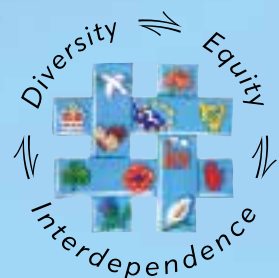


Northern Ireland Community Relations Council

Annual Report & Accounts

for the year ended
31 March 2017

Community Relations Council



**Northern Ireland Community Relations Council
Annual Report and Accounts**

For the year ended 31 March 2017

*Presented to the Northern Ireland Assembly
by the Community Relations Council
29 September 2017*

Community Relations Council Annual Report: Contents

Annual Report and Accounts for the Year Ended 31 March 2017	1
Appendices	
Grants Paid: Summary	102
Community Relations and Cultural Diversity Grant Awards	103
Core Funding Grant Awards	112
Media Grant Awards	114
Publication Grant Awards	115
North Belfast Scheme 2016 – 2017	116
Pathfinder Grant Awards	117

***Note: Pages 102 to 117 did not form part of the certified audit
by the Northern Ireland Audit Office**

© Northern Ireland Community Relations Council copyright 2017

The text of this document may be reproduced free of charge in any format or medium provided that it is reproduced accurately and not in a misleading context.

The material must be acknowledged as **Northern Ireland Community Relations Council** copyright and the document title specified. Where third party material has been identified, permission from the respective copyright holder must be sought.

Any enquiries related to this publication should be sent to us at

NI Community Relations Council

7-9 Shaftesbury Square

Belfast

BT2 7DP

This publication is also available at www.community-relations.org.uk

Company Registration No. NI24026
Charity No. XR16701

The Northern Ireland Community Relations Council
Annual Report and Accounts for the Year Ended 31 March 2017



Index to the Annual Report & Accounts for the Year Ended 31 March 2017

	Page
1. General information	2
2. Chair's foreword	3
3. Chief Executive's comment	4-7
4. Strategic Report	
4.1 Overview	8-14
4.2 Performance analysis	15-34
4.3 Sustainability Report	35
5. Directors' Report	36
5.1 Corporate Governance Report	
5.1.1 Trustee's and Directors' Report	36-41
5.1.2 Statement of Accounting Officer's & Directors' Responsibilities	42-43
5.1.3 Governance Statement	44-58
5.2 Remuneration Report	
5.2.1 Remuneration Report	59-65
5.3. Assembly Accountability Disclosure Notes	
5.3.1 Overview	66
5.3.2 Independent Auditors Report	67-68
6. Accounts	
6.1 Statement of Financial Activities	69
6.2 Balance Sheet	70
6.3 Cash Flow Statement	71
7. Notes to the Accounts	72-100

General Information

Chair	P Osborne
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:	https://www.community-relations.org.uk/

Chair's Foreword

This has been another challenging year for the Community Relations Council; following on from a number of equally challenging years.

There is a potential, positive strategic direction for the organisation that, again, has been dulled by political uncertainty and lack of decision making in government.

The Community Relations Council remains committed to constructively working through the changes and enhancements outlined in the three reviews carried out by The Executive Office: on governance, staffing and funding. However, while the organisation is committed to the recommendations we need the green light and hardware to make them happen.

The delays in re-shaping the Community Relations Council, whether due to the lack of a Northern Ireland Executive or for other factors that militate against innovation and change, are frustrating. It damages morale, stifles enterprise and saps the energy of the Community Relations Council and those working valiantly within communities to advance reconciliation.

That is one of the many reasons why I want to thank those working in communities, and colleagues from the staff team and on the Board of the Community Relations Council. Despite these frustrations they have all been constantly supportive and professional in their approach.

I want to see the restoration of a new Northern Ireland Executive but not for it to exist just to exist. Its restoration with a renewed vision and determination to make transformative decisions will greatly facilitate the ability for the Community Relations Council and others to press on. Such a restoration, with renewed enthusiasm, will facilitate processes to make better policy, provide more targeted development and support, and develop partnership approaches between government, Community Relations Council and civil society to deliver and be seen to deliver better; and with greater impact.

Until such change and certainty re-emerges again, the Community Relations Council will do what it can with a limited budget, to manage change and the lack of change, to help deliver a more united community.

Peace will need pushed up the hill to Stormont. That is why the role of civil society, supported by organisations like the Community Relations Council, is so important. Despite a diminution of its status, the voice of civil society needs better heard, so that its actions can resonate even more vividly to make a success of this historic opportunity to embed peace and make the structural change that removes finally the causes of segregation that helped give rise to conflict.

Peter Osborne



Chair

Community Relations Council

Chief Executive's Comment

Last year I reported on the impact of the ongoing political discord on community relations and welcomed the discussions within and between the parties that led to a settlement and the Fresh Start Agreement. I welcomed the improvement in cooperation at governmental level not least because it helps to encourage a climate in which local good relations initiatives across the region can flourish. It is regrettable that the upturn was not sustained and this year was again marked by uncertainty and discord at the political level. This was matched by financial uncertainty as the public sector cuts continue, resulting in an atmosphere in which many organisations feel severely constrained and even overwhelmed by the issues that they must address just to continue to provide service to the community.

Due to the continued downward pressure on public finances, the Community Relations Council also faced further budget cuts this year but the organisation ensured that these were not passed on at the same level in the grants that supported the community through our funding schemes. A full list of the grants paid in 2016-17 is provided as an appendix to this annual report (the Comptroller and Audit General does not consider the appendix in reaching the opinion provided in the Independent Auditor's Report). During the year we supported a wide range of creative projects to address sectarianism and racism, sustain peace and build good relations across the region through grant schemes delivered on behalf of The Executive Office: - the Community Relations and Cultural Diversity Small Grant Scheme; the Core-Funding Grant Scheme; the Pathfinder Scheme; the Media Grant Scheme; and a Publication Grant Scheme.

Thirty two organisations received grants from the Community Relations Council Core Fund. In addition to that we supported one hundred and eighty seven projects under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations across our diverse community.

I am confident that peace and reconciliation initiatives will adapt and continue to make a positive and constructive contribution as they have in the past. However the level of concern for the instability of our political institutions, the potential regional impact arising from the outcome of the referendum on membership of the European Union and the overall economic situation are all taking a toll.

Prior to the collapse of the political institutions, the Community Relations Council had welcomed the draft Programme for Government, the new emphasis on outcomes and the prospect of the increase in collaboration across government interventions that would be necessary to secure them. Electronic mapping of the geographic and thematic reach and impact of our funding schemes continued to assist us in identifying gaps and collaboration with other funders and we embed the outcomes based approach across our work. Although there has been an inevitable loss in momentum, we hope that this approach will continue. Through our Strategic and Operational plans the Community Relations Council will certainly continue with the changes that we can put in place supporting the delivery of the government's strategy Together: Building a United Community (T:BUC).

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

depends on it. Therefore during the year we responded to a number of public consultation requests. Details of the consultation responses we submitted to public bodies are included in the performance review section of this annual report. The Community Relations Council also continues to be represented on a number of the implementation and advisory committees for the T:BUC and A Fresh Start strategies.

This year we organised three meetings of the T:BUC Engagement Forum on behalf of The Executive Office. 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. These events are attended by over one hundred and fifty people including community practitioners, policymakers and academics. Until the collapse of the government Junior Ministers continued to attend the events and welcomed the opportunity to hear from those with grass roots knowledge and experience in working to build a united community. 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 and 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 Community Relations Council continues to provide development support to District Council Good Relations Officers in support of The Executive Office District Council Good Relations Programme. In collaboration with the Equality Commission for Northern Ireland (ECNI) and NI Local Government Association, we also completed a series of Good Relations and Equality information sessions to District Council members across the region.

We continue to support the “Beyond Belfast” initiative which works to transform and remove contested spaces and interfaces in less urban locations. The Community Relations Council also continues to assist the Belfast Health Trust in the development and implementation of its good relation strategy designed to uphold the values of dignity and respect for the diversity of service users and staff in their multicultural and multi-faith context.

Our collaboration with Heritage Lottery Fund on the “Decade of Anniversaries” project continues and we are very pleased to report that the commemorations of events in 1916 inspired many imaginative and inclusive resources and interventions with new networks developed. We supported collaboration on and dissemination of resources including a Decade of Anniversaries Toolkit. The principles we developed at the outset of the project were reviewed this year and found to be robust and sufficient to carry us forward into the remainder of the decade. A survey was also commissioned to assist with assessing the impact of the project from its inception in 2012. Three seminars were also organised to facilitate reflection on how education, outreach and creative activity at all levels have contributed so far and to prepare for the challenges of the remaining years in this decade of commemoration.

To highlight the importance to community relations of leadership, the Community Relations Council award for good civic leadership went to Father Martin Magill and Rev. Steve Stockman in June 2016.

The annual Community Relations And Cultural Awareness Week, co-ordinated by the Community Relations Council, took place from 19th September to 25th September 2016 and the theme was “Building the Future Together”. The week is designed to show case good

practice and encourage wide engagement and this year over one hundred and fifty events were organised by community, cultural, voluntary and statutory organisations. The Community Relations Council was pleased to be joined on the planning group from the week by representatives of The Executive Office and the Department for Communities. It was encouraging to see the continued interest in events with a youth focus following on from last year's theme. Interest in the week extended across the political spectrum. The week attracted a very active social media following and mainstream media coverage was extensive. The fourth David Stevens Memorial Lecture took place in January 2017 with guest speaker Right Rev. Norman Hamilton. At the event the presentation of the 2016 Community Relations Awards for Exceptional Achievement went to Father Gary Donegan for his work with the community in North Belfast over many years.

With financial support from the Joseph Rowntree Charitable Trust, the fourth Peace Monitoring Report was published this year by the Community Relations Council. Thanks are due to the author, Robin Wilson who was assisted by the Advisory Board that has worked on the full series of Peace Monitoring Reports 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 research reports.

The T:BUC Strategy (May 2013) and the Fresh Start Panel Report on the Disbandment of Paramilitary Groups in Northern Ireland (May 2016) both make reference to the valued role of women and give continued commitment to women's participation in public life and decision making. In recognition of the important role that women continue to play in supporting peace building and their involvement in preventing and resolving conflict, the Community Relations Council commissioned a small scale scoping study into the work of the women's sector in peace-building over the past five years including an international perspective on the role of women in post-conflict peace building and conflict transformation. From this study came the publication during the year of Peace building and the Women's Sector in NI – an overview of reports and programmes.

The Community Relations Council website was redesigned during the year and we are continuing work on populating the new site. Analysis of the use of the new site will be included in next year's report. The website and social media outlets are valued sources of information about the Community Relations Council and its work. Social media was used regularly during the year to communicate our messages. The Community Relations Council has over five thousand Followers on Twitter and we posted almost three thousand eight hundred messages during the year. Face book attracted over one thousand nine hundred "Likes" (up by almost four hundred on the previous year).

Nine issues of the E-NEWS were produced during the year and in relation to our YouTube presence we had a watch time of one thousand one hundred and thirty hours with over twelve thousand six hundred views. Our SoundCloud material also had over one thousand plays and one hundred downloads. These figures demonstrate the value of our online and electronic resources.

In relation to our formal responsibilities under Freedom of Information, the Community Relations Council received three requests in 2016-17 which were all responded to within the required timeframe.

Last year The Executive Office conducted a review of the Board and Governance of the Community Relations Council and also staffing to ensure that the organisation was fit for its purpose in the future. This year work commenced on implementing the recommended changes in our governing documents and oversight arrangements. We extend thanks to colleagues in our sponsoring department, The Executive Office for their assistance in 2016-17. I would also like to thank our Chair, members of the Council and staff colleagues for their steadfast commitment to maintain good services during this period of transition.

A handwritten signature in black ink, appearing to read 'J Irwin', with a stylized flourish at the end.

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 2017. 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 2016-17 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

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 the T:BUC key priorities. The key T:BUC priorities the Community Relations Council work to support are:

- Develop children and young people
- Build a more shared community
- Create a safer community
- Encourage respectful cultural expression

The Community Relations Council’s 2016-17 strategic objectives and the organisation’s performance against those objectives are set out in the Performance Analysis beginning on page 15.

The Community Relations Council ensures delivery of its key priorities and achievement of its objectives through five key functional activities; Funding and Development, Policy & Development, Cultural Diversity, Communications & Learning, and on behalf of The Executive Office to provide development and support to the District Council Good Relations programme (DCGRP). An additional activity performed during the financial year was the

publication of the Peace Monitoring Report funded by the Joseph Rowntree Charitable Trust. An overview of their activities during the 2016-17 financial year is detailed below.

Funding and Development

In 2016-17 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 (NBGRP). Thirty two organisations received grants from the Core Fund.

In addition to the Core Fund Scheme, the Community Relations Council supported over 187 projects 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.

District Councils

The Community Relations Council continued this year to provide development support to District Council Good Relations Officers (GRO) in support of The Executive Office DCGRP. In collaboration with ECNI and NI Local Government Association (NILGA), the Community Relations Council also delivered a series of Good Relations and Equality information sessions to district council members across the region.

Policy Development

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. During the year we also responded to a number of public consultation requests. Details of all consultation responses submitted to public bodies by the Community Relations Council are included in the performance review section of this annual report. 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 we organised three meetings of the T:BUC Engagement Forum on behalf of The Executive Office. 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. These events are attended by over one hundred and fifty people including community practitioners, policymakers and academics. Until the collapse of the government Junior Ministers continued to attend the events and welcomed the opportunity to hear from those with grass roots knowledge and experience in working to build a united community. 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.

Communications and Learning

The annual Community Relations and Cultural Awareness Week, co-ordinated by the Community Relations Council took place from 19th September to 25th September 2016 with the theme of “Building the Future Together”. The week is designed to show case good practice and encourage wide engagement and this year over one hundred and fifty events were organised by community, cultural, voluntary and statutory organisations. The Community Relations Council was joined on the planning group by The Executive Office and the Department for Communities. It was encouraging to see the continued interest in events with a youth focus following on from last year. Interest in the week also extended across the political spectrum in the region. Media coverage of the Week was extensive with over one hundred and fifty press and thirty broadcast items generated and the week again attracted a very active social media following.

Later in the year the fourth David Stevens Memorial Lecture took place in January 2017 with guest speaker the Right Rev. Norman Hamilton. At the event the presentation of the 2016 Community Relations Awards for Exceptional Achievement went to Father Gary Donegan for his work with the community in North Belfast over many years. To highlight the importance of good civic leadership to community relations, the Community Relations Council award for good civic leadership in 2016 went to Father Martin Magill and Rev. Steve Stockman in June 2016.

The Community Relations Council website was redesigned during the year. The Community Relations Council website and social media outlets continued to be a valuable source of information about the Community Relations Council and the work that it supports. Social media was also well used to communicate our messages and the Community Relations Council had over 5,399 followers on Twitter (up by 14% from last year).

Cultural Diversity

Our collaboration with Heritage Lottery Fund on the “Decade of Anniversaries” project continued this year. We are very pleased to report that the commemorations of events in 1916 inspired many imaginative and inclusive resources and interventions with new networks developed. We continue to support collaboration on and dissemination of resources including the Decade of Anniversaries Toolkit. The principles we developed at the outset of the project were reviewed this year and found to be robust and sufficient to carry us forward into the remainder of the decade. A survey was also commissioned to assist with assessing the impact of the project from its inception in 2012. Three seminars were also organised to facilitate reflection on how education, outreach and creative activity at all levels have contributed so far and to prepare for the challenges of the remaining years in this decade of commemoration.

We also commissioned a survey to obtain a snapshot of the range of activity undertaken from 2012 to 2016, its impact on the individuals who participated, and its impact on organisations and society.

The Community Relations Council this year continued its engagement with minority ethnic and faith communities particularly in relation to the new Executive strategy on racial equality and through participation in the Northern Ireland Strategic Migration Partnership.

Peace Monitoring Report

With financial support from the Joseph Rowntree Charitable Trust, the fourth Peace Monitoring Report was published this year by the Community Relations Council. Thanks are due to the author, Robin Wilson who was assisted by the Advisory Board that has worked on the full series of Peace Monitoring Reports 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 valuable research.

Financial Summary

The Community Relations Council was allocated a budget of £3,505,000 for the year to 31 March 2017 by The Executive Office. As disclosed in Note 21: Additional Disclosures to comply with FReM the Community Relations Council spent £3,451,722.

The Statement of Financial Activities on page 69 indicates that the company had incoming resources of £2,943,177 (2016 - £3,004,631) in the year. Note Two on page 77 shows The Executive Office as being the sponsor of 99.43% (2016 – 99.73%) of this income. This income was exceeded by outgoing resources of £3,468,672 by £525,495 (2016 - income was exceeded by outgoing resources of £3,093,642 by £89,011).

The Balance Sheet on page 70 shows that the company had a fund deficit of £1,458,029 at 31 March 2017 (2016 – (£152,534)). The organisation's Restricted Reserve at 31st March 2017 was a deficit of £1,507,887 (2016 – deficit of £202,392) of which £364,887 was a deficit in the income reserve (2016 – a surplus of £132,608). The valuation of the company's pension scheme at 31 March 2017, for the purposes of IAS19, showed a funding deficit of £1,143,000 (2016 - (£335,000)). 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.

Risk management

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 addressed but may be minimised to an acceptable level.

The Directors have examined the major strategic, business and operational risks which the company faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

The Community Relations Council is committed to ensuring that all staff members are aware of the process to raise risk related matters and that they feel confident in raising these issues even when this may present negative impacts for the organisation. The Community Relations Council is also committed to ensuring that any issues or concerns that are raised will be considered and acted upon at an appropriate level. The Community Relations Council is also committed to ensuring that risk owners have the necessary resources at their disposal to implement risk responses and that they are well equipped and supported to manage risk (including training and access to risk management advice and expertise).

The Community Relations Council has identified the following as the principal risks and uncertainties facing the organisation:

Policy: Policy decisions creating changes to the Community Relations Council's governance and some aspect of its operations.

Resources: Ongoing financial constraints and uncertainties surrounding the 2017-18 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 50 to 54.

Going Concern

On 9th June 2017 The Executive Office wrote to the Community Relations Council confirming that funding has been secured for the 2017-18 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 2017/18 business plan is at an advanced stage of preparation and is with The Executive Office pending approval. The financial statements are therefore prepared on the going concern basis.

Performance Summary

The overall aim of the Community Relations Council Operational Plan (2016-17) 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 have been 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 key undertakings during 2016-17 to deliver on these priorities also included:

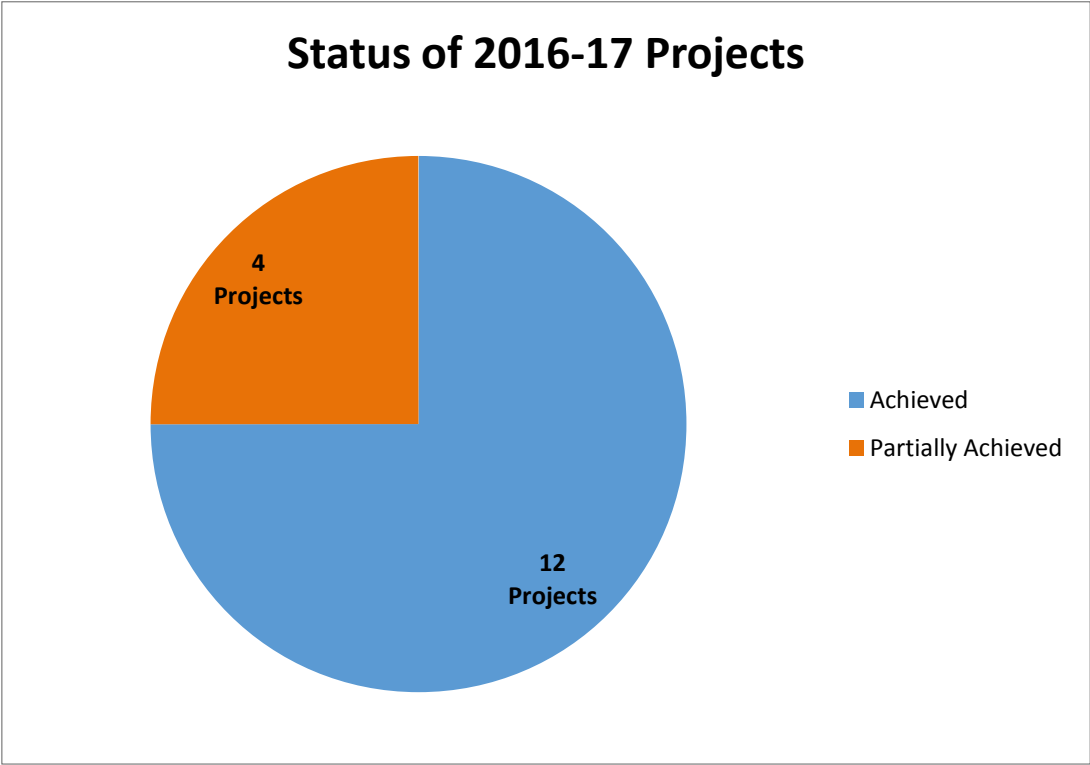
1. Provide funding in line with T:BUC priorities (as agreed with The Executive Office);
2. Contribute to wider governmental mapping and monitoring of resources and impact;
3. In collaboration with The Executive Office implement agreed and relevant recommendations from: -
 - The Executive Office Good Relations Review of Funding
 - The Executive Office Board and Organisational Review of the Community Relations Council recommendations;
4. Work with District Council GRO's to ensure that Good Relations Plans are aligned with T:BUC objectives on an outcomes based approach and that Good Relations Plans are an integral part of the statutory community plans and related guidance;
5. Provide secretariat for the T:BUC Engagement Forum;

6. Contribute to the T:BUC thematic sub-groups, as appropriate;
7. Development support including:
 - Advice and shared learning opportunities in relation to good relations practice and policy development
 - Production of research digest
 - Guidance to funded groups on funding requirements
 - Collate and disseminate resources on best practice and relevant research;
8. The provision of good relations training to District Council local representatives in collaboration with ECNI and the Department of the Environment;
9. Delivery in collaboration with the Department for Communities and the Arts Council of the annual shared Community Relations/Cultural Awareness week, to encourage cultural celebration and exploration for cultures and identities;
10. Engagement and communication with the sector via relevant media platforms; and
11. Public Service ethos – transparency, accountability, equality, efficiency (including managing ongoing financial pressures in 2016-17).

The plan was laid out in the three strategic areas, Funding (*Priority 1 to 3*), T:BUC Engagement and Delivery (*Priority 4 to 10*) and Trusted and Effective Public Service and Good Governance (*Priority 11*). The review of the Community Relations Council performance in 2016-17 is laid out in this same way.

ii) PERFORMANCE ANALYSIS

The performance of the Community Relations Council is shown in the diagram below which summarises stages of completion of each of the projects undertaken during 2016-17. Further detail for each project is given on pages 17 to 34.



Long Term Expenditure Trend

Long term Expenditure Analysis	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>Projection</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Grants	1,956,428	1,797,411	2,286,345	2,258,313
Programme Costs	94,590	87,863	91,395	80,607
Salaries	910,911	891,042	853,422	835,500
Overheads	298,136	317,326	237,510	232,221
Total Expenditure	3,260,065	3,093,642	3,468,672	3,406,641

The opening budget allocation for the 2017-18 has been reduced by 2.5% on the opening budget allocation for 2016-17, representing a significant reduction in the total financial resource available. During 2016-17 the Community Relations Council was allocated an additional £670k for NBSGRP 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 support costs. The Community Relations Council has done this through increasing efficiency by reducing programme costs; programme salaries and administration cost at a quicker rate than grants and support cost.

ii) PERFORMANCE ANALYSIS

1. Funding

<p>Objective – 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.</p>				
What we will do	How will we do it	What difference will we make	How will we measure the difference	Performance
<p>1) Provide funding in line with T:BUC priorities (as agreed with The Executive Office)</p>	<p>i) Deliver funding allocation within agreed tolerance level</p> <p>ii) Process grant applications to targets/ timescales agreed by The Executive Office :</p> <ul style="list-style-type: none"> • 25% of CRC grants to be awarded to projects outside of Belfast and Derry/Londonderry • 75% of all CR/CD grant applications processed within 12 weeks of receipt 	<p>The Executive Office funding for 2016-17 will be distributed to locally based groups for delivery of T:BUC specific activity.</p> <p>32 core groups number of community based groups will deliver T:BUC focused activity throughout NI.</p> <p>Between 150-200 community groups will deliver small scale T:BUC related activity throughout NI.</p> <p>100% of funded groups report measurable improvement against the 4 T:BUC strategic outcomes.</p>	<p>i) Monthly Financial returns monitoring spend completed on time</p> <p>ii) Monitoring against the agreed targets for grant application processes</p>	<p>Achieved.</p> <p>Monthly Financial returns monitoring spend completed on time.</p> <p>34% CR/CD grants outside Belfast and Derry/Londonderry.</p> <p>91% of CR/CD and publications grants processed within 12 weeks</p> <p>100% of Core Fund applications processed within 16 weeks.</p>

	<ul style="list-style-type: none"> • 90% of Core grant applications processed within 16 weeks of closing date for receipt • 90% of Media grant applications processed within 12 weeks of receipt • 80% Publications grant applications processed within 12 weeks of receipt • 98% of in-year grant verification within 8 weeks of project completion • 98% of total grant expenditure verified by 30th April • 100% of total grant expenditure verified by 31st May • 90% CR/CD recipients to have submitted reports confirming aims and objectives achieved. • 	<p>Positive impact against T:BUC outcomes are achieved in disadvantaged areas.</p>		<p>100% of media grants processed within 12 weeks</p> <p>32 Core Fund Grants awarded £1.25 million, 100% LoO issued. 89% verified within 8 weeks being closed.</p> <p>91% by 30th April</p> <p>95% by 31st May. 100% Core Funded Groups submitted work reports</p> <p>120 CR/CD Grants awarded £296K</p>
--	---	--	--	--

	<ul style="list-style-type: none"> • 100% Core Funded Groups to have submitted reports on implementation of agreed work plan • 90% Pathfinder recipients to have submitted reports confirming aims and objectives achieved. • Record the percentage of CRC grants that go to groups in disadvantaged areas 			<p>91% have achieved aims based on reports submitted. 96% CR/CD submitted reports on aims & objectives</p> <p>91% Pathfinder achieved aims based on reports submitted (10 out of 11)</p> <p>85% of small grants to groups in disadvantaged areas.</p>
<p>2) Contribute to wider governmental mapping and monitoring of resources and impact</p>	<p>CRC funding map updated and shared with relevant stakeholders as appropriate</p>	<p>Collaborative working will be improved through sharing information on funding with relevant stakeholders</p>	<p>Funding map will be kept up to date.</p> <p>Grants up loaded onto the CRC and Government database.</p>	<p>Achieved CRC funding map kept up to date</p> <p>Info on all grants uploaded to CRC and government database.</p>

<p>3) In collaboration with The Executive Office implement agreed and relevant recommendations from: -</p> <p>The Executive Office Good Relations Review of Funding The Executive Office Board and Organisational Review of CRC recommendations</p>	<p>i) In collaboration with The Executive Office revise all grant applications processes and documents to be clearly align with the priority aims and objectives of T:BUC and include an Outcomes Based Accountability Approach (OBA)</p> <p>ii) Contribute to an agreed project plan for implementation with The Executive Office.</p> <p>iii) Implementation of the agreed Project Plan</p>	<p>Better alignment and collaboration will ensure that all grants and funding recipients can demonstrate a contribution to achieving the shared goals and outcomes of T:BUC</p>	<p>i) CRC participation in Implementation Working Group set up by The Executive Office by April 2016</p> <p>ii) Contribution to draft project plan identifying specific milestones/ tasks and timescales as agreed with The Executive Office (by Sept 2016)</p> <p>iii) Updates as required in relation to implementation and agreed timescales (Mar 17)</p>	<p>Partially Achieved</p> <p>i. Core Grant application processes aligned with T:BUC and OBA.</p> <p>ii. The Executive Office has convened no meetings of its Implementation working Group during this quarter.</p> <p>ii. The NBGRP funding scheme transferred to CRC in Quarter 1.</p> <p>iii. Section 96 application submitted to Charity Commission.</p> <p>Initial changes to CRC Articles made and lodged with Company House.</p>
---	---	---	--	--

<p>4) Work with District Council Good Relations Officers to ensure that Good Relations Plans are aligned with T:BUC objectives and an outcome based approach and that Good Relations Plans are an integral part of the statutory community plans and related guidance</p>	<p>i) Meetings and workshops with GROs and other District Council personnel, including local representatives, as required and in collaboration, when appropriate, with The Department and ECNI.</p> <p>ii) Monitor content of plans and impact of implementation. Co-ordination with District Council Good Relations Officers on CRC grants (CR/CD, Pathfinder, Media, Publications and Core Grant Schemes)</p> <p>iii) Assistance to The Department with the assessment of all District Council Good Relations Plans for 16/17.</p> <p>iv) Joint events with District Council Good Relations Officers to highlight issues and promote good practice</p>	<p>District Councils will deliver a range of activities that demonstrate through the DCGRP measurable outcomes against the 4 T:BUC themes strategic outcomes.</p> <p>Councils demonstrate an understanding of T:BUC and OBA in the delivery of their Good Relations activities</p>	<p>i) Development work plan agreed with The Executive Office weekly and delivered</p> <p>ii) Council workplans reviewed prior to assessment process and updates on progress provided to The Executive Office linked to payment schedule</p> <p>iii) Councils provided with guidance during preparation and implementation of workplan</p> <p>iv) Assistance with and attendance at quarterly Shared Learning Fora and annual conference.</p>	<p>Achieved</p> <p>i) Weekly work plan in place</p> <p>ii) District Council workplans for 2016-17 received and reviewed.</p> <p>iii) councils provided with guidance as required</p> <p>iv) Assisted with planning / delivery of all meetings of the Shared Learning Fora</p>
---	--	--	--	---

2. T:BUC Engagement and Delivery				
Objective - We will ensure effective means of communication between all relevant sectors and Government to assist in the effective implementation of the T:BUC Strategy				
What we will do	How will we do it	What difference will we make	How will we measure the difference	Performance
5) Provide secretariat for the T:BUC Engagement Forum	<p>i) Co-ordinate the arrangements for the meetings of the T:BUC Engagement Forum (min 3 per year)</p> <p>ii) Produce 'Master' list of all invitees to the Forum and update as appropriate</p> <p>iii) Issues to be discussed and agenda agreed in collaboration with the Forum Chair/ Department</p> <p>iv) Summary report of each meeting produced by CRC and agreed by the Forum Chair</p>	<p>There will be positive and constructive collaboration and interaction between policy and delivery at local level of T:BUC which will encourage a shared sense of common goals.</p> <p>Stakeholders feel better connected and able to influence effective implementation of T:BUC.</p> <p>Stakeholders are updated on developments and examples of good practice of the delivery of T:BUC across the region.</p> <p>Community stakeholders delivering T:BUC focused activity will have a forum to report and reflect on their contribution</p>	<p>i) Invites issued 6 weeks in advance</p> <p>ii) A list to be produced</p> <p>iii) Issue agreed minimum of 2 months prior. Agenda issued 1 week prior</p> <p>iv) Summary report within 1 month of meeting date</p>	<p>Achieved</p> <p>Three Engagement Forum meetings have taken place. One meeting during the year was cancelled by The Executive Office due to an election.</p> <p>Advice papers and reports provided to The Executive Office in line with Terms of Reference.</p> <p>Circulation list in place and updated as required.</p>

	<p>v) Advice paper produced and agreed by the Forum Chair for submission to Ministers</p> <p>vi) Review of the T:BUC Engagement Forum to ensure it is fit for purpose</p>	<p>Groups delivering T:BUC activity to feel less isolated in their work and increase the feeling of achievement for the delivery of a common goal at local level.</p>	<p>v) Advice paper to be produced and agreed by the Forum Chair for submission to Ministers</p> <p>vi) Annual review of T:BUC engagement forum</p>	
<p>6) Contribute to the T:BUC thematic sub-groups, as appropriate Details of groups</p> <ul style="list-style-type: none"> • United Youth • Shared Housing • Community Tension • Summer Camps • Urban Villages 	<p>Attendance and contributions to the groups</p> <p>Recommendations to The Executive Office for improving linkages across the interventions</p>	<p>Provide expert input to the thematic groups to enhance implementation of T:BUC across the sectors.</p> <p>ii) Report on recommendations to The Executive Office on linkages across the interventions</p>	<p>i) Record of attendance and contribution</p>	<p>Achieved CRC represented at the united youth, Housing, community tension and summer camp meetings.</p> <p>Attended launch of Urban Villages initiative during CR/CA week.</p>

<p>7) Development support</p> <ul style="list-style-type: none"> • Advice and shared learning opportunities in relation to good relations practice and policy development • Production of research digest • Guidance to funded groups on funding requirements • Collate and disseminate resources on best practice and relevant research 	<p>i) Provide guidance on good relations practice/policy development supporting the T:BUC strategy to groups including:</p> <ul style="list-style-type: none"> • Arts Council • Intercultural Arts Steering Group • Local Government Staff Commission • Equality and Good Relations Advisory Group • Beyond Belfast • Decade of Commemoration • Belfast Migrant Forum • NI Strategic Migration Partnership • NIHE Equality Steering Group • Belfast Health Trust • Good Relations Steering Group • Joint Consultative Group on Education. 	<p>Provide expert input to stakeholders on request to enhance implementation of T:BUC across the sectors</p>	<p>i) a. Record of participation in relevant interagency groups to share and develop good policy and practice</p> <p>b. Agree thematic policy development positions on key issues from a practice perspective</p>	<p>Achieved</p> <p>1 a. Meetings reported to Board in CEO and sector reports</p> <p>1.b. work on thematic policy papers ongoing. Board approved seven consultation responses on:</p> <ul style="list-style-type: none"> - integrated education - Programme for Governance Framework (TEO) - Programme for Governance (TEO) - Area plan for school provision (Ed Authority) - NI Multiple Deprivation Measures (NISRA) - Children and Young Peoples Strategy 2017-27(DE) - Strategic Plan (Ed.) Authority
--	---	--	---	---

	<p>ii) provide guidance to funded groups on good practice, outcomes based accountability and grant reporting requirement iii) Digest of Research</p>		<p>ii) record of guidance to funded groups iii) production of Digest of Digest of relevant research</p>	<p>ii. Guidance provided to funded groups as required. 6 information events held. Digest of research completed.</p>
<p>8) The provision of good relations training to District Council local representatives in collaboration with ECNI and DOE</p>	<p>i) Delivery of agreed training to all 11 District Councils ii) Evaluation of the training outcomes as set out by The Executive Office.</p>	<p>District Councils representatives will demonstrate an understanding of good relations and T:BUC in the discharge of their duties.</p>	<p>i) Training to be completed by March 2017 ii) Provision of feedback and associated report following training</p>	<p>Achieved All Councils have received training and evaluation report being drafted.</p>
<p>9) Delivery in collaborate with the Department for Communities and the Arts Council of the annual shared community relations/Cultural Awareness week, to encourage cultural celebration and exploration for cultures and identities</p>	<p>Delivery of a programme of engagement events and reports on the content of the events. Groups and agencies sharing and developing best practice.</p>	<p>There will be wide participation in events across the region to encourage participation and highlight delivery of the aims of the 4 T:BUC themes and greater engagement will be encouraged</p>	<p>CR/CA week delivered in Sept 2016. Number of events Level of wider communication</p>	<p>Achieved CR/CA week delivered 19th -23rd Sept, with media launch of CR/CA week held on 14th Sept. Print and online programme widely circulated. The Executive Office and</p>

				<p>Department for Communities were represented on advisory group and updated regularly. Evaluation meeting took place on 31st Oct.</p>
<p>10) Engagement and communication with sector via relevant media platforms</p>	<p>i) Regularly update various media platforms with current topical materials– website, Facebook, Twitter, radio and television.</p> <p>ii) E-News produced and circulated widely</p>	<p>Wider knowledge will be shared about the work and participation encouraged to support delivery of the aims of the 4 T:BUC themes</p>	<p>i) Updated and topical material widely circulated</p> <p>ii) Monthly circulation of e-bulletin</p>	<p>Achieved</p> <p>i.) Website, twitter, etc updated regularly when new material becomes available.</p> <p>ii) Monthly e-bulletins issued.</p>

3. Trusted and Effective Public Service and Good Governance				
<ul style="list-style-type: none"> Objective – To ensure the efficient and effective use of allocated resources and public expenditure by ensuring that CRC operate to the highest standard of corporate governance in line with relevant guidance and best practice 				
What we will to do.	How will we do it	What difference will we make	How will we measure the difference	Performance
<p>11) Operation of best practices in Governance, Accountability including providing assurance to The Executive Office.</p>	<p>i) Develop and implement plans following the agreed recommendations of The Executive Office review of CRC Board and Governance structures to deliver a CRC Board to oversee strategic direction and governance arrangements in line with the Review</p> <p>ii) Provide administrative services to the Board and its sub committees.</p>	<p>CRC will demonstrate good governance and oversight of its operations to ensure efficient and effective delivery and accountability to its stakeholders</p>	<p>Drafting and implementation as far possible of the recommendation of The Executive Office review.</p>	<p>Partially Achieved Implementation underway. The necessary application are being made with the NI Charity Commission with all necessary returns made with Companies House.</p>
			<p>Effective services to the Board and subcommittee that allow those forums to discharge their responsibilities.</p>	<p>Effective services delivered to the Board and its sub committees throughout the 2016-17 year.</p>

	<p>iii) Review and update of Corporate and Financial Policies and Procedures by implementing a register of policies and their review dates</p> <p>iv) Ensure on-going liaison with The Executive Office Sponsor Team</p> <p>v) Production of draft Business Plan for 2017-18 for consideration by Board and Department</p> <p>vi) Input into The Executive Office formal review of CRC planned for March 2017</p>		<p>Implementation of a register and review of relevant policies.</p> <p>Effective liaison with The Executive Office sponsor team without attracting comment.</p> <p>Business Plan submitted for Board and The Executive Office consideration.</p> <p>Making submission to The Executive Office as requested and facilitating them in completing their review.</p>	<p>A register of CRC corporate policies has been implemented including review trigger dates. The procurement policy, finance manual, Fraud Policy and, Gifts and Hospitality Policy have been reviewed and updated during the 2016-17 financial year.</p> <p>Effective liaison with The Executive Office sponsor team throughout the 2016/17 year.</p> <p>Business Plan submitted for Board and The Executive Office consideration in December 2016.</p> <p>The Executive Office Advised that formal review will not take place in March 2017.</p>
--	--	--	---	--

<p>12) Ensure best practice financial procedures are being developed and followed to ensure robust financial reporting that provides internal management information and external end user assurance.</p>	<p>i) Annual report for 15/16 produced.</p> <p>ii) Review and keep updated Fraud Policy.</p> <p>iii) Any suspected fraud issues to be reported to The Executive Office via the Fraud Investigation and Oversight Group</p> <p>iv) Manage budget against expenditure and achieve 98.5% consumption</p>	<p>As a public body CRC will demonstrate propriety in its finances to maintain the confidence of stakeholders.</p>	<p>Filed with the Companies House and published within deadline with an unqualified auditors report.</p> <p>Updated Fraud policy.</p> <p>Report all potential instances to Fraud Investigation and Oversight Group</p> <p>Effective management accounts prepared with accurate projections to 31st March 2017.</p> <p>Updated procurement policy and finance manual.</p>	<p>Achieved 2015-16 Annual report and Accounts were published with an unqualified audit report during the 2016/17 financial year.</p> <p>Fraud Policy was reviewed and updated.</p> <p>No frauds identified during financial year. One instance reported to Fraud Investigation and Oversight Group.</p> <p>Expenditure managed to within 98.5% of allocated budget.</p> <p>The procurement policy and finance manual were updated and became effective 1st April 2017.</p>
	<p>v) A review and report to the CEO on budgeting, management accounting and management assurance systems for consideration and if applicable implementation during the 17/18 financial year.</p>			

13) Ensure robust Internal Audit and Risk Management functions	<p>i) Facilitate independent internal and external sources of assurance by agreeing and facilitating an internal annual audit work plan.</p> <p>ii) Maintain register to track implementation of all internal and external audit findings/recommendations</p> <p>iii) Audit action plan implemented to deal with recommendations emanating from external and internal audits.</p>	<p>CRC will maintain the confidence of stakeholders services by ensuring that risks associated with its work are identified, removed or minimised.</p>	<p>Internal Audit plan completed as scheduled. The Annual Report and Accounts delivered as scheduled.</p> <p>Risk Register updated prior to and red/amber risks considered during each meeting of the ARAC. Full review at least once per annum.</p> <p>Recommendation register maintained, reported to ARAC with recommendation implemented within timeframe</p>	<p>Achieved</p> <p>2016/17 internal audit plan completed and reported to the Audit and Risk Assurance Committee (ARAC). Audit of 2015/16 Annual Report & Accounts completed and Report to Those Charged with Governance considered by the ARAC.</p> <p>The Risk Register was updated prior to each meeting of the ARAC with red/amber risks considered during Committee meetings. Full review during the Board meeting once per annum.</p> <p>Recommendations being implemented on schedule as reviewed by the ARAC.</p>
--	---	--	---	--

	<p>iv) Report to the ARAC and The Executive Office risk register and audit recommendation progress.</p> <p>v) A review and report to the CEO on risk management and reporting processes for consideration and if applicable implementation during the 17/18 financial year.</p>		<p>Recommendation register and risk register maintained, reported to ARAC and The Executive Office with recommendation implemented within timeframe.</p> <p>Risk Strategy updated and reviewed by the ARAC.</p>	<p>Recommendations being implemented on schedule as reviewed by the ARAC.</p> <p>Reviewed by ARAC in December 2016.</p>
<p>14) Ensure appropriate records are maintained in line with the requirements of a public body and the Information Commission</p>	<p>i) Review the streaming of internal electronic and paper filing systems.</p> <p>ii) Review and upgrade the IT infrastructure, grant management software and external communication tools as appropriate.</p>	<p>CRC will be transparent and accountable in the delivery of its services.</p>	<p>A Review the streaming of internal electronic and paper filing systems.</p> <p>A business case to support the upgrade of the IT infrastructure, grant management software and external communication complete.</p>	<p>Partially Achieved</p> <p>Hard copy file review completed and electronic file review to be completed in 2017-18.</p> <p>Business case for IT support drafted and with The Executive Office for approval. Department of Finance Approval provided in Q1 2017/18.</p>

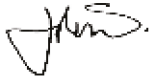
<p>15) Ensure that CRC have the facilities and resources to maximise the delivery of its corporate objectives</p>	<p>i) Implementation of the recommendations of The Executive Office review of CRC staffing</p> <p>ii) Develop and implement operational plans in relation to staff structure to ensure organisation is fit for purpose (subject to legal requirements and available resources)</p> <p>iii) Maintain a safe working environment that is compliant with health and safety legislation.</p> <p>iv) Develop an Asset Management Plan including annual review of the adequacy.</p> <p>vi) Input into the planned Comprehensive Spending Review during 2016/17</p>	<p>CRC will use its resources effectively, efficiently and safely.</p>	<p>Work with The Executive Office to implement the review recommendations.</p> <p>Work with The Executive Office to develop and implement operational plans in relation to staff structure</p> <p>No recorded breaches of health and safety legislation.</p> <p>Asset Management Plan maintained and updated at least annually.</p> <p>Make submission to and facilitate The Executive Office review.</p>	<p>Partially Achieved. Staffing review report has been temporarily withdrawn by The Executive Office.</p> <p>Staffing review report has been temporarily withdrawn by The Executive Office.</p> <p>Fire Risk assessment completed. All health and safety incidents reported to the Board</p> <p>Asset Management Plan maintained in conjunction with other bodies in Equality House. Plan submitted to The Executive Office upon request.</p> <p>The Executive Office advised that formal review will not take place in March 2017.</p>
---	--	--	---	---

<p>16) Promote equality through service delivery and employment practice</p>	<p>v) Input into The Executive Office formal review of CRC planned for March 2017.</p> <p>vii) Maintenance of an effective and tested Business Continuity Plan (BCP).</p> <p>i) Appointment of members to the Community Relations Council and staff will reflect fair and equal treatment</p> <p>ii) Distribution of grants will demonstrate fair and equal treatment</p>		<p>Make submissions to the Comprehensive Spending Review as requested by The Executive Office and the Department of Finance.</p> <p>Maintain BCP and test at least annually.</p>	<p>Submission provided to The Executive Office on request.</p> <p>The BCP was updated and tested in March 2017.</p>
		<p>As a public body CRC will make a contribution to wider regional aims and objectives for equality.</p>	<p>All appointments made in compliance with Equality legislation with no successful challenges.</p> <p>All grants made in compliance with Equality legislation with no successful challenges.</p>	<p>Achieved</p> <p>No appointments made during this year</p> <p>All grant applications were processed in accordance with agreed practices, and received fair and equal treatment. Provision is made where required for translation of grant application forms and guidance.</p>

	<p>iii) All statutory duty monitoring returns to ECNI are completed as appropriate.</p>		<p>All statutory duty monitoring returns to ECNI are completed on time and as appropriate. No criticisms received from ECNI.</p>	<p>All up to date and submitted to ECNI on time. The monitoring process found the Community Relations Council to be compliant with its Equality objective; with no remedial action plans necessary.</p>
--	---	--	--	---

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

21st September 2017
.....
Date



.....
P Osborne - Chairperson

21st September 2017
.....
Date

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 15 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, and the various Programme Committees.

The Chief Executive, with the assistance of a senior management team, manages the day to day activities of the Council and reports directly to the Chairperson. The Chief Executive and 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
Mr. Allan Leonard (Resigned 6 th June 2016)	Mr. Joe Law (Deceased 28 th September 2016)
Ms Delia Close	Mr Donald Mackay
Ms Roisin McGlone	Ms Sheila McClelland
Mr Brendan McAllister	Mr Gerard Deane (Resigned 3 rd November 2016)
Ms Libby Keys	Ms Kasia Garbal
Mr Philip Deane (Resigned 29 th June 2016)	

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.

No directors have been appointed since 31st March 2016.

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 and a full induction into the work of the Community Relations Council conducted by Community Relations Council staff and Chair. 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 2016-17 financial year.

Details of the grants awarded during the 2016-17 financial year are shown in the appendix to the Annual Report. The Comptroller and Auditor General does not express an opinion on this appendix in his independent audit report on pages 67 and 68.

Community Relations Research

In 2016-17 activity included three T:BUC conferences, the Community Relations/Cultural Awareness Week campaign, thematic discussion groups with key community relations organisations as well as practitioner forums which promote collaborative working and networking opportunities.

Future plans

The Community Relations Council has completed a consultation on its strategic plan for 2016-19 and that plan was approved by Ministers on 29th September 2016. 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 are 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 to: -

- The implementation of the 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 changes resulting from those recommendations. The Executive Office has undertaken 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). Their appointment is awaiting ministerial approval;
- The key recommendations made by The Executive Office's review of governance of the Community Relations Council that will have the most significant impact upon the board structure and performance are:
 - the T:BUC Engagement Forum is used to provide an effective representative voice for community representation resulting in a focused remit for the Community Relations Council Board on oversight and governance;
 - to ensure the effective oversight and governance of the Community Relations Council that the Board should operate with 8 to 10 members;
 - the functions of the Finance and General Purposes, Policy and Communications and the Community Initiatives sub-committees are performed by the Board;
 - the remuneration of Board members as part of a Board complement of 8 to 10 members is considered; and
 - the remuneration and time commitment of the role of the CRC Chair is reviewed and aligned to a similar role.
- The staffing review undertaken by The Executive Office;
- Implementation of the recommendations of the funding review undertaken by The Executive Office including the development of a more co-ordinated approach to grant funding focused on T:BUC priorities and objectives;
- Facilitation of and secretariat to the T:BUC Engagement Forum;

- Supporting and implementing an outcomes based approach to delivery and performance monitoring utilising the revised good relations indicators as the performance monitoring framework;
- Ensuring that policy development and research and best practice initiatives formally feeds into government policy and presenting evidence of subsequent delivery improvements; and
- Increasing formal, focused and positive 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.

During the year there was an incident where personal data was compromised by Community Relations Council staff. Due to the minor nature to the incident and the fact that the data was returned, it was not considered necessary to report it to the Information Commissioner. In this incident, information relating to the verification of the grant expenditure of one funded group was posted to another group. This included a very small amount of personal but not sensitive information. The information was returned to the Community Relations Council immediately. The Community Relations Council advised the affected group and apologised for the mistake. The group in turn liaised with the two data subjects of the breach. All parties were content with the speedy return of the data and the minor nature of the incident. No further action was requested of the Community Relations Council. Internal investigation of the incident found that it arose from human error in which the grant verification information was placed in the wrong envelop. Procedures have been strengthened to ensure cross checking of grant verification material due for return to funded groups. All administrative staff have been reminded of their responsibilities to check data before issue from the Community Relations Council.

During 2016-17 year the Community Relations Council received three 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 61 to 63, the accounting policies on pages 72 to 76 and commitments under Defined Benefit Pension Scheme in Note 18 on pages 88 to 92.

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). There have been no reported complaints in the 2016-17 financial year.

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 91% (2016 – 89%) of bills were paid within this standard. It was also noted that 82% (2016 – 76%) of bills were paid within 10 days.

Related parties

Details of the company's related parties are set out in note 19 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 44 to 58.

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 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 (FRoM) 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 FRoM have been followed, and disclose and explain any material departures in the Accounts; and
- prepare the Accounts on a going concern basis.

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 2017. 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 itself is undergoing change in the coming period related to the implementation of the recommendations from The Executive Office's review of governance of the Community Relations Council. The Community Relations Council are liaising with The Executive Office and the Charity Commission for NI on changes resulting from those recommendations. The Executive Office has undertaken 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). Their appointment is awaiting ministerial approval.

The key recommendations made by The Executive Office's review of governance of the Community Relations Council that will have the most significant impact upon the board structure and performance are:

- the T:BUC Engagement Forum is used to provide an effective representative voice for community representation resulting in a focused remit for the Community Relations Council Board on oversight and governance;
- to ensure the effective oversight and governance of the Community Relations Council that the Board should operate with 8 to 10 members;
- the functions of the Finance and General Purposes, Policy and Communications and the Community Initiatives sub-committees are performed by the Board;
- the remuneration of Board members as part of a Board complement of 8 to 10 members is considered; and
- the remuneration and time commitment of the role of the CRC Chair is reviewed and aligned to a similar role.

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.

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. The Accounting Officer and the Board are aware of this noncompliance. The Accounting Officer along with the incoming board will ensure that CRC is compliant with the Code in this respect.

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 and Sub – Committees; including:
 - Finance and General Purposes Committee (*Until June 2016*)
 - Policy and Communications Committee (*Until June 2016*)
 - Community Initiatives Committee (*Until June 2016*)
 - Audit and Risk Assurance Committee
- The Accounting Officer
- Internal Audit function and
- External Audit function (NIAO).

In June 2016 the Chair presented a paper outlining options available for the Community Relations Council committees going forward. The option which was agreed upon saw the Community Relations Council ceasing all committees apart from the ARAC, with the occasional issue specific strategic meeting. Updates from each committee or specific strategic meeting are reported to the Board from 24th September 2016 onward.

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 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. Peter Osborne. There were 15 members serving on the Board during the year ended 31 March 2017 (see page 37 for a full list of members).

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 Chair has raised issues around quorum with The Executive Office regarding the consequences of non-recruitment of additional board members in the last two years arising from The Executive Office's governance review; and the length of time being taken to transition to a new board as one of the recommendations from the review.

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 2016-17 in May, June, September, October, November, December, February and March. The attendance at the meetings is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Peter Osborne (Chairperson)	8	8
Rev. Norman Hamilton	6	8
Mr. Allan Leonard (Resigned 6 th June 2016)	0	1
Ms Delia Close	6	8
Ms Roisin McGlone	4	8
Mr Brendan McAllister	2	8
Ms Libby Keys	6	8
Mr Philip Deane (Resigned 29 th June 2016)	0	2
Mr. Noel McKenna	6	8
Mr. Rory Campbell	7	8
Mr. Joe Law (Deceased 28 th September 2016)	0	2
Mr Donald Mackay	6	8
Ms Sheila McClelland	6	8
Mr Gerard Deane (Resigned 3 rd November 2016)	3	4
Ms Kasia Garbal *	1	8

*Ms. Kasia Garbal was on maternity leave during 2016-17.

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 2016-17 comprised a Chairperson and six Members – all are Board Members. The members of the ARAC during 2016-17, including their attendance, are shown below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Rory Campbell (Chair)	7	7
Mr Donald Mackay	4	7
Mr J Law	1	2
Mr N McKenna	1	1
Mr P Deane	0	2
Ms R McGlone	2	7
Ms. Delia Close	1	1

The Chair of the ARAC has undertaken an assessment of its members and concluded that performance of those members was satisfactory. The Chair 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.

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; and
- consideration of potential audit issues arising from grant awards.

Other Committees

Three committees concerned respectively with finance and staffing, policy comment and communications, and funding schemes operated for part of the year. In June 2016 the Chair presented a paper outlining options available for the Community Relations Council committees going forward. The option which was agreed upon saw the Community Relations Council ceasing all committees apart from the ARAC, with the occasional issue specific strategic meeting.

Updates from each committee or specific strategic meeting are reported to the Board from 24th September 2016 onward.

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 finance, human resources and performance. 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 can then be requested to attend to support discussions or be required 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 2016-17 to assess board effectiveness. The Chair concluded that he was satisfied with the board performance. Further, the Chair met with Board members in March 2017 to confirm that they were content to continue in their role following the delay in appointing new Board members.

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 31 March 2017 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 December 2016. The Community Relations Council assessed the residual political risk and residual resource risk to red from amber due to the ongoing uncertainty around forming the NI Executive and the implications on the financial resources available in the absence of an agreed budget.

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 2016-17 financial year on 2nd March 2017.

Risk	Residual Risk Assessment	Mitigating Action
<p>Political (change of government; cross cutting policy decisions; Machinery of government . changes e.g. devolution)</p>	Red	<p>Regular communication with The Executive Office in relation to appointment of Board, approval of Business Plan and notification of budget for 2017-18</p> <p>Continue to monitor political environment</p>
<p>Resource</p> <p><u>Financial</u> (funding/budget management/fraud)</p> <p><u>HR</u> (staff capacity, skills, recruitment and retention)</p> <p><u>Information</u> (decision making/ protection of privacy)</p> <p><u>Physical</u> (loss of assets/damage/ theft)</p>	Red	<p>Regular communication with The Executive Office in relation to approval of Business Plan and notification of budget for 2017-18. As a contingency measure a letter setting out cash approved for spending in first 4 months of 2017-18 received from The Executive Office.</p> <p>Budgets and resources for 2017-18 will be monitored by Council</p> <p>Work ongoing with The Executive Office regarding the Community Relations Council pension scheme and compliance with Department of Finance guidance FD (DFP) 12/16. Risks associated with compliance, legality, costs and Human Resources are being mitigated in discussions with The Executive Office and legal advisors.</p> <p>Pension transfer arising from TUPE of Victims and Survivors staff to Victims and Survivors Service audited by NIAO and further actuary report requested and received. Transfer remains with actuaries and ongoing communication with The Executive Office at Accountability meetings.</p> <p>Liaising with The Executive Office in relation to mitigation of proposed NILGOSC pension cost increase. Letter of guarantee required by NILGOSC but not approved by Department of Finance (which wishes NILGOSC to raise the matter through its sponsoring branch, the Department for Communities.</p> <p>Pay-remit pro-forma submitted with requested legal view in May 2016. Ongoing communication with The Executive Office in relation to queries.</p>

		<p>Staffing levels kept under review by Board. Awaiting final version of The Executive Office staffing report following its temporary withdrawal by The Executive Office to allow for consideration of impact of The Executive Office outcome of Good Relations funding delivery review.</p> <p>Staff updated on position in relation to The Executive Office governance and staffing review of the Community Relations Council.</p>
<p>New policies (policy decisions creating expectations that challenge the organisation's capacity to deliver)</p>	Amber	<p>Awaiting The Executive Office report Good Relations Funding Delivery review (undertaken by the Strategic Investment Board). Positive verbal briefings received from The Executive Office on the outcome of the review as it relates to the Community Relations Council.</p> <p>Changes to the Community Relations Council governance underway. Chair and Board continuing to meet with The Executive Office when necessary in relation to changes.</p> <p>The Executive Office recruitment of new Board underway. New Board appointments delayed due to there being no First and Deputy First Minister.</p> <p>Staff updated regularly on position in relation to The Executive Office governance and staffing review of the Community Relations Council.</p> <p>Advocacy Plan and responses to relevant consultations</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 20 on page 93 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 plan was tested in March 2017.
- 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. The internal audit plan for 2016-17 included a review of IT Security and Business Continuity Planning. Members agreed that the Internal Audit plan should be amended to postpone the IT audit fieldwork as the IT Business Case is with The Executive Office and this has delayed in getting the new IT provisions in place.

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. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Board, and the ARAC, and plans to address weaknesses and ensure continuous improvement of the system 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 31st March 2017, the internal auditors have conducted reviews in line with their Annual Audit Plan covering:

Function	Date of final report	Assurance rating
Review of Grants Financial Management Project	16-May-17	Satisfactory
High Level Review of Financial Controls (to include budget management, payroll and travel expenses, purchasing and procurement and fixed assets)	20-Oct-16	Satisfactory
Review of Grants Administration and Distribution	20-Oct-16	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.

Internal Audit also reported on 8th September 2016 on the progress made in implementing internal audit recommendations made during the 2015-16 business year. They reviewed 12 recommendations, finding 10 had been implemented, one had not been implemented but the due date had not passed and one had not been implemented due to external factors.

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 the ARAC meetings at which corporate governance and risk management matters are considered.

The NIAO audits, certifies and reports on the Accounts in accordance with the requirements of 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 2016-17 HM Treasury Financial Reporting Manual.

Data Losses

During the year there was an incident where personal data was compromised by Community Relations Council staff. Due to the minor nature of the incident and the fact that the data was returned it was not considered necessary to report it to the Information Commissioner. In this incident, information relating to the verification of the grant expenditure of one funded group was posted to another group. This included a very small amount of personal but not sensitive information. The information was returned to the Community Relations Council immediately. The Community Relations Council advised the affected group and apologised for the mistake. The group in turn liaised with the two data subjects of the breach. All parties were content with the speedy return of the data and the minor nature of the incident. No further action was requested of the Community Relations Council. An internal investigation of the incident found that it arose from human error in which the grant verification information was placed in the wrong envelope. Procedures have been strengthened to ensure cross checking of grant verification material due for return to funded groups. All administrative staff have been reminded of their responsibilities to check data before issue from the Community Relations Council.

Significant Issues

Current Department of Finance guidance FD (DFP) 12/16 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of 'no better off, no worse off'. Presently the Community Relations Council increases the basic salaries for all but one employee by making an additional contribution of 6% on gross earnings for employee's 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 £26,120. This was 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 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. During 2014-15 The Executive Office advised the Community Relations Council to delay submitting a pay remit for 2014-15 until the issue was resolved. Therefore the Community Relations Council was not in compliance with the Department of Finance guidance. During 2015-16 The Executive Office advised the Community Relations Council to submit a pay remit and to take legal guidance on the matter. The Community Relations Council received the legal guidance during March 2016 and submitted the 2014-15 pay remit during 2016-17 and have worked with The Executive Office to obtain approval. The Community Relations Council have drafted the 2015-16 pay remit for submission following approval of the 2014-15 pay remit. Preparation of the 2016-17 pay remit will begin once the 2014-15 is complete.

Significant Internal Control Problems

There were no significant internal control problems noted in the year to 31 March 2017.

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. This remuneration is set by the Board and approved by The Executive Office. His 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 is appointed until December 2019 or until The Executive Office appoint a new Chair, whichever is sooner. Early termination, other than for misconduct, would result in the individual receiving compensation. During the year, no early termination payments were paid.

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 is remunerated.

Remuneration (including salary) and Pension Entitlements (audited)

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

	2016-17 Salary/ Chair's Fee £'000	2016-17 Pension Benefits * to nearest £'000 £'000	2016-17 Total £'000	2015-16 Salary/ Chair's Fee £'000	2015-16 Pension Benefits * to nearest £'000 £'000	2015-16 Total £'000
J Irwin CEO	60-65	23	85-90	60-65	28	80-85
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.*

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 of 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 2016–2017 year, four employees availed of the benefit at a cost of £460.85 (2015-16 – four employees at a cost of £869.94).

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.

	2016-17	2015-16
Band of Highest Paid Director's Total Remuneration (£'000)	60-65	60-65
Median Total Remuneration (£)	29,012	27,609
Ratio	2.15	2.26

The banded remuneration of the highest-paid director in the Community Relations Council in the financial year 2016-17 was £60k-£65k (2015-16 £60k-£65k). This was 2.15 times (2015-16 2.26 times) the median remuneration of the workforce, which was £29,012 (2015-16 £27,609). The ratio has decreased slightly as a result of a reduction in the number of staff employed at year end.

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 31/03/17 & related lump sum £'000	Real increase (decrease) in pension & related lump sum at pension age £'000	CETV at 31/03/17 £'000	CETV at 31/03/16 £'000	Real increase in CETV £'000
J Irwin Chief Executive Officer	20-25 Plus lump sum of 30-35	0 - 2.5 less lump sum of (0-2.5)	466	420	37

Compensation for loss of office

No members of staff received compensation for loss of office or exit packages during the year ended 31st March 2017.

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 20% (2015-16 20%) 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.

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. 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 218 days. This represented 5.0% of available working days for the Community Relations Council employees. Sickness absence during the previous financial year was 206 days, representing 4.0% of available working days.

Gender Diversity

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

	Male	Female
	No.	No.
Council Members	6	5
Employees:		
Grade 6	0	1
DP	2	2
SO	2	4
EO	0	5
AO	1	1
	-----	-----
Total	5	13

Consultancy

The Community Relations Council did not incur expenditure related to consultancy during the 2016-17 financial year.

Staff Policies

The Community Relations Council provide equal opportunities and are committed to the principle of equality including only having regard to the aptitudes and abilities of disabled 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 the disability duties are complied with and effectively implemented. The Community Relations Council reviews its policies, procedures and practises to identify any amendments or actions needed to meet its disability duties on a regular basis.

Off-Payroll Engagements

The Community Relations Council did not have any off-payroll engagements during the 2016-17 financial year (2015-16 - £nil).



.....
J Irwin - Accounting Officer

21st September 2017

.....
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.

Current Department of Finance guidance FD (DFP) 12/16 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of ‘no better off, no worse off’. Presently the Community Relations Council increases the basic salaries for all but one employee by making an additional contribution of 6% on gross earnings for employee’s 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 £26,120. This was 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 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. During 2014-15 The Executive Office advised the Community Relations Council to delay submitting a pay remit for 2014-15 until the issue was resolved. Therefore the Community Relations Council was not in compliance with the Department of Finance guidance. During 2015-16 The Executive Office advised the Community Relations Council to submit a pay remit and to take legal guidance on the matter. The Community Relations Council received the legal guidance during March 2016 and submitted the 2014-15 pay remit during 2016-17 and have worked with The Executive Office to obtain approval. The Community Relations Council have drafted the 2015-16 pay remit for submission following approval of the 2014-15 pay remit. Preparation of the 2016-17 pay remit will begin once the 2014-15 is complete.

Fees and Charges (audited)

The Community Relations Council did not earn an income through fees or charges during the 2016-17 financial year.

Remote Contingent Liabilities (audited)

No remote contingent liabilities are known to have existed at the 31st March 2017.

Signed on behalf of the Board of Directors



.....
P Osborne - Chairperson

21st September 2017

.....
Date



.....
J Irwin - Accounting Officer

21st September 2017

.....
Date

NORTHERN IRELAND COMMUNITY RELATIONS COUNCIL**THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE MEMBERS OF THE NORTHERN IRELAND COMMUNITY RELATIONS COUNCIL**

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2017 under the Companies (Public Sector Audit) Order (Northern Ireland) 2013. The financial statements comprise the Statement of Financial Activities, Balance Sheet and Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report and Assembly Accountability disclosures that is described in that report as having been audited.

Respective responsibilities of the Accounting Officer, Directors' and auditor

As explained more fully in the Accounting Officer and Directors' Responsibilities Statement, the Directors' are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit, certify and report on the financial statements in accordance with the Companies (Public Sector Audit) Order (Northern Ireland) 2013. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining 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. This includes an assessment of: whether the accounting policies are appropriate to the Northern Ireland Community Relations Council's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Directors; and the overall presentation of the financial statements. In addition I read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

I am required to obtain evidence sufficient to give reasonable assurance that the income and expenditure 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.

Opinion on regularity

In my opinion, in all material respects the income and expenditure 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.

Opinion on financial statements

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 2017 and of its incoming resources and application of outgoing resources for the year then ended;
- have been properly prepared in accordance with the Financial Reporting Standard 102; and
- have been prepared in accordance with the Companies Act 2006.

Opinion on other matters

In my opinion:

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

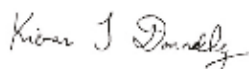
Matters on which I report by exception

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 part of the Remuneration Report and Assembly Accountability Disclosures 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 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

25th September 2017

Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2017

	Note	Unrestricted Funds 2016-17 £	Restricted Funds 2016-17 £	Total Funds 2016-17 £	Total Funds 2015-16 £
Income and endowments from:					
Donations and Legacies	2	-	2,926,227	2,926,227	2,996,561
Charitable Activities		-	16,950	16,950	8,000
Other	3	-	-	-	70
		-----	-----	-----	-----
Total		-	2,943,177	2,943,177	3,004,631
		-----	-----	-----	-----
Total Expenditure on:					
Charitable activities	6	-	3,468,672	3,468,672	3,093,642
		-----	-----	-----	-----
Net income/(expenditure) before tax for the reporting period		-	(525,495)	(525,495)	(89,011)
Tax payable		-	-	-	-
Other recognised gains/(losses):					
Actuarial gain/(loss) on defined benefit pension scheme	18	-	(780,000)	(780,000)	557,000
		-----	-----	-----	-----
Net movement in funds		-	(1,305,495)	(1,305,495)	467,989
		-----	-----	-----	-----
Reconciliation of funds:					
Fund balances brought forward at 1 April		49,858	(202,392)	(152,534)	(620,523)
		-----	-----	-----	-----
Net movement in funds		-	(1,305,495)	(1,305,495)	467,989
		-----	-----	-----	-----
Fund balances carried forward at 31 March	15	49,858	(1,507,887)	(1,458,029)	(152,534)
		=====	=====	=====	=====

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 72 to 100 form part of these Accounts.

Balance Sheet as at 31 March 2017

		2016-17	2015-16
	Note	£	£
Fixed assets			
Tangible fixed assets	8	40,325	41,639
Intangible fixed assets	9	6,202	8,969
		-----	-----
		46,527	50,608
Current assets			
Debtors and prepayments	10	18,144	19,164
Cash at bank and in hand	11	114,788	596,581
		-----	-----
		132,932	615,745
Liabilities			
Creditors: amounts falling due within one year	12	(494,488)	(483,887)
		-----	-----
Net current assets or (liabilities)		(361,556)	131,858
Total assets less current liabilities		(315,029)	182,466
Defined benefit pension liability	18	(1,143,000)	(335,000)
		-----	-----
Total net liabilities		(1,458,029)	(152,534)
		=====	=====
The funds of the charity			
Unrestricted Income Funds	15	49,858	49,858
Restricted Income Funds	15	(364,887)	132,608
Restricted Pension Reserve	15	(1,143,000)	(335,000)
		-----	-----
Total charity funds		(1,458,029)	(152,534)
		=====	=====

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 21st September 2017 and signed on its behalf by:



.....
P Osborne – Chairperson



.....
J Irwin – Accounting Officer

The notes on pages 72 to 100 form part of these Accounts

Cash Flow Statement for Year Ended 31 March 2017

	Note	2016-17 £	2015-16 £
Cash flows from operating activities			
Net cash (used in) / provided by operating activities	13	(470,075)	36,614
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	8	(11,095)	(7,147)
Purchase of intangible fixed assets	9	(623)	-
		-----	-----
Net cash (used in) investing activities		(11,718)	(7,147)
		-----	-----
Change in cash and cash equivalents in the reporting period		(481,793)	29,467
Opening cash and cash equivalents	11	596,581	567,114
		-----	-----
Closing cash and cash equivalents	11	114,788	596,581
		=====	=====

The notes on pages 72 to 100 form part of these Accounts

Notes to the Accounts for Year Ended 31 March 2017

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) and the Government Financial Reporting Manual (FReM) and applicable Accounting Standards as issued by HM Treasury. 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. The particular policies adopted by the Community Relations Council for the year ended 31 March 2017 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 1st October 2015, The Executive Office wrote confirming that it remains committed to working with the Community Relations Council to ensure that it becomes 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. On 9th June 2017 The Executive Office wrote to the Community Relations Council confirming that funding has been secured for the 2017-18 financial year. The Community Relations Council provided projections up to 2020 following a request from The Executive Office. 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 financial statements are therefore prepared on the going concern basis.

The Community Relations Council's Strategic Plan 2016-19, and Business Plan 2016-17 were approved on 29th September 2016. The 2017-18 Business Plan is at an advanced stage of preparation and is with The Executive Office pending approval.

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:

Leasehold improvements	10 years
Fixtures and fittings	5 years
Computer equipment	5 years

The minimum level of capitalisation of tangible fixed assets is £100. Indexation is not applied due to the short life nature of these assets i.e. less than 5 years.

Leasehold improvements have ceased as a Tangible Fixed Asset category as at 31 March 2016 due to the Community Relations Council moving premises. Depreciation on this fixed asset category was accelerated in March 2016 to fully write off this asset.

Intangible fixed assets

Software licences for internal recording and reporting systems and other software, e.g. website are capitalised as intangible assets. All intangible assets are amortised over their useful life i.e. 5 years, or if shorter, 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 £100.

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.

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 2017.

Pension

Past and present employees are covered by the provisions of the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) Scheme. In accordance with IAS 19 the Scheme Managers/trustees are required to undertake a sensitivity analysis for each significant actuarial assumption as at the end of the reporting period, showing how the defined benefit obligation would have been affected by changes in the relevant actuarial assumption that were reasonably possible at that date. This analysis, including details of the methods and assumptions used in preparing the sensitivity analysis, are disclosed in note 18.

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.

A revised version of IAS 19 came into effect for accounting periods commencing on or after 1 January 2013. The figures in the accounts have been calculated under the revised IAS19.

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 objects 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 three types of fund for which it is responsible and which require separate disclosure. These are as follows:

Unrestricted funds

Grants received by the company which are expendable at the discretion of the company in furtherance of its objects.

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

IAS 19 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. Management consider that these are unlikely to have a significant impact on the period of initial application.

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 6 on pages 80 to 81. 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

	Restricted Funds 2016-17 £	Total Funds 2016-17 £	Total Funds 2015-16 £
<u>Donations and legacies</u>			
Grant in Aid from The Executive Office	2,926,227	2,926,227	2,996,561
<u>Charitable activities</u>			
Joseph Rowntree Charitable Trust	16,950	16,950	8,000
	-----	-----	-----
	2,943,177	2,943,177	3,004,561
	-----	-----	-----

3. Other Income

	Restricted Funds 2016-17 £	Total Funds 2016-17 £	Total Funds 2015-16 £
Bank Interest	-	-	70
	-----	-----	-----
	-	-	70
	-----	-----	-----

4. Analysis of Staff Costs

	Permanent Staff £	Others £	Chair £	2016-17 Total £	2015-16 Total £
Wages and Salaries	600,672	32,061	18,000	650,733	731,019
Social security costs	53,436	-	1,387	54,823	38,509
Pension cost	147,866	-	-	147,866	141,000
	-----	-----	-----	-----	-----
Total Staff Cost	801,974	32,061	19,387	853,422	910,528
Less recoveries in respect of outward secondments	-	-	-	-	(19,486)
	-----	-----	-----	-----	-----
Total net costs	801,974	32,061	19,387	853,422	891,042
	-----	-----	-----	-----	-----

4. Analysis of staff costs (continued)

Average number of persons employed

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

	Permanent Staff	Others	Chair	2016-17 Total	2015-16 Total
Total	19	2	1	22	22

On a headcount basis there were 19 (2015-16: 20) full time members of staff employed during the period. 1 (2015-16: 1) member of staff was employed part time. On average 2 (2015-16: 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
	2016-17	2016-17	2016-17	2015-16	2015-16	2015-16
<£10,000	-	-	-	-	-	-
£10,000-£25,000	-	-	-	-	-	-
Total number of exit packages by type	-	-	-	-	-	-
Total resource cost/£	-	-	-	-	-	-

No persons (2015-16 – None) retired early on ill-health grounds. Ill health retirement costs are met by the Pension Scheme and are not included in the table.

Remuneration of key management

As reported in the Remuneration Report on pages 59 to 65, 1 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 £128,791 (2015-16: £122,617).

5. Grant expenditure

	Grants payable	Support costs	2016-17 Total
Grants schemes	£	£	£
Small grants schemes	264,360	74,351	338,711
Publications and Media	56,008	81,110	137,118
Core Funding	1,243,569	94,629	1,338,198
Pathfinder	54,130	6,759	60,889
North Belfast Strategic Fund	668,278	13,518	681,796
	-----	-----	-----
	2,286,345	270,367	2,556,712
	-----	-----	-----
	Grants payable	Support costs	2015-16 Total
Grants schemes	£	£	£
Small Grants Scheme	307,599	71,003	378,602
Publications and Media	66,521	91,419	157,940
Core Funding	1,271,549	101,475	1,373,024
Pathfinder	151,742	10,361	162,103
North Belfast Strategic Fund	-	-	-
	-----	-----	-----
	1,797,411	274,258	2,071,669
	-----	-----	-----

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 (2015-16: None).

6. Analysis of Expenditure on Charitable Activities

Key Activities	Activities Undertaken Directly	Grant Funding Activities	Support Cost	Total 2016-2017
	£	£	£	£
Funding and Development	240,211	2,230,337	270,367	2,740,915
Policy Development	145,697	-	122,894	268,591
Communications and Learning	98,581	3,136	98,316	200,033
Cultural Diversity	65,474	52,872	40,965	159,311
District Council Development	41,907	-	40,965	82,872
Peace Monitoring Report	16,950	-	-	16,950
Total	608,820	2,286,345	573,507	3,468,672

Key Activities	Activities Undertaken Directly	Grant Funding Activities	Support Cost	Total 2015-2016
	£	£	£	£
Funding and Development	238,750	1,730,890	274,258	2,243,898
Policy Development	140,450	-	137,130	277,580
Communications and Learning	155,691	18,587	137,130	311,408
Cultural Diversity	68,780	47,934	45,710	162,424
District Council Development	44,622	-	45,710	90,332
Peace Monitoring Report	8,000	-	-	8,000
Total	656,293	1,797,411	639,938	3,093,642

6. Analysis of Expenditure on Charitable Activities (continued)

Analysis of Support Costs

2016-17 Support Costs	Funding and Development	Policy Development	Communi- cations and Learning	Cultural Diversity	District Council Development	Grand Total 2016-17	Basis of Allocation
	£	£	£	£	£	£	
Facilities	71,522	32,510	26,008	10,837	10,837	151,714	Per Capita
HR	31,154	14,161	11,329	4,720	4,720	66,084	Per Capita
IT	15,871	7,214	5,772	2,406	2,405	33,668	Per Capita
Finance	67,892	30,860	24,688	10,286	10,286	144,012	Per Capita
Governance	83,928	38,149	30,519	12,716	12,717	178,029	Per Capita
Function Total	270,367	122,894	98,316	40,965	40,965	573,507	
	-----	-----	-----	-----	-----	-----	
2015-16 Support Costs	Funding and Development	Policy Development	Communi- cations and Learning	Cultural Diversity	District Council Development	Grand Total 2015-16	Basis of Allocation
	£	£	£	£	£	£	
Facilities	58,358	29,179	29,179	9,727	9,727	136,170	Per Capita
HR	35,429	17,715	17,715	5,905	5,905	82,669	Per Capita
IT	22,646	11,323	11,323	3,774	3,774	52,840	Per Capita
Finance	57,038	28,519	28,519	9,506	9,506	133,088	Per Capita
Governance	100,787	50,394	50,394	16,798	16,798	235,171	Per Capita
Function Total	274,258	137,130	137,130	45,710	45,710	639,938	
	-----	-----	-----	-----	-----	-----	

The Northern Ireland Audit Office (NIAO) performs the annual statutory audit of the Community Relations Council at a cost of £17,500 (2015-16: £21,205). There was an amount payable to the NIAO at the 31st March 2017 of £1,261 for the National Fraud Initiative (2015-16: £nil). The NIAO did not perform any non-audit work.

11 Directors (2015-16: 11) were paid travelling and subsistence costs totalling £3,299 in 2016-17 (2015-16: £3,827). This is included in the Governance costs above.

7. 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 Community Relations Council programme is designed to support voluntary and community organisations in developing community relations work strategically and by enhancing the community relations potential of projects undertaken by funded groups. The following tables summarise the income and expenditure for the operating segments for the years ended 31 March 2017 and 31 March 2016 respectively:

2016-17		
Operating Segment	Community Relations	Total
	£	£
Gross expenditure	3,468,672	3,468,672
Income	2,943,177	2,943,177
	-----	-----
Total net (expenditure) per SOFA by Operating Segment	(525,495)	(525,495)
	=====	=====
Total Assets	179,459	179,459
Total Liabilities	(1,637,488)	(1,637,488)
	-----	-----
Total Funds of the Charity	(1,458,029)	(1,458,029)
	=====	=====
2015-16		
Operating Segment	Community Relations	Total
	£	£
Gross expenditure	3,093,642	3,093,642
Income	3,004,631	3,004,631
	-----	-----
Total net (expenditure) per SOFA by Operating Segment	(89,011)	(89,011)
	=====	=====
Total Assets	666,353	666,353
Total Liabilities	(818,887)	(818,887)
	-----	-----
Total Funds of the Charity	(152,534)	(152,534)
	=====	=====

8. Tangible fixed assets

	Leasehold Improvements	Computer Equipment	Fixtures and Fittings	Total
Cost:	£	£	£	£
Balance at 1 April 2016	-	109,362	84,436	193,798
Additions	-	2,540	8,555	11,095
Disposals	-	(56,342)	(30,278)	(86,620)
	-----	-----	-----	-----
Balance at 31 March 2017	-	55,560	62,713	118,273
	-----	-----	-----	-----
Accumulated depreciation:				
Balance at 1 April 2016	-	96,023	56,136	152,159
Charge for year	-	4,210	8,199	12,409
Depreciation on disposals	-	(56,342)	(30,278)	(86,620)
	-----	-----	-----	-----
Balance at 31 March 2017	-	43,891	34,057	77,948
	-----	-----	-----	-----
Net book value:				
At 31 March 2017	-	11,669	28,656	40,325
	=====	=====	=====	=====
At 1 April 2016	-	13,339	28,300	41,639
	=====	=====	=====	=====

	Leasehold Improvements	Computer Equipment	Fixtures and Fittings	Total
Cost:	£	£	£	£
Balance at 1 April 2015	296,179	141,170	94,851	532,200
Additions	-	6,507	24,136	30,643
Disposals	(296,179)	(38,315)	(34,551)	(369,045)
	-----	-----	-----	-----
Balance at 31 March 2016	-	109,362	84,436	193,798
	-----	-----	-----	-----
Accumulated depreciation:				
Balance at 1 April 2015	259,904	128,991	87,330	476,225
Charge for year	36,275	5,210	3,556	45,041
Depreciation on disposals	(296,179)	(38,178)	(34,750)	(369,107)
	-----	-----	-----	-----
Balance at 31 March 2016	-	96,023	56,136	152,159
	-----	-----	-----	-----
Net book value:				
At 31 March 2016	-	13,339	28,300	41,639
	=====	=====	=====	=====
At 1 April 2015	36,275	12,179	7,521	55,975
	=====	=====	=====	=====

9. Intangible fixed assets

	Website	Software	Total
	£	£	£
Cost:			
Balance at 1 April 2016	14,000	4,388	18,388
Additions	-	623	623
Disposals	-	(3,139)	(3,139)
	-----	-----	-----
Balance at 31 March 2017	14,000	1,872	15,872
	-----	-----	-----
Accumulated amortisation:			
Balance at 1 April 2016	5,588	3,831	9,419
Charge for year	2,823	567	3,390
Depreciation on disposals	-	(3,139)	(3,139)
	-----	-----	-----
Balance at 31 March 2017	8,411	1,259	9,670
	-----	-----	-----
Net book value:			
At 31 March 2017	5,589	613	6,202
	=====	=====	=====
At 1 April 2016	8,412	557	8,969
	=====	=====	=====

	Website	Software	Total
	£	£	£
Cost:			
Balance at 1 April 2015	14,000	4,388	18,388
Additions	-	-	-
	-----	-----	-----
Balance at 31 March 2016	14,000	4,388	18,388
	-----	-----	-----
Accumulated amortisation:			
Balance at 1 April 2015	2,794	2,669	5,463
Charge for year	2,794	1,162	3,956
	-----	-----	-----
Balance at 31 March 2016	5,588	3,831	9,419
	-----	-----	-----
Net book value:			
At 31 March 2016	8,412	557	8,969
	=====	=====	=====
At 1 April 2015	11,206	1,719	12,925
	=====	=====	=====

10. Debtors: amounts due in less than one year	2016-17	2015-16
	£	£
Grant claw backs	11,264	6,612
Other debtors	394	8,952
Prepayments	6,486	3,600
	-----	-----
	18,144	19,164
	=====	=====

11. Cash and cash equivalents	2016-17	2015-16
	£	£
Balance at 1 April	596,581	567,114
Net change in cash and cash equivalent balances	(481,793)	29,467
	-----	-----
Balance at 31 March	114,788	596,581
	=====	=====

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.

12. Creditors: amounts falling due within one year	2016-17	2015-16
	£	£
Taxation and Social Security	-	12,346
Grants payable	303,052	235,898
Other creditors	39,463	58,171
Accruals & deferred income	151,973	177,472
	-----	-----
	494,488	483,887
	=====	=====

13. Notes to the cash flow statement		2016-17	2015-16
		£	£
Reconciliation of net (expenditure) to net cash flow from operating activities			
Net (expenditure) resources	Note	(525,495)	(89,011)
Adjustments for:			
Depreciation/amortisation charge	8&9	15,799	48,997
Disposal of Tangible Fixed Assets	8&9	-	(62)
Decrease in debtors	10	1,020	36,037
Increase in creditors	12	10,601	28,149
Not passing through the Net Expenditure Account		-	(23,496)
<i>Movement in pension scheme deficit:</i>			
Current service cost	18	140,000	141,000
Employer pension contributions	18	(121,000)	(131,000)
Interest on net defined benefit liability	18	9,000	26,000
		-----	-----
Net cash (used in) / provided by operating activities		(470,075)	36,614
		=====	=====

14. Net income/(expenditure) is stated after charging	2016-17	2015-16
	£	£
Depreciation of tangible fixed assets	12,409	45,041
Amortisation of intangible fixed assets	3,390	3,956
Auditors' remuneration for 2016-17	17,500	16,500
Additional auditors' remuneration for 2015-16 audit	4,705	-
National Fraud Initiative fee	1,261	-
	=====	=====

The cost incurred in respect of Statutory Audit fees during the year ended 31st March 2017 was £22,205. This includes £17,500 for Auditors' Remuneration for 2016-17 plus £4,705 for additional audit work in respect of the 2015-16 Annual Report and Accounts not invoiced until after the 2015-16 Annual Report and Accounts had been finalised.

15. Fund balances - Outline summary of fund movements

Fund name	Fund balances brought forward	Income	Expenditure	Transfers	Gains and Losses	Fund Balance Carried forward
	£	£	£	£	£	£
Unrestricted Fund	49,858	-	-	-	-	49,858
Restricted Fund	132,608	2,943,177	(3,440,672)	-	-	(364,887)
Pension Reserve	(335,000)	-	(28,000)	-	(780,000)	(1,143,000)
	-----	-----	-----	-----	-----	-----
Total Funds	(152,534)	2,943,177	(3,468,672)	-	(780,000)	(1,458,029)
	=====	=====	=====	=====	=====	=====

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

16. 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.

17. Commitments under operating leases

At 31 March 2017 the company had annual commitments under non-cancellable operating leases expiring as follows:

	Property 2016-17	Property 2015-16
	£	£
Within one year	110,588	90,925
Greater than one year and less than five	368,728	363,700
	-----	-----
	479,316	454,625
	=====	=====

The Community Relations Council is committed to a tenancy agreement that began on 1st April 2016. While the agreement is not technically a lease it does create an ongoing annual commitment of £110,588 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.

Light and heat costs are now included with the service charge within Rentals under operating leases.

18. 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 20% for the year ended 31st March 2017 (20% - 2015-16). From 1st April 2017 employer contributions have increased to 23% of pensionable pay and the Employer expects to pay regular contributions to the Fund for the accounting period ended 31 March 2018 totalling £194,000 (31 March 2017: £128,791). The employees' contributions vary between 5.8% and 8.5% of pensionable pay. As required by IAS19, the defined benefit liabilities have been measured using the projected unit credit method. The tables below state the IAS19 actuarial assumptions upon which the valuation of the scheme was based

Financial Assumptions	2016-17	2015-16	2014-15	2013-14
Rate of increase in salaries	3.5%	3.3%	3.4%	3.9%
Rate of increase of pensions	2.0%	1.8%	1.9%	2.4%
Rate of CPI inflation	2.0%	1.8%	1.9%	2.4%
Discount rate	2.6%	3.5%	3.3%	4.4%

Asset Allocation

Fair value	2016-17	2015-16	2014-15	2013-14
	%	%	%	%
Equities	74.5	71.9	73	74.2
Government bonds	5.4	5.7	5.7	5.9
Corporate bonds	6.1	6.4	6.5	6.1
Property	10.5	13.2	12.6	11.2
Cash	2.6	2.3	2.0	2.6
Other	0.9	0.5	0.2	-
	-----	-----	-----	-----
Total	100	100	100	100
	-----	-----	-----	-----

Reconciliation of funded status to Balance Sheet

	2016-17	2015-16
	£	£
Fair value of assets	7,917,000	7,099,000
Present value of funded defined benefit liability	(9,060,000)	(7,434,000)
	-----	-----
Funded status	(1,143,000)	(335,000)
Impact of minimum funding requirement/asset ceiling	-	-
	-----	-----
Liability recognised on the balance sheet	(1,143,000)	(335,000)
	-----	-----

Analysis of Amount Charged to Statement of Financial Activities

	2016-17	2015-16
	£	£
Operating Cost		
Current service cost	140,000	141,000
Financing Cost		
Interest on net defined benefit liability	9,000	26,000
	-----	-----
Pension expense recognised in Statement of Financial Activities	149,000	167,000
	-----	-----
Remeasurement Gains and Losses		
Return on plan assets (in excess of)/below that recognised in net interest	(498,000)	31,000
Actuarial losses/(gains) due to change in financial assumptions	2,046,000	(523,000)
Actuarial gains due to liability experience	(720,000)	(65,000)
Actuarial gains due to change in demographic assumptions	(48,000)	-
	-----	-----
Actuarial losses/(gains) recognised in Statement of Financial Activities	780,000	(557,000)
	-----	-----
Total amount recognised in Statement of Financial Activities	929,000	(390,000)
	=====	=====

Movement in Deficit during the year	2016-17	2015-16
	£	£
Net defined benefit pension liability at the beginning of the year	(335,000)	(856,000)
Current service cost	(140,000)	(141,000)
Employer contributions	121,000	131,000
Interest on the net defined benefit liability	(9,000)	(26,000)
Actuarial (losses)/gains	(780,000)	557,000
Net defined benefit pension liability at the end of the year	(1,143,000)	(335,000)

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

	2016-17	2015-16
	£	£
Opening defined benefit obligation	7,434,000	7,638,000
Current service cost	140,000	141,000
Interest expense on defined benefit obligation	259,000	252,000
Contributions by participants	54,000	57,000
Actuarial losses/(gains) on liabilities – financial assumptions	2,046,000	(523,000)
Actuarial gains on liabilities – experience	(720,000)	(65,000)
Actuarial (gains) / losses due to changes in demographic assumptions	(48,000)	-
Net benefits paid out	(105,000)	(66,000)
Closing defined benefit obligation	9,060,000	7,434,000

Changes to the fair value of assets during the period	2016-17 £	2015-16 £
Opening fair value of assets	7,099,000	6,782,000
Interest income on assets	250,000	226,000
Remeasurement gains on assets	498,000	(31,000)
Contributions by the employer	121,000	131,000
Contributions by participants	54,000	57,000
Net benefits paid out	(105,000)	(66,000)
Closing fair value of assets	7,917,000	7,099,000

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%

Sensitivity Analysis

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 March 2017 and the projected service cost for the year ending 31 March 2018 is set out below. In each case, only the assumption mentioned is altered; all other assumptions remain the same.

Discount rate assumption	+0.1% p.a.	-0.1% p.a.
Adjustment to discount rate		
Present value of total obligation (£'000s)	8,856	9,269
% change in present value of total obligation	-2.3%	2.3%
Projected service cost (£'000s)	188	200
Approximate % change in project service cost	-3.0%	3.1%
Rate of general increase in salaries	+0.1% p.a.	-0.1% p.a.
Adjustment to salary increase rate		
Present value of total obligation (£'000s)	9,095	9,026
% change in present value of total obligation	0.4%	-0.4%
Projected service cost (£'000s)	194	194
Approximate % change in project service cost	0.0%	0.0%

Rate of increase to pensions in payment and deferred pensions assumption

Adjustment to pension increase rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£'000s)	9,234	8,890
% change in present value of total obligation	1.9%	-1.9%
Projected service cost (£'000s)	200	188
Approximate % change in project service cost	3.1%	-3.0%

Post retirement mortality assumption

Adjustment to mortality age rating assumption*	-1 year	+1 year
Present value of total obligation (£'000s)	9,325	8,796
% change in present value of total obligation	2.9%	-2.9%
Projected service cost (£'000s)	201	187
Approximate % change in project service cost	3.8%	-3.8%

* A rating of +1 year means that members are assumed to follow the mortality pattern of the base table for an individual that is 1 year older than them

Demographic Assumptions

The demographic assumptions are in line with those adopted for the last formal actuarial valuation for the Scheme and are based on the recent actual mortality experience for members within the Fund.

	2016-17	2015-16
	Years	Years
Males		
Future lifetime from age 65 (aged 65 at accounting date)	23.2	22.3
Future lifetime from age 65 (aged 45 at accounting date)	25.4	24.5
Females		
Future lifetime from age 65 (aged 65 at accounting date)	25.8	24.8
Future lifetime from age 65 (aged 45 at accounting date)	28.1	27.2

19. 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 £2,926,227 in Grant in Aid from The Executive Office during 2016-17.

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 23rd March 2016. The amount paid to ECNI during the 2016-17 financial year totaled £105,885. Additionally, at 31 March 2017 balances payable to ECNI totaled £8,342 (2015-16: £4,994).

Directors of the Company 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 Committees. During the year, the following payments were made to organisations related to Directors:

- Joe Law (deceased 28th September 2016) was Co-Director and employee of Trademark which received Core Funding grants of £74,949.34 (2015-16: £74,657).
- Gerard Deane (resigned 3rd November 2016) was a Board Member of The Junction and an employee of The Holywell Trust. In a joint arrangement, both organisations received £1,037.50 (2015-16: £3,885 for The Junction only) and the accounts included an accrual at 31 March 2017 of £1,037.50 (2015-16 - £3,402.50 for The Junction only) under the CRCD scheme. The Junction received £nil (2015-16: £811) under the Pathfinder scheme. In a joint arrangement, both organisations received a Core Funding grant of £99,249 (2015-16: £104,771).
- Kasia Garbal has a close personal connection with an individual involved with Trademark. Trademark received Core Funding grants of £74,949.34 (2015-16: £74,657).
- Brendan McAllister was a member of The Corrymeela Community which received £3,680 (2015-16: £3,000) under the CRCD scheme, £nil under the Media grant scheme (2015-16: £5,000) and £75,114 (2015-16: £nil) under the Core Funding scheme. The accounts included an accrual of £5,000 to The Corrymeela Community under the Media grant scheme for the 2015-16 year, £nil in current year.
- Peter Osborne received £18,000 (2015-16: £18,000) from the Community Relations Council in his role as Chairperson of the organisation.
- Libby Keys was a member of the advisory group in the Irish School of Ecumenics which received £1,718 (2015-16: £nil) under the CRCD scheme and Core Funding grants of £23,068 (2015-16: £nil). The accounts include an accrual of £672 (2015-16: £nil) to the Irish School of Ecumenics under the CRCD scheme.

20. Financial Regularity

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.

In the Annual Report for 2015-16, an update on an investigation into a funded group that was raised with the Community Relations Council in the 2011-12 year, reported a possibility of double funding affecting a small grant made by the Community Relations

Council and other funds received by the organisation. The Community Relations Council formally submitted that request and approval to write off the debt was given by the Departmental Executive Office on 18th April 2016.

In the Annual Report for 2015-16 the Community Relations Council reported that it had been contacted by a group it funds to inform of a potential financial irregularity uncovered within the group's finances. The Community Relations Council notified The Executive Office of the concerns raised. During 2016-17 The Executive Office contacted the Community Relations Council and requested that the organisation "confirm whether the Community Relations Council consider there to be sufficient evidence to warrant further investigation on the basis of suspected fraud". The Community Relations Council sought updates from other funders. Each of those funders that responded confirmed that their organisations had no outstanding amounts due from the group.

The Chair of the group contacted the Community Relations Council, confirmed that the group was formally closed and that he was unaware of remaining amounts outstanding. Following this information a report was prepared for FIOG that noted:

- All of the Community Relations Council Core Funding awarded to the group had been vouched and there were no outstanding issues to pursue based on the most up to date information.
- All other funding organisations had been contacted and they confirmed that they had no outstanding issues with the group.
- The group had been formally closed.
- It was unlikely that additional financial information would become available given that the group had ceased operating.

The Executive Office wrote to the Community Relations Council in May 2017 to confirm that FIOG had closed the issue.

In April 2016 the Community Relations Council became aware of a funded group that was in receipt of core funding that had become insolvent. When the group entered administration the Community Relations Council had verified the first three quarters of the organisation's 2015-16 claimed expenditure totalling £67,094. The Community Relations Council had not completed its verification of the quarter four claimed expenditure when the group entered administration.

The Community Relations Council sought to persuade the administrator to grant access to the funded group's records to verify that the expenditure had been incurred in a way consistent with the terms of the grant. On 26th May 2017 the administrator granted access to the records. Based on the information provided by the administrator, a total of £18,604 was vouched of the outstanding amount to be verified.

The Community Relations Council is currently liaising with The Executive Office on how to proceed in attempting to verify the remaining amount of £4,957. Once a decision has been made then the Community Relations Council will either continue to attempt to verify the remaining amount or will seek The Executive Office approval to treat the remaining amount as a loss.

21. Additional Disclosures to comply with FReM

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 retain Grant in Aid. If the Community Relations Council were to comply with FReM, the following statements overleaf would be the effect of this compliance.

21. Additional Disclosures to comply with FReM (continued)**Statement of Comprehensive Net Expenditure**

		2016-17	2015-16
	Note	£	£
Income			
Joseph Rowntree Charitable Trust	2	16,950	8,000
Bank Interest	3	-	70
		-----	-----
Total Operating Income		16,950	8,070
Expenditure			
Staff costs	4 & 21a	853,422	891,042
Grant expenditure	5	2,286,345	1,797,411
Purchase of goods and services	21a	291,212	301,408
Depreciation and impairment charges	21a	15,799	48,997
Other Operating Expenditure	21a	21,894	54,784
		-----	-----
Total Operating Expenditure		3,468,672	3,093,642
Net Expenditure for the year		(3,451,722)	(3,085,572)
Other Comprehensive Expenditure			
Actuarial (loss)/gain on the defined benefit pension scheme	18	(780,000)	557,000
		-----	-----
Comprehensive Net Expenditure for the year		(4,231,722)	(2,528,572)
		=====	=====

21. Additional Disclosures to comply with FReM (continued)

Statement of Financial Position as at 31 March 2017

		2016-17	2015-16
		£	£
	Note		
Non-current assets			
Tangible assets	8	40,325	41,639
Intangible assets	9	6,202	8,969
		-----	-----
Total non-current assets		46,527	50,608
Current assets			
Debtors and prepayments	10	18,144	19,164
Cash at bank and in hand	11	114,788	596,581
		-----	-----
Total current assets		132,932	615,745
		-----	-----
Total assets		179,459	666,353
		-----	-----
Current liabilities			
Creditors: amounts falling due within one year	12	(494,488)	(483,887)
		-----	-----
Total current liabilities		(494,488)	(483,887)
		-----	-----
Total assets less current liabilities		(315,029)	182,466
		-----	-----
Non-current liabilities			
Defined benefit pension liability	18	(1,143,000)	(335,000)
		-----	-----
Total assets less total liabilities		(1,458,029)	(152,534)
		=====	=====
Taxpayers' equity and other reserves			
General fund		(1,458,029)	(152,534)
		-----	-----
Total Equity		(1,458,029)	(152,534)
		=====	=====

21. Additional Disclosures to comply with FReM (continued)**Cash flow statement prepared under FReM**

		2016-17	2015-16
		£	£
Cash flows from operating activities	Note		
Net Operating Cost		(3,451,722)	(3,085,572)
Adjustments for:			
Depreciation/amortisation charge	8/9	15,799	48,997
Gain on disposal of non-current assets		-	(62)
Decrease in debtors	10	1,020	36,037
Increase in creditors	12	10,601	28,149
Items not passing through the Net Expenditure Account		-	(23,496)
<i>Movement in pension scheme deficit:-</i>			
- Current service cost	18	140,000	141,000
- Employer pension contributions	18	(121,000)	(131,000)
- Interest on net defined benefit liability	18	9,000	26,000
Net cash (used in) operating activities		(3,396,302)	(2,959,947)
Cash flows from investing activities			
Purchase of tangible fixed assets	8	(11,095)	(7,147)
Purchase of intangible fixed assets	9	(623)	-
Net cash (used in) investing activities		(11,718)	(7,147)
Cash flows from financing activities			
Grants from sponsoring department	2	2,926,227	2,996,561
Net cash provided by financing activities		2,926,227	2,996,561
Change in cash and cash equivalents in the reporting period		(481,793)	29,467
Opening cash and cash equivalents		596,581	567,114
Closing cash and cash equivalents		114,788	596,581

21. Additional Disclosures to comply with FReM (continued)

Statement of Changes in Taxpayers' Equity for the year ended 31 March 2017

		General Fund £	Taxpayers' Equity £
Balance at 31 March 2015	Note	(620,523)	(620,523)
Changes in taxpayers' equity for 2015-2016			
Grant-in-aid from The Executive Office	2	2,996,561	2,996,561
Comprehensive Net Expenditure for the year	21	(2,528,572)	(2,528,572)
		-----	-----
Balance at 31 March 2016		(152,534)	(152,534)
Changes in taxpayers' equity for 2016-2017			
Grant-in-aid from The Executive Office	2	2,926,227	2,926,227
Comprehensive Net Expenditure for the year	21	(4,231,722)	(4,231,722)
		-----	-----
Balance at 31 March 2017		(1,458,029)	(1,458,029)
		=====	=====

21a Other Operating Costs

Purchase of goods and services		2016-17 £	2015-16 £
	Note		
Programme costs		91,395	87,863
Advertising and Public Relations		-	3,710
Postage and stationery		16,566	20,408
Light, heat and telephone		4,618	19,719
Rentals under operating leases		104,867	100,101
Repairs and maintenance		10,595	44,150
Professional fees		14,538	(5,685)
Sundry expenses		5,374	5,913
HR costs		9,882	2,895
External audit services		22,205	16,500
Internal audit services		11,172	5,834
		-----	-----
		291,212	301,408
Depreciation and impairment charges		-----	-----
Depreciation	8	12,409	45,041
Amortisation	9	3,390	3,956
		-----	-----
		15,799	48,997
		-----	-----

Light and heat costs are now included with the service charge within Rentals under operating leases.

Other Operating Expenditure	2016-17	2015-16
	£	£
Staff travel and subsistence	10,451	7,285
Members and Committee expenses	3,299	8,382
Gain on disposal of assets	-	(62)
Foreign exchange gain	(5,813)	(6,644)
Interest on net defined pension liability	9,000	26,000
Bad Debts provided for in year	4,957	-
Ineligible expenditure written off	-	19,823
	-----	-----
	21,894	54,784
	-----	-----

22. Losses and Special Payments

	2016-17	2015-16
Total Number of Losses	1	1
Value of Losses	3,494	19,823

The single loss during 2016-17 was for a write off of a grant clawback. There were no other losses during the year.

No special payments were made during the year.

23. Events after the reporting date

As reported in Note 20 the £4,957 balance of funds remaining to be verified has been included within the accounts as a bad debt provision.

24. Contingent Liabilities

No contingent liabilities are known to have existed at the 31st March 2017.

Date of authorisation for issue

The Accounting Officer authorised these Accounts for issue on 25th September 2017.

Grants paid between 1 April 2016 and 31 March 2017

	CRCD	Core Funding	Media and Publications	North Belfast	Pathfinder	Totals (£)
All Councils	9,467.45		2,710.00			12,177.45
Antrim and Newtownabbey	5,850.00	34,186.78				40,036.78
Ards and North Down	3,160.00					3,160.00
Armagh City, Banbridge and Craigavon	29,118.75	64,304.11				93,422.86
Belfast	76,114.06	417,295.38	16,762.95	656,635.79	47,077.79	1,213,885.97
Causeway Coast and Glens	1,000.00	117,070.71				118,070.71
Derry City and Strabane	47,413.03	216,195.55	7,261.00			270,869.58
Fermanagh and Omagh	7,646.10					7,646.10
Lisburn and Castlereagh	960.00					960.00
Mid and East Antrim	10,212.50					10,212.50
Mid Ulster	8,709.44					8,709.44
Multiple	59,295.69	425,253.40	27,530.75		6,974.50	519,054.34
Newry Mourne and Down	4,600.00					4,600.00
Totals (£)	263,547.02	1,274,305.93	54,264.70	656,635.79	54,052.29	2,302,805.73

Community Relations and Cultural Diversity Grant Scheme 2016 - 2017

Ref	Group	Summary	Amount Paid (£)
All Councils			
163134	Community Dialogue	Creative Dialogue Programme 2016 – 2017 promoting good relations discussions.	7,149.70
163136	Irish School of Ecumenics	Inter-Church Conference aiming to improve community relations between differing faith communities.	1,717.75
163179	The Federation for Ulster Local Studies	Discussion and talks on the Impact of War and Rebellion on Society in Ireland with four main talks from different perspectives and a plenary session to evaluate the existence of differing perspectives.	600.00
Total for All Councils			9,467.45
Antrim and Newtownabbey Borough Council			
163101	Gig'n The Bann Festival Committee	A community festival aiming to promote Irish and Ulster Scots traditions through music and dance.	1,000.00
163159	Hounds of Ulster	Cross community music and dance event.	2,500.00
163196	Community Relations in School (CRIS)	An intensive community relations residential programme supporting parents/carers and school staff to engage with key CR themes and stimulate activism to create a more shared future.	2,350.00
Total for Antrim and Newtownabbey			5,850.00
Ards and North Down Borough Council			
163289	Kilcooley Community Forum	A series of workshops and a residential based on diversity, leadership and dealing with sectarianism.	3,160.00
Total for Ards and North Down			3,160.00
Armagh City Banbridge and Craigavon Borough Council			
163061	Tommy Makem Festival of Song committee	Festival aiming to promote cultural diversity.	4,030.00
163080	The John Hewitt Society	Annual five-day festival of culture and creativity in Armagh.	5,000.00
163083	REACT	To deliver an Irish History Course to participants who are active in their communities from both traditions.	4,177.00
163093	The 1825 Project	Arts programme addressing community relations.	2,226.07
163115	REACT	Six-week history course and 2 public	4,980.45

		workshops on the Battle of the Somme and Easter Rising.	
163125	Charles Wood Festival of Music and Summer School	Interdenominational Festival of Music and Summer School.	1,000.00
163137	Edgarstown Residents Association	OCN CR Training for young detached males.	2,039.00
163188	TADA Rural Support Network	Event aimed at diverse community groups getting to know each other and their elected representatives.	275.00
163236	REACT	Two public workshops on the Battle of the Somme and Easter Rising.	888.88
163237	REACT	A 6 week Irish History Course for 12 participants from both traditions.	4,502.35
Total for Armagh City Banbridge and Craigavon			29,118.75
Belfast City Council			
152997	Feile An Phobail	A series of lectures in 2016 examining the Easter Rising from different community perspectives as part of Feile an Phobail.	450.00
153020	Forthspring Inter Community Group	To deliver a training course on Dealing with the Past.	1,455.00
163068	Community Arts Partnership	Art project promoting Belfast City Centre as a shared space.	1,300.00
163071	All Nations Ministries	Event to celebrate the diverse cultures living in NI.	900.00
163074	Adullam Christian Ministries	Event aimed at promoting dialogue and understanding between women from different community backgrounds.	1,600.00
163086	ArtsEkta	Key CR event celebrating Belfast Mela 2016.	7,500.00
163091	Short Strand Community Forum	Oral histories of everyday life amongst Short Strand's Peace walls.	1,500.00
163095	Cathedral Quarter Trust	Arts Festival showcasing multi-cultural events and promoting Belfast City Centre as a shared space.	5,000.00
163100	Community Relations in School (CRIS)	Good Relations Training for adults.	977.00
163106	Lower Ormeau Residents Action Group	Week of activities celebrating Refugee Week 2016.	2,704.80
163108	Corpus Christi Youth Services	An 8 week cultural awareness/historical acknowledgement course with Black Mountain Action Group.	2,242.90
163111	Twaddell and Woodvale Residents Assoc	Summer Intervention programme aiming to improve relationships and reduce community tension in a key interface area.	1,000.00
163133	Ex-Prisoners Interpretative Centre	Bursary to attend British Irish Conference.	536.00
163135	Coiste na n-Irchimi	Bursary to attend British Irish Conference.	545.00

163160	Queen's Film Theatre	Takeover Film Festival.	3,025.80
163173	Centre for Democracy and Peacebuilding	Using the Film Born and Reared as a catalyst to explore an understanding of masculinity and the impact of the conflict in NI and what it means to be a man.	2,500.00
163178	Community Relations in School (CRIS)	Launch of the art exhibition entitled 'The Art of Everyday Peacebuilding' during CR Week to elevate the work of everyday peacebuilders.	2,460.00
163185	Terra Nova Productions	A roadshow that provides participants the opportunity to experience a 45 minute immersive performance followed by a 45 minute interactive workshop exploring the real life issues of immigrants living in Northern Ireland.	4,020.00
163186	East Belfast Football Club	Project aiming to promote dialogue and discussion around the transition of paramilitary organisations in line with the Fresh Start Agreement.	4,200.00
163189	All Nations Ministries	A one-day workshop exploring journeys and challenges refugees face in reaching NI.	1,007.57
163192	Belfast International Comedy Festival	To hold the Festival of Ideas and Politics which is designed to celebrate and support the role of the citizen in the political and cultural life of the region.	2,000.00
163193	Youth Initiatives	Cross-community cross-cultural youth arts project.	3,400.00
163197	Women's Information Northern Ireland	Conference based on the current state of the women's sector in light of the cuts that have taken place. The conference will seek to reflect present research, present alternatives, unite and modernise.	1,380.00
163199	British Red Cross	To promote the cultural diversity that exists within local communities through the facilitation of a festival that will showcase food and arts from ethnic minority communities and highlight the plight of destitution and food poverty that exists across all communities.	3,440.00
163202	Giving Life Opportunities to Women (GLOW)	Weekend residential and creative skills workshops to bring together women from divided backgrounds to develop an understanding and respect for other communities and religions.	945.00

163253	Clonard Neighbourhood Development Partnership	To develop a strategic plan to build relationships through the creation and implementation of projects for the economic and social development of Clonard and Mid Shankill with the aim of advancing reconciliation.	2,000.00
163257	Prime Cut Productions	A drama project working with 18 - 25 year olds across North Belfast who are not in mainstream education, employment or training.	3,497.70
163266	Migrant Centre NI	Multi-media project that showcases the individual stories of migrants in NI.	1,169.95
163278	Nottingham Trent University/QUB/University of Sussex	Evaluation of the community impact of Residential Mixing in private and social housing.	1,957.50
163282	APAC (Associated Photography for Art and Culture)	A workshop and exhibition in Belfast City Centre about citizenship and identity.	985.00
163286	Belfast Jewish Community	Promotion of understanding of Jewish faith and culture.	1,910.00
163107	East Belfast Mission	Launch events to discuss a publication about the links between Gaelic and Ulster Scots cultures and languages.	520.00
163103	Women's Resource and Development Agency	Women from PUL and CNR communities in North Belfast coming together to talk about their identity, culture and explore the issues surrounding flags and parades.	1,927.00
163085	Organisation of Malayali's in Northern Ireland	Encourage all communities to join the Malayali community to celebrate their National Festival ONAM at Belfast City Hall.	2,000.00
163082	Suffolk Community Forum	Cultural education programme - Rebels Radicals Royalists & Loyalists.	4,057.84
Total for Belfast			76,114.06
Causeway Coast and Glens Borough Council			
163120	Carey Historical Society	To tell the story of how key events in the Decade of Centenaries (WW1 through to the War of Independence) has affected the local area centred on an academic Symposium on the life of Roger D Casement (Magherintemple).	1,000.00
Total for Causeway Coast and Glens			1,000.00
Derry City and Strabane District Council			
163066	Foyle Women's Information Network	Social interaction programme for women in the City and District.	3,900.00

163073	Rural Area Partnership in Derry (RAPID)	A series of visits to museums/areas of historical and political interest to discover more about shared heritage followed by facilitated discussions.	3,392.00
163075	Older People North West	A series of cultural showcases including song, dance, storytelling and language.	2,500.00
163078	Light 2000	To deliver 4 performances of 'The Emigrant Woman's Tale' with after-show facilitative discussions.	2,322.00
163096	The Junction/Holywell Trust	Course based on the theme of 'Women and Violence in the context of the Conflict in NI'.	2,075.00
163098	Aras Colmcille - The St Columba Heritage Centre	A cross community event celebrating the founding of Derry/Londonderry and its patron Saint Colmcille with participants from both sides of the interface.	2,000.00
163102	APAC (Associated Photography for Art and Culture)	Citizens Wallpaper detailing different communities input about contemporary cultural tradition, citizenship and identity.	2,500.00
163109	North West Tongues Tones and Tapping	Cross Cultural Workshops and Festival for CR week.	2,000.00
163117	Gasyard Wall Feile	To deliver a multi-cultural family day held at Free Derry Wall on August 13th 2016 during the Apprentice Boys Parade to deflect anti-social and riotous behaviour.	2,500.00
163122	Electric Circus	Community relations arts programme exploring the theme of Identity.	2,975.00
163123	Ballymagowan Allotments Ltd	Community street party to celebrate the end of a 2 week festival.	550.00
163164	In Your Space	A festival based in Derry/Londonderry for people from all communities across the region to come together for a shared cultural and creative experience without fear of isolation or sectarianism.	2,500.00
163168	Rosemount & District Welfare Rights Grp	Cross-community and cultural diversity event in November to promote inter-cultural understanding and re-connect a community impacted by the 'Exodus' in the 1970's during the Troubles.	2,415.00
163171	Mandarin Speakers Association (Derry Branch)	Celebrate Chinese New Year in Derry and promote inclusion through positive celebration of diversity.	1,000.00
163190	Greater Shantallow Community Arts	Community arts programme to celebrate diversity.	5,000.00
163195	Kerala Association	Cultural trips exploring the local history of Northern Ireland.	1,700.00
163261	Rural Area Partnership in	A series of information events and visits	2,470.00

	Derry (RAPID)	to discover more about our shared heritage followed by facilitated discussions. The visits will be open to people living in rural Derry/Londonderry aged 60+.	
163264	Waterside Women's Centre	To develop the capacity for ethnic minority women to become more connected in their new communities by addressing barriers and engaging with indigenous women.	1,000.00
163271	Columba Community	Cultural diversity programme.	1,194.03
163272	Sai Pak Community Association	Celebrating Chinese New Year for all communities in the North West.	1,860.00
163273	Border Arts	Testimonies and stories of 20 people from the security forces and business community who were directly affected by the conflict in Castledearg.	1,560.00
Total for Derry and Strabane			47,413.03
Fermanagh and Omagh District Council			
163062	Together in Music	A series of musical workshops bringing together single identity bands from across NI.	2,500.00
163064	Fermanagh Churches Forum	Annual plan of community relations activities.	1,483.95
163145	Edenderry Rural Community Group	Cultural trip and workshops exploring the culture and traditions of the City of Armagh.	2,662.15
163166	Hospital Road Community Association	Exploring diversity and learning a shared history.	1,000.00
Total for Fermanagh and Omagh			7,646.10
Lisburn and Castlereagh City Council			
163063	Dromara Local History Group	Visit historical sites relating to 1916 centenary events.	960.00
Total for Lisburn and Castlereagh			960.00
Mid and East Antrim Borough Council			
163176	Inter Ethnic Forum	Create a unique intercultural textile art piece.	887.50
163076	Ballymoney & District Cultural & Heritage Society	A week-long series of events reflecting on the events of 1916.	4,475.00
163112	Cairncastle Ulster-Scots Cultural Group	Cross community festival of music and dance with a diverse range of participants from both communities and EM community.	2,500.00
163138	Carrickfergus Historical Reenactment Group (CHRAG)	To complete a feasibility study to support the future development of the annual Carrickfergus pageant and	1,990.00

		related activities/events.	
163279	Carrickfergus Community Forum	Discussion workshops, good practice visit and exhibition relating to community issues in Carrickfergus.	360.00
Total for Mid and East Antrim			10,212.50
Mid Ulster Council			
163099	Donaghmore District Community Association	Cultural programme using the arts to engage with both sides of the local community to promote tolerance, trust and understanding.	2,440.00
163144	ArtsEkta	Cultural coach outreach programme.	3,280.00
163113	Maghera Historical Society Heritage and Cultural Centre	Cross community music and dance event.	1,123.94
163167	Granaghan & District Women's Group	Good relations bus trip to Dublin GPO and The Boyne Centre with group from across the divide in Upperlands.	1,865.50
Total for Mid Ulster			8,709.44
Multiple Councils			
163089	Kabosh Theatre	A multi-art form play and post show discussions based on oral archive from ex-serving RUC Officers and An Garda Síochána.	4,500.00
163092	Corrymeela Community	Residential to explore NI's relationship with Southern Ireland past, present and future.	3,680.00
163104	Causeway Institute for Peace-building and Conflict Resolution	Reflect and remember the events of the First World War and make a contribution to reconciling communities in NI and across Ireland.	800.00
163110	Powerstone Entertainment	A touring programme of workshops and performances aimed at community groups built around world premiere of The Lantern Man a play exploring the role of Irish Men in WW1.	2,500.00
163114	Success Dragon and Lion Dance Association	Multicultural event to raise the profile of ethnic minorities and their culture, reduce stereotyping and develop ongoing partnerships.	2,000.00
163116	Northern Ireland Council for Refugees and Asylum Seekers	Exploring through a residential programme what living well together means as newly arrived and longer term citizens in Northern Ireland.	2,500.00
163124	Border Arts	Open air drama project re-creating 12 of the parables and miracles of Jesus in a 2 acre site.	2,500.00
163128	Bann Maine West Community Cluster	Visit to Dublin to promote mutual respect and understanding to	3,805.00

		encourage a more peaceful society.	
163129	Solar Theatre	To educate people across all ages the joint history of Catholic and Protestant communities who stood side by side in WW1.	2,500.00
163132	Thrive Ireland	Development of a peace and reconciliation resource for churches and faith-based groups.	4,550.00
163139	Dialogue for Diversity	Programme of activity to engage with Loyalists to help them understand and critique important Loyalist documents and engage in diverse dialogue with groups from different backgrounds including Republicans and minority ethnic groups.	2,500.00
163141	Success Dragon and Lion Dance Association	A multi-cultural event to raise the profile of ethnic minorities and their culture, reduce stereotyping and develop ongoing partnerships.	2,000.00
163142	Institute for Conflict Research	A programme of activities for women across Northern Ireland to come together and develop their skills to deal with community relations issues.	5,000.00
163158	Youth Initiatives	A cross-community leadership programme that trains young people from areas of social deprivation to become agents of change for peace and reconciliation in their communities.	2,340.00
163161	Beyond Skin	To develop and deliver a series of events by young people as part of the wider Youth4Peace campaign which develops solutions and projects that bring about positive change in the community.	1,500.00
163162	The O-Bon on the Foyle Festival Group (O-Bon)	An outreach programme of workshops in Japanese cultural arts, a commission of a music taiko, a dance piece and a showcase Japanese Festival Event.	1,500.00
163163	Charter for Northern Ireland	Sports festival aiming to promote anti-racism and anti-hate crime.	2,461.64

163169	Green Shoot Productions	To facilitate extended community engagement integral to the new theatre play "1932: The People of Gallagher Street" by Gary Mitchell and Martin Lynch. A tale of shared heritage of the Outdoor Workers Relief Strike when Catholics and Protestants came together for a common purpose.	3,500.00
163177	Bounce Culture	Creation of podcasts based on how music bridges difference and can unify us.	4,098.00
163242	Women's Resource and Development Agency	Engage women in workshops to talk about sectarianism, racism, legacy of the conflict, peacebuilding and paramilitarism.	1,310.65
163260	Beyond Skin	Host the first Global Youth Peace Summit 6 - 10 March celebrating International Women's Day 8th March.	2,500.00
163287	Women's Information Northern Ireland	Engage 200 women in 8 good relations conversations.	1,250.40
Total for Multiple			59,295.69
Newry Mourne and Down District Council			
163081	Schomberg Festival Committee	To organise a community/family friendly celebration inclusive of the wider community.	1,700.00
163184	St Patrick's Cullyhanna GAC	A series of workshops/community lectures exploring and challenging the cultural identity and perception of the area with a view to the development of a strategy to become more inclusive in the future.	1,750.00
163288	Accolade	A series of workshops to share and learn about the diverse cultural traditions within Northern Ireland.	1,150.00
Total for Newry Mourne and Down			4,600.00
Overall Total			263,547.02

Core Funding Scheme 2016 – 2017

Ref	Group	Summary	Amount Paid (£)
Antrim and Newtownabbey Borough Council			
163048	Community Relations Forum	Grant for core funding costs to support community relations activity.	34,186.78
Total for Antrim and Newtownabbey			34,186.78
Armagh City Banbridge and Craigavon Borough Council			
162942	REACT	Grant for core funding costs to support community relations activity.	39,151.11
163051	Shankill Parish Caring Association	Grant for core funding costs to support community relations activity.	25,153.00
Total for Armagh City Banbridge and Craigavon			64,304.11
Belfast City Council			
162946	Prime Cut Productions	Grant for core funding costs to support community relations activity.	26,250.00
162947	Ballynafeigh Community Development Association	Grant for core funding costs to support community relations activity.	41,932.42
162949	Belfast Interface Project	Grant for core funding costs to support community relations activity.	80,084.00
162955	Suffolk/Lenadoon Interface Group (SLIG)	Grant for core funding costs to support community relations activity.	26,389.47
162956	Charter for Northern Ireland	Grant for core funding costs to support community relations activity.	32,121.95
162958	Partisan Productions	Grant for core funding costs to support community relations activity.	28,822.10
163026	174 Trust	Grant for core funding costs to support community relations activity.	31,580.25
163032	East Belfast Mission	Grant for core funding costs to support community relations activity.	28,686.81
163034	Falls Community Council	Grant for core funding costs to support community relations activity.	33,935.67
163035	Forthspring Inter Community Group	Grant for core funding costs to support community relations activity.	38,876.21
163047	Youthlink NI	Grant for core funding costs to support community relations activity.	24,171.88
163049	Intercomm Belfast	Grant for core funding costs to support community relations activity.	24,444.62
Total for Belfast			417,295.38
Causeway Coast and Glens Borough Council			
162944	Building Communities Resource Centre	Grant for core funding costs to support community relations activity.	41,956.71
163030	Corrymeela Community	Grant for core funding costs to support community relations activity.	75,114.00
Total for Causeway Coast and Glens			117,070.71

Derry City and Strabane District Council			
162938	North West Play Resource Centre	Grant for core funding costs to support community relations activity.	29,144.00
162939	St Columb's Park Reconciliation Trust	Grant for core funding costs to support community relations activity.	34,952.77
162940	An Gaelaras Limited	Grant for core funding costs to support community relations activity.	27,536.00
162948	Holywell Trust/The Junction	Grant for core funding costs to support community relations activity.	99,249.00
162950	Londonderry YMCA	Grant for core funding costs to support community relations activity.	25,313.78
Total for Derry City and Strabane			216,195.55
Multiple Councils			
162937	Rural Community Network	Grant for core funding costs to support community relations activity.	44,658.00
162943	Community Dialogue	Grant for core funding costs to support community relations activity.	48,778.98
162952	Community Relations in School (CRIS)	Grant for core funding costs to support community relations activity.	72,119.00
162957	Groundwork NI	Grant for core funding costs to support community relations activity.	28,169.02
163041	PeacePlayers International NI	Grant for core funding costs to support community relations activity.	23,122.95
163046	Women's Resource and Development Agency	Grant for core funding costs to support community relations activity.	28,573.33
163050	Irish School of Ecumenics	Grant for core funding costs to support community relations activity.	23,067.52
163052	Tides Training	Grant for core funding costs to support community relations activity.	46,783.98
163053	Trademark	Grant for core funding costs to support community relations activity.	74,949.34
163054	Women's Information Northern Ireland	Grant for core funding costs to support community relations activity.	35,031.28
Total for Multiple			425,253.40
Overall Total			1,274,305.93

Media Grant Scheme 2016 – 2017

Ref	Group	Summary	Amount Paid (£)
Belfast City Council			
163239	Priya Biring	<i>Where is Belfast?</i> – a 30 minute film that focuses on the life of young citizens of Belfast of ethnic minority background as they walk through their neighbourhoods.	10,976.95
163241	New Red	A documentary following two young people living in divided communities and how they feel living beside one of the many interfaces in Northern Ireland.	5,000.00
Total for Belfast			15,976.95
Derry City and Strabane District Council			
163247	Towards Understanding & Healing	Burning Issues Graphic novel developed through an inclusive workshop programme of community based dialogues, creative writing and art workshops with adults and young people from the Creggan and Fountain.	7,261.00
Total for Derry City and Strabane			7,261.00
Multiple Councils			
163244	Northern Visions	Community TV filmed 20 - 7 minutes news packages for Focal Point, hosted studio discussions and made one documentary with community groups working on community relations and community cohesion issues.	10,000.00
163245	Purcell	A <i>SHERed Future</i> is a web based toolkit and resources focused on young women and politics. Includes workshops facilitation resources, interviews with women from all NI political parties on political life, and a documentary examining the lives of some of the most influential, least heard of women in Northern Ireland's political history.	5,315.50
163246	The Detail	A media project that aims to protect the progress made so far in Northern Ireland by highlighting the fault lines that continue to exist in society - a society that remains deeply divided.	6,215.25
163250	LJHSTV Community Interest Company	<i>Bridging The Gap</i> is a questioning and challenging documentary film about the educational achievement and integration of newcomer children. It addresses three issues. Firstly, the educational attainment of newcomer children in the ABC council area and how poor written English skills is a barrier to success. Secondly, the relationship between newcomer parents and their children's schools and thirdly how poor communication can affect children's educational achievement.	6,000.00
Total for Multiple			27,530.75
Overall Total			50,768.70

Publications Grant Scheme 2016 – 2017

Ref	Group	Summary	Amount Paid (£)
All Councils			
163180	CultureHUB Magazine	Culture Hub Magazine (Special Community Relations Issue).	2,710.00
Total for All Councils			2,710.00
Belfast City Council			
163105	International Brigades Commemoration Committee	Spanish Civil War publication that accompanied the new Commemorative Window at Belfast City Hall. "Civil War in Space - A Time of Heroes".	786.00
Total for Belfast			786.00
Overall Total			3,496.00

North Belfast Scheme 2016 – 2017

Ref	Group	Summary	Amount Paid (£)
Belfast City Council			
163146	Intercomm Ireland	Grants for project costs to support community relations activity.	84,647.29
163147	Ardoyne Youth Enterprises	Grants for project costs to support community relations activity.	79,813.12
163148	Mount Vernon Community Development Forum	Grants for project costs to support community relations activity.	32,508.06
163149	Ballysillan Community Forum	Grants for project costs to support community relations activity.	47,174.12
163150	Ashton Community Trust	Grants for project costs to support community relations activity.	99,525.28
163151	Newtownabbey Methodist Mission	Grants for project costs to support community relations activity.	3,480.00
163152	Cliftonville Community Regeneration Forum	Grants for project costs to support community relations activity.	100,584.00
163153	The Vine Centre	Grants for project costs to support community relations activity.	19,924.35
163154	Shankill Women's Centre	Grants for project costs to support community relations activity.	90,093.84
163155	Upper Ardoyne Community Partnership	Grants for project costs to support community relations activity.	31,543.19
163156	Greater Whitewell Community Surgery	Grants for project costs to support community relations activity.	35,176.80
163157	Ligoniel Improvement Association	Grants for project costs to support community relations activity.	32,165.74
Overall Total			656,635.79

Pathfinder Grant Scheme 2016 – 2017

Ref	Group	Summary	Amount Paid (£)
Belfast City Council			
163067	Tar Isteach	Community event to reduce tensions during the summer period.	2,340.00
163077	Highfield Residents Association	Diversionsary Event aimed at reducing tensions in the lead up to a disputed parade.	2,298.00
163097	North Belfast Interface Network	Salary and running costs towards CR programmes at key interfaces.	23,246.28
163165	Teach Na Failte	CR programme aiming to engage hard to reach young adults from differing communities.	4,290.00
163181	REACH UK	Support towards a key Community Hub in East Belfast.	4,284.64
163183	Ballynafeigh Community Development Association	BCDA Shared Neighbourhood Week.	1,721.84
163198	Ex-Prisoners Interpretative Centre	Support towards ex-prisoners groups CR programmes.	4,557.37
163281	The Hubb Community Resource Centre	A series of activities to bring together participants from various backgrounds to share their personal experiences of the conflict and engage in dialogue with each other.	1,839.66
163291	Ballysillan Community Forum	Community relations residential programme aiming to raise awareness and understanding around key historical events in Irish history.	2,500.00
Total for Belfast			47,077.79
Multiple Councils			
163131	Thrive Ireland	Short Scoping Study to enable the group to develop a large scale well evidenced proposal for "Church Leadership Capacity Building for Normalisation".	4,990.00
163174	Gaslight Media Trust	To deliver a series of "Facilitating JustUs" Training the Trainers (TTT) CR programmes.	1,984.50
Total for Multiple			6,974.50
Overall Total			54,052.29

© Northern Ireland Community Relations Council 2017

Published by the
Northern Ireland
Community Relations Council
Equality House
7-9 Shaftesbury Square
Belfast BT2 7DP
Tel: 028 9022 7500
Email: info@nicrc.org.uk

Copies of this report are also available on the
Community Relations Council website. www.community-relations.org.uk

The Northern Ireland Community Relations Council is an independent company limited by guarantee (no.N124026) and is accepted as a charity by the Inland Revenue under ref. XR 16701. It is also an non-departmental public body under The Executive Office of the government of Northern Ireland

ISBN 978 1 898276 71 5