

**Registered number: NI022427**  
**Charity registered number: 100310**

**The Northern Ireland Council for Integrated Education  
(a company limited by guarantee)**

**Directors' report and financial statements**

**for the year ended 31 March 2020**

**Laid before the Northern Ireland Assembly  
Under the requirements of the Department of Education/NICIE Management  
Statement and Financial Memorandum.**

**On  
2 July 2020**

# **The Northern Ireland Council for Integrated Education**

## **(Company limited by guarantee)**

### **Directors' Report and financial statements for the year ended 31 March 2020**

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**Reference and administrative details**

**Directors/Trustees**

Alan Henry OBE (Chairperson)  
Amanda McNamee (Appointed November 2019)  
Ashleigh Roberts (Resigned June 2019)  
Bill Fletcher (Appointed December 2019)  
Bill Miscampbell (Appointed March 2020)  
Cathal Mullaghan  
Cathy McIver  
Denise McIlwaine (Resigned March 2020)  
Dermot MacCann (Treasurer)  
Dr Anne-Marie Telford  
Duncan Morrow (Appointed March 2020)  
Eamon Quinn  
Ewa Szlachta  
Helen Smyth (Appointed November 2019)  
Jacqui Magennis (Resigned June 2019)  
John Scott  
Maeve Marnell  
Maurice Johnston (Appointed November 2019)  
Michael Arlow (Resigned February 2020)  
Nigel Arnold (Resigned October 2019)  
Patricia Douglas  
Tim Webster

**Company Secretary**

Michael Arlow (Resigned February 2020)

**Senior management members**

Roisin Marshall (Chief Executive Officer)  
Maureen Johnston (Finance Officer)  
Cliodhna Scott Wills (Senior Development Officer)  
Lorna McAlpine (Senior Development Officer)  
Denise Morgan (Senior Development Officer)

**Reference and administrative details (continued)**

**Registered and Principal office**

25 College Gardens  
Belfast  
Northern Ireland, BT9 6BS

**Solicitors**

Cleaver Fulton Rankin  
50 Bedford Street  
Belfast, BT2 7FW

**Bankers**

First Trust Bank  
33 – 35 University Road  
Belfast  
BT7 1ND

**Independent auditors**

M.B. McGrady & Co  
Rathmore House  
52 St. Patricks Avenue  
Downpatrick  
BT30 6DS

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This Document is also available on our website at <http://www.nicie.org.uk>

Any Enquiries regarding this document should be sent to NICIE, 25 College Gardens,  
Belfast, BT9 6BS

## **Directors' report for the year ended 31 March 2020**

The directors, who are also trustees, present their annual report and the audited financial statements for the year ended 31 March 2020. The financial statements are prepared in accordance with the Companies Act 2006, "Accounting and Reporting by Charities", Statement of Recommended Practice affordable to charities preparing their accounts in accordance with the International Financial Reports standards and in accordance with the requirements and guidelines set out in the Government's Financial Reporting Manual (FReM) issued by the Department of Finance(DoF) and all other guidance issued by DoF which is in force for the financial year for which the financial statements are being presented.

The accounting policies contained in the FReM apply International Financial Reporting Standard as adopted or interpreted for the public sector context.

## **Reference and administrative details**

Details of the registered office, directors, independent advisers and other relevant information are given on page 2 and 3.

## **Structure, Governance and Management**

### **Governing document**

The Northern Ireland Council for Integrated Education ("NICIE") was incorporated in 1989 as a company limited by guarantee and is exempt from tax under Section 505(1) (c) of the Income and Corporation Act 1988 as a body established for charitable purposes only. NICIE was designated as a Non Departmental Public Body ("NDPB") in February 2012. It is sponsored by the Department of Education ("DE"). The company's principal activity as defined in the Education Reform (NI) Order 1989 is "to encourage and facilitate the development of Integrated Education and schools for the public benefit".

### **Directors**

All directors are members of NICIE. All directors are guarantors of the company with a maximum liability of £10.

### **Appointment of directors**

NICIE directors are elected or appointed from six areas representative of all stakeholders. These comprise, Teachers, Principals, Schools, Trusts, Early Years and DE. Directors can serve two periods of between 2-4 years' subject to the terms of the Memorandum and Articles of Association.

### **Director induction and training**

The Company Secretary ensures that appropriate induction and training is given to all NICIE Board of Director ("BoD") members. Each new director is provided with a pack of information about NICIE and their responsibilities and is given an opportunity to meet all staff. Details of the BoD structure is illustrated in page 16 of the NICIE Governance statement.

### **Organisation**

The governance, management and conduct of the business and affairs of NICIE are carried on by the Board of Directors ("BoD") in accordance with the Memorandum and Articles of Association of NICIE

**Directors' report for the year ended 31 March 2020 (continued)**

and the Management Statement (incorporating the Financial memorandum). The Chief Executive Officer (“CEO”) is Roisin Marshall.

**Funding**

NICIE works in close collaboration with its principal funders; DE, the Department of Foreign Affairs and Trade Ireland, The Heritage Lottery Fund and others to promote the work of the organisation.

**Structure, Governance and Management (continued)**

**Risk management and internal control**

The directors are responsible for ensuring that an effective system of internal financial control is maintained and operated by NICIE.

The system of internal financial control is based on a framework of regular management information, administrative procedures and a system of delegation and accountability.

In particular, it includes:

- A comprehensive budgeting system, with a strategic plan and an annual budget, which is reviewed and agreed by the directors;
- Regular reviews by the directors of monthly and annual financial reports, which indicate financial performance against approved budget and forecast; and
- Procedures for monitoring progress against the strategic plan.

As part of the monitoring process, the directors have implemented a risk management strategy which comprises:

- A quarterly review of the risks which NICIE may face and actions taken to mitigate identified risks;
- The establishment of systems and procedures to mitigate those risks identified; and
- The implementation of procedures designed to minimise any potential impact on the organisation should any of those risks materialise.

Principal risks identified are in relation to the following areas:

- Insufficient budget, capacity and capability to deliver fully and to a high standard NICIE business plan and priorities aligned to the Department of Education business plan
- Ineffective governance & accountability framework.
- Failure to exercise proper stewardship, and secure optimal use, of the resources allocated to NICIE in line with Financial Memorandum and grant conditions where applicable, within a proper financial control framework under NDPB status.
- Failure to increase the number of children benefiting from Integrated Education.

A key element in the management of financial risk is the setting of a reserves policy and its regular

**Directors' report for the year ended 31 March 2020 (continued)**

review by directors. Particular attention is focused on non-financial risks arising from fire and health and safety of all staff and visitors.

**Objectives and activities of NICIE**

During the year NICIE continued to operate in the following programme areas:

1. Development and support services, for which core funding was made available through DE. The key objectives for this programme underpinned DE's Strategic Plan and policies and included promoting the growth of integrated provision through supporting parents' groups, supporting schools in the process of 'transformation' or interested in 'transforming' and supporting existing integrated schools with regard to consolidation and expansion and in embedding 'integration in practice'. NICIE worked with integrated schools and other stakeholders in the process of Area planning. NICIE was concerned to raise the level of debate about the role of Integrated Education by informing and influencing public opinion. NICIE promoted the characteristics of integration in practice both in integrated schools and across other schools. NICIE continue to strive to improve its internal capacity.
2. The initiation and development of work funded through the Department of Foreign Affairs and Trade Ireland (DFA). These grants provide for the development of resources to assist schools to work together in the initiative 'The Invitationally Inclusive School (IISP)' and "Anti-Bias".

**Achievements and performance**

The statement of financial activities for NICIE is set out on page 45.

All programmes are drawn up in accordance with best practice and link to the Strategic Aims of NICIE and are aligned to the business plan of DE. All programmes have detailed operational plans with qualitative and quantitative targets, linked to targets monitored on a regular basis by the Board, Senior Management Team and the external funding bodies.

Details of NICIE's activities during the year can be accessed on line at [www.nicie.org.uk](http://www.nicie.org.uk) or by contacting the Company at the registered address.

**Financial Review**

The full financial results of NICIE are set out in detail in the financial statements on pages 44 to 58. The net outgoing resources for the year before recognised gains and losses was £106,716 (2019: £67,766).

**Performance**

NICIE bases its operations strategically on a 3-year strategic plan and on an annual basis on an Operational Plan which is reported on a quarterly basis to the Board of Directors and DE. Although the Operational Plan is set within the context of DE's business plan it includes projects and work carried out which fall outside the Department's plan, and which are funded by Department of Foreign Affairs and Trade Ireland. NICIE reports on its operations in its Annual Report. NICIE has delivered on all its major undertakings in this current year.

## Directors' report for the year ended 31 March 2020 (continued)

### Reserves

NICIE receives grants from various sources that are spent on the activities as detailed in the respective Letters of Offer. Any unspent monies may be subject to claw-back by the grant provider. The net liabilities at the year-end including the pension deficit is £664,915(2019: £726,199). This includes a net pension liability of £708,000 (2019: £777,000). The directors funding for the year ended March 2021 has been confirmed from the Department of Education. The company is in a net current asset position with funding secured sufficient to meet liabilities as they fall due in the period of 12 months from approval of the financial statements. For further details of the pension commitment liability please refer to note 12 of the financial statements and the Remuneration report.

### Forward funding

NICIE has secured sufficient income from a variety of donors for the year 2020 - 2021 to offer assurance to the directors and stakeholders of its ability to operate into the future. Major funding has been guaranteed from DE, with other project funds being made available from the Irish Department of Foreign Affairs and Trade Ireland.

### Strategic goals, objectives and activities

NICIE launched its new strategic plan in April 2019 and continues to implement the Strategic Plan 2019-21 in partnership with the Board of Directors.

### Our Vision

A society where all children are

- educated together;
- confident to express their own identity and culture; and
- respectful of, and prepared to engage with, the identity and culture of others.

### Our Mission

To promote reconciliation in Northern Ireland through Integrated Education

### Strategic Aims

#### 1. Support Integrated Education

Aim 1: Ensure that existing integrated schools receive the support for integration they require.

#### 2. Promote Integrated Education

Aim 2: Effectively promote and advocate for integrated education

#### 3. Grow Integrated Education

Aim 3: Increase opportunities for Integrated Education to meet parental demand for children to be educated together

#### 4. Be an effective Organisation



Aim 4: Ensure that NICIE is a highly effective organization

**Directors' report for the year ended 31 March 2020 (continued)**

**Priorities for 2019 - 2021**

**1. Support Integrated Education**

Aim 1: Ensure that integrated schools receive the support for integration they require.

Priorities for 2019-2020:

- Support integrated schools to continuously improve and strive for the best education possible
- Support integrated schools to enable all pupils to achieve their potential
- Support integrated schools to develop their integrated ethos and achieve Excellence in Integrated Education
- Support integrated schools in promoting effective parent involvement
- Develop a strong, effective partnership with DE, EA, IEF, APTIS and the integrated schools' Alumni and other educational stakeholders in support of schools
- Promote positive opportunities for integrated school leaders, governors, teachers and other staff to meet, learn and share good practice together.
- Support the development of pupil involvement in decision-making in integrated schools
- Support the involvement of integrated schools in the Shared Education Initiative

**NICIE activity relating to Aim 1 priorities:**

NICIE has had a very productive year in relation to **delivery and facilitation of training and workshops**. NICIE developed and delivered 24 training sessions/workshops between 1 April 2019 and 31 March 2020, at an average of three per month. Training was delivered to a total of 554 participants over the eight-month period which suits the education calendar, avoiding the months of June, July, September and most of August. Training/workshops were delivered across 7 general themes: Anti-Bias Approaches in Education, GMI Governance, Integrated Ethos, Marketing & Promotion, Recruitment, Religious Balance and Transformation. Participants for the training sessions came from the following school types, 5% from Nursery Schools, 66% from Primary Schools and 29% from Post Primary Schools. Within these school types the audience attendance was 38% teaching staff, 28% Governors, 25% Principals, 7% Parents and 2.5% other.

**Excellence in Integrated Education Award:** Nine schools supported as they worked through the EIEA self-evaluation toolkit, which has been under continual review and of the nine, three schools achieved EIEA this year.

The NICIE **committees and forums** continued to meet and develop:

**APTIS (Association of Principal Teachers in Integrated Schools):** Six committee meetings were held, with 35 schools represented. The one-day conference in November had 25 schools represented.

**Directors' report for the year ended 31 March 2020 (continued)**

The two-day conference which was planned for the end of March 2020 had over 40 schools registered was cancelled due to the global pandemic of Corona Virus.

**VP (Vice Principal) Forum** met four times in the past year. Total attendances over the year was 74, from 28 different schools. The themes of the four meetings were: underachievement by boys; raising attainment in Mathematics; understanding upcoming Anti-Bullying legislation and KS3 curriculum and sixth form.

**Teachers' Committee** met three times and developed a promotional resource for teachers in schools to use during Integrated Education Month in March 2020. The theme this year was 2020 vision. Twelve different schools were represented at meetings of the Teachers' Committee through the year.

**Early Years' Forum:** A focus group was formed and met three times to organise a good practice /sharing event. This took place in October 2019 for Nursery Schools and Integrated Nursery Units – 45 schools were represented at the event from across all sectors.

**SENCO (Special Educational Needs Coordinators) Forum:** Met in October 2019 to revisit the purpose and vision.

**Integrated Schools Finance Association (ISFA):** ISFA met on three occasions during the year and was well attended. This including a bespoke NILGOSC training event for Grant Maintained Schools and a review of the new IT solution for all schools. This forum continues to share information and support each other.

NICIE represents the interests of grant maintained integrated schools by being a member of the local management of schools group led by the Department of education. NICIE have been fully and actively involved in the review of the Common Funding Formula.

NICIE also represent the interests of grant maintained integrated schools on the Teachers Negotiating Council (TNC) and proactively contributed to the negotiations in relation to teacher's pay.

NICIE represents Integrated Education on the following **cross-sector stakeholder committees** which each meet quarterly or more frequently as required:

EA-led Community in Schools working group, Educational Stakeholders Forum and the School Complaints Procedure Review. NICIE is also represented at The General Teaching Council for NI stakeholder group, participates with the ETS (Education Technology Service) procurement to replace the current C2K system as a member of the Strategic and Advisory Group (STAG), is a member of the Performance Review and Staff Development (PRSD) Committee led by EA, the EA Pre-school Education Group, and attends all Area Planning groups (strategic group, working group and local groups). NICIE also sat on six EA admissions appeals panels this year.

NICIE was part of the team which created the Pupil Pathway resource in shared education. The resource was published by CCEA (Council for the Curriculum, Examinations and Assessment) in November 2019 and distributed to all schools in NI.

**Directors' report for the year ended 31 March 2020 (continued)**

NICIE has engaged with two academic research projects this year by being available as a practice-based advisor, sitting on a project steering group and having an Officer as a lay member of the QUB School of Social Sciences, Education and Social Work Ethics Committee.

NICIE have continued to build a **closer working relationship with the Integrated Education Fund (IEF)**. The Integration Works Group formalises this where senior staff from both organisations meet to discuss collaborative opportunities and joint working. This has involved twelve formal meetings and numerous additional, ad hoc meetings between individual officers working on school Transformations and other joint projects.

NICIE CEO and Finance Officer meet regularly with the **Department of Education (DE) Irish Medium and Integrated Education (IMIE Branch)** and this year through a change in staff in the Branch, have worked to build new relationships.

NICIE has worked collaboratively with **EA and CCMS (Council for Catholic Maintained Schools)** and ongoing contact has been established to support NICIE in taking schools through the process of organising parental ballots and drafting Cases for Change following ballots as appropriate.

Regular meetings have taken place with the **EA Shared Education and Sectoral Support Team** and joint presentations on Transformation were presented to Boards of Governors in 2 schools and a session on Case for Change Writing was delivered in September 2019 for 7 schools in the transformation process. NICIE supported these schools in Development Proposal /Case for Change drafting. Schools were supported in the drafting of Transformation Action Plans by EA and NICIE working in collaboration.

**2. Promote Integrated Education**

Aim 2: Effectively promote and advocate for integrated education

Priorities for 2019-2022

- Increase public awareness of integrated education through a PR strategy defining what integrated education is and including the development and dissemination of the evidence-base on the benefits of integrated education
- Advocate for integrated education with DE, EA and other relevant decision-makers and stakeholders; provide them with timely advice; and respond to appropriate consultations
- Advocate for appropriate funding for the promotion of integrated education
- Advocate for a streamlined process to enable integrated schools to be created and existing integrated schools to grow
- Promote good integration practice in all integrated schools

**NICIE activity relating to Aim 2 priorities:**

NICIE has continued to promote Integrated Education by using various tools and opportunities:

**Directors' report for the year ended 31 March 2020 (continued)**

**NICIE patrons** Holly Hamilton, Connor Phillips and Carl Frampton opened new school buildings and Carl Frampton also visited Glengormley High School, the school he previously attended, during their parental ballot for Transformation. Press coverage on NICIE and IE, in both print and social media, has increased significantly this year. This is in part due to the numbers of schools considering Transformation and can also be attributed to the NICIE patrons project. NICIE were profiled on BBC Network Television in December 2019 when Carl Frampton MBE named NICIE as his chosen charity on BBC Mastermind.

**NICIE's on-line presence** has been enhanced by a social media and website overhaul and review of our Communication Strategy. The recruitment of staff with skills in this area has increased our ability to deliver regular scheduling of posts and increase our on-line footprint across the year. The profile of Integrated Education has been raised and we believe that this may partially explain the increased engagement with schools that NICIE is experiencing.

This year, the theme for **Integrated Education Month** was 2020 Vision, with a resource developed by NICIE Teachers' Committee, professionally designed and circulated to all integrated schools in January 2020. Whilst the campaign was cut short by the Coronavirus pandemic, many schools engaged with the theme and tagged NICIE on social media posts.

Through our **joint working with the IEF**, five promotional events engaging with schools and their stakeholders who were interested in transforming to become integrated were planned and delivered and followed up with contact to individual schools. NICIE delivered, planned for and followed up with schools subsequent to the events. NICIE staff joined with IEF staff to participate in media training.

### **3. Grow Integrated Education**

Aim 3: Increase opportunities for Integrated Education to meet parental demand for children to be educated together

Priorities for 2019-2020

- Develop and maintain a network of sustainable integrated schools
- Increase the number, and geographical coverage of integrated schools by supporting the establishment and development of parental groups to work for the creation of a local integrated school
- Increase the number of pupils in integrated schools through increased enrolments and school expansions by supporting schools to access capital funding and assist in the development of capital projects
- Grow integrated early years and nursery provision
- Support and encourage sustainable schools with a significant 'minority' community of pupils to develop an integrated ethos and consider integrated status through transformation
- Co-ordinate local activity to assess parental demand

**Directors' report for the year ended 31 March 2020 (continued)**

**NICIE activity relating to Aim 3 priorities**

There are three types of **Area Planning** meeting, Local, three of which happen monthly and Working and Strategic meetings which happen bi-monthly. NICIE officers have attended all meetings this past year. NICIE have also participated in several sub-groups which were formed to consider specific areas/issues such as: Belfast, Coleraine, Dungannon and Shared Education.

There are nearly **24,300 pupils enrolled** in integrated schools – over 11,000 in primary schools and nearly 13,000 in post-primary schools. The number enrolled has increased by over 600 pupils since 2018/2019 and over 2,300 pupils compared to five years ago (DE Statistical Bulletin 2019/20).

This year has seen a steady rise from 9 in 2018/2019 to 15 in 2019/2020 in the number of schools requesting support from NICIE in relation to consideration of **Transformation to Integrated Status**. NICIE development staff have been working closely with seven schools currently engaged in the Transformation process. This has involved Officer attendance at monthly Transformation Action Group meetings in schools, meetings with Boards of Governors and school Principals for the purpose of information giving, advising on process and whole school ethos development. Transformation presentations/Q&A sessions were delivered to Boards of Governors in 13 schools. Five schools held parental ballots with all of these resulting in positive ballots. Six schools were supported by NICIE in drafting Cases for Change /Action Plans for Transformation to Integrated status.

In terms of other **Development Proposals for growth**, there were 11 integrated school Development Proposals decided upon in the 2019/20 year. NICIE has either helped the schools to write the proposals and/or written supportive commentaries. These resulted in an increase in the potential places in integrated schools of 178. Sadly, the financial situation in education led to five nursery unit proposals being turned down by the Permanent Secretary (as these were decided on during the time that we had no Assembly and no Education Minister). However, over the last 4 years, January 2016 to January 2020 the number of potential places created via DP's in integrated schools has increased by 1666 places.

NICIE officers have worked closely with a **parent group and the Blackwater Board of Governors in Mid-Down** which has collected over 500 Expressions of Interest forms from the public in the local area. A Case for Change is in the process of being constructed, with the intention of submission later in 2020.

NICIE officers have also worked closely with the Education Authority and the Controlled Schools Support Council (CSSC) to assess the potential of developing a new school in the Coleraine area

**4. An Effective Organisation**

Aim 4: Ensure that NICIE is a highly effective organisation

Priorities for 2019-2022:

- Ensure strong and effective governance of NICIE by the board

**Directors' report for the year ended 31 March 2020 (continued)**

- Ensure NICIE adheres to all its compliance requirements and effectively manages risk

**Directors' report for the year ended 31 March 2020 (continued)**

- Agree and measure clear outcomes and demonstrate how these outcomes contribute to government outcomes (e.g. Children & Young Person's strategy; Programme for Government; and DE Corporate Plan)
- Ensure NICIE has the human resource capacity it requires
- Ensure staff are effectively inducted, managed and given the opportunity to develop
- Generate additional income for NICIE
- Ensure NICIE's finances are effectively planned, managed and reported on
- Ensure NICIE has appropriate premises and other physical resources and these are effectively and efficiently managed
- Ensure all NICIE work is regularly reviewed and evaluated to promote continuous improvement
- Develop annual business and operational plans to progress the strategic plan and regularly monitor their implementation.

**NICIE Activity relating to Aim 4 priorities:**

The **Annual Report & Accounts for 2018/19** were audited and submitted to DE and relevant statutory bodies. Appropriate Financial and Management Reports were produced for senior management team, Finance and General Purposes Staffing Committee (FGPSC) and BoD throughout the year. A comprehensive internal and external audit programme was established and successfully delivered. All Returns were forwarded to DE/ Department of Finance in line with guidance. There were no breaches of public pay policy. 100% of all non-disputed invoices were paid within 30 days of term date. Payment of all non-disputed invoices within 10 working days was maximised. A review and implementation of NICIE/DE Financial Memorandum/Management Statement was carried out.

**Governance** continued to be reviewed and the chairperson carried out an annual appraisal of all directors. All Council and Committee meetings took place as scheduled and appropriate support was delivered to Council and Committees by Officers. Continued review and distribution of Terms of Reference for Directors and 3 sub committees took place. New Directors were recruited and given induction and training. NICIE's Corporate Risk Register was developed in line with the 2019/2020 business plan, aligned to DE's Risk Management Strategy, routinely reviewed and revised and action plans for improvement monitored throughout the year. Review of Administrative staff of NICIE and business cases were submitted and agreed. Board Effectiveness Survey, report and action plan were completed.

**Staff and Board Development and Training** was implemented throughout the year. A number of staff policies were developed, reviewed, amended and approved by the FGPSC. Successful recruitment of Office Manager, Executive Officer, Administrative Support Staff and temporary Development Officer were all completed.

Business case extension was submitted for temporary third Senior Development Officer and approved by DE.

**Directors' report for the year ended 31 March 2020 (continued)**

Project Team Meetings between all Development and Senior Development Officers take place fortnightly. Internal and External training was delivered to Board and Staff and all Staff and Director

**Directors' report for the year ended 31 March 2020 (continued)**

Appraisals were completed. The Board and staff reviewed and approved both the strategic and business plans.

Additional Bids for **funding** were made to Department of Foreign Affairs and Trade Ireland (DFA).

**Fixed assets**

Details of the movement of fixed assets are set out in note 7 to the financial statements.

**Donations**

NICIE made no political donations during the year (2019: £Nil)

**Tax status**

On 2 March 1989 NICIE was granted charitable status and is exempt from corporation tax on its activities. The activities of NICIE are exempt for value added tax purposes. NICIE therefore does not have to account for value added tax on its income nor is it able to recover the value added tax element of expenditure.

**Charitable status and public benefit**

The company is a registered charity with the Charities Commission in Northern Ireland under reference 100310. The directors have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

**Disabled employees**

NICIE gives full and fair consideration to applications for employment from disabled persons, having regard to their particular aptitude and abilities as well as Health and Safety factors.

**Directors' report for the year ended 31 March 2020 (continued)**

**Equality of Opportunity**

We follow the Northern Ireland Civil Service Policy that all eligible persons shall have equal opportunity for employment and advancement on the basis of ability, qualification and aptitude for work.

**Employee involvement**

It is the policy of NICIE to promote the understanding and involvement of all its employees in its aims and performance and it is committed to the continuing development of effective employee communication and consultation.

**Sickness Absence**

The sickness absence rate for the year was 2020: 56 days (2019:117 days). The Directors and Management works continuously to reduce this figure and this is reviewed at BOD meetings and FGpsc.

**Prompt Payment**

NICIE is committed to the prompt payment of bills for goods and services received in accordance with NICIE Financial Memorandum, the Confederation of British Industry's Better Practice Prompt Payers Code. 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. In 2019/2020 NICIE paid 100% (2018/2019: 100%) of its creditors within 30 days and no commission debt interest was paid or was due in respect of transactions in 2019/2020.

**Statement of accounting officer and directors' responsibilities**

The directors (who are also trustees of The Northern Ireland Council for Integrated Education) are responsible for preparing the Directors' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law and Article 8(6) of the Financial Provisions (Northern Ireland) Order 1993 require the Chief Executive and directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs and of the surplus or deficit of NICIE for that period. In preparing those financial statements, the Chief Executive and directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that NICIE will continue in business.



**Directors' report for the year ended 31 March 2020 (continued)**

The Chief Executive and directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of NICIE and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of NICIE and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of NICIE's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In addition, in appointing the Chief Executive of the NICIE as Accounting Officer for NICIE, the Department for Education has placed on the Chief Executive responsibilities including the regularity and propriety of the public finances and for the keeping of proper records, and which are set out in the "Accounting Officers" Management Statement (incorporating the Financial memorandum) issued by the Department of Finance.

The accounting officer confirms that the annual report and accounts as a whole are fair, balanced and understandable and that she takes personal responsibility for the annual report and accounts and the judgments required for determining that they are fair, balanced and understandable.

**Statement of disclosure of information to auditors**

So far as the Accounting Officer and each of the directors in office at the date of approval of these financial statements is aware:

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

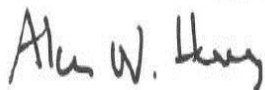
**Small companies' exemption**

In preparing this report the directors have taken advantage of the small companies exemptions provided by the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.

**Independent auditors**

The auditors, MB McGrady & Co, have been appointed as Independent Auditors through a tender process. A resolution concerning their reappointment for next year will be proposed at the Annual General Meeting.

By order of the Board



Alan Henry OBE

**Chair**

**Date 16.6.2020**

**Annual Report from the Chairperson for the year ended 31 March 2020**

The financial year 2019 started really positively with a surge in the growth of Integrated Education through transformation. Unfortunately, the end of March 2020 saw a surge in one of the deadliest viruses that we have seen in over 100 years.

I want to pay tribute to the NICIE staff and to our partners in education including the integrated schools who have risen to the myriad of challenges presented by COVID-19.

As Chair of this organisation, it is vital that I enable staff and directors to maintain effective governance, prudent financial management and staff flexibility in this time of crisis.

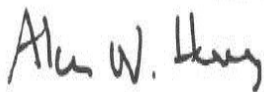
NICIE had another very successful year in promoting, supporting and growing Integrated Education and as Chair, I am most grateful to NICIE staff for facilitating that. Apart from a few actions that were planned for March 2020 and could not come to fruition, NICIE managed its budget extremely well and finishing the year within budget, thanks in particular to the Finance Officer, Maureen Johnston for ensuring that happened.

The mission that we have of '*promoting reconciliation through Integrated Education*', is still very relevant in Northern Ireland society currently. It remains to be seen how the year 20/21 presents new opportunities for Integrated Education.

There will no doubt be lots of challenges for education in NI. NICIE looks forward to contributing positively in supporting the Department of Education, our educational support partners and our charitable partners, including the Integrated Education Fund, in meeting these challenges.

For now,

Stay safe



Alan Henry OBE  
Chair NICIE  
Date: 16.6.2020

**Chief Executive Officer's Annual Report for the year ended 31 March 2020**

**Schools working together and the rise of Integrated Education**

Integrated Education is growing rapidly. There are been over 1666 new places created in integrated schools in the past 4 years and 9 schools are exploring Transformation to Integrated Status. Because schools are working together and building good relationships through Shared Education, are more school communities likely to seek integrated status or come together to create one school for all in the future?

***Previously...***

By the early 2000's the Education for Mutual Understanding model of school sharing had rebranded into the Schools Community Relations Programme (SCRIP) and then to the Community Relations, Equality and Diversity Policy (CRED). Alongside this, the Integrated Education Fund's (IEF) Programme: Promoting a Culture of Trust (PACT) was helping schools to work together. Creative minds in the NI Council for Integrated Education (NICIE), Queen's University Belfast and others such as The Fermanagh Trust, began to talk about how we could build sharing between schools. The intention of all of these combined efforts over decades was to explore and nurture more porous boundaries between schools that would, in time, enable more children and young people to be educated together with the singular intention of making a contribution to peace and reconciliation.

Other initiatives gathering momentum in the background were the Costello report, which explored the concept of area learning communities, the Entitlement Framework and Specialist Schools and Extended Schools. These initiatives were also designed to foster inter-school collaboration.

Integrated Education continued to develop. Forty new schools were developed from scratch by parent groups between 1981 and 2009 and one campaign is currently underway in Mid Down. New schools have become a harder sell in the last decade, with growing financial pressures and the fact that NI has too many schools. The Transformation of schools to Integrated Status has now become a focus, with 25 schools having transformed to date and a present surge of schools expressing interest in this process.

***Presently...***

The diversity in society and schools across NI in relation to new religions/no religion, different cultures and communities is clear to see. Staff in schools are challenged daily to manage a range of diversity: family structure, race, religion, sexual orientation and so on.... The key question is this: Does this diversity in schools and an increase of governor, staff and pupil collaboration bring about more integration of the two major traditions in NI? Many schools are comfortable to celebrate Chinese New Year and Dvali, but talking about Remembrance Day and St. Patrick's Day may represent a bigger challenge.

*'Enhanced strategic focus and supporting actions on educating our children and young people together in the classroom, in order to build a shared and integrated society.'* (New Decade, New Approach, 2020)

It is true more schools than ever are claiming that they are integrated which I take as a sign that this is their desired state. Founder parents of integrated schools would be very proud to know that the concept that once brought shame on them as parents within their separate communities, and such animosity that armed guards had to protect the children entering the first integrated school in 1981, was now being claimed by many schools in NI. Of course a school can't just declare itself integrated. It is a legal process and represents a solemn commitment to do some things differently with the clear intention of contributing to peace and reconciliation.

*Reconciliation will be central to the Executive's approach, and there will be a focus on building a united community in a way that has equality and mutual respect to the fore.' (New Decade, New Approach, 2020)*

The genuine commitment of some schools to earn their integrated status in NI through the process of Transformation has to be applauded. Their message goes beyond the boundaries of the school. They are declaring openly their commitment to the integrated ethos; that their school community is proactively building peace by creating a genuine shared space for all. They are also declaring their intention to strive to achieve a positive balance of those who come from different cultural and community backgrounds in NI. And those are considerable challenges.

Transformation takes years of change management, enabling schools to reflect authentically and openly on how they do things, striving for a mix in staffing and governors, in the sports that they play, the assemblies they hold, the curriculum they offer, the historical perspectives that they foster and how they live their ethos. Striving to get this right is a constant feature.

### ***Planning...***

I believe that schools working together through Shared Education is supporting the development of a collective imagination of other creative and innovative ways to enable children to be educated together. Such imaginings include jointly managed schools, shared campuses and shared community schools as well as integrated schools.

*'The Executive will establish an external, independent review of education provision with a focus on .... and the prospects of moving towards a single education system.'* (New Decade, New Approach, 2020)

Integrated Education is experiencing a phenomenal surge in interest and activity. Many schools are saying they are integrated in all but name for instance and so therefore, there is a general desire based on claims by Principals/governors in the media and at open evenings etc. for schools to be perceived by their community or potential community as integrated. It has therefore evolved into the desired state and I believe that the Department of Education's process for planning our future education provision (Area Planning) represents a new opportunity to ensure our children and young people are educated together every day. I am excited for the future and I am confident that financial incentives will follow those school communities who want to make a difference.

One thing is certain. We cannot, on the one hand, support a system which educates children from Catholic and Protestant backgrounds separately and, on the other, expect to create a reconciled society. Neither can we afford it.

*'The education system has a diversity of school types, each with its own distinctive ethos and values. However, it is not sustainable.'* (New Decade New Approach, 2020)

For economic, social and educational reasons this makes sense. Integration works!



Roisin Marshall  
CEO NICIE  
16.6.2020

## NICIE GOVERNANCE STATEMENT

### Introduction

The Northern Ireland Council for Integrated Education (NICIE) is a Non Departmental Public Body (NDPB) of the Department of Education (DE). NICIE was established in 1987 as an umbrella body to represent integrated schools and to promote Integrated Education. NICIE was set up as a company limited by guarantee with charitable status and is supported through grant in aid by DE under the Education Reform (Northern Ireland) Order 1989.

The role of NICIE as defined in the Management Statement is ‘to promote integrated education and to perform a wide range of roles in facilitating the development of integrated education in Northern Ireland for the public benefit’.

The Governance Statement sets out the governance structures, risk management and internal control procedures that have operated within NICIE during the financial year 2019 to 2020.

The Annual Governance Statement has been produced in line with guidance issued by the Department of Finance (DoF) in accordance with the guidance in Annex 3.1 of Managing Public Money Northern Ireland (MPMNI) and forms part of the Statutory Accounts and is reviewed, considered and approved by the Board of Directors (BoD).

This Governance statement reflected NICIE’s activities and governance for the majority of the financial year. However, the impact of the unprecedented Covid 19 virus has now been incorporated into the statement to reflect NICIE’s contingency planning, risk assessment and impact on its business activities.

It must be noted that despite these uncertain and difficult times, we have, in partnership with our staff, Board of Directors and relevant stakeholders put in contingency planning and carried out a risk assessment to ensure that NICIE adheres to governance, NDPB guidelines while endeavoring to ensure that it meets its business activities based on available resources while managing the health and wellbeing of staff. It must be noted that many of NICIE activities and outputs depend on providing services to schools which have now closed.

### Scope of responsibility

As Accounting Officer, I am committed to operating in accordance with best practice in business integrity and ethics and maintaining the highest standards of financial reporting and governance. I have responsibility for maintaining a sound system of controls that supports the achievement of NICIE’s policies, aims and objectives, whilst safeguarding the public funds and the NICIE assets for which I am personally responsible, in accordance with the responsibilities assigned in the MPMNI.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Council’s policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

As Accounting Officer of a public body and designated NDPB, I am committed to governance excellence and to ensuring accountability and transparency for all decisions and activities. I am responsible to the Permanent Secretary of DE under the terms and conditions as set out in NICIE’s Management Statement (incorporating the Financial Memorandum) (MSFM) which was reviewed, updated and approved in November 2019.

## Strategic Objectives

NICIE launched its new Strategic Plan for 2019-2021 in April 2019.

This new strategic plan aims to further grow, develop and support existing integrated schools, increase the opportunities for children to be educated together, and influence the wider educational system.

The NICIE Vision is a society where all children are

- educated together;
- confident to express their own identity and culture; and
- respectful of, and prepared to engage with, the identity and culture of others.

The NICIE mission is to promote reconciliation in Northern Ireland through Integrated Education

The Strategic plan sets out clearly defined strategic objectives for the year 2019-2021. I have ensured that the aims and objectives have been implemented during the year 2019-2020 in partnership with all staff, Board of Directors (BoD) and relevant stakeholders and regularly review.

The NICIE business plan aligned to DE's strategic priorities clearly set out NICIE aims and objectives for the year 2019-2020 and was monitored throughout the year.

The report is available from [info@nicie.org.uk](mailto:info@nicie.org.uk) and on the [NICIE website](#).

## Governance Framework

In partnership with the NICIE Board of Directors (BoD), I have a corporate responsibility for setting objectives, agreeing priorities and implementing ministerial policy. The BoD, and I, as the NICIE Accounting Officer and the staff of NICIE, developed and agreed a business plan for the 2019-2020 year, which was formally approved by DE. This was regularly reviewed along with key risks associated with the delivery of NICIE's objectives throughout the year. A mid-term six-month evaluation report to 30.9.2019 and year end evaluation provided updated progress reports on the achievements of NICIE for the 12 months to 31.3.2020 to both the BoD and DE and taking into consideration the impact of the Covid 19 virus.

NICIE has had a very productive year in relation to delivery and facilitation of training and workshops. We developed and delivered 24 training sessions/workshops between 1 April 2019 and 31 March 2020, at an average of three per month. Training was delivered to a total of 554 participants over the eight-month period which suits the education calendar, avoiding the months of June, July, September and most of August. Training/workshops were delivered across 7 general themes: Anti-Bias Approaches in Education, GMI Governance, Integrated Ethos, Marketing & Promotion, Recruitment, Religious Balance and Transformation.

NICIE's on-line presence has been enhanced by a social media and website overhaul and review of our Communication Strategy including NICIE Patrons project. The recruitment of staff with skills in this area has increased our ability to deliver regular scheduling of posts and increase our on-line footprint across the year. The profile of Integrated Education has been raised in partnership with the Integrated Education

Fund and we believe that this may partially explain the increased engagement with schools that NICIE is experiencing.

There are nearly 24,300 pupils enrolled in integrated schools – over 11,000 in primary schools and nearly 13,000 in post-primary schools. The number enrolled has increased by over 600 pupils since last year, and over 2,300 pupils compared to five years ago (DE Statistical Bulletin 2019/20).

This year has seen a surge in the number of schools requesting support from NICIE in relation to consideration of Transformation to Integrated Status. NICIE development staff have been working closely with seven schools currently engaged in the Transformation process. This has involved Officer attendance at monthly Transformation Action Group meetings in schools, meetings with Boards of Governors and school Principals for the purpose of information giving, advising on process and whole school ethos development. Transformation presentations/Q&A sessions were delivered to Boards of Governors in 13 schools. Five schools held parental ballots with all of these resulting in positive ballots. Six schools were supported by NICIE in drafting Cases for Change /Action Plans for Transformation to Integrated status.

In terms of other Development Proposals for growth, there were 11 integrated school Development Proposals decided upon in the 2019/20 year. NICIE has either helped the schools to write the proposals and/or written supportive commentaries. These resulted in an increase in the potential places in integrated schools of 178. Sadly, the financial situation in education led to five nursery unit proposals being turned down by the Permanent Secretary (as these were decided on during the time that we had no Assembly and no Education Minister). However, over the last 4 years, January 2016 to January 2020 the number of potential places in integrated schools has increased by 1666 places.

That latest third quarter monitoring report from DE showed the following:

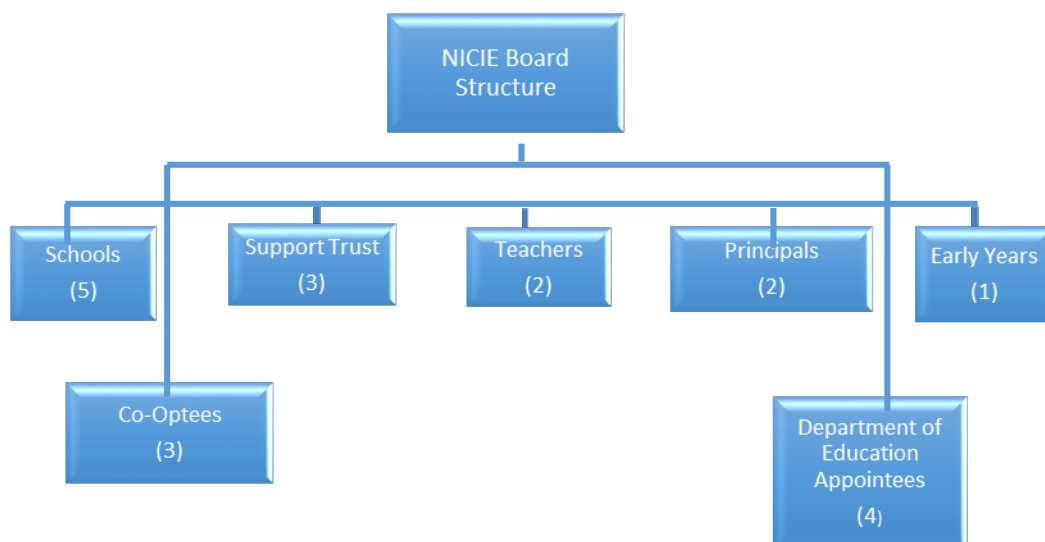
Status Descriptor	NICIE assessment		DE Assessment	
	Number	%	Number	%
Achieved	3	12	2	8
On track for achievement	19	76	22	88
Likely to be achieved but with some delay	2	8	0	0
Not likely to be achieved	1	4	1	4
Not achieved	0	0	0	0
Total	25	100	25	100

## Structure of NICIE

### Board and Committees

The Board of Directors has a membership of up to 20 non-executive members including 4 DE appointees. The role of the Board is to provide leadership to NICIE during the financial year, within a framework of prudent and effective controls which enable risk to be assessed and managed, to set NICIE's strategic aims, ensuring that the necessary financial and human resources are in place to meet its objectives, to set NICIE's values and standards and to ensure its obligations to its stakeholders and others are understood and met.

The current BoD structure is illustrated below:



NICIE is a constituent body of member organisations with seven categories of membership:

1. School members  
Those engaged in running a particular integrated school.  
  
5 members  
to be elected at AGM
2. Support members / Trust  
Organisations for the support and promotion of integrated education.  
  
3 members  
to be elected at AGM
3. Teacher members  
Representatives of teacher organisations.  
2 members nominated by The Teachers Committee



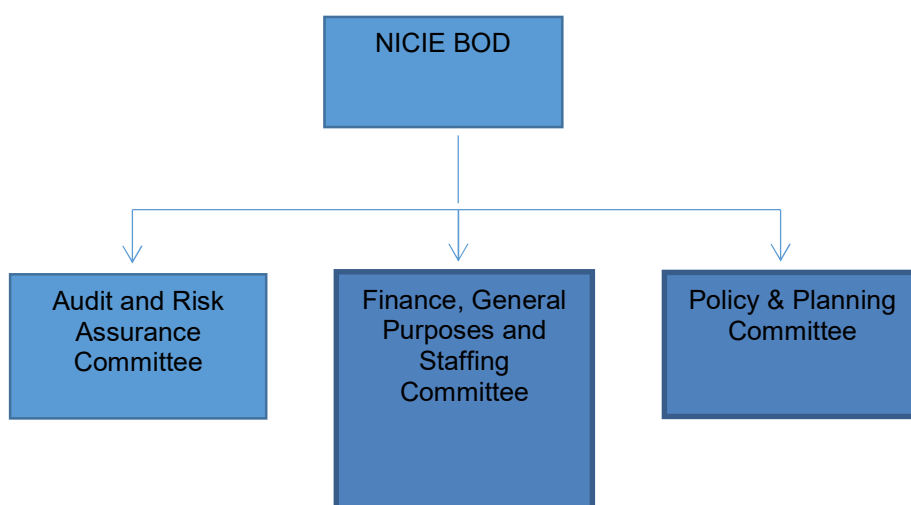
- |    |   |   |
|----|---|---|
| 4. | Principals members<br><br>2 members<br>nominated by APTIS                 | Representatives of principals’ association.   |
| 5. | Early Years members<br><br>1 member<br>nominated by Teachers<br>Committee | Those engaged in running pre-school<br>provision in a particular integrated school. |
| 6. | Co-Optees<br><br>Up to 3 directors  | To provide additional experience  |
| 7. | Department of Education   | 4 persons appointed by the Department of<br>Education                               |

**Board and Committees Structure**

A number of committees serve and report to the Board of Directors and are illustrated below.

The current directors and attendance records are recorded below. The Board structure and all directors were reviewed prior to the Annual General Meeting (AGM) in October including attendance records to ensure that the structure complied with NICIE’s Articles of Association.

**NICIE Board and Committees Structure**



**Attendance at Meetings**

Directors’ attendance at meetings held during 2019-2020 is detailed below. Please note that some directors were not in post for the full financial year and joined the subcommittees during the year and the figures represent their attendance based on term in office and attendance. Additionally, the March meetings were cancelled as a result of the Covid 19 virus.

**The Northern Ireland Council for Integrated Education**  
**(Company limited by guarantee)**

Director/ Member	Board of Directors 8 meetings (inc AGM)	Audit & Risk Assurance Committee 4 meetings	Finance, General Purposes and Staffing Committee 8 meetings	Policy and Planning Committee 2 meetings
Alan Henry OBE Chair	100%			
Cathy Mc Iver	62.5%			
Eva Szlachta	75%		100%	
John Scott	87.5%	100%	87.5%	100%
Cathal Mullaghan	75%			
Ashleigh Roberts (Resigned June 2019)	100%			
Denise McIlwaine (Resigned 24 February 2020)	87.5%		87.5%	
Dermot MacCann Treasurer	50%		50%	

**The Northern Ireland Council for Integrated Education**  
**(Company limited by guarantee)**

Director/ Member	Board of Directors 8 meetings (inc AGM)	Audit & Risk Assurance Committee 4 meetings	Member	Policy and Planning Committee 2 meetings
Dr Anne- Marie Telford	87.5%	75%		50%
Helen Smyth (Appointed October 2019)	100%			100%
Maurice Johnston (Appointed October 2019)	80%			100%
Eamon Quinn	87.5%		87.5%	100%
Jacqueline Magennis (Resigned June 2019)				
Bill Fletcher (Appointed December 2019)	100%			100%
Maeve Marnell	100%		100%	100%
Michael Arlow (Resigned February 2020)	75%	100%		

Director/ Member	Board of Directors 8 meetings (inc AGM)	Audit & Risk Assurance Committee 4 meetings	Member	Policy and Planning Committee 2 meetings
Patricia Douglas	75%	50%		
Stephen McAnee (Non Director Member)		75%		
Tim Webster	50%		50%	100%

#### Performance of the Board

The BoD held 8 meetings including the Annual General Meeting (AGM) in 2019/20. It was agreed that the Board meetings would continue to focus on strategy and the future direction of NICIE in the changing educational environment. The chairperson continued to review the attendance of Board Members for the previous 12 months and reiterated the need for attendance and participation. This was closely reviewed and monitored and reported on throughout the year with me as Chief Executive Officer in my monthly meetings with the Chairperson. A number of new directors replaced directors that had resigned, or who had come to the end of their term. We were delighted to welcome these new directors to add their contributions to the proactive and dynamic Board. All Directors received induction training to ensure that that all new Directors were briefed accordingly and were aware of their duties. This included the NICIE Corporate Governance guide which was also circulated to all Board members during the year to ensure adherence and compliance.

The chairperson has undertaken and completed the annual appraisal of directors. The chairperson continued to assess the performance of individual Board members through arrangements determined by the Department. Board members will continue to be subject to ongoing performance appraisal, with a formal assessment being completed by the chairperson at the end of each financial year and prior to any re - appointment of individual members taking place. Feedback of the appraisal was shared with the BoD, and reported a positive working committee.

The appraisals also formed part of the assessment of the effectiveness of the Board and was reported accordingly.

The Chairperson may also be appraised this year through arrangements determined by the Department of Education.

A skills audit was also undertaken during the year to identify Board skills and training requirements.

I have also had monthly 1-1 meetings with the chair where we have reviewed the various committees and the overall strategy of NICIE.

A training programme was implemented during the year for the directors and included social media training, responding to media, risk assessment and adhering to NICIE policies as a director.

The register of conflict of interests continued to be a standard agenda at all board meetings to ensure that any areas of board member conflict are addressed at the start of each meeting.

The Board reviews, through the CEO report and a range of presentations and discussion papers, the ongoing work of NICIE and its implementation of its strategic plan and business plan.

During the year, the Board reviewed reports from other sub committees including the annual internal audit report, annual financial statements, monthly summary extracts from the management accounts and approved the Annual Business Plan and associated budgets.

The Board also had presentations during the year from a number of speakers about ongoing developments within the education sector and other NICIE stakeholders. This also included presentations from the Integrated Education Fund and an EA presentation on Transgender guidance.

The board also had a midyear strategy review with all staff and Directors in October and a Strategic planning day for the board was planned for March 2020 to plan for the next 12 months. However, due to the Covid 10 outbreak this was cancelled and the CEO and chair are currently putting together a contingency plan and working to issue papers and conduct this remotely to ensure that NICIE continues to plan for the future whilst managing this exceptional event.

We were also delighted to receive new patrons joining NICIE during this year, which had a very positive impact on NICIE's profile and resulted in an increase in NICIE's profile.

The Chairperson, Finance Officer and Chief Executive Officer met the Permanent Secretary of DE for Governance and Accountability meetings. Position reports were forwarded prior to these meetings highlighting any areas of significant accountability and governance. It was agreed that all was in order.

DE, despite the lack of a Minister and Executive for part of the year, were in a position to continue to implement some of the recommendations of the Independent Review of Integrated Education. NICIE has worked closely with the IEF to promote integrated education and are currently working with 39 schools at various stages of interest in the Transformation process. This resulted in 7 schools moving forward to transform to integrated status. NICIE has also submitted a paper to DE in relation to preschool integrated education and have been supported by DE to enable other organisations to be alive to the duty to encourage and facilitate integrated education.

As part of ensuring that all Board meetings are managed in an efficient and timely manner, I ensure that the Accounting Officer/CEO Report is circulated prior to the Board meetings along with all relevant papers.

## Committee Reports

### Role of the Audit and Risk Assurance Committee (ARAC)

In accordance with its terms of reference, the Audit and Risk Assurance Committee (ARAC) oversees financial reporting and the effectiveness of financial and regulatory compliance, controls and systems reporting.

The Audit and Risk Assurance Committee formally met on four occasions during 2019-2020 and reviewed the corporate risk register at each meeting and was satisfied that all risks were identified and corrective action taken where feasible. Some of the key risks are highlighted further in this report.

The register of conflicts continued to be a standard item on the ARAC agenda.

In addition, the Committee reviewed the results of the internal audit report and the implementation of previous years audit recommendations. The Committee was also responsible for reviewing the annual statutory Directors Report and Financial Statements for the year to 31.3.2019 and will also be responsible for the reports to 31.3.2020. It also reviewed a number of policies and documentation from DE and the Department of Finance which were updated by DE during the current year to ensure best practice and that DE business case, tenders and DoF Pay Remit guidance was adhered to.

This also included a review of the NICIE risk policy.

The NICIE ARAC Terms of Reference were also reviewed at the start of the calendar year.

A summary report from the ARAC was presented to the BoD by the chair of the committee at each quarter during the year.

Training was also provided by the DE internal audit team for Staff and Directors on Risk.

Representatives from the IMIE Team at DE also sat on this Committee this year which assisted in giving additional assurance to the Committee that all audit requirements were being adhered to and provided guidance.

Unfortunately, as part of the ongoing Covid 19 and health threat, it was agreed to cancel the March meeting. However, as part of the contingency planning all papers were circulated including the draft Governance statement for comment and approval. Additionally, it has been agreed to update the Corporate Risk register to reflect the recent Covid 19 outbreak, its risk to NICIE, staff and business outputs while ensuring that a contingency plan is in place.

### Finance, General Purposes and Staffing Committee (FGPSC)

This Committee continues to meet prior to the monthly meeting of the Board of Directors. It met 8 times during the current year. Its function is to focus in greater detail on the finance and personnel issues that are presented to the Board on a monthly basis throughout the year. This Committee also dealt with all issues relating to staff and premises. FGPSC also continue to review staff policies throughout the year ensuring that NICIE had covered all areas of staffing procedures and guidance.

The HR subcommittee also continued to meet where necessary during the year to dedicate more time to internal staffing issues and recruitment to ensure adequate time allocated to support the Finance Officer

and me as CEO. This committee also included the Chair of NICIE and a director with a Human Resource background. This was then reported accordingly to the relevant committee.

The budget for the monthly management statements were carefully reviewed by me and the Finance Officer prior to presentation to the FGpsc who then review the financial and performance management of NICIE ensuring that all budgets and internal controls were adhered to for the year to 31.3.2020.

This committee was also responsible for ensuring that NICIE was fully compliant with business case requirements. FGpsc also reviewed and signed off the revised Department of Finance NICIE MSFM.

The FGpsc's remit also included the awarding of tenders and ensuring that NICIE adhered to strict procurement procedures with the approval of DE though the committee raised concerns over the costs and time that NICIE incurred adhering to Department of Finance Procurement guidance under CPD when retendering for goods and services over £5k.

#### Policy and Planning Committee (P&P)

The Committee's remit during the current year included:

- The formulation of pro-active campaigning to raise the profile for Integrated Education
- Discussion of integrated education in a shared education context
- Discussion on preschool in integrated education.
- Becoming aware of the context in which NICIE is working in particular Area Planning

The Policy and Planning Committee has held 2 meetings during the year to formulate NICIE's policy position on the future of Integrated Education and to determine NICIE's engagement in, and contribution to current developments including Area Planning, pre-school and the Integration Works Campaign. Committee members provide challenge and guidance in response to updates by Senior Development Officers on key areas of work. It is also an opportunity for Directors to gain a better detailed understanding of the context that NICIE is working in presently.

#### Compliance with Corporate Governance

An annual review of the effectiveness of NICIE's governance structures, as set out in the 2013 code (DAO/(DFP)10/12), risk management and internal controls has been conducted, informed by staff, directors, independent internal and external auditors and other reports. NICIE Board have assessed that it has effectively complied with the Corporate Governance Code.

The Management Statement and Financial Memorandum (MSFM) sets out a broad framework within which the Council is required to operate and the Financial Memorandum defines certain financial provisions which NICIE is required to observe. As Accounting Officer and CEO, I have ensured that the MSFM has been adhered to for the financial year 2019-2020.

NICIE has continued to review its internal procedures to ensure that all services are reviewed and that business cases are submitted to the Irish Medium and Integrated Education (IMIE) Team DE in a timely fashion and that all appropriate approvals are obtained before any expenditure is committed.

Training has also been given to all new staff during the year at Staff Meetings to ensure that controls are adhered to and new staff are given induction training on arrival. Training needs have also been identified for new and existing directors and governance training has been organised and provided. Inductions for new directors have been provided and there has also been exit interviews for all directors that left during the year with an emphasis on GDPR.

All relevant Companies House and Charity Commission requirements have been updated.

NICIE continues to ensure that its governance arrangements are in place operating in accordance with best practice and that it continues to align its business aims and objectives to DE.

#### Assurance Reporting

As Accounting Officer, I am also responsible for preparing risk assurance statements and these reports provide an assurance over areas of responsibility and confirm that risks are being managed.

#### Internal Audit

The scope of the internal audit plan for the current year by NICIE's newly appointed through CPD procurement independent internal auditors CavanaghKelly was to review the controls in relation to the systems that NICIE had in place in relation to the following areas:

- Corporate Governance and Risk Management
- ICT Environment and Security
- Procurement and Tendering
- Budgetary Control

The audit completed by the internal auditors found the internal control systems to be operating in a satisfactory manner with some minor areas of improvement. The Internal Auditor was therefore able to give positive assurance to me as Accounting Officer that the Board's risk management, control and governance arrangements were satisfactory.

A review of the progress made by NICIE in implementing prior year adjustments was also undertaken and all prior year internal audit recommendations have been implemented.

#### External Auditor

The company's newly appointed External Auditors are M.B. Mc Grady and Co. There were no control deficiencies identified during the year to 31.3.2020 There is unlikely to be any emphasis of matter or qualifications contained in the Audit report for 2019-20.

#### Other Sources of Assurance

I have also relied on additional sources of assurance during the year, with regular reports from the staff, directors, NICIE Panel of Associates and independent advice from HR and legal experts and other



relevant stakeholders.

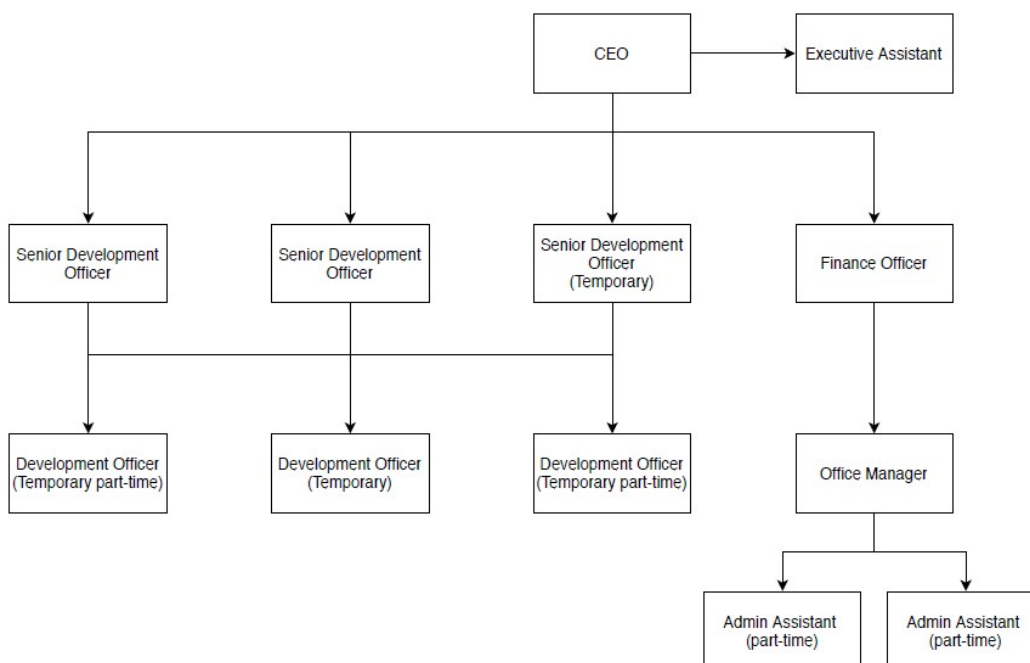
NICIE also continues to report annually to the Charity Commission for Northern Ireland and Companies house.

**Quality of Data Used by the Board**

All of the committees have been supported by Senior Members of the NICIE Team and appropriately experienced officers or representatives of NICIE. I regularly review and interrogate all data with Senior Management Team prior to any information being presented to the Board. These reports include monthly management accounts and budgets, which are prepared by NICIE’s qualified accountant and are also reviewed by the FGSC who have additional finance experience. Other NICIE reports are completed by Senior Development Officers who have a wealth of experience in the education sector which include reports compiled with various forums and relevant stakeholders. Bespoke reports are also compiled by an appropriately selected Panel of Associates who have been drawn from a select list based on skills and experience. Committee Members also reviewed these reports and data and sought clarification from officers on the information presented to them.

Additionally, the internal audit report was independently compiled by our Internal Auditors Cavanagh Kelly and the Final Financial Statements were independently verified by the External Auditors M.B. Mc Grady and Co It is my view and the view of the committees that the quality of the data used by NICIE is of an acceptable standard.

The staffing structure of NICIE for 2019/20 is highlighted below



**Ministerial Directions**

No Ministerial Directions were given for the year to 31<sup>st</sup> March 2020.

#### Health and Safety

I am satisfied that a fit-for-purpose health and safety policy is in place and is reviewed regularly. I am also satisfied that the organisation has complied with all of its duties under health and safety.

We carried out a fire and safety audit of the building during 2019-2020 and also received fire safety training. The staff handbook was also reviewed during the year with the support of a director who works in Human Resources and is a qualified HR specialist and this has been circulated to all staff. NICIE continues to support all staff through the NICIE well being programme.

As CEO I have also added the Health and Safety of staff in the contingency planning of the Covid 19 outbreak encouraging staff to work from home while ensuring access to a number of wellbeing remote programmes to support them.

#### Risk Assessment

##### Internal Controls and Risk Management

I, along with the directors acknowledge our responsibility for NICIE's system of internal control and for reviewing its effectiveness.

The risks associated with the council's activities were reviewed quarterly by the Audit and Risk Assurance Committee. The Corporate Risk Register includes an evaluation of all levels of risk. Both inherent and residual risks were reviewed and represented on a quarterly basis. The Chairperson of the Audit and Risk Assurance Committee reports to each Board meeting on any matters that need to be brought to their attention.

I, as Accounting Officer, continue to enforce and ensure that risk management is embedded and owned by the Board and all NICIE staff. This has now effectively been incorporated and embedded into all NICIE business plans and daily operations of NICIE. The corporate risk register and risk management is viewed as a dynamic process which actively seeks to incorporate good practice. It is responsive and current and is managed through regular review of both internal developments and external factors.

As a NDPB, NICIE has a low risk appetite in relation to compliance, regulation and our strategic aims which I anticipate will continue into the future.

As highlighted throughout this statement, the above refers to NICIE activity prior to the Covid 19 outbreak. I, in partnership with staff, the NICIE board and all relevant stakeholders whilst having cognisance of the recent health concerns and virus am endeavoring to minimise the risk of NICIE business activities and adherence to all governance.

#### Risk Profile faced by NICIE

The NICIE corporate risk register up to the date of the Covid 19 virus currently identified 4 significant risks. These risks are reviewed on a quarterly basis by the ARAC. These are also circulated to Board Members and Staff. In addition, NICIE also reviewed and updated its Risk management policy during the year.

These risks are not superseded by the recent Covid 19 unprecedented event however for the purposes of the report I have made reference to the normal business risks prior to this and have highlighted this recent risk separately.

The first three risks relate to financial management and governance and some of the main areas of concern for 2019/2020 are highlighted below.

Management of Significant Risks

Description of Issue	Remedial Action taken or Proposed	Projected Timescales to Resolve the Issue
Lack of Effective business continuity and emergency planning within NICIE	Continuity Business Plan in place	Completed March 2020
Failure of DE/DoF to guarantee NICIE Pension Liability	Reported to BoD/External Auditor. Continue to monitor and liaise with DE/DoF of any potential increases regarding non-guarantee from NILGOSC (NICIE Pension provider)	Completed June 2019
Exceptional maintenance costs identified	Accommodation Inspection by facilities company carried out and continued maintenance of heat and other areas of lease.  Bid for exceptional costs to be made to DE	December 2019

I am satisfied that these risks were well managed and tolerable and significant progress continues to be made to mitigate these risks up to recent events.

The remaining risk continues to present the greatest challenge to NICIE prior to the Covid 19 risk. The

risk relates to the failure to increase the number of children benefiting from Integrated Education and to promote Integrated Education. The Education landscape continues to undergo significant changes and NICIE must continue to play an important influential role in making Integrated Education something which school communities would consider to be of benefit to them, to the children and young people and to wider society in the long term. It is important for NICIE to play its part in promoting Shared Education and encouraging integrated schools to actively participate. Through Area Planning, NICIE must continue to encourage schools and support organisations to consider integrated education as an option in a time of economic constraints and the desire for educational provision in each area to remain as a choice for the whole community. Where there is no integrated provision NICIE, in conjunction, with parents and schools have got to demonstrate unmet demand for this. This is extremely difficult in a time when education budget constraints suggest no more growth but rationalisation. NICIE are acutely aware of the deficit in education generally and are concerned with the challenges that that brings to enabling integrated education to grow. NICIE recognise the gap that exists for schools in local areas to consider options for integrated education as a solution to ensure education provision in an area. NICIE is willing and able, with financial support, to fill this gap to encourage conversations as per Transformation/ new school development.

We are also acutely aware of the Fresh Start Agreement Funding, which is enabling already existing integrated schools that have sought so hard to be part of the educational landscape to survive into the future. NICIE acknowledge the huge commitment that the Treasury, NIO and DE have made to this.

NICIE staff also assess internal and external risks of all activities and risk is reviewed and mitigated with relevant approvals from NICIE's insurance providers.

#### Covid 19

In an effort to mitigate against this ongoing and extraordinary situation, I have updated NICIE's business continuity and contingency plans to continue to meet business needs and outputs, where feasible.

#### Fraud Risk

NICIE continued to review and implement its fraud policy during the year and has a zero tolerance in respect of fraud. Internal controls were also reviewed and are clearly embedded within the organisation. I have ensured that the NICIE Finance Officer is a member of the DE Education Sector Fraud forum. There were no instances of suspected fraud within NICIE during the year 2019-2020.

#### Raising Concerns at work (Whistle Blowing)

NICIE has a policy on Raising Concerns at work (Whistleblowing), which encourages staff to report any instances of unlawful conduct, financial malpractice, or other actions that might compromise, in any way, the Council's reputation and integrity. There were no instances during 2019-2020.

#### Data Security breaches

There were no data security breaches or losses during the year.

#### General Data Protection Regulation

NICIE continues to maintain and review its GDPR policies, current data governance processes, procedures and control. NICIE staff also ensure that all archived materials were appropriately dealt with

which including archiving, destroying and returning to materials to schools. The Public Record Office of Northern Ireland (PRONI) has also provided training and guidance to NICIE during the year.

## BREXIT

NICIE is not aware of any potential issues re Brexit that will impact directly on NICIE other than potential external European funding.

## Significant Governance Issues

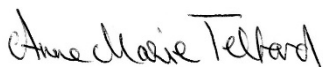
There are no further significant governance issues.

## Conclusion

The aim of this statement is to ensure that information is provided as to how governance within NICIE has worked for the year to 31.3.2020 and identifies a range of significant governance issues that NICIE is facing during a period of significant change and uncertainty.

NICIE will continue to ensure that it adheres to organisational needs and governance guidelines. It must be noted that there may be a significant impact on NICIE outputs in the short to medium term as NICIE's statutory duty is to provide and support the growth of Integrated Education. As a result of the schools closure and the iminent closure of public and civic amenities, NICIE have no control over these external events and will not be able to progress many of their business activities and outputs.

I can confirm that I will continue to review these issues and ensure that they are addressed. This governance statement was presented to the Audit and Risk Assurance Committee and formally approved by the Audit and Risk Assurance Chair on 5.5.2020



Dr Anne Marie Telford Chair



Signature of Accounting Officer

Date of Signature      5.5.2020

**Remuneration and Staff report**

**Remuneration Policy**

The remuneration of all Council staff is determined by the NICVA National Joint Council for local authorities and other authorities of equivalent status. The National Joint Council's principal role is to reach agreement, based on shared values, on a national scheme of pay and conditions for local application throughout the UK.

The NICVA National Joint Council's guiding principles are to support and encourage:

- High quality services delivered by a well-trained, motivated workforce with security of employment. To this end employer are encouraged to provide training and development opportunities for employees;
- Equal opportunities in employment; equality as a core principle which underpins both service delivery and employment relations; and both the removal of all discrimination and the promotion of positive action;
- A flexible approach to providing services to the community, which meets the needs of employees as well as employers; and
- Stable industrial relations and negotiation and consultation between employers and recognised trade unions.

**Salary and pension entitlements**

The following sections provide details of the remuneration and pension interests of the Board and most senior management of the department.

**Remuneration and pension entitlements (audited information)**

	2019-2020					2018-2019				
	Salary £'000	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	Total (£'000)	Salary £	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	Total (£'000)
R Marshall <i>CEO</i>	60-65	100	-	20,000	80-85	55-60	100	-	19,000	75-80
M Johnston <i>Finance Officer</i>	40-45	100	-	14,000	55-60	35-40	100	-	14,000	50-55
C Scott Wills <i>Senior Development Officer</i>	40-45	100	-	19,000	55-60	40-45	100	-	17,000	55-60
L McAlpine <i>Senior Development Officer</i>	40-45	100	-	15,000	55-60	40-45	100	-	13,000	50-55
D Morgan <i>Senior Development Officer</i>	40-45	100	-	17,000	55-60	35-40	100	-	24,000	55-60

**Pension benefits**

The value of pension benefits 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 increase due to inflation or any increase or decreases due to a track of pension rights.

**Remuneration and Staff report (continued)**

**Salary**

‘Salary’ includes gross salary and any allowances all of which are subject to UK taxation. This report is based on payments made by NICIE and thus recorded in these financial statements.

**Benefits in kind**

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

**Bonuses**

No bonuses were paid during the year to 31 March 2020 (2019: £nil).

**Off payroll engagements**

During the year there was no off payroll engagements (2019: none).

**Pay Multiples**

	<b>2020</b>	2019
	<b>£</b>	£
Band of highest paid director’s total remuneration	60-65,000	55-60,000
Median total remuneration	31,745	31,110
Pay multiple ratio	1.98	1.90

**Pension entitlements**

Officials	Accrued pension at age 60 as at 31 March 2020 and related lump sum £’000	Real increase in pension and related lump sum at age 60 £’000	CETV at 31 March 2020 £’000	CETV at 31 March 2019 £’000	Real increase/ Decrease in CETV £’000	Employer contribution to partnership payment Nearest £100
R Marshall <i>Chief Executive Officer</i>	5-10 No lump sum	0-2.5	64	46	12	-
M Johnston <i>Finance Officer</i>	5-10 No lump sum	0-2.5	77	64	9	-
C Scott Wills <i>Senior Development Officer</i>	10-15 Plus lump sum 10-15	0-2.5	175	155	14	-
D Morgan <i>Senior Development Officer (appointed October 2018)</i>	0-5 Plus lump sum 5-10	0-2.5	133	116	13	-
L McAlpine <i>Senior Development Officer</i>	10-15 Plus lump sum 15-20	0-2.5	294	267	20	-

**Remuneration and Staff report (continued)**

**Pension entitlements**

NICIE is a member of the Northern Ireland Local Government Officers' Pension scheme. The Scheme is a funded defined benefit scheme, with benefits earned up to 31<sup>st</sup> March 2015 being linked to final salary. Benefits after 31<sup>st</sup> March 2015 are based on a Career Average Revalued Earnings 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" (as amended) and "The Local Government Pension Scheme (Amendment and Transitional Provisions) Regulations (Northern Ireland) 2014" (as amended).

The funded nature of the LDPS requires participating employers and their 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 Local Government Pension Scheme Regulations (Northern Ireland) 2014" and the Fund's Funding Strategy Statement. The last actuarial valuation was at 31<sup>st</sup> March 2019 and the contributions to be paid until 31<sup>st</sup> March 2023 resulting from that valuation are set out in the Funds Rates and Adjustment Certificate. The Northern Ireland Local Government Officers Superannuation Committee is responsible for the governance of the Fund.

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.

**Cash Equivalent Transfer Values**

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 disclosure applies. The CETV figures, and from 2003-2004 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the CSP 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 benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

**Real increase in 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. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effects of any changes in factors and focuses only on the increase that is funded by the employer.



**Remuneration and Staff report (continued)**

**Staff cost (Audited)**

	Permanently employed staff	Temporary agency staff	Total 2020 £	2019 £
Wages and salaries	334,839	13,943	348,782	359,895
Social security costs	32,121	-	32,121	30,002
Other pension costs	69,262	-	69,262	64,520
	436,222	13,943	450,165	454,417
IAS 19 – Actuarial valuation				
Current service cost	136,000	-	136,000	118,000
Past service cost/(gain)	14,000	-	14,000	-
Contributions by the employer	(69,000)	-	(69,000)	(65,000)
	517,222	13,943	531,165	507,417

	Number	Number
The average monthly number of persons employed by the company during the year was:	9	9

Some staff employed by the company in 2020 and 2019 had permanent contracts of employment. During the year the charity incurred costs of £13,943 (2019: £39,944) relating to agency staff and secondees. The staff consists of 10 female and 3 male employees. The sickness absence rate for the year was 2020: 56 days (2019:117 days). The Directors and Management works continuously to reduce this figure and this is reviewed at BOD meetings and FGPS

The Directors received **£410** for reimbursement of expenses during the year (2019: £nil). **One** employee falls in emoluments band over £60,000 (2019: nil) and details are below.

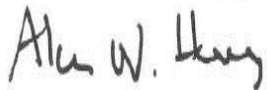
	2020 £'000	2019 £'000
Chief Executives' remuneration – Roisin Marshall	61,260	59,045
Company pension contributions to NILGOSC pension scheme. Roisin Marshall	12,004	10,983
	73,264	70,028

**Remuneration and Staff report (continued)**

**Compensation schemes – exit packages**

The following section provides details of the exit packages paid by the company.

	<b>Number of voluntary redundancies</b>	<b>Total number of exit packages by cost band 2020</b>	<b>Total number of exit packages by cost band 2019</b>
< £10,000	Nil	Nil	Nil
£10,000-£25,000	Nil	Nil	Nil
Total number of exit packages	Nil	Nil	Nil
Total resource cost	Nil	Nil	Nil



Alan Henry OBE

**Chair NICIE**

**Date 16.6.2020**

**Assembly Accountability and Audit Report**

**Regularity of expenditure**

There were no losses and special payments made by the Council in the year. (2018/19 – £nil)

**Fees and Charges**

There were no fees and charges made by the Council in the year. (2018/19 - £nil)

**Remote contingent liabilities**

There were no contingent liabilities requiring disclosure under Assembly reporting requirements. The Council had no significant remote contingent liabilities to report 2019-20, (2018-19 £nil). Note 17 provides further details regarding the contingent liabilities, which are included in the financial statements.



Roisin Marshall  
**Chief Executive**  
**16.6.2020**

***Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)***

**Opinion**

We have audited the financial statements of Northern Ireland Council for Integrated Education (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and International Financial Reporting Standards. We have also audited the information in the Remuneration and staff report and the Assembly Accountability and audit report that is described in those reports as having been audited.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with International Financial Reporting Standards; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you were:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

***Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)***

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors has been prepared in accordance with applicable legal requirements.
- In all material respects the expenditure and income have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

The parts of the remuneration and staff report and Assembly Accountability Report to be audited has been properly prepared in accordance with DoF directions made under the Government Resources and Accounts Act (Northern Ireland) 2001.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.; or
- the Governance Statement does not reflect compliance with DoF guidance.

**Responsibilities of directors**

As explained more fully in the Statement of Directors' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

***Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)***

In preparing the financial statements, the directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

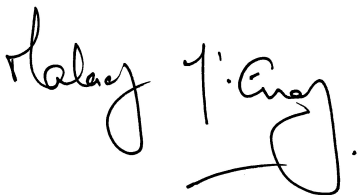
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Malachy McGrady (Senior Statutory Auditor)  
for and on behalf of M.B.Mc Grady & Co  
Chartered Accountants  
Registered Auditors  
52 St Patricks Avenue  
Downpatrick  
Co. Down  
BT30 6DS

01.07.2020

**Statement of financial activities (including income and expenditure account)**  
**for the year ended 31 March 2020**

	Note	2020 £	Restated 2019 £
<b>Incoming resources/income</b>			
<b>Incoming resources from generated funds</b>			
- Voluntary income	3	<b>661,001</b>	724,460
<b>Total incoming resources</b>		<b>661,001</b>	724,460
<b>Resources expended/expenditure</b>			
<b>Charitable activities</b>			
- Development of Integrated Education and schools in Northern Ireland		<b>(739,896)</b>	(763,364)
<b>Governance costs</b>		<b>(9,821)</b>	(9,862)
<b>Other resources expended</b>			
- Other finance costs	6	<b>(18,000)</b>	(19,000)
<b>Total resources expended</b>		<b>(767,717)</b>	(792,226)
<b>Net outgoing resources before recognised gains and losses</b>	4	<b>(106,716)</b>	(67,766)
Re-measurement on defined benefit pension	12	<b>168,000</b>	38,000
<b>Net movement in funds</b>		<b>61,284</b>	(29,766)
Funds at 1 April		<b>(726,199)</b>	(696,433)
<b>Funds at 31 March</b>	14	<b>(664,915)</b>	(726,199)

All amounts above relate to the continuing restricted operations of the company.

There is no material difference between the net outgoing resources before recognised gains and losses for the financial year stated above, and the historical cost equivalent.

The net outgoing resources before recognised gains and losses is the net outgoing resources required by the Companies Act 2006 as opposed to that required by the Statement of Recommended Practice.

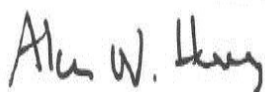
There are no changes in equity other than the results shown in the statement of financial position therefore a separate statement of changes in equity has not been presented.

**Statement of financial position as at 31 March 2020**

	Note	2020 £	2019 £
<b>Non-current assets</b>			
Property, plant and equipment	7	8,140	6,757
<b>Current assets</b>			
Trade and other receivables	9	5,178	19,585
Cash and cash equivalents	10	96,880	84,160
		<b>102,058</b>	103,745
<b>Total assets</b>		<b>110,198</b>	110,502
<b>Current liabilities</b>			
Trade and other payables	11	(67,113)	(59,701)
<b>Non-current assets less net current liabilities</b>		<b>43,085</b>	50,801
<b>Non-current liabilities</b>			
<b>Pension commitments as per Note 12</b>	12	<b>(708,000)</b>	(777,000)
<b>Total assets less liabilities</b>		<b>(664,915)</b>	(726,199)
<b>Reserves</b>			
Restricted funds	14	(664,915)	(726,199)

The financial statements on pages 46 to 58 were approved by the Board of directors on 16 June 2020 and were signed on its behalf by: Mr Alan Henry, Chair of NICIE Board of Directors.

The notes on pages 42 to 52 form an integral part of these financial statements



16.6.2020

Alan Henry OBE  
**Chairperson**



16.6.2020

Roisin Marshall  
**Chief Executive Officer**



**The Northern Ireland Council for Integrated Education Registered number: NI022427**  
**Statement of cash flows for the year ended 31 March 2020**

	Note	2020 £	2019 £
<b>Net cash inflow /(outflow)from operating activities</b>		<b>16,810</b>	<b>(77,361)</b>
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment	7	<b>(4,090)</b>	<b>(2,792)</b>
<b>Net cash inflow ( outflow) from investing activities</b>		<b>(4,090)</b>	<b>(2,792)</b>
<b>Net increase/(decrease) in cash and cash equivalents in the year</b>		<b>12,720</b>	<b>(80,153)</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>84,160</b>	<b>164,313</b>
<b>Cash and cash equivalents at the end of the year</b>	15	<b>96,880</b>	<b>84,160</b>

**Reconciliation of net outgoing reserves to net cash inflow from operating activities**

	2020 £	2019 £
Net (outgoing)/incoming resources before recognised gains and losses	<b>(106,716)</b>	<b>(67,766)</b>
Depreciation on tangible fixed assets	<b>2,707</b>	<b>2,116</b>
Movement in trade and other receivables	<b>14,407</b>	<b>(1,600)</b>
Movement in trade and other payables	<b>7,412</b>	<b>(82,111)</b>
Difference between pension charge and cash contributions	<b>81,000</b>	<b>53,000</b>
Other finance costs	<b>18,000</b>	<b>19,000</b>
<b>Net cash (outflow)/inflow from operating activities</b>	<b>16,810</b>	<b>(77,361)</b>

**Notes to the financial statements for the year ended 31 March 2020**

**1 Statement of accounting policies**

These financial statements have been prepared in accordance with the Companies Act 2006, Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with International Financial Reporting standards and the principles of the 2016-17 *Government Financial Reporting Manual (FReM)* issued by the Department of Finance. 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 Northern Ireland Council for Integrated Education for the purpose of giving a true and fair view has been selected. The particular policies adopted by The Northern Ireland Council for Integrated Education are described below. They have been applied consistently in dealing with items that are considered material to the financial statements.

**Accounting convention**

These financial statements have been prepared under the historical cost.

**Going concern**

The directors have received funding for the year ended March 2020 has been confirmed from the Department of Education. The company is in a net current asset position with funding secured sufficient to meet liabilities as they fall due in the period of 12 months from approval of the financial statements. The financial statements have been prepared on the going concern basis which assumes that NICIE will continue in operational existence for the foreseeable future.

**Property, plant and equipment and depreciation**

Property, plant and equipment is stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income statement during the financial year in which they are incurred.

For all assets depreciation is calculated so as to write off the cost less their estimated residual values, on a reducing balance basis over the expected useful economic lives of the assets concerned, or over the life of project, whichever is earlier. The principal annual rates used are as follows:

Information technology	:	33 <sup>1</sup> / <sub>3</sub> %
Furniture and fittings	:	20%

**Trade and other receivables**

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**1 Statement of accounting policies (continued)**

**Trade and other receivables (continued)**

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment.

**Cash and cash equivalents**

In the cash flow statement cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**Trade and other payables**

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

**Government grants**

Grants that relate to specific revenue expenditure are credited to the statement of financial activities when received.

**Taxation**

The Company is registered as a charity for tax purposes and is exempt from corporation tax on its activities. The activities of the company are exempt for value added tax purposes. The company therefore does not have to account for value added tax on its income nor is it able to recover the value added tax element of expenditure.

**VAT**

The company is not registered for VAT. All expenditure and capital purchase in the financial statements is stated inclusive of VAT.

**Pension funding**

Retirement benefits to employees of NICIE are provided by the Northern Ireland Local Government Officers Superannuation Committee (“NILGOSC”) defined benefit scheme which is externally funded and contracted out of the State Earnings Related Pension Scheme.

In respect of this scheme, NICIE’s staff constitute only a small percentage of the overall membership. NICIE has no influence over the level of contributions.

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**1 Statement of accounting policies (continued)**

**Pension funding (continued)**

In previous years NICIE's share of the NILGOSC scheme could not be identified and in keeping with such multi-employer schemes NICIE treated its pension cost as if it were a defined contribution (rather than a defined benefit) scheme. In late 2006 NILGOSC separated each of the employer scheme details and, as a result, NICIE has had to incorporate the year end deficit on the scheme in its balance sheet and the movement on the scheme within the statement of financial activities.

The assets of the NILGOSC scheme are held separately from those of NICIE. 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 service cost and associated administration costs of NICIE's defined benefit pension scheme are charged to net outgoing resources before recognised gains. In addition, a retirement benefit interest charge on the net pension deficit is charged to the statement of financial activities as a finance cost. Actuarial gains and losses are recognised directly in statement of financial activities so that NICIE's balance sheet reflects the fair value of the scheme's surplus or deficit at the balance sheet date.

**Critical accounting estimates and judgements**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**Incoming resources**

**Grants**

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

**Other income**

Other income, which excludes value added tax, is accounted for on the accruals basis.

**Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

**Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**1 Statement of accounting policies (continued)**

**Governance costs**

Governance costs include those incurred in the governance of its assets which are associated with constitutional and statutory requirements.

**Bank interest**

All interest is accounted for in the statement of financial activities on the accruals basis.

**Operating leases**

Rentals applicable to operating leases are charged to the statement of financial activities over the period in which the cost is incurred.

**Fund accounting**

NICIE has one type of fund for which it is responsible. The definition of this fund is as follows:

**Restricted funds**

Restricted funds, subject to specific trusts, are those given to NICIE which are to be expended for the specific objects specified by the donor.

**Restatement of comparative Statement of Financial Activities.**

In the comparative year the pension costs which should have been recognised in the income and expenditure account in accordance with IAS19 totalling £53,000 were instead shown in other comprehensive income. Operating costs in the comparative year thus increase by £53,000 with a corresponding increase in the net outgoing resources of £53,000. The re-measurement on defined benefit pension is credited by the £53,000 resulting in a nil difference in the net movement of funds.

**2 Statement of operating costs by operating segment**

The trustees consider that NICIE acts as one operating segment and therefore no statement of operating costs by operating segment has been presented.

**3 Voluntary income**

	<b>2020</b>	2019
	<b>£</b>	£
Department of Education Northern Ireland	638,368	633,979
Department of Foreign Affairs and Trade Ireland; reconciliation fund	16,849	45,318
Heritage Lottery Fund	-	37,607
Donations	5,784	7,556
	<b>661,001</b>	<b>724,460</b>

Notes to the financial statements for the year ended 31 March 2020 (continued)

**4 Net outgoing resources before recognised gains and losses**

	<b>2020</b>	Restated 2019
	<b>£</b>	£
<b>This is stated after charging:</b>		
Staff costs (Note 5)	531,165	507,417
Depreciation of property, plant and equipment (Note 7)	2,707	2,116
Fees payable to NICIE's auditors for the audit of the financial statements	5,922	5,700
Operating lease rentals	19,100	18,700

**5 Staff costs**

	<b>2020</b>	Restated 2019
	<b>£</b>	£
Wages and salaries	348,782	359,895
Social security costs	32,121	30,002
Other pension costs	69,262	64,520
	450,165	454,417
IAS 19 – Actuarial valuation		
Current service cost	136,000	118,000
Past service cost/(gain)	14,000	-
Contributions by the employer	(69,000)	(65,000)
	531,165	507,417

During the year the charity incurred costs of £13,946 (2019: £39,944) relating to agency staff and secondees.

	<b>Number</b>	Number
The average monthly number of persons employed by the company (including directors) during the year was:	<b>9</b>	9

The Directors received £410 for reimbursement of expenses during the year (2019: £nil). One employee falls in emoluments band over £60,000 (2019: nil) and details are below.

	<b>2020</b>	2019
	<b>£</b>	£
Chief Executives' remuneration – Roisin Marshall	61,260	59,045
Company pension contributions to NILGOSC pension scheme.	12,004	10,983
	73,264	70,028

**6 Other finance costs**

	<b>2020</b>	2019
	<b>£</b>	£
Interest income on pension scheme assets	50,000	50,000
Interest cost on defined benefit obligation	(68,000)	(69,000)
	(18,000)	(19,000)

Notes to the financial statements for the year ended 31 March 2020 (continued)

**7 Property, plant and equipment**

	<b>Information technology £</b>	<b>Furniture and fittings £</b>	<b>Total £</b>
<b>Cost</b>			
At 1 April 2019	41,188	26,535	67,723
Disposal			
Additions	3,755	335	4,090
<b>At 31 March 2020</b>	<b>44,943</b>	<b>26,870</b>	<b>71,813</b>
<b>Accumulated depreciation</b>			
At 1 April 2019	35,029	25,937	60,966
Depreciation on Disposal			
Charge for the year	2,576	131	2,707
<b>At 31 March 2020</b>	<b>37,605</b>	<b>26,068</b>	<b>63,673</b>
<b>Net book amount</b>			
<b>At 31 March 2020</b>	<b>7,338</b>	<b>802</b>	<b>8,140</b>
At 31 March 2019	6,159	598	6,757
<b>Cost</b>			
At 1 April 2018	40,220	25,911	66,131
Disposal	(1,200)	-	(1,200)
Additions	2,168	624	2,792
<b>At 31 March 2019</b>	<b>41,188</b>	<b>26,535</b>	<b>67,723</b>
<b>Accumulated depreciation</b>			
At 1 April 2018	34,139	25,911	60,050
Depreciation on disposal	(1,200)	-	(1,200)
Charge for the year	2,090	26	2,116
<b>At 31 March 2019</b>	<b>35,029</b>	<b>25,937</b>	<b>60,966</b>
<b>Net book amount</b>			
<b>At 31 March 2019</b>	<b>6,159</b>	<b>598</b>	<b>6,757</b>
At 31 March 2018	6,081	-	6,081

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**8 Financial instruments**

As the cash requirements of The Northern Ireland Council for Integrated Education largely are met through Grant-in-Aid provided by DE, 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 relate to contracts to buy non-financial items in line with the NDPB's expected purchase and usage requirements and the NDPB is therefore exposed to little credit, liquidity or market risk.

**9 Trade and other receivables**

	<b>2020</b>	2019
	<b>£</b>	£
Trade receivables	702	10,576
Prepayments and accrued income	4,476	9,009
	<b>5,178</b>	<b>19,585</b>

The fair values of trade and other receivables are not materially different from the carrying values.

All of the charity's financial assets are classified as loans and receivables. The company has no assets that may be classified as held at fair value through profit and loss, derivatives used for hedging or available-for-sale.

**10 Cash and cash equivalents**

	<b>2020</b>	2019
	<b>£</b>	£
Balance at 1 April	84,160	164,313
Net change in cash and cash equivalents	12,720	(80,153)
Balance at 31 March	<b>96,880</b>	<b>84,160</b>

The following balances at 31 March were held at:

Commercial banks and cash in hand	96,880	84,160
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**11 Trade and other payables**

	<b>2020</b>	2019
	<b>£</b>	£
Trade payables	12,236	588
Accruals and deferred income	54,877	59,113
	<b>67,113</b>	<b>59,701</b>

The fair value of trade and other payables are not materially different from their carrying value as the impact of discounting is not significant. There is no difference between the amounts shown above and the total contractual undiscounted cash flows of trade and other payables.



**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**12 Pension commitments**

The net pension ‘liability’ shown below does not represent a shortfall which requires short term cash funding. The amount shown below is calculated to comply with the new Financial Reporting Standard, the specific requirements of which differ from the basis on which pension liabilities are actuarially calculated for the purpose of the ongoing funding of the scheme. The Financial Reporting Standard requires:

- (i) actuarial deficiencies to be recognised immediately as a “liability” in the financial statements rather than being spread forward over employees’ remaining service lives;
- (ii) the actuary, in valuing the scheme’s liabilities, is required to use a bond yield as the discount rate for valuing future liabilities, rather than a rate that reflects the expected return on the scheme’s particular asset portfolio, with the result of an apparent increase in the present value of future longer term liabilities.

IAS 19 figures in relation to employees and ex-employees who are members of the NILGOSC pension scheme.

	<b>2020</b>	2019
Rate of increase in salaries	<b>3.6%</b>	3.7%
Rate of increase in pensions in payment	<b>2.1%</b>	2.2%
Discount rate	<b>2.3%</b>	2.4%
Inflation assumption	<b>2.1%</b>	2.2%
Pension accounts revaluation rate	<b>2.1%</b>	2.2%

The mortality assumptions used were as follows:

	<b>2020</b>	2019
	<b>Years</b>	Years
Average expected future life at age 65 for:		
Male currently aged 65	<b>21.8</b>	22.6
Female currently aged 65	<b>25.0</b>	24.9
Male currently aged 45	<b>23.2</b>	24.3
Female currently aged 45	<b>26.4</b>	26.7

Notes to the financial statements for the year ended 31 March 2020 (continued)

**12 Pension commitments (continued)**

The market value of assets in the scheme and the expected rate of return were:

Asset Allocation	Quoted %	Unquoted %	Total %	Value at 31 Mar 2020 £	Value at 31 Mar 2019 £
Equities	42.6%	0.0%	42.6%	856,686	1,239,980
Property	0%	10.0%	10.0%	201,100	233,408
Government Bonds	26.1%	0.0%	26.1%	524,871	343,860
Corporate Bonds	12.6%	0.0%	12.6%	253,386	145,880
Cash	4.7%	0.0%	4.7%	94,517	56,268
Other	0.6%	3.4%	4.0%	80,440	64,604
<b>Total market value of assets</b>	<b>86.6%</b>	<b>13.4%</b>	<b>100.0%</b>	<b>2,011,000</b>	<b>2,084,000</b>
<b>Present value of scheme liabilities</b>				<b>2,719,000</b>	<b>2,861,000</b>
<b>Deficit in scheme</b>				<b>708,000</b>	<b>777,000</b>

**Reconciliation of present value of scheme liabilities**

	2020 £	2019 £
At 1 April	<b>2,861,000</b>	2,650,000
Current service cost	<b>136,000</b>	118,000
Past service cost	<b>14,000</b>	-
Member contributions	<b>22,000</b>	22,000
Interest cost	<b>68,000</b>	69,000
Re-measurement on scheme liabilities	<b>(330,000)</b>	51,000
Benefits paid	<b>(52,000)</b>	(49,000)
<b>At 31 March</b>	<b>2,719,000</b>	<b>2,861,000</b>

**Reconciliation of fair value of scheme assets**

	2020 £	2019 £
At 1 April	<b>2,084,000</b>	1,907,000
Expected return	<b>50,000</b>	50,000
Re-measurement on scheme assets	<b>(162,000)</b>	89,000
Employer contributions	<b>69,000</b>	65,000
Member contributions	<b>22,000</b>	22,000
Benefits paid	<b>(52,000)</b>	(49,000)
<b>At 31 March</b>	<b>2,011,000</b>	<b>2,084,000</b>

Scheme assets do not include any of The Northern Ireland Council for Integrated Education's own financial instruments, or any property occupied by The Northern Ireland Council for Integrated Education.

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**12 Pension commitments (continued)**

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the balance sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

**Analysis of amount charged to statement of financial activities:**

	2020 £	2019 £
Current service cost	136,000	118,000
Past service cost	14,000	-
Expected return	(50,000)	(50,000)
Interest cost	68,000	69,000
Re-measurement on defined benefit pension scheme	(168,000)	(38,000)
<b>Total operating charge</b>	<b>nil</b>	<b>99,000</b>

The total service cost of £150,000 (2019: £118,000) is included within staff costs. The total contributions expected to be made by the scheme by NICIE in the year to 31<sup>st</sup> March 2021 are £70,000.

**Sensitivity analysis**

IAS19R requires the disclosure of the sensitivity of the results to the methods and assumptions used.

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below.

<b>Changes in assumptions at year ended 31 March 2020</b>	<b>Approximate % increase to employer liability</b>	<b>Approximate monetary amount (£'000)</b>
0.1% decrease in Real Discount Rate	1.6%	32
1 year decrease in member life expectancy	3.3%	66
0.1% increase in the Salary Increase Rate	0.3%	6
0.1% increase in the Pension Increase Rate	1.9%	38

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**12 Pension commitments (continued)**

**Employer Contribution Rates**

The liabilities show the underlying commitment that NICIE has in the long term to pay retirement benefits. The total pension liability is £2,719,000 (2019 - £2,861,000) and results in a net overall deficit balance of £708,000 (2019 £777,000) which is recorded on the Statement of Financial Position.

The deficit on the NILGOSC scheme will be funded over a period of many years through increased employer contributions over the remaining working life of employees as assessed by the scheme actuary. For 2019/20, employers participating in the scheme contributed at the rate of 20% (2019 – 19%). There was a deficit reduction contribution paid of £5,100 (2019 -£5100)

**Scheme Gains and Losses**

Actuarial gains and losses represent the extent to which actual outcomes have differed from the assumptions which were used in calculating IAS 19 figures.

For assets the gain/loss is normally the difference between the actual and expected return on assets, and for liabilities the gain/loss normally arises from the change in financial assumptions. These actuarial gains/losses are shown in the table below as experience gains and losses.

**Amounts for current and previous four years:**

	2020 £	2019 £	2018 £	2017 £	2016 £
<b>Scheme liabilities</b>	<b>2,719,000</b>	<b>2,861,000</b>	2,650,000	2,439,000	(2,248,000)
<b>Scheme assets</b>	<b>2,011,000</b>	<b>2,084,000</b>	1,907,000	1,783,000	1,762,000
<b>Deficit in scheme</b>	<b>(708,000)</b>	<b>(777,000)</b>	(743,000)	(656,000)	(486,000)
<b>Experience adjustments on scheme assets</b>					
Amount (£)	<b>(162,000)</b>	<b>89,000</b>	43,000	(76,000)	2,000
<b>Experience adjustments on scheme liabilities</b>					
Amount (£)	<b>330,000</b>	<b>(51,000)</b>	(62,000)	(51,000)	122,000

**13 Members liability**

The liability of each member is limited to £10.

**14 Reserves – restricted funds**

	2020 £	2019 £
At 1 April	<b>(726,199)</b>	(696,433)
Net outgoing (losses)/resources before recognised losses	<b>(106,716)</b>	(67,766)
Actuarial re-measurement on defined benefit pension scheme	<b>168,000</b>	38,000
At 31 March	<b>(664,915)</b>	(726,199)

The net liabilities at the year-end include a deficit of £708,000 (2019: £777,000) in respect of pension scheme liabilities of the NILGOSC pension fund.

**Notes to the financial statements for the year ended 31 March 2020 (continued)**

**15 Analysis of net funds**

	<b>1 April 2019</b>	<b>Cash flow</b>	<b>31 March 2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	84,160	12,720	<b>96,880</b>
<b>Net funds</b>	<b>84,160</b>	<b>12,720</b>	<b>96,880</b>

**16 Financial commitments**

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

	<b>Property 2020</b>	<b>Property 2019</b>
	<b>£</b>	<b>£</b>
Within two to five years	<b>19,100</b>	18,700

**17 Contingent liabilities**

The company has a contingent liability to repay revenue grants received, if certain conditions are not fulfilled.

**18 Capital commitments**

At 31 March 2020 the company had **no** capital commitments (2019: none).

**19 Losses and special payments**

At 31 March 2020 the company had **no** losses and special payments (2019: none).

**20 Related party transactions**

NICIE is a Non-Departmental Public Body (NDPB) sponsored by DE. DE is regarded as a related party. During the year, NICIE has had various transactions with the DE and with other entities for which DE is regarded as the parent Department.

None of the board members, members of the key management staff or other related parties have undertaken any material transactions with NICIE during the year (2019: none). As per the register of interests maintained by NICIE there were no conflicts of interest during the year (2019: none).

**21 Ultimate controlling party**

There is no ultimate controlling party.