires disclosure of financial information about an organisation's reportable segments based on the internal reporting arrangements as reviewed by the “Chief Operating Decision Maker” (CODM). The CODM for the Council is deemed to be the Council Members since they have the authority for directing the main activities of the Council throughout the year. The Council approves the annual budget and, at each Council meeting, reviews management accounts and corresponding segmental financial information.

The Board considers financial information that supports delivery of the Community Relations Council's T:BUC objectives as a whole rather than discrete financial information for each internal function. On this basis the Community Relations Council does not have the basis for segmental reporting.



## 7. Tangible fixed assets

	<b>Computer Equipment</b>	<b>Fixtures and Fittings</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost:</b>			
Balance at 1 April 2018	53,611	61,985	115,596
Additions	5,578	4,562	10,140
Disposals	(20,582)	-	(20,582)
	-----	-----	-----
Balance at 31 March 2019	38,607	66,547	105,154
	-----	-----	-----
<b>Accumulated depreciation:</b>			
Balance at 1 April 2018	45,581	41,717	87,298
Charge for year	3,224	6,885	10,109
Depreciation on disposals	(20,582)	-	(20,582)
	-----	-----	-----
Balance at 31 March 2019	28,223	48,602	76,825
	-----	-----	-----
<b>Net book value:</b>			
At 31 March 2019	10,384	17,945	28,329
	=====	=====	=====
At 1 April 2018	8,030	20,268	28,298
	=====	=====	=====

	<b>Computer Equipment</b>	<b>Fixtures and Fittings</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost:</b>			
Balance at 1 April 2017	55,560	62,713	118,273
Additions	-	-	-
Disposals	(1,949)	(728)	(2,677)
	-----	-----	-----
Balance at 31 March 2018	53,611	61,985	115,596
	-----	-----	-----
<b>Accumulated depreciation:</b>			
Balance at 1 April 2017	43,891	34,057	77,948
Charge for year	3,639	8,388	12,027
Depreciation on disposals	(1,949)	(728)	(2,677)
	-----	-----	-----
Balance at 31 March 2018	45,581	41,717	87,298
	-----	-----	-----
<b>Net book value:</b>			
At 31 March 2018	8,030	20,268	28,298
	=====	=====	=====
At 1 April 2017	11,669	28,656	40,325
	=====	=====	=====

**8. Intangible fixed assets**

	<b>Website</b>	<b>Software</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost:</b>			
Balance at 1 April 2018	-	623	623
Additions	-	28,041	28,041
Disposals	-	-	-
	-----	-----	-----
Balance at 31 March 2019	-	28,664	28,664
	-----	-----	-----
<b>Accumulated amortisation:</b>			
Balance at 1 April 2018	-	123	123
Charge for year	-	580	580
Depreciation on disposals	-	-	-
	-----	-----	-----
Balance at 31 March 2019	-	703	703
	-----	-----	-----
<b>Net book value:</b>			
At 31 March 2019	-	27,961	27,961
	=====	=====	=====
At 1 April 2018	-	500	500
	=====	=====	=====

	<b>Website</b>	<b>Software</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost:</b>			
Balance at 1 April 2017	14,000	1,872	15,872
Additions	-	-	-
Disposals	(14,000)	(1,249)	(15,249)
	-----	-----	-----
Balance at 31 March 2018	-	623	623
	-----	-----	-----
<b>Accumulated amortisation:</b>			
Balance at 1 April 2017	8,411	1,259	9,670
Charge for year	5,589	113	5,702
Depreciation on disposals	(14,000)	(1,249)	(15,249)
	-----	-----	-----
Balance at 31 March 2018	-	123	123
	-----	-----	-----
<b>Net book value:</b>			
At 31 March 2018	-	500	500
	=====	=====	=====
At 1 April 2017	5,589	613	6,202
	=====	=====	=====

At 31st March 2019 the Community Relations Council had a capital commitment of £9,000 for the implementation and development of a grants management system.

<b>9. Debtors: amounts due in less than one year</b>	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
Grant claw backs	11,872	4,324
Other debtors	-	54
Prepayments	9,839	7,332
	<u>21,711</u>	<u>11,710</u>
	=====	=====

**10. Cash and cash equivalents**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
Balance at 1 April	96,549	114,788
Net change in cash and cash equivalent balances	(85,229)	(18,239)
	<u>11,320</u>	<u>96,549</u>
	=====	=====

Cash and cash equivalents are comprised entirely of cash on hand and are held in commercial banks. The Community Relations Council does not have any demand deposits or any short-term, highly liquid investments.

**11. Creditors: amounts falling due within one year**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
Taxation and Social Security	-	11
Grants payable	356,671	348,264
Other creditors	23,316	13,335
Accruals & deferred income	145,269	176,229
	<u>525,256</u>	<u>537,839</u>
	=====	=====

The Community Relations Council received a grant from The Joseph Rowntree Charitable Trust to deliver the Peace Monitor Report. The contract to deliver the fifth Peace Monitor Report was awarded during the 2017-18 financial year and the Report was produced during 2018-19. £17,758 of the funds received from The Joseph Rowntree Charitable Trust were treated as deferred income at 31<sup>st</sup> March 2018. All of these deferred funds have been released to the Statement of Financial Activities in the 2018-19 financial year.

**12. Notes to the cash flow statement**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>

**Reconciliation of net (expenditure) to net cash flow from operating activities**

<b>Net (expenditure) resources</b>	Note	(234,153)	(205,753)
<b>Adjustments for:</b>			
Depreciation/amortisation charge	7&8	10,689	17,729
Disposal of Tangible Fixed Assets	7&8	-	-
Increase in debtors	9	(10,001)	6,434
Decrease in creditors	11	(12,583)	43,351
Capital costs not processed through the Statement of Financial Activity		(13,533)	-
 <i>Movement in pension scheme deficit:</i>			
Current and past service cost	17	338,000	210,000
Settlement	17	-	49,000
Less: Employer pension contributions	17	(166,000)	(167,000)
Interest on net defined benefit liability	17	27,000	28,000
		-----	-----
<b>Net cash (used in) / provided by operating activities</b>		<b>(60,581)</b>	<b>(18,239)</b>
		=====	=====

**13. Net income/(expenditure) is stated after charging**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets	10,109	12,027
Amortisation of intangible fixed assets	580	5,702
Auditors' remuneration for 2018-19	18,300	17,950
National Fraud Initiative fee	1,156	-
	=====	=====

The cost incurred in respect of Statutory Audit fees during the year ended 31st March 2019 was £18,300.

**14. Fund balances - Outline summary of fund movements**

<b>Fund name</b>	<b>Fund balances brought forward £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Gains and Losses £</b>	<b>Fund Balance Carried forward £</b>
Restricted Fund	(400,782)	3,523,482	(3,558,635)	-	(435,935)
Pension Reserve	(1,110,000)	-	(199,000)	320,000	(989,000)
<b>Total Funds</b>	<b>(1,510,782)</b>	<b>3,523,482</b>	<b>(3,757,635)</b>	<b>320,000</b>	<b>(1,424,935)</b>

Any funds above must be spent on direct charitable expenditure and associated administration and overhead costs.

With effect from 1<sup>st</sup> April 2019, The Executive Office has put in place a guarantee in respect of the pension liabilities of the Community Relations Council.

**15. Financial Instruments**

As the cash requirements of the Community Relations Council are met through the Grant-in-Aid provided by The Executive Office, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments are related to contracts to buy non-financial items in line with the Community Relations Council's expected purchase and usage requirements and the Community Relations Council is therefore exposed to little credit, liquidity or market risk.

**16. Commitments under operating leases**

At 31 March 2019 the company had annual commitments under non-cancellable operating leases expiring as follows:

	<b>Property 2018-19 £</b>	<b>Property 2017-18 £</b>
Within one year	91,101	82,742
Greater than one year and less than five	121,468	193,065
	<b>212,569</b>	<b>275,807</b>

The Community Relations Council is committed to a tenancy agreement that began on 1<sup>st</sup> April 2016. While the agreement is not technically a lease it does create an ongoing annual commitment of £91,101 until July 2021 of rent and facilities payments for its current office facilities within Equality House and therefore should be disclosed as an operating lease for the purpose of financial reporting.

## 17. Commitments under Defined Benefit Pension Scheme

The assets of the pension scheme are held separately from those of the Community Relations Council and are administered by NILGOSC. The pension cost is determined on the advice of independent qualified actuaries. The latest actuarial valuation of the Community Relations Council's liabilities took place at 31 March 2016.

The scheme is funded and the employer contributions were 23% for the year ended 31<sup>st</sup> March 2019 (2017-18: 23%). From 1<sup>st</sup> April 2019 employer contributions have remained at 23% of pensionable pay and the employer expects to pay regular contributions to the Fund for the accounting period ended 31 March 2020 totalling £199,000 (31 March 2019: £210,000). The employees' contributions vary between 5.8% and 8.5% of pensionable pay. As required by The Charities SORP (FRS 102), the defined benefit liabilities have been measured using the projected unit credit method. The tables below state the actuarial assumptions upon which the valuation of the scheme was based.

Key Assumptions	2018-19	2017-18	2016-17
Discount rate	2.5%	2.6%	2.6%
RPI Inflation	3.2%	3.1%	3.1%
CPI Inflation	2.1%	2.0%	2.0%
Pension increases	2.1%	2.0%	2.0%
Pension accounts revaluation rate	2.1%	2.0%	2.0%
Salary increases	3.6%	3.5%	3.5%

Asset Allocation	2018-19 %	2017-18 %
Equities	59.5	71.4
Property	11.2	10.0
Government bonds	16.5	5.2
Corporate bonds	7.0	7.2
Cash	2.7	4.5
Other	3.1	1.7
<b>Total</b>	----- 100 -----	----- 100 -----

**Mortality Assumptions**

The mortality assumptions are based on the recent actual mortality experience of members within the Fund and allow for expected future mortality improvements. Sample life expectancies at age 65 resulting from these mortality assumptions are shown below

	<b>2018-19</b>	<b>2017-18</b>
	<b>Years</b>	<b>Years</b>
<b>Males</b>		
Member aged 65 at accounting date	22.6	23.3
Member aged 45 at accounting date	24.3	25.5
<b>Females</b>		
Member aged 65 at accounting date	24.9	25.9
Member aged 45 at accounting date	26.7	28.2

**Reconciliation of funded status to Balance Sheet**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
Fair value of assets	8,597,000	7,930,000
Present value of funded defined benefit obligation	(9,586,000)	(9,040,000)
	-----	-----
<b>Funded status</b>	<b>(989,000)</b>	<b>(1,110,000)</b>
Unrecognised asset	-	-
	-----	-----
Liability recognised on the balance sheet	(989,000)	(1,110,000)
	-----	-----

**Amounts recognised in the Statement of Financial Activities**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
<b>Operating Cost</b>		
Current service cost	338,000	210,000
Settlement cost	-	49,000
<b>Financing Cost</b>		
Interest on net defined benefit liability	27,000	28,000
	-----	-----
<b>Pension expense recognised in the Statement of Financial Activities</b>	<b>365,000</b>	<b>287,000</b>
	-----	-----
<b>Amounts recognised in other comprehensive income</b>		
Assets gains/(losses) arising during the period	361,000	207,000
Liability gains/(losses) arising during the period	(41,000)	(54,000)
	-----	-----
<b>Total amount recognised in other comprehensive income</b>	<b>320,000</b>	<b>153,000</b>
	-----	-----

<b>Movement in Deficit during the year</b>	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
<b>Net defined benefit pension liability at the beginning of the year</b>	<b>(1,110,000)</b>	<b>(1,143,000)</b>
Current service cost	(338,000)	(210,000)
Settlement	-	(49,000)
Employer contributions	166,000	167,000
Interest on the net defined benefit liability	(27,000)	(28,000)
Actuarial (losses)/gains	320,000	153,000
<b>Net defined benefit pension liability at the end of the year</b>	<b>(989,000)</b>	<b>(1,110,000)</b>

The current service cost for 2017-18 includes an element related to the Voluntary Exit Scheme.

#### **Changes to the present value of the defined benefit obligation during the period**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
<b>Opening defined benefit obligation</b>	<b>9,040,000</b>	<b>9,060,000</b>
Current service cost	338,000	210,000
Interest expense on defined benefit obligation	234,000	233,000
Contributions by participants	42,000	43,000
Actuarial losses/(gains) on liabilities	41,000	54,000
Net benefits paid out	(109,000)	(106,000)
Settlements	-	(454,000)
<b>Closing defined benefit obligation</b>	<b>9,586,000</b>	<b>9,040,000</b>

#### **Changes to the fair value of assets during the period**

	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
<b>Opening fair value of assets</b>	<b>7,930,000</b>	<b>7,917,000</b>
Interest income on assets	207,000	205,000
Remeasurement gains on assets	361,000	207,000
Contributions by the employer	166,000	167,000
Contributions by participants	42,000	43,000
Net benefits paid out	(109,000)	(106,000)
Settlements	-	(503,000)
<b>Closing fair value of assets</b>	<b>8,597,000</b>	<b>7,930,000</b>



<b>Actual return on assets</b>	<b>2018-19</b>	<b>2017-18</b>
	<b>£</b>	<b>£</b>
Interest income on assets	207,000	205,000
Gain/(loss) on assets	361,000	207,000
	-----	-----
<b>Actual return on assets</b>	<b>568,000</b>	<b>412,000</b>
	=====	=====

On 8<sup>th</sup> February 2018 a bulk transfer payment was paid by NILGOSC to the Principal Civil Service Pension Scheme in settlement of pension liabilities to employees transferred from the Community Relations Council to the Victims and Survivors Service on 12<sup>th</sup> November 2012.

The split of the defined benefit obligation at the last valuation date between the various categories of members was as follows:

Active members	39%
Deferred Pensioners	43%
Pensioners	18%

## 18. Related party transactions

During the year the Community Relations Council has had various material transactions with the Good Relations and Governance Branch of The Executive Office which is regarded as a related party. The Community Relations Council received a total of £3,505,724 (2017-18: £3,478,473) in Grant in Aid from The Executive Office during 2018-19.

ECNI is regarded as a related party since it is an Arm's Length Body of The Executive Office. The Community Relations Council relocated premises to Equality House on 23<sup>rd</sup> March 2016. The amount paid to ECNI during the 2018-19 financial year totalled £103,632 (2017-18: £103,643).

Some Directors of the Company may also carry out various roles within organisations which receive financial assistance from The Community Relations Council. The Directors disclose these interests on an annual basis by submitting 'Declaration of Interests' returns. Relevant interests are also declared during the normal business and procedures of the Board and its Committee. During the year, the following payments were made to organisations related to Directors:

- Kasia Garbal has a close personal connection with an individual involved with Trademark. Trademark received a Core Funding grant of £49,902 (2017-18: £78,287.26).
- Libby Keyes had membership of the Irish School of Ecumenics, which received a Core Fund grant of £29,997.52 (2017-18: £29,635.43) and a CRCD grant of £1,854 (2017-18: £1,789.96). The accounts include an accrual of £927 in respect of a CRCD grant at the year end (2017-18: £862.96).

## 19. Financial Regularity

No new cases of financial irregularity that required investigation by the Community Relations Council occurred in the 2018-19 financial year.

## 20. Events after the reporting date

There have been no significant events since the balance sheet date that would affect these accounts or require disclosure.

## 21. Contingent Liabilities

No contingent liabilities are known to have existed at the 31<sup>st</sup> March 2019.

## Date of authorisation for issue

The Accounting Officer authorised these Accounts for issue on 26<sup>th</sup> September 2019.

## Appendix 1

### Additional Disclosures to comply with FReM

This additional disclosure has been prepared in accordance with the Government Financial Reporting Manual (FReM). FReM is a technical guide for the preparation of financial statements of public bodies. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Community Relations Council for the purpose of giving a true and fair view has been selected.

FReM requires Non-Departmental Public Bodies (NDPB) to regard grant in aid received as contributions from controlling parties giving rise to a financial interest in the residual interest of the body, and hence accounted for as financing, i.e. by crediting them to the income and expenditure reserve. Grants are recognised as financing in the year which they are received.

On 1 April 2012 the Community Relations Council was designated as an Executive NDPB and as a result cannot recognise Grant in Aid as income. If the Community Relations Council were to comply with FReM, the following statements would be the effect of this compliance.

### Statement of Comprehensive Net Expenditure

		2018-19 £	2017-18 £
	<b>Note</b>		
<b>Income</b>			
Joseph Rowntree Charitable Trust	2	17,758	7,292
		-----	-----
Total Operating Income		17,758	7,292
<b>Expenditure</b>			
Staff costs	3	988,611	926,596
Exit Packages	3	-	135,768
Grant expenditure	4	2,436,846	2,324,756
Purchase of goods and services	App 1	282,876	251,890
Depreciation and impairment charges	App 1	10,689	17,729
Other Operating Expenditure	App 1	38,613	34,779
		-----	-----
Total Operating Expenditure		3,757,635	3,691,518
Net Expenditure for the year		(3,739,877)	(3,684,226)
<b>Other Comprehensive Expenditure</b>			
Actuarial gain on the defined			
benefit pension scheme	17	320,000	153,000
		-----	-----
<b>Comprehensive Net Expenditure for the year</b>		<b>(3,419,877)</b>	<b>(3,531,226)</b>
		=====	=====

## Statement of Financial Position as at 31 March 2019

		2018-19 £	2017-18 £
	<b>Note</b>		
<b>Non-current assets</b>			
Tangible assets	7	28,329	28,298
Intangible assets	8	27,961	500
		-----	-----
<b>Total non-current assets</b>		<b>56,290</b>	<b>28,798</b>
<b>Current assets</b>			
Debtors and prepayments	9	21,711	11,710
Cash at bank and in hand	10	11,320	96,549
		-----	-----
<b>Total current assets</b>		<b>33,031</b>	<b>108,259</b>
		-----	-----
<b>Total assets</b>		<b>89,321</b>	<b>137,057</b>
		-----	-----
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	11	(525,256)	(537,839)
		-----	-----
<b>Total current liabilities</b>		<b>(525,256)</b>	<b>(537,839)</b>
		-----	-----
<b>Total assets less current liabilities</b>		<b>(435,935)</b>	<b>(400,782)</b>
		-----	-----
<b>Non-current liabilities</b>			
Defined benefit pension liability	17	(989,000)	(1,110,000)
		-----	-----
<b>Total assets less total liabilities</b>		<b>(1,424,935)</b>	<b>(1,510,782)</b>
		=====	=====
<b>Taxpayers' equity and other reserves</b>			
General fund	14	(1,424,935)	(1,510,782)
		-----	-----
<b>Total Equity</b>	14	<b>(1,424,935)</b>	<b>(1,510,782)</b>
		=====	=====

## Statement of Cash Flows for the year ended 31 March 2019

		2018-19 £	2017-18 £
<b>Cash flows from operating activities</b>	<b>Note</b>		
Net Operating Cost		(3,739,877)	(3,684,226)
Adjustments for:			
Depreciation/amortisation charge	7/8	10,689	17,729
(Increase)/Decrease in debtors	9	(10,001)	6,434
(Decrease)/increase in creditors	11	(12,583)	43,351
Capital costs not processed through the Statement Of Financial Activities		(13,533)	-
<i>Movement in pension scheme deficit:-</i>			
- Current service cost	17	338,000	210,000
- Settlement	17	-	49,000
- Employer pension contributions	17	(166,000)	(167,000)
- Interest on net defined benefit liability	17	27,000	28,000
		-----	-----
<b>Net cash outflow from operating activities</b>		(3,566,305)	(3,496,712)
		-----	-----
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	7	(8,448)	-
Purchase of intangible fixed assets	8	(16,200)	-
		-----	-----
<b>Net cash inflow/(outflow) from investing activities</b>		(24,648)	-
		-----	-----
<b>Cash flows from financing activities</b>			
Grants from sponsoring department	2	3,505,724	3,478,473
		-----	-----
<b>Net financing</b>		3,505,724	3,478,473
		-----	-----
<b>Net decrease in cash and cash equivalents in the period</b>		(85,229)	(18,239)
		-----	-----
<b>Cash and cash equivalents at the beginning of the period</b>		96,549	114,788
		-----	-----
<b>Cash and cash equivalents at the end of the period</b>		11,320	96,549
		=====	=====

## Statement of Changes in Taxpayers' Equity for the year ended 31 March 2019

		General Fund £	Taxpayers' Equity £
<b>Balance at 31 March 2017</b>		<b>(1,458,029)</b>	<b>(1,458,029)</b>
Grant-in-aid from The Executive Office	2	3,478,473	3,478,473
Comprehensive Net Expenditure for the year	App. 1	(3,684,226)	(3,684,226)
Actuarial Gain/(Loss) for year	17	153,000	153,000
		-----	-----
<b>Balance at 31 March 2018</b>		<b>(1,510,782)</b>	<b>(1,510,782)</b>
Grant-in-aid from The Executive Office		3,505,724	3,505,724
Comprehensive Net Expenditure for the year		(3,739,877)	(3,739,877)
Actuarial Gain/(Loss) for year		320,000	320,000
		-----	-----
Balance at 31 March 2019		<u><u>(1,424,935)</u></u>	<u><u>(1,424,935)</u></u>

**Other Operating Costs**

<b>Purchase of goods and services</b>	<b>Note</b>	<b>2018-19</b>	<b>2017-18</b>
		<b>£</b>	<b>£</b>
Programme costs		87,411	81,504
Advertising and Public Relations		-	5,683
Postage, stationery and photocopier costs		15,939	18,508
Telephone		3,714	4,064
Rentals under operating leases		83,593	61,254
Repairs and maintenance		32,894	16,620
Professional fees		16,988	15,954
Sundry expenses		6,672	6,297
HR costs		10,690	12,104
External audit services		18,300	17,950
Internal audit services		6,675	11,952
		-----	-----
		<b>282,876</b>	<b>251,890</b>
		-----	-----
<b>Depreciation and impairment charges</b>			
Depreciation	7	10,109	12,027
Amortisation	8	580	5,702
		-----	-----
		<b>10,689</b>	<b>17,729</b>
		-----	-----
<b>Other Operating Expenditure</b>		<b>2018-19</b>	<b>2017-18</b>
		<b>£</b>	<b>£</b>
Staff travel and subsistence		8,457	7,516
Members and Committee expenses		3,156	3,183
Interest on net defined pension liability	17	27,000	28,000
Bad Debts written back in year		-	(3,920)
		-----	-----
		<b>38,613</b>	<b>34,779</b>
		-----	-----

## Appendix 2: Grants Paid in 2018-19

## Core Funding Scheme 2018 – 2019

Reference	Group Name	Summary	Amount (£)
<b>Antrim and Newtownabbey</b>			
<b>183519</b>	Community Relations Forum	Grant for core funding costs to support community relations activity.	35,953.09
<b>Total for Antrim and Newtownabbey</b>			<b>35,953.09</b>
<b>Armagh City, Banbridge, Craigavon</b>			
<b>183528</b>	Shankill Parish Caring Association	Grant for core funding costs to support community relations activity.	33,029.00
<b>Total for Armagh City, Banbridge, Craigavon</b>			<b>33,029.00</b>
<b>Belfast City Council</b>			
<b>183452</b>	Forthspring Inter Community Group	Grant for core funding costs to support community relations activity.	30,589.62
<b>183468</b>	Springboard Opportunities Limited	Grant for core funding costs to support community relations activity.	36,351.36
<b>183469</b>	174 Trust	Grant for core funding costs to support community relations activity.	20,873.00
<b>183520</b>	Community Relations in Schools	Grant for core funding costs to support community relations activity.	72,119.00
<b>183522</b>	East Belfast Mission	Grant for core funding costs to support community relations activity.	40,155.18
<b>183523</b>	Falls Community Council	Grant for core funding costs to support community relations activity.	33,935.63
<b>183524</b>	Institute for Conflict Research	Grant for core funding costs to support community relations activity.	50,462.53
<b>183525</b>	Irish School of Ecumenics	Grant for core funding costs to support community relations activity.	29,997.52
<b>183526</b>	Kabosh Theatre	Grant for core funding costs to support community relations activity.	33,846.43
<b>183527</b>	PeacePlayers International NI	Grant for core funding costs to support community relations activity.	50,203.24



<b>183529</b>	Shankill Women's Centre	Grant for core funding costs to support community relations activity.	30,498.96
<b>183532</b>	Tides Training	Grant for core funding costs to support community relations activity.	54,449.55
<b>183533</b>	Women's Resource and Development Agency	Grant for core funding costs to support community relations activity.	41,382.44
<b>183534</b>	Youthlink NI	Grant for core funding costs to support community relations activity.	43,716.00
<b>183535</b>	Falls Women's Centre	Grant for core funding costs to support community relations activity.	24,980.91
<b>183536</b>	Women's Information Northern Ireland	Grant for core funding costs to support community relations activity.	31,501.69
<b>183537</b>	Intercomm	Grant for core funding costs to support community relations activity.	27,809.04
<b>Total for Belfast</b>			<b>652,872.10</b>
<b>Causeway Coast and Glens</b>			
<b>183518</b>	Building Communities Resource Centre	Grant for core funding costs to support community relations activity.	42,239.63
<b>183521</b>	Corrymeela Community	Grant for core funding costs to support community relations activity.	72,000.00
<b>Total for Causeway</b>			<b>114,239.63</b>
<b>Derry and Strabane</b>			
<b>183483</b>	North West Play Resource Centre	Grant for core funding costs to support community relations activity.	34,166.00
<b>183486</b>	The Junction/Holywell Trust Core Funding Partnership	Grant for core funding costs to support community relations activity.	79,907.31
<b>183530</b>	St. Columbs Park House	Grant for core funding costs to support community relations activity.	34,673.91
<b>183531</b>	The Churches Trust	Grant for core funding costs to support community relations activity.	13,915.05
<b>Total for Derry and Strabane</b>			<b>162,662.27</b>
<b>Multiple</b>			

<b>183443</b>	REACT	Grant for core funding costs to support community relations activity.	40,568.52
<b>183448</b>	An Gaelaras	Grant for core funding costs to support community relations activity.	28,207.99
<b>183459</b>	Londonderry Bands Forum	Grant for core funding costs to support community relations activity.	14,869.17
<b>183463</b>	Trademark	Grant for core funding costs to support community relations activity.	49,902.00
<b>183464</b>	Rural Community Network	Grant for core funding costs to support community relations activity.	44,658.00
<b>183473</b>	Community Dialogue	Grant for core funding costs to support community relations activity.	55,793.30
<b>183474</b>	Partisan Productions	Grant for core funding costs to support community relations activity.	32,004.00
<b>Total for Multiple</b>			<b>266,002.98</b>
<b>Overall Total</b>			<b>1,264,759.07</b>

### Community Relations and Cultural Diversity Grant Scheme 2018 – 2019

Reference	Organisation	Summary	Amount (£)
<b>Antrim and Newtownabbey</b>			
<b>183539</b>	Women's Information Northern Ireland	Conference exploring the role of women in the Good Friday Agreement.	3,070.00
<b>183639</b>	Thrive Ireland	Peace Building conference for church leaders	4,585.07
<b>Total for Antrim</b>			<b>7,655.07</b>
<b>Ards and North Down</b>			
<b>183661</b>	North Down Community Network	This is a creative writing project that will take as its focus the theme of 'Home' and what this means to our participants	2,106.50
<b>Total for Ards and North Down</b>			<b>2,106.50</b>
<b>Armagh City, Banbridge and Craigavon</b>			
<b>183568</b>	South Lough Neagh Regeneration Association	Delivery of Bringing People Together programme consisting of workshops, study visits, events and activities in the promotion of positive relationships.	2,202.41

<b>183575</b>	The John Hewitt Society	Bursaries for 12 CR workers to attend the festival	5,000.00
<b>183583</b>	County Armagh Grand Orange Lodge Community Development	3 Day Orange Tree Festival at Dan Winters Cottage & Sloan's House, workshops with two local schools	2,300.00
<b>183601</b>	Centre for Cross Border Studies	Towards a Common Chapter: Women's Youth & Rural Issues & developing border policy positions	2,500.00
<b>183605</b>	REACT	"Rebels, Radicals, Royalists and Loyalists" Course.	3,197.26
<b>183627</b>	TADA Rural Support Network	To host a multi-cultural networking day in a neutral rural venue.	2,865.00
<b>183742</b>	REACT	An event to mark the 20th anniversary of our organisation and reflect our journey from a single identity organisation working with loyalist ex-prisoners	2,264.83
<b>Total for Armagh City, Banbridge and Craigavon</b>			<b>20,329.50</b>
<b>Belfast City Council</b>			
<b>183552</b>	Irish Council of Churches	Inter-Church event examining the potential impact of Brexit on community relations.	2,930.10
<b>183557</b>	All Nations Ministries	International Community Picnic & Art Exhibition & Performances	1,645.00
<b>183559</b>	East End Great War	3 Drama performances in East Belfast focusing on the repercussions of WW1	2,500.00
<b>183566</b>	Cathedral Quarter Trust	Culture Night 2018, Community, Youth and BME community tours	5,852.00
<b>183572</b>	Belfast City of Sanctuary	Provide support to refugees by coming to create a culture of welcome and safety.	1,230.00
<b>183582</b>	Limestone United Cross-community Intervention Project	Host an event located at the interface where participants live which will showcase good relations in the area by empowered young people.	300.00
<b>183584</b>	Community Arts Partnership	To engage youth and community organisations including cross-community groups and various ethnic minorities with the aim of celebrating culture and identity.	1,490.40
<b>183588</b>	Success Dragon and Lion Dance Association	Chinese New Year Celebration in Ulster Hall 2019	2,500.00
<b>183598</b>	St. Peter Immaculata Youth Centre	To create a group of young leaders who will tackle exploitation and	3,058.61

		anti-radicalisation amongst their peers.	
<b>183599</b>	Ex-Prisoners Interpretative Centre	Bursary to attend the British Irish Conference 2018	573.98
<b>183603</b>	Green Shoot Productions	Civil Rights Schools & Theatre project & library exhibition	2,925.00
<b>183607</b>	D U Dance (NI)	Arts, Music and storytelling workshops for Palestinian women, teenagers and women from West Belfast	3,224.00
<b>183608</b>	Willowbank Youth and Football Club	A football academy programme to remove young people from potential clashes around the Bonfire/Interface areas.	2,500.00
<b>183617</b>	Imagine Belfast	Imagine Belfast Festival of Ideas and Politics 2019	3,550.00
<b>183631</b>	Youthlink NI	To host two Good Relations Week Events exploring a shared vision of the future and shaping the future of Northern Ireland.	532.97
<b>183634</b>	Beyond Skin	To host Imagine Peace - a photographic exhibition and facilitated workshops on the untold stories of the Colombian conflict.	1,500.00
<b>183643</b>	All Nations Ministries	Residential for local and migrant communities to integrate and prove community relations enabling people to create an awareness and understanding of diverse communities.	2,490.00
<b>183647</b>	Shankill Women's Centre	To set up a women's network in West Belfast to include PUL, CNR and BME women who will come and work together to effect change and build community relations between women from a variety of different backgrounds and religions.	4,483.00
<b>183649</b>	Irish Council of Churches	To continue a conversation initiated with NI political parties discussing concerns at local level of the ongoing political impasse and ways in which the churches might be helpful.	3,030.00
<b>183651</b>	Young at Art	To raise awareness and understanding of child refugees/asylum seekers and improve attitudes towards new arrivals in Belfast.	1,995.00

<b>183652</b>	Healing through Remembering	Representatives will participate on a cross-community panel to discuss 'Speaking Up, Speaking Out' - Dissenting Voices and displaying practices about the conflict in Northern Ireland	370.00
<b>183658</b>	Prime Cut Productions	To increase the number of participants who have a more positive attitude towards those from another community background and who think that the culture and traditions of Catholics, Protestants and Minority Ethnic people add to the richness and diversity of NI society.	5,000.00
<b>183665</b>	4 Corners Festival	A programme of talks, walks and arts events designed to promote good relations.	3,850.00
<b>183670</b>	Women in Faith	Healing the Hurt residential for WIF members	2,049.00
<b>183672</b>	Annadale Haywood Residents' Association	Celebrating Diversity and inclusiveness at Christmas	1,301.97
<b>183736</b>	Mornington Community Project	Cross community Irish History project involving local women from all communities of South Belfast	1,360.00
<b>183747</b>	Green Shoot Productions	Aims to use a suite of arts based workshops to explore and articulate stories of their lives growing up in the area	3,290.00
<b>183748</b>	Community Relations in Schools (CRIS)	Support the undertaking of Phase 1 of 4 Research Stages designed to investigate the role CRIS has played as a capacity building agent within the Moving Forward Together Partnership	4,491.00
<b>183749</b>	Belfast Library and Society for Promoting Knowledge	Promote a greater understanding of Partition through the delivery of a six week course of workshops, lectures and a seminar.	2,204.83
<b>183750</b>	Annadale Haywood Residents' Association	Chinese New Year Celebration 2019	1,982.26
<b>183753</b>	St. Brigids GAC	An evening of cultural celebration, song, dance, poetry and lectures on cross community basis.	1,500.00

<b>183754</b>	East End Great War Society	Cultural Talk in Belfast and Dublin with Dave O'Brien	2,050.00
<b>183765</b>	Queen's International Student Society	International students cultural event in Whitla Hall	1,500.00
<b>183767</b>	Belfast Exposed	Participants to explore current artwork depicting the Troubles in Belfast City Centre and how a new shared experience of the Troubles can be integrated into the future lived experience of the city.	1,400.00
<b>183791</b>	Royal Scottish Country Dance Society - Belfast Branch	Hold a celebratory Ceilidh to celebrate St Patrick's Day bringing together a range of people from differing backgrounds to engage in an educational and informative cross community and cultural activity.	180.00
<b>Total for Belfast</b>			<b>80,839.12</b>
<b>Causeway Coast and Glens</b>			
<b>183630</b>	North West Tongues, Tones and Tapping	A series of cross-cultural workshops, seminars and a festival to promote cultural awareness.	2,000.00
<b>183633</b>	Rathlin Development and Community Association	90 Refugees/asylum seekers and local families from West Belfast visiting Rathlin Island to learn more about each other and NI	700.66
<b>183635</b>	Building Communities Resource Centre	To enable community practitioners, representatives and volunteers the opportunity to come together and engage in acts of reflections, celebration, exploration and the sharing of knowledge and experiences to develop new programmes and projects for the future.	1,094.46
<b>183756</b>	Community Relations in Schools (CRIS)	A strategic dialogue residential in Corrymeela to explore effective practice in promoting reconciliation through schools.	1,350.00
<b>183760</b>	North West Tongues, Tones and Tapping	Diversity music workshops and dialogue in Dungiven	2,500.00
<b>Total for Causeway Coast and Glens</b>			<b>7,645.12</b>
<b>Derry and Strabane</b>			
<b>183626</b>	North West Migrants Forum	Engage with 6 schools across Derry and Strabane Council to deliver an inter-cultural project aiming to strengthen social cohesion	3,200.00

		between Minority Ethnic community and the two major communities in NI.	
<b>183555</b>	Holywell Trust	Examine the role of the Orange Order	2,553.88
<b>183576</b>	In Your Space	Carnival of Colours a Circus, Arts and Music Festival based in St Columbs Park House.	1,500.00
<b>183587</b>	Nerve Centre	Cross-community project to re-imagine and recontextualise materials into a public realm art project.	2,112.83
<b>183591</b>	An Gaelaras Limited	Take 20 community leaders from local communities to explore and discuss the identity and heritage of those living in the Gaidhealtachd.	1,807.69
<b>183616</b>	Kerala Association	Kerala Association - multi-cultural cross-community events.	4,250.00
<b>183632</b>	The Churches Trust	St Columba Historical tour and talk for 16 participants in GRW	628.75
<b>183637</b>	NW Playhouse Limited	Music, Dance and cultural workshops to celebrate GRW in Derry on partnership with Playtrain and Holywell Trust.	3,040.00
<b>183642</b>	The Junction	To produce a new poem with healing as its core theme to be used as a tool for addressing remembrance and commemoration of the upcoming 50th anniversary of the Troubles in 2019.	4,798.75
<b>183650</b>	Galliagh Women's Group	Bring women from different communities together to take part in a residential and series of workshops exploring cultural traditions, sharing stories and breaking down barriers.	2,500.00
<b>183656</b>	Mandarin Speakers Association (Derry Branch)	Meeting on a quarterly basis and aim to promote the Chinese culture and identity to all residents in Derry	2,500.00
<b>183659</b>	REACH Across	To increase the cultural, historical and diversity awareness of participants that will be of benefit in delivering or organising future good relations projects.	3,488.00
<b>183660</b>	Rural Community Network	To develop a more shared understanding of the formation of the State of NI until the collapse of Stormont with the aim of promoting good relations and	4,736.42

		reconciliation between divided rural communities in NI.	
<b>183720</b>	The Playhouse	Theatre of Witness performers GR residential	2,354.00
<b>183757</b>	Cathedral Youth Club	GR Residential for Cathedral Youth Club staff & Volunteers	2,797.00
<b>Total for Derry</b>			<b>42,267.32</b>
<b>Fermanagh and Omagh</b>			
<b>183567</b>	Fermanagh Churches Forum	Annual programme of CR church and community events	1,603.25
<b>183569</b>	Regal Historical Group	PUL visit to Cavan Museum, the Dial and Glasnevin Cemetery	1,513.00
<b>183597</b>	Strule Dolphins Swimming Club	To give a community relations talk to swimmers and their parents regarding respecting each others background.	149.00
<b>183619</b>	Creggan Education and Research Services (CERS)	A multi-cultural celebration delivering various workshops to promote inter-cultural understanding.	1,000.00
<b>183623</b>	Ballinamallard RBP 272	Somme Exhibition to mark the role of Fermanagh People in the last years of WW1. 'No Winners'.	910.00
<b>183628</b>	Together in Music	A series of 10 religious workshops with participants from both communities to learn about each others culture and explore the musical traditions that unite both communities.	1,850.00
<b>183644</b>	Tattygar Primary School PTA	Tattygar will celebrate the 90th Anniversary of the school by developing an exhibition on the shared history of Lisbellaw, this will include talks, interviews and drama.	2,350.00
<b>Total for Fermanagh and Omagh</b>			<b>9,375.25</b>
<b>Lisburn City and Castlereagh</b>			
<b>183540</b>	Dromara Local History Group	Annual Outing to Carrickfergus & Larne historical sites	977.00
<b>183542</b>	Wheelworks	In Focus - A movement and photography project	2,474.57
<b>183761</b>	Moneyreagh and District Community Association	Diversity event in Moneyreagh	1,683.50
<b>183763</b>	The John Hewitt Society	To explore issues of heritage, culture and identity through the medium of creative writing and to build confidence and skills in	2,450.00



		reading, writing and public speaking.	
<b>Total for Lisburn City and Castlereagh</b>			<b>7,585.07</b>
<b>Mid Ulster</b>			
<b>183638</b>	D U Dance (NI)	To promote a greater understanding and acceptance of diverse cultures within Dungannon.	1,780.00
<b>183758</b>	Beyond Skin	The FUTyoURES Programme is a participatory Peace programme aimed at developing a shared creative model for conflict transformation that meets the needs, interests and expectations of people from territories emerging from conflict.	2,150.00
<b>Total for Mid Ulster</b>			<b>3,930.00</b>
<b>Mid and East Antrim</b>			
<b>183541</b>	Cairncastle Ulster-Scots Cultural Group	six day programme to celebrate Ulster Scots music, language and culture	2,500.00
<b>183595</b>	Summer Madness	2000 Young people from PUL community attending 5 day GR, Faith and Peacebuilding festival.	2,500.00
<b>183611</b>	Gig'n The Bann Festival Committee	Gig'n the Bann Festival to enable all faiths to come together and celebrate Irish Traditional and Ulster Scots music	1,500.00
<b>Total for Mid and East Antrim</b>			<b>6,500.00</b>
<b>Multiple</b>			
<b>183563</b>	Beyond Skin	To deliver a programme as part of Refugee Week.	2,500.00
<b>183570</b>	Community Dialogue	To facilitate dialogues within and between groups in conflict on outstanding and emerging obstacles to peace, in particular in response to negative impacts of power sharing collapse and Brexit.	7,939.41
<b>183571</b>	Powerstone Entertainment	To deliver a touring programme of 'The Suitcase' with post show discussions and schools matinees.	2,500.00
<b>183577</b>	Dialogue for Diversity	To bring together people from diverse backgrounds in Northern Ireland to explore identity.	4,920.00
<b>183589</b>	Success Dragon and Lion Dance Association	Chinese Moon & Lantern Festival 2018	2,000.00

<b>183593</b>	Institute for Conflict Research	To engage EU Nationals in dialogue about the impact of Brexit on their sense of belonging in Northern Ireland.	2,835.90
<b>183600</b>	Coiste na n-larchimi	Bursary to attend the British Irish Association Conference 2018.	573.98
<b>183602</b>	Irish Football Association	Good Relations and Sports Programme	4,300.00
<b>183604</b>	REACT	Providing two Irish History Courses of Rebels, Radicals, Royalists and Loyalists to participants in the Newry and Portadown areas	9,381.47
<b>183610</b>	Centre for Democracy and Peacebuilding	Host a peace themed game design session for young people from marginalised areas and connect practitioners and policy makers from NI with the wider international community and provide a platform to share new research and approaches globally.	1,500.00
<b>183615</b>	Irish School of Ecumenics	Connect Conferences and Church Fora Newsletter	1,854.00
<b>183620</b>	Community Relations in Schools (CRIS)	Enhance the GRACE model - which is a whole school approach to promoting good relations and peacebuilding.	4,064.00
<b>183621</b>	APAC (Associated Photography for Art and Culture)	Drone photography will document the images from the Peacewalls. Residents will learn photographic techniques and capture images for a movie and exhibition.	1,167.00
<b>183653</b>	Causeway Institute for Peace-building and Conflict Resolution	Armistice Centenary Service to provide an opportunity to for people to attend this cross-community event to mark the importance of shared memory and collective commemoration.	2,025.00
<b>183655</b>	ArtsEkta	To engage with a diverse range of older people to create new cultural bonding experiences.	5,000.00
<b>183669</b>	Youth Initiatives	Next Gen Leadership Programme training young people from areas of social deprivation to become agents of change for peace and reconciliation in their communities.	5,000.00
<b>183719</b>	St. Peter Immaculata Youth Centre	Youth at forefront of highlighting the ongoing abuse of young people by so -called 'Paramilitary' groups in the area. Founder	2,500.00

		members of the Stop Attacks forum	
<b>183738</b>	Belfast Exposed	To build capacity of young people to move towards undertaking a peer education and a learning role in helping to build a better understanding and mutual respect of diverse cultures residing in the neighbourhood.	4,650.00
<b>183740</b>	Women's Information Northern Ireland	End of Project conference - One year on Where are women Now in Understanding of their expectations and roles in building peace?	2,500.00
<b>183741</b>	Women's Information Northern Ireland	Engage 160 women in 8 GR community conversations	1,749.65
<b>183751</b>	50th Anniversary of Civil Rights Movement Commemoration Committee	Series of 4 lectures on legacy of the Civil rights movement	4,314.56
		Accounting Adjustment	<b>-907.00</b>
<b>Total for Multiple</b>			<b>72,367.97</b>
<b>Newry Mourne and Down</b>			
<b>183558</b>	Edge: The Street Women's Group	To deliver a cross-community programme consisting 4 group work sessions, 4 trips to relevant historical landmarks and a celebration event.	1,432.36
<b>183564</b>	Metis Initiatives Community Interest Group	Series of drama performances and discussions in Downpatrick, Newcastle and Kilkeel	2,415.00
<b>183614</b>	Shamrock Youth Club	Cultural Awareness Programme to increase knowledge around identity and learn to reject racism and sectarianism.	2,465.00
<b>183657</b>	Metis Initiatives Community Interest Group	Delivery of Leadership event & Amal Project	2,495.00
<b>183755</b>	County Armagh Grand Orange Lodge Community Development	To consult with key individuals from the Protestant minority in Newry City and South Armagh to identify issues which are hindering engagement with the DEAs and financial funding programmes.	782.20
<b>Total for Newry, Mourne and Down</b>			<b>9,589.56</b>
<b>Overall Total</b>			<b>270,190.48</b>

## Media Grant Scheme 2018 – 2019

Reference	Organisation	Summary	Amount (£)
<b>Ards and North Down</b>			
183662	Bauer Academy	Work with 50 – 60 young people from a range of different communities to produce a series of media resources exploring good relations themes.	8,165.00
<b>Total for Ards and North Down</b>			<b>8,165.00</b>
<b>Fermanagh and Omagh</b>			
183734	Fivemiletown Cultural Association	The production of short on-line films telling the personal stories of those that socialise and attend events at local Orange Halls in the Clogher Valley District.	4,850.00
<b>Total for Fermanagh and Omagh</b>			<b>4,850.00</b>
<b>Multiple</b>			
183731	Northern Visions	Current Affairs Strand - 8 x 8 minute news items highlighting community relations involving a range of peace building organisations and - 3 half hour discussion programmes examining issues such as Restorative Justice, Impact of Cross-border initiatives and developing common approaches to socially divisive issues	8,900.00
183733	Holywell Trust	Forward Together: 6 podcasts featuring 18 separate interviews with a range of representatives from civic society.	7,400.00
<b>Total for Multiple</b>			<b>16,300.00</b>
<b>Newry Mourne and Down</b>			
183730	Newry.ie CIC	Our Own Neighbours - 6 short three minute videos together with 10 articles with 10 new residents.	4,994.00
<b>Total for Newry Mourne and Down</b>			<b>4,994.00</b>
<b>Overall Total</b>			<b>34,309.00</b>

### North Belfast Grant Scheme 2018 – 2019

Reference	Organisation	Summary	Amount (£)
<b>Belfast City Council</b>			
183543	Cliftonville Community Regeneration Forum	Support costs towards good relations programmes in North Belfast.	100,000.00
183544	Ballysillan Community Forum	Support costs towards good relations programmes in North Belfast.	48,815.00
183545	Ashton Community Trust	Support costs towards good relations programmes in North Belfast.	100,371.81
183546	Ligoniel Improvement Association	Support costs towards good relations programmes in North Belfast.	40,466.00
183547	Ardoyne Youth Enterprises	Support costs towards good relations programmes in North Belfast.	81,362.00
183548	Greater Whitewell Community Surgery	Support costs towards good relations programmes in North Belfast.	40,258.00
183549	Intercomm	Support costs towards good relations programmes in North Belfast.	88,292.00
183550	Mount Vernon Community Development Fund	Support costs towards good relations programmes in North Belfast.	32,293.00
183551	Upper Ardoyne Community Partnership	Support costs towards good relations programmes in North Belfast.	30,573.78
183553	The Vine Centre	Support costs towards good relations programmes in North Belfast.	18,404.00
183554	Shankill Women's Centre	Support costs towards good relations programmes in North Belfast.	89,826.22
<b>Overall Total</b>			<b>670,661.81</b>

### Pathfinder Grant Scheme 2018 – 2019

Reference	Organisation	Summary	Amount (£)
<b>Ards and North Down</b>			
183725	Link Family and Community Centre	To engage Thrive Ireland to carry out initial mapping, listening and scoping	6,930.00
<b>Total for Ards and North Down</b>			<b>6,930.00</b>
<b>Belfast City Council</b>			
183556	Tar Isteach	Community event aimed at promoting positive community relations and reducing community tensions during the summer period	1,360.00
183560	Highfield Residents Association	Deliver a week of activities, in the run up to the Whiterock Parade, for residents from both sides of the interface.	2,000.00
183580	Clonard Neighbourhood Development Partnership	Diversiory project to help prevent inter-community tension along the interface.	2,000.00

<b>183590</b>	Twaddell/Woodvale Residents Association	Festival event aiming to provide a range of positive diversionary activities.	3,100.00
<b>183596</b>	East Belfast Community Development Agency	Create a Race Relations Co-ordinator post in the East Belfast area.	4,145.00
<b>183641</b>	Ballynafeigh Community Development Association	Running Costs and Salary Costs.	13,792.00
<b>183646</b>	Greater Shankill Partnership	To run a series of events bringing communities together to mark the 25th Anniversary of the Shankill Bomb.	1,700.00
<b>183752</b>	Passionist Peace and Reconciliation Office	To promote peace and reconciliation within the Ardoyne and South Down communities.	5,000.00
<b>183792</b>	The Somme	To encourage wider community engagement and dialogue through a range of education programmes.	9,000.00
<b>183759</b>	North Belfast Principals Group	To bring together communities in shared activities through a 2 week programme of celebrating difference.	4,000
		Accounting Adjustment	-1,300.00
<b>Total for Belfast</b>			<b>44,797.00</b>
<b>Derry and Strabane</b>			
<b>183606</b>	Bogside & Brandywell Initiative	To transform an interface area on a contentious date into peaceful family fun filled activities.	1,000.00
<b>Total for Derry and Strabane</b>			<b>1,000.00</b>
<b>Multiple</b>			
<b>183726</b>	Holocaust Educational Trust	The lessons from Auschwitz is a four part course open to students	122,000.00
<b>183538</b>	ArtsEkta	Belfast Mela, NI's largest and leading celebration of cultural diversity	10,000.00
<b>Total for Multiple</b>			<b>132,000.00</b>
<b>Newry Mourne and Down</b>			
<b>183579</b>	Schomberg Society Kilkeel Limited	Ulster-Scots Festival centred around the 11th night and working with bonfire builders to facilitate an educational outreach programme.	2,300.00
<b>183645</b>	Schomberg Society Kilkeel Limited	Shared History WW1 Exhibition involving local schools from both communities.	5,000.00
<b>Total for Newry Mourne and Down</b>			<b>7,300.00</b>
<b>Overall Total</b>			<b>191,927.00</b>

**Publications Scheme 2018 – 2019**

Reference	Organisation	Summary	Amount (£)
<b>Multiple</b>			
<b>183648</b>	Ulster Historical Foundation	Calming Conflict: Northern Ireland, Metaphor and Migration	5,000.00
<b>Total for Multiple</b>			<b>5,000.00</b>













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