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Charity registered number: 100310

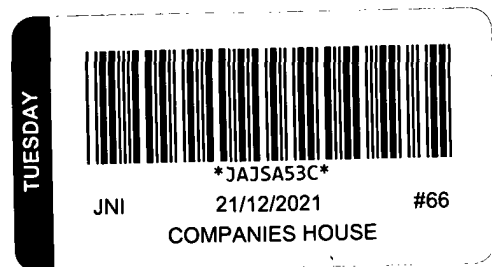
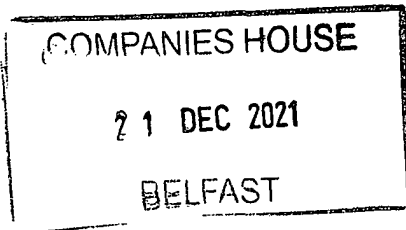
**The Northern Ireland Council for Integrated Education
(a company limited by guarantee)**

Directors' report and financial statements

for the year ended 31 March 2021

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

On
30 June 2021



The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

Directors' Report and financial statements for the year ended 31 March 2021

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

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Reference and administrative details

Directors/Trustees

Cathy McIver
Dr Anne Marie Telford
Eamon Quinn (Vice Chair)
Ewa Szlachta
Maeve Marnell (Chair)
Patricia Douglas
John Scott
Cathal Mullaghan
Helen Smyth (Secretary)
Amanda McNamee
Bill Fletcher
Duncan Morrow
Bill Miscampbell
Alan Henry OBE (End of term resigned October 2020)
Dermot MacCann (End of term resigned October 2020)
Tim Webster (End of term resigned October 2020)
Shane Greer (Appointed September 2020)
Anne Murray OBE (Appointed October 2020)
Adele Kerr MBE (Appointed October 2020)

Senior management members

Roisin Marshall (Chief Executive Officer)
Maureen Johnston (Finance Officer)
Cliodhna Scott Wills (Senior Development Officer)
Lorna McAlpine (Senior Development Officer)
Sean Pettis Appointed August 2020 (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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Any Enquiries regarding this document should be sent to NICIE, 25 College Gardens, Belfast, BT9 6BS

Directors' report for the year ended 31 March 2021

The directors, who are also trustees, present their annual report and the audited financial statements for the year ended 31 March 2021. 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 2021 (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 and also the Department of Foreign Affairs and Trade Ireland 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 2021 (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 Priorities 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 to be able to fulfill its Business Plan as agreed with DE.
2. The initiation and development of related work funded through the Irish Department of Foreign Affairs and Trade Ireland (IDFAT). 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 Approaches to Education."

Achievements and performance

The statement of financial activities for NICIE.

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 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 53 to 67. The net outgoing resources for the year before recognised gains and losses was £81,319 (2020: £106,716).

Performance

NICIE bases its operations strategically on a 3-year strategic plan and on an annual basis on an Business Plan which is reported on a quarterly basis to the Board of Directors and DE. Although the Business 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 the Irish Department of Foreign Affairs and Trade Ireland (IDFAT). NICIE reports on its operations in its Annual Report. NICIE has delivered on all its Business Plan commitments in this current year apart from one.

Directors' report for the year ended 31 March 2021 (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 £836,234 (2020: £664,915). This includes a net pension liability of £892,000 (2020: £708,000). The directors funding for the year ended March 2022 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 on pages 43-47

Forward funding

NICIE has secured sufficient income from a variety of donors for the year 2021 - 2022 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

The Northern Ireland Council for Integrated Education (NICIE) continues to implement the Strategic Plan 2020-21 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

Directors' report for the year ended 31 March 2021 (continued)

4. Be an effective Organisation

Aim 4: Ensure that NICIE is a highly effective organisation

Priorities for 2020 - 2021

1. Support Integrated Education

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

- To support Integrated Schools as they navigate their way through the impact of a global pandemic on the education of the young people in their care
- 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 Department of Education (DE), Education Authority (EA), Integrated Education Fund (IEF), Association of Principal Teachers in Integrated Schools (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:

2020-2021 was a year like no other. Area Planning and much of the Promotion and Training and Development that had been planned had to be paused whilst staff moved to support the staff in the Integrated Schools and colleagues in DE, EA and other support bodies. As with other educational organisations, NICIE's first priority was to be a support for Integrated schools as they faced the fluctuating arrangements throughout the year.

In the first instance, NICIE appointed members of the Development Team to be the direct contact with specific schools. Their role was to be there for the Principal, to record issues, signpost them to the appropriate support and to raise their concerns with the various cross-organisational groups that were set up to deal with school COVID-19 related issues. NICIE also ensured that the current support systems, such as the various committees that they facilitate, were meeting the needs of the schools. To this end the Association of Principal Teachers in Integrated Schools (APTIS) moved from monthly to weekly

Directors' report for the year ended 31 March 2021 (continued)

meetings during the first lockdown. These meetings were conducted via Zoom and on average were attended by **37 principals** per meeting. This became a crucial network of support for the Principals as they worked through the multitude of correspondence and arrangements for remote learning, assessment and school admissions. The pattern of meetings changed from September to monthly then after December to fortnightly. The high level of attendance continued and the Principals commented often that it was a source of support and strength to have such a forum available.

NICIE Officers also attended various Cross Organisational groups that were set up to share information, make decisions and produce guidance for schools. NICIE Officers used these forums to raise the concerns of schools and to ensure that the Grant Maintained Integrated schools (GMIs) were represented. One hundred and twenty nine participants attended the June suite of training that consisted of 3 sessions: Marketing, Ethos and Religious Balance.

Despite the Pandemic, NICIE were still able to offer training and workshops and during this period delivered 8 training sessions/workshops between 1 April 2020 and 31 March 2021, The training was delivered online to a total of 200 participants across 7 general themes: Anti-Bias Approaches in Education, GMI Governance, Integrated Ethos, Marketing & Promotion, Recruitment, Religious Balance and Transformation. Nursery, Primary and Post- Primary were represented across the training and included Teachers, Principals, Governors and Parents.

NICIE, in partnership with the Education Authority (EA), has developed an online training session for Governors as part of their induction to being a Governor in an Integrated School.

NICIE produced a new resource for schools – ***Bias Busting for Beginners***. This is the 3rd publication of a resource to explore the nature of Anti-Bias Approaches to Education.

Excellence in Integrated Education Award (EIEA): Nine schools were supported as they worked through the EIEA self-evaluation toolkit, which has been under continual review and of the nine, two schools achieved EIEA this year. The Assessment had to move online and we were delighted how much work the schools put into their portfolios and presentations highlighting the high levels of importance they place on the development of their Integrated Ethos.

As well as APTIS, NICIE **committees and forums** continued to meet and develop. Similarly, to the APTIS meetings, the online Committees and forums recorded an increase in participation despite COVID restrictions.

VP (Vice Principal) Forum met 5 times in the past year. Their average attendance was 21 and the themes they explored were blended learning, admissions, restart and curriculum.

Teachers' Committee met 7 times and explored themes such as well-being, EIEA and colleague networking. Attendance ranged from 25 to 41 teachers.

Directors' report for the year ended 31 March 2021 (continued)

Early Years' Forum met in June 2020 with 53 in attendance. This session focused on welcoming the children into the school in September and discussing best ways to do this so they could get the full Early Years' experience whilst being COVID-19 compliant.

SENCO (Special Educational Needs Coordinators) Forum: engaged with the NICIE Development Officer and met on 3 occasions to develop responses to the DE and EA consultations on Special Educational Needs.

Integrated Schools Finance Association (ISFA): continued to communicate through their well-established network.

NICIE represents the interests of Grant Maintained Integrated schools (GMIs) 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. In March 2021, NICIE organised a Seminar for Governors in Grant Maintained Integrated schools. The themes of the seminar focused on: company status with a review of the Memorandum and Articles of Association; in year and planned growth funding; Area Planning; sustainable schools; GMI support and 40th Anniversary celebrations. Twenty four schools were represented by 10 BoG Chairs, 36 Governors, 3 Bursars, 8 Principals and 1 Vice Principal.

NICIE also represent the interests of GMIs on the Teachers Negotiating Council (TNC) and, this year, proactively contributed to the negotiations in relation to teacher's pay and associated work stream review development.

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

- EA-led Community in Schools working group
- Educational Stakeholders Forum
- the School Complaints Procedure Review
- The General Teaching Council for NI (GTCNI)
- The Education Technology Service (ETS) procurement to replace the current Classroom 2000 (C2K) system as a member of the Strategic and Advisory Group (STAG)
- The Performance Review and Staff Development (PRSD) Committee led by EA The EA Pre-school Education Group (PEG)
- Area Planning groups (strategic group, working group and local groups).
- EA admissions appeals panels
- COVID-19 groups developed to bring together those organisations that represent schools: CEO forum, DE Communications, DE Key Workers Group, Cross Organisation forum with reference to the COVID-19 Link Officers assigned to schools.

NICIE has supported the University of Bristol in their funding bid to examine Shared Spaces: The How, When, and Why of Adolescent Intergroup Interactions. This study will focus on teenagers in Bradford and Belfast and Integrated Colleges will be the focused group for the Belfast element of the study.

Directors' report for the year ended 31 March 2021 (continued)

NICIE presented at online seminars held by Education and Training Board Ireland (ETBI) and Forum Eltern und Schule (FES). FES is a German Organisation that works in partnership with other organisations in Europe to increase the knowledge and understanding of teachers on various topics. In this case, they are interested in the diversity and inclusion in Integrated Schools.

NICIE have continued to build a **closer working relationship with the Integrated Education Fund (IEF)**. Both CEOs meet on a regular basis and 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)**. This partnership works very effectively.

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 successful ballots as appropriate.

Regular meetings have taken place with the EA **Shared Education and Sectoral Support Team** and they have developed a support programme for schools who want to examine the religious balance in their enrolments of Catholic, Protestant and Other. This was the first year of a 3-year programme, which supports schools in identifying the areas they wish to develop and produce an Action Plan that allows them to build on the good work they already do whilst identifying the gaps that need addressed. There are three schools involved in this programme.

2. Promote Integrated Education

Aim 2: Effectively promote and advocate for integrated education

- 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

Directors' report for the year ended 31 March 2021 (continued)

NICIE activity relating to Aim 2 priorities:

Work has been ongoing regarding the Promotion of Integrated Education. NICIE recognised the absolute importance of website and communication strategy development and has devoted finance and resource to this key method of promotion.

Given the restrictions posed by the COVID-19 pandemic, there has been increased emphasis and effort in further developing NICIE's online presence, as well as clarifying our core messages and overall communication strategy.

Communication Strategy

Following a successful tendering process, the selected company completed a communication audit in December 2020. The audit focused on our use of social media channels, web presence and current branding. This included research with key stakeholders such as parents of children enrolled in Integrated schools, Principals of Integrated schools as well as NICIE staff and Board Members. With a sample size of almost 300 people, this has provided an invaluable set of data to shape our revised strategy. Two of the standout issues were the need to clarify the key messages about Integrated Education and to redevelop the branding of NICIE. This has culminated in a further tender, which has been awarded in March 2021. To fully utilise our potential to promote Integrated Education, we will continue to consider what dedicated staff resource is necessary to manage tactically all our social and mainstream media activity.

Social Media Engagement

Social media engagement increased throughout the early period of the pandemic and has continued to build well across the year. We have seen an increase in followers and engagement across NICIE's social media presence, which is encouraging. Given the impact of the pandemic on school admission events, particular effort went into the promotion of Integrated schools across the period of enrolment. This will be an area to further develop in the coming year.

Website Development

We appointed a company to design a brand-new website for NICIE. Led by a cross organisational Project Team, this work began in December 2020 and it is hoped that the draft site will be in place by June 2021. We have begun the process of creating a set of analytics that will support the more accurate use of data to inform how the website is supporting promotional activity and to ensure it is meeting the needs of our diverse stakeholder groups.

40th Anniversary of Integrated Education

In October 2020, a 40th anniversary of Integrated Education steering group was established and has been meeting on a monthly basis. The group is made up of representatives from IEF, AlumNI, Lagan Integrated College, Fort Hill Integrated P.S, Cedar integrated P.S, APTIS and NICIE. We have drafted a

Directors' report for the year ended 31 March 2021 (continued)

skeleton programme of activities for the year. Assuming COVID restrictions are lifted, plans include a launch event at the original site of Lagan College, an event at Belfast City Hall for children from across Integrated Education as well as a suite of school-level events and activities. An application to the Irish Department of Foreign Affairs and Trade Reconciliation Fund' has been made to support coordination costs for the anniversary year.

This year, the theme for **Integrated Education Month** was 'Together'. In keeping with the Integrated ethos, this sought to build on how Integrated schools have fostered a sense of togetherness, even when people have had to be physically apart. NICIE staff alongside the Teachers' Committee developed a resource. Despite the month falling over a period of school closure, the uptake of activities was very positive with schools sharing their efforts online.

Integration Works

In partnership with the IEF, we received a grant from the Irish Department of Foreign Affairs (IDFAT) 'Reconciliation Fund' to provide additional and enhanced support to schools who are on the journey towards and beyond Transformation to Integrated status. Although the project was somewhat delayed by the pandemic, in February 2021 a dedicated Development Officer was appointed for Transformation on short term contract funded by the IDFAT through the Integrated Education Fund (IEF). The overall project will enable a number of events and initiatives that will promote Transformation to schools across Northern Ireland. NICIE and the IEF are currently working with 39 schools at various stages of interest in the Transformation process.

Advocacy and Policy Promotion

Across the year NICIE developed responses to a range of key consultations. This included a written and oral response to the Expert Panel on Educational Underachievement and three responses to consultations regarding Special Educational Needs (SEN). NICIE provided commentary on the NI Executive Draft Programme for Government and to the NI Assembly's Ad Hoc Committee on a Bill of Rights. NICIE supported responses to the 'Mainstreaming Shared Education Project Board'. In December 2020, work began on formulating our response to the Independent Review of Education in partnership with other Integrated Education bodies. We look forward to developing a platform of key messages regarding the Review, which will harness the significant contribution NICIE believe the history and practice of Integrated Education can make to the wider system of Education.

3. Grow Integrated Education

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

- Develop and maintain a network of sustainable integrated schools

Directors' report for the year ended 31 March 2021 (continued)

- 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

NICIE activity relating to Aim 3 priorities

There are three types of Area Planning meeting, 'Local', three of which happen monthly, 'Working' and 'Strategic' meetings which happen bi-monthly. NICIE officers have attended all meetings this past year. NICIE have also participated in a sub-groups which were formed to consider specific areas/issues in schooling in the Coleraine district and the subject of Shared Education.

There are nearly 24,900 pupils enrolled in integrated schools – over 11,400 in primary schools and nearly 13,500 in post-primary schools. The number enrolled has increased by 600 pupils since 2019/20 and over 2,800 pupils compared to five years ago (DE Statistical Bulletin 2020/21).

Whilst the pandemic largely stalled the engagement of new schools in the process of Transformation, NICIE development staff have been working with eight schools currently engaged in Transformation activities. The vast majority of this support was online and involved Officer attendance at 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. In March 2021 the Minister of Education approved the development proposal from Seaview Primary School, Glenarm who will Transform to Integrated status in September 2021. The Minister also rejected a proposal from St Mary's High School, Brollagh in January 2021 citing sustainability of the school as the reason.

Three Development Proposals were submitted for Transformation to Integrated Status by 3 schools in this period: Brefne Nursery School, Harding Memorial Primary School and Glengormley High School.

NICIE provided 5 commentaries to the Department of Education on Transformation Development Proposals across this year, with a further 3 due in the first quarter of 2021/22. NICIE 'Integration Works' project in partnership with the IEF should stimulate further interest in Transformation across the next financial year.

Directors' report for the year ended 31 March 2021 (continued)

Despite the suspension of Area Planning activity owing to the pandemic, there were five Integrated school Development Proposals decided upon in the 2019/20 year. NICIE has either helped the schools to write the proposals and/or written commentaries. Sadly, one of these was the closure of Groarty IPS in Derry/Londonderry. Overall, these DPs resulted in an increase in the potential places in integrated schools of 84.

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 was submitted to EA in September 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. A Case for Change will be submitted to EA soon.

Fresh Start Capital building is ongoing, with nine schools: Enniskillen IPS; Strangford IC; Rowandale IPS; Newbridge IC; Millstrand IPS; Roe Valley PS; Millennium IPS; Phoenix IPS; Shimna IC at stage 4 of the building process, which means they have completed construction procurement, and tender contract is about to issue. Braidside IPS completed and opened in August 2020

4. An Effective Organisation

Aim 4: Ensure that NICIE is a highly effective organisation

- Ensure strong and effective governance of NICIE by the board
- Ensure NICIE adheres to all its compliance requirements and effectively manages risk
- 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.

Directors' report for the year ended 31 March 2021 (continued)

NICIE Activity relating to Aim 4 priorities:

The **Annual Report & Accounts for 2019/20** 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. One hundred percent 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 online. All Board and Committee meetings took place remotely as scheduled apart from one, which was cancelled at the start of lockdown and appropriate support was delivered to Board and Committees by Officers, remotely.

The Terms of Reference for the three sub committees were distributed and reviewed. New Directors were recruited and induction and training delivered. NICIE's Corporate Risk Register was developed in line with the 2020/2021 business plan, aligned to DE's Risk Management Strategy, routinely reviewed and revised and action plans for improvement monitored throughout the year.

A Board Effectiveness Survey, report and action plan were finalised and monitored throughout the year.

Staff and Board Development and Training continued throughout the year. A number of staff policies were developed, reviewed, amended and approved by the FGPSC. Successful recruitment of a temporary Development Officer was completed and a new SDO for Promotion and Transformation took up his position in August 2020.

A Business case extension for a part time temporary DO was submitted and approved by DE.

Project Team Meetings between all Development and Senior Development Officers took place fortnightly.

Appraisals were completed. The Board and staff reviewed the Strategic Plan and the business plan was monitored quarterly and a new business plan approved.

Additional Bids for funding were submitted to The Department of Foreign Affairs and Trade Ireland (IDFAT) and the Heritage Lottery Fund. The former was in partnership with the Integrated Education Fund (IEF) and was successful. The bid for the latter was unsuccessful.

NICIE staff all worked from home this year as per government policy and ensured that the office was COVID-19 secure for members of staff who had to work occasionally in the office.

Directors' report for the year ended 31 March 2021 (continued)

NICIE's Well-Being group worked on a plan of activity for the year. This included two mindfulness sessions that allowed staff to take a break from their computer to do something creative or active. There were also two staff sessions out of office hours to allow socialising over Zoom. A survey was commissioned on staff well-being and from that report; a plan has been developed for 2021/2022.

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 (2020: £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.

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 2021: 15 days .006% (2020: 56 days 2.3%). The Directors and Management work continuously to reduce this figure and this is reviewed at BOD meetings and FGPSC.

Directors' report for the year ended 31 March 2021 (continued)

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 2020/2021 NICIE paid 100% (2019/2020: 100%) of its creditors within 30 days and no commission debt interest was paid or was due in respect of transactions in 2020/2021.

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.

The Chief Executive (CEO) 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 CEO is 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 of Education has placed on the Chief Executive responsibilities including the regularity and propriety of the public finances and for the keeping of proper records. These 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.

Directors' report for the year ended 31 March 2021 (continued)

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



Maeve Marnell

Chair

Date 22/06/2021

Annual Report from the Chairperson for the year ended 31 March 2021

As this financial year draws to a close there are two words at the forefront of my mind. The first is **challenging** and the second is **hope**.

Obviously, this has been a challenging year for all of us but not least for those working in the education sector. Working and learning from home, adjusting to a completely new work/home balance, adapting to new methods of working, and returning to the workplace in uncertain circumstances have all presented challenges.

We have all been concerned about the welfare of our children, teachers and other school staff, and I am so proud of the work of our CEO, Roisin Marshall, and all our staff in rising to the challenge and continuing to provide a support function to our schools no matter what obstacles have arisen.

That brings me to hope. As the vaccine is rolled out and schools start to re-open, there is great hope that we will move on from this pandemic. I am particularly hopeful for the future of Integrated Education as more schools than ever are on the journey towards transforming to Integrated status and the Independent Review of Education provides the Integrated sector with an opportunity to have our voice heard and extol the social, economic and educational benefits of Integrated Education.

I am privileged to work with an incredibly talented board of directors who have ensured that we have met all our governance requirements throughout the year and, with the support of our Finance Officer, Maureen Johnston, have ensured that our budget has been managed efficiently and effectively. They have approached the role with great passion and enthusiasm for which I am immensely grateful.

I am also grateful for the positive relationship we have with our stakeholders: the IEF, APTIS, the AlumNI, our sponsor department in DE as well as the EA and other sectoral support bodies, as we work together to secure a better future for our children.

So it is with hope that I look forward to the coming year.

The hope that comes from working with a great team, and the confidence that educating our children together is the best way to bring about long- term sustainable peace in Northern Ireland.



Maeve Marnell
Chair NICIE
Date: 22/06/2021

Chief Executive Officer's Annual Report for the year ended 31 March 2021

Charting a course for Integrated Education within a sea of changes in Education

As Chief Executive it is time to reflect on 2020/21. It will be a year to remember for so many positive and negative reasons and one, which, in our minds, will be forever, etched. All of us had to rely on our resilience and each other to try to carry on, regardless of the devastation that this global pandemic brought and is still bringing to us. An annus horribilis indeed!

One thing NICIE instinctively knew, when COVID-19 hit, was that we needed to keep connected as staff and directors, as Integrated School Leaders and as educational support Bodies. NICIE was challenged with new responsibilities and, as Chief Executive, I have never been more proud of NICIE staff, directors and, in particular, our Integrated School Leaders. Many of these Principals went way beyond the call of duty. As reported to NICIE, never had they felt more vulnerable, each leader trying to make sense of it all and steer their respective school communities through the most challenging waters in living memory. Children and young people's education was in flux and there was no blueprint for mitigating the impact of the pandemic.

'Command and Control' referring to the position adopted by the Department of Education (DE), whilst equally navigating paths never travelled before, did their best to steer the flotilla of schools through the murkiness of the muddy waters that befell our education system. NICIE was needed more than ever to do its best to make sure our ideas and solutions were heard and the response shared.

Feedback from the Leaders of Integrated schools positively reported that NICIE's contribution was invaluable including meeting with our APTIS colleagues weekly throughout the first lockdown and this network has strengthened even more over the past year. Issues of vital importance were brought forward to the various groups that NICIE was involved in in relation to managing 'Education Northern Ireland's COVID-19 crisis', namely the 6 CEO meeting, Cross Organisation Link Officers, Key Worker and Communications Groups.

NICIE staff and managers very rapidly settled into working from home. Meetings became more easily accessible. Technological advances, which were all thankfully available, suddenly thrust us into a world of work that, I would assert, would have taken us decades to reach, had it not been for the pandemic. All of our staff and director training/development went online and our Teacher Professional Learning and Governor Training has been adapted to be accessible remotely.

The new level of risk assessments, to ensure we were 'COVID-19 secure' in the office and the challenges of working from home was attended to seamlessly by our Return to Office/Working from Home Sub-group lead by our Office Manager, Mark Roberts.

There was some time for reflection, reflection on what NICIE do and why the work is important. This year has starkly reminded us of the importance of our vision and mission. Integrated Education, NICIE is clear, is about moving beyond sharing out our resources. Future planning of education resources in NI has to ensure that parents have the right to choose Integrated Education for those who value that philosophical conviction. Resources are finite and difficult decisions will be taken by the Executive Office to ensure that every child and young person has access to the highest quality education, not shared out between sectors.

Our education system needs to review how those from perceived Catholic and Protestant cultural and religious backgrounds can be educated more together.

NICIE spend a lot of time and effort encouraging Integrated Schools to be aware of bias both personally and professionally and helping staff to plan to mitigate against this. Integrated Education is about much more than a 'reasonable balance of Protestant and Catholic pupils'. It is also fundamentally about the policies and practices in Integration:

The Education Reform (Northern Ireland) Order 1989 (legislation.gov.uk) outlines clearly

'(2) The scheme of management for an integrated school shall require the Board of Governors to use its best endeavours, in exercising its functions under the Education Orders, to ensure that the management, control and ethos of the school are such as are likely to attract to the school reasonable numbers of both Protestant and Roman Catholic pupils.'

Natural mixing does happen in some schools but the statistics provide clear evidence that, of those who identify as Protestant or Catholic (who, after all are two of our key target audiences,) there are fewer than 90 schools in Northern with a mix of 10% or more of the minority community in them. Stark statistics, when you consider that there are over 1100 schools in NI.

Integrated Education is, as the legislation attests, a unique and intentional mixing of pupils, staff and governors alike and thus, indirectly, the mixing of families and communities as part of the wider school community.

In Integrated Schools everyone gets to participate and no one culture should dominate. Integrated schools are encouraged to audit their Integrated Ethos using our extremely valuable Excellence in Integrated Education Award (EIEA) toolkit.

Integrated Education is the proactive and intentional effort made to ensure that, in particular, cultural and religious traditions in Northern Ireland are respected and celebrated and agreement reached with the school community as to how that could be achieved. It is the proactive and intentional consideration given to: the sports that are played; the historical perspectives explored; the languages offered; the teaching of religious education; events and holidays that are celebrated, as well as the policies and practices that are audited to be compliant with the Integrated Ethos.

All schools, except hospital schools and special schools, in Northern Ireland can request to Transform to become an Integrated school. This requires the drafting of a Development Proposal and a Case for Change and is a legal process. NICIE are very proud of any school community that takes the very courageous step of exploring Transformation.

Transformation is a change management process, one of the conditions being to ensure reasonable balance of those who identify as culturally more aligned to the Protestant/Unionist/Loyalist/British or the Catholic/Nationalist/Republican/Irish community as well as acceptance and inclusion of those of other religious, cultures, communities and beliefs. This is only one measure by which the Transformation process gains approval by the Minister of Education. The ideal is to create a safe space for those differences to live and learn well together.

The challenge for us all is to consider the question-would educating our children together in Integrated schools contribute *in any way* to creating a more understanding and accepting society? If the answer is 'yes' then we should absolutely nurture it!

The huge disruption to the education of our children and young people during this pandemic year, along with the realisation that education is vital to our economy to enable parents to work and therefore

contribute to the economy remind us of the enormous responsibility of education in NI. Therefore, the funding of such has to be reviewed and NICIE are very hopeful that the Independent Review of Education (IRE) will be a catalyst for more investment in NI schools revenue and estate.

There will be huge challenges for NICIE and Integrated Education over the next couple of years as the IRE concludes and makes recommendations for what a single education system with children being educated in the one classroom might look like

<https://committees.parliament.uk/publications/1867/documents/18309/default/>.

One thing I know for sure is that Integrated Education no longer is a passing phase, a temporary social experiment on the fringes of the education system. For almost 40 years Integrated Education has, and will continue to shine a light on how education can contribute to reconciliation in NI.

As CEO, I want to acknowledge IMIE support for NICIE in governance, accountability, and keeping us, as always, on the right path.

Our strategic partnership with the EA has been galvanised this year through our excellent partnering work with EA Sectoral Support and Area Planning.

To the NICIE Board of Directors, thank you for your dedicated, passionate, effective, online governance. We are so lucky to have you all. To Alan Henry, the former Chair and to Maeve Marnell, current Chair for your dedication and support, thank you.

To the Integrated Education Fund for all their support throughout the year and in particular for our collective efforts in Transformation and in the successful, joint application to the Irish Department of Foreign Affairs and Trade (IDFAT).

Finally, to NICIE staff, who have both, individually and collaboratively, worked tirelessly to ensure that NICIE fulfilled all our Business Plan Commitments and kept each other and our key stakeholders supported and affirmed, thank you.

Integrated Education is not the total educational solution to the problems in our divided society but it is part of the solution and if the essence of it is valued, I have great hope for the educational future of our children and young people. In a year when teaching methods, home schooling, no traditional exams and technological advances, have all happened, a new invigorated move to increase Integrated Education in NI seems very achievable.



Roisin Marshall
CEO NICIE

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 2020 to 2021.

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 current financial year. I am delighted to highlight that we have managed to continue to ensure that our governance and activities have been managed in these extraordinary challenging times and we have ensured that contingency planning was quickly put in place to mitigate any risk caused by the impact of the unprecedented COVID-19.

A sub group was quickly set up, in partnership with staff and the Board of Directors, to ensure that our existing business continuity plan was updated to enable staff to work from home and that risks were mitigated to ensure that NICIE continued to adhere to governance, NDPB guidelines, while endeavoring to ensure that it met business activities based on available resources while managing the health and wellbeing of staff and ensuring that it continued to support and provide services to schools and school leaders in these challenging circumstances.

NICIE’s technology was quickly updated with the support of our sponsor team Irish Medium Integrated Education (IMIE) and IT support to ensure that staff could work from home and that NICIE staff could continue to promote Integrated Education and virtually supporting schools.

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 2019-2022 in April 2019, and it is envisaged that the planning of the new three-year Strategic Plan will start this spring.

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 2020-2021. I have ensured that the aims and objectives have been implemented during the year 2020-2021 in partnership with all staff, Board of Directors (BoD) and relevant stakeholders and regularly reviewed.

The NICIE business plan aligned to DE's strategic priorities clearly set out NICIE aims and objectives for the year 2020-2021 and was monitored throughout the year while noting contingency planning and significant changes in working arrangements due to the ongoing pandemic.

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 2020-2021 year, which was formally approved by DE.

All meetings were moved online and successfully conducted virtually, in fact attendance levels at meetings increased throughout the period.

The Business Plan 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 30.9.2020 and year end evaluation provided updated progress reports on the achievements of NICIE for the 12 months to 31.3.2021 to both the BoD and DE and taking into consideration the impact of the COVID -19 global pandemic.

NICIE has had a very productive year in relation to delivery and facilitation of training and workshops. We developed and delivered 10 training sessions/workshops between 1 April 2020 and 31 March 2021, at an average of three per month. Training was delivered to 155 participants over the year which suits the education calendar, avoiding the months of July, September, and most of August. Training/workshops were delivered across the general themes: Anti-Bias Approaches in Education, GMI Governance, Integrated Ethos, Marketing & Promotion, Recruitment, Religious Balance, and well-being for teachers. NICIE also developed an Induction PowerPoint with EA as part of their Induction suite to Governors, which is on the EA website and accessed by Governors new to Integrated Education.

A social media and website overhaul and review of our Communication Strategy have enhanced NICIE's on-line presence. 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.

There are nearly 24,900 pupils enrolled in integrated schools – almost 11,400 in primary schools and nearly 13,500 in post-primary schools. The number enrolled has increased by over 600 pupils since last year, and over 2,800 pupils compared to five years ago (NISRA Annual enrolments in schools and funded preschool education in Northern Ireland 2020-21).

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.

Six schools were supported by NICIE in drafting Cases for Change /Action Plans for Transformation to Integrated status. Two have been approved and two not approved at the time of writing.

In terms of Development Proposal decisions, the financial year 1/4/20 to 31/3/21 was very quiet. This was due to the pausing of Area Planning owing to COVID-19 during the middle of the year, which resulted in very few decisions. Sadly, one of these was the announcement of the closure of Groarty IPS to take effect on 31 August 2021 with the loss of a potential 63 places. Groarty IPS only had 17 pupils in 2019/20. The recent refusal of additional numbers for Strangford IC was very disappointing. A request to transform St. Mary's High School, Brollagh was also refused. However, there was one bright moment, the long-awaited approval for the establishment of a nursery unit for Roundtower IPS with the gain of 26 places. Seaview PS in Glenarm was also approved for Transformation in September 2021 with a potential enrolment of 121 pupils. Overall, this amounts to a net gain of 147 places.

NICIE has supported a further seven schools through the transformation process and the Development Proposals are at consultation stages. NICIE has also supported a parent steering group to submit a proposal for a new integrated college.

Progress on commitments/actions

A summary of progress against commitments/actions 2020/21, as reported by the Council and as assessed by the Department, is presented below:

Status Descriptor	NICIE assessment		DE assessment	
	Number	%	Number	%
Achieved	21	95	18	82
Substantially achieved	0	0	3	13.5
Likely to be achieved but with some delay	0	0	0	0
Not achieved	1	5	1	4.5
Total	22	100	22	100

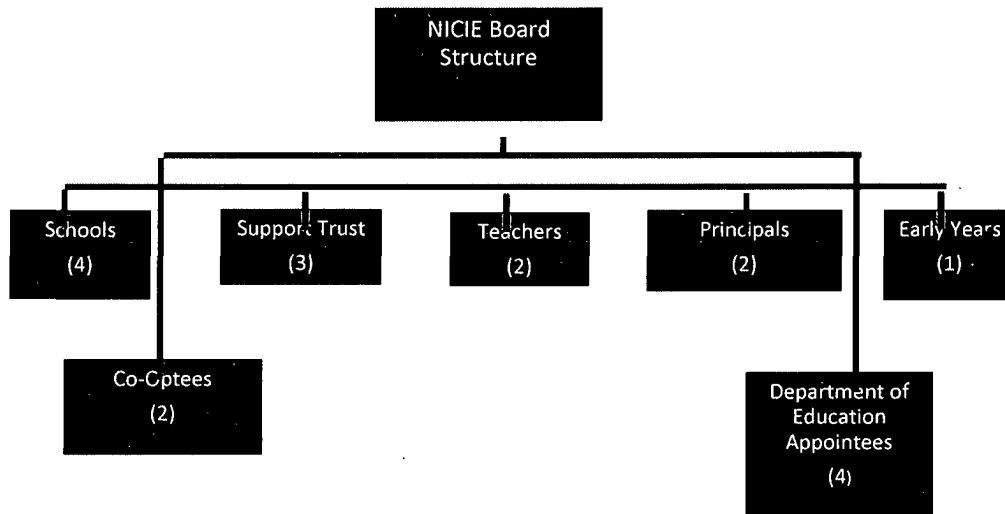
The only commitment not achieved was NICIE’s participation in the Local Management of Schools Committee. This was because this work had paused due to COVID 19. NICIE did however support 5 schools advocating for funding for planned growth.

Structure of NICIE

Board and Committees

The Board of Directors has a membership of up to 20 non-executive members including 4 DE appointees. At present there are only 2 of 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. They also set NICIE’s strategic aims, ensuring that the necessary financial and human resources are in place to meet its objectives, provide oversight 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. Principal members Representatives of principals' association.

2 members
nominated by APTIS

- | | | |
|----|---|--|
| 5. | Early Years members

1 member
nominated by Teachers
Committee | Those engaged in running pre-school provision in a particular integrated school. |
| 6. | Co-Optees

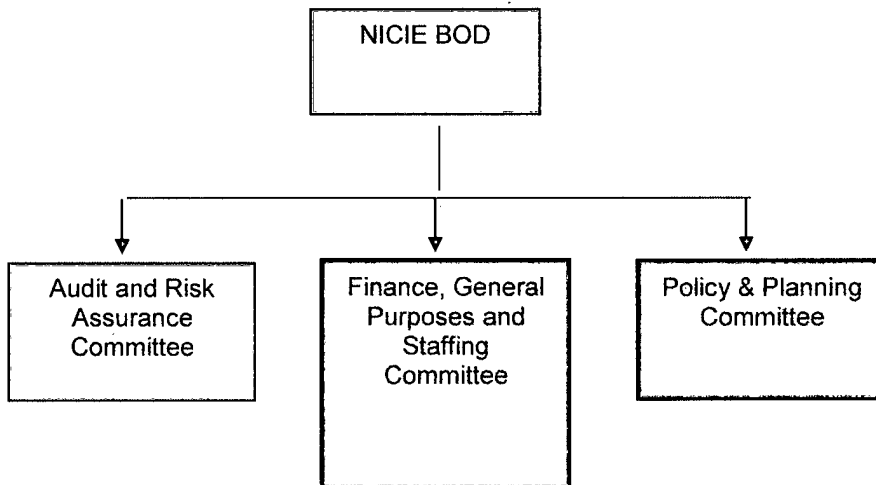
Up to 3 directors | To provide additional experience |
| 7. | Department of Education | 4 persons appointed by the Department of Education |

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 virtual 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 2020-2021 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.

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

Director/ Member	Board of Directors 6 Zoom meetings (inc AGM)	Audit & Risk Assurance Committee 3 Zoom meetings	Finance, General Purposes and Staffing Committee 4 Zoom meetings	Policy and Planning Committee 4 Zoom meetings
Alan Henry OBE Chair <i>(Resigned AGM 13/10/2020)</i>	33%	-	-	-
Cathy McIver	83%	-	-	100%
Eva Szlachta	100%	-	100%	-
John Scott	83%	-	75%	100%
Cathal Mullaghan	100%	100%	-	-
Shane Greer <i>(Appointed 15/9/2020)</i>	100%	-	50%	-

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

Director/ Member	Board of Directors 6 Zoom meetings (inc AGM)	Audit & Risk Assurance Committee 3 Zoom meetings	Finance, General Purposes and Staffing Committee 4 Zoom meetings	Policy and Planning Committee 4 Zoom meetings
Dermot MacCann Treasurer <i>(Resigned AGM 13/10/2020)</i>	100%	-	100%	-
Dr Anne- Marie Telford	100%	100%	-	50%
Helen Smyth	100%	-	-	100%
Adele Kerr <i>(Joined 13/10/2020)</i>	100%	-	-	-
Anne Murray <i>(Joined 13/10/2020)</i>	100%	-	-	100%
Bill Miscampbell <i>(co-optee)</i>	100%	-	-	100%
Eamon Quinn co-optee <i>(Appointed Vice chair 8/12/2020)</i>	83%	-	-	100%

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

Director/ Member	Board of Directors 6 Zoom meetings (inc AGM)	Audit & Risk Assurance Committee 3 Zoom meetings.	Finance, General Purposes and Staffing Committee 4 Zoom meetings	Policy and Planning Committee 4 Zoom meetings
Bill Fletcher	66%	-	-	25%
Amanda McNamee	66%	100%	-	-
Maeve Marnell <i>(Appointed Chair 26/11/2020)</i>	100%		100%	100%
Patricia Douglas	100%	33%	-	50%
Duncan Morrow	100%			33%
Stephen McAnee <i>(Non-Director Member)</i>	-	33%	-	-
Tim Webster <i>(Resigned AGM 13/10/2020)</i>	75%	-	100%	100%

Performance of the Board

The BoD held six meetings including the virtual Annual General Meeting (AGM) in 2020/2021. 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 that 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 on positive working relationships.

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 new chairperson was appointed on 26th November 2020 to replace the previous chairperson who had come to the end of his term. Training has been procured for the new chairperson who has also been on the Board for several years.

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 GDPR, and Recruitment Training 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 several speakers about ongoing developments

within the education sector and other NICIE stakeholders. This also included presentations from the Integrated Education Fund.

NICIE reviewed the progress on the strategic plan, and this resulted in a new operational plan and business plan. A review was also undertaken of the effectiveness of reporting to the Board.

This business plan review will form the basis of a new strategic plan 2022-2025 which will be progressed throughout the rest of 2021.

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 continued to implement some of the recommendations of the Independent Review of Integrated Education (IRIE). Fifteen of the recommendations from the IRIE have been progressed as part of the terms of reference for the Independent Review of 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 8 schools moving forward to transform to integrated status during the last year.

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 3 occasions during 2020-2021 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.

A great deal of focus at the start of the year and continued through the year was to review and update the Corporate Risk Register to assure members that all risks relating to COVID- 19 and working from home arrangements and business continuity was incorporated into the register and that all risks were managed and mitigated accordingly. The Business Continuity Plan was also updated and reviewed at all the ARAC meetings.

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 31.3.2020 and will also be responsible for the reports to 31.3.2021.

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.

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 following each meeting during the year.

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.

Finance, General Purposes and Staffing Committee (FGPSC)

This Committee continues to meet prior to the monthly meeting of the Board of Directors. It met 4 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 now quarterly 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 has covered all areas of staffing procedures and guidance.

A new FGPSC Chairperson was appointed following the end of term of the previous Chairperson.

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 reviewed the financial and performance management of NICIE ensuring that all budgets and internal controls were adhered to for the year to 31.3.2021.

It is a legal requirement that all places of work have a health and safety policy, which staff should be made aware of and adhere to. 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 duties under Health and Safety legislation. Health and Safety was also added as a standard item on the FGPSC agenda to ensure that the office was managed in accordance with government and health guidelines and that all staff were being managed and had support in terms of the ability to work from home including pastoral care.

Additionally a bid was successfully made for additional capital budget to ensure that all staff have adequate IT to work from home and this was reported and managed through FGPSC.

This committee was also responsible for ensuring that NICIE was fully compliant with business case requirements.

The FGPSC's remit also includes the awarding of tenders and ensuring that NICIE adheres to strict procurement procedures with the approval of DE. However, 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 Area Planning.
- Monitoring Board Effectiveness Action Plan
- Monitoring Progress in Strategic Plan

The Policy and Planning Committee has held 4 meetings during the year to formulate NICIE's policy position and various educational policies. Committee members provide challenge and guidance in response to updates by a Senior Development Officer(SDO) 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 2020-2021.

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/surveys for all directors that left during the year with an emphasis on GDPR.

All relevant Companies House and Charity Commission NI 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 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, (COVID-19 Contingency Planning was added to the audit plan to ensure that NICIE was managing this adequately):

- Information Governance and Data Protection
- COVID-19 Contingency Planning
- Reporting to the Board and the Department of Education

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 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 2020-2021.

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 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 FGPSA who have additional finance experience. Other NICIE reports are completed by

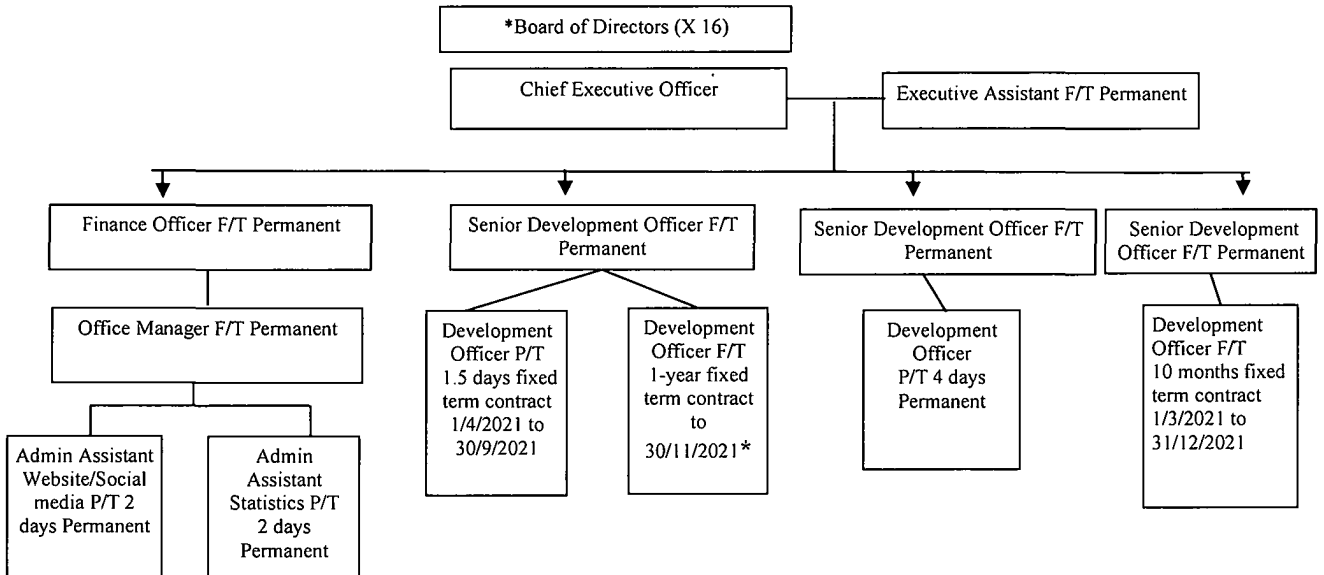
Senior Development Officers who have a wealth of experience in the education sector which include reports compiled with various forums and relevant stakeholders. Bespoke reports are also compiled by an appropriately selected Panel of Associates who have been drawn from a select list based on skills and 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 2020/2021 is highlighted below.

NICIE ORGANISATIONAL CHART

@ 1 March 2021 *Temporary DO covering secondment of Permanent DO.



Ministerial Directions

No Ministerial Directions were given for the year to 31st March 2021.

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. Whilst NICIE has always been mindful of compliance to health and safety, a working group was set up with representatives from both staff and directors to review return to office/ working from home and ensuring

that the office environment was safe and managed in accordance with public health guidelines. This was and continues to be reviewed to ensure that all risks are managed and mitigated and that the NICIE staff are protected and the office environment is clean and appropriately managed and that all health and safety requirements and legislation is adhered to.

The staff handbook continues to be reviewed, updated in line with legislation and appropriate guidance and circulated to all staff and training provided where relevant. NICIE continues to support all staff through the NICIE well being programme and this is managed through the NICIE health and wellbeing sub committee. A number of virtual activities have been carried out during the year and staff are continuously reminded to access the free wellbeing programmes available to 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 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 throughout the year with the committee and DE and some risks were decreased. NICIE had a Business Continuity Plan in place which has also been reviewed and updated to manage all internal controls including remote working.

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, COVID-19 remains a risk to staff and the business, but this is continuously reviewed and managed through the various committees, groups, and staff in NICIE along with the Business continuity plan.

Risk Profile faced by NICIE

The NICIE corporate risk register as highlighted throughout this document has been updated to reflect the impact of COVID -19 and currently identifies four significant risks while acknowledging the impact of COVID- 19.

NICIE has successfully maintained business continuity and the main risks to the organisation remain.

These risks are reviewed on a quarterly basis by the ARAC. These are also circulated to Board Members and Staff

The first three risks relate to financial management and governance and some of the main areas of concern for 2020/2021 are highlighted in the table below.

Management of Significant Risks

Lack of Effective business continuity and emergency planning within NICIE due to COVID-19 Pandemic	Continuity Business Plan in place and Working from Home subcommittee set up	Updated and completed April 2020 and continuously under review
Inability of staff to have proper resources to work from work	Additional capital bid to DE for additional funds to buy IT for staff	Completed May 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)	Risk reported to BoD/External Auditor June 2020

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

Another risk, that continues to present the greatest challenge to NICIE. The risk relates to the failure to increase the number of children being able to access Integrated Education and to effectively 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. NICIE takes its power to play its part in promoting Shared Education seriously and continues to encourage Integrated schools to actively participate. NICIE's priority is to support parents to access Integrated Education if they prefer that for their children.

Through Area Planning, which was paused for 5 months during 2020, NICIE continues 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 such provision to be considered. 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 funding for 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. A Working from Home and staff wellbeing group has also been set up to manage staff and ensure that risk is managed and staff are supported.

Fraud Risk

NICIE continue 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 2020-2021.

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 2020-2021.

Data Security breaches

There were no known 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 materials to schools. NICIE is also currently liaising with Public Record Office of Northern Ireland (PRONI) to ensure that records are managed in accordance with GDPR regulations. As part of the ongoing GDPR review training was provided to both staff and directors during the year including guidance on remote working.

Government Funding Data Base

All information held by NICIE is entered on the Government Funding Data Base.

BREXIT

NICIE has not been impacted and is not aware of any future potential issues re BREXIT other than potential external European funding.

Significant Governance Issues

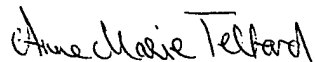
There are no further significant governance issues.

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 31.3.2021 and identifies a range of significant issues that NICIE is facing during a period of significant change and uncertainty and challenging circumstances.

NICIE will continue to ensure that it adheres to organisational needs and governance guidelines. Obviously as highlighted throughout this governance statement, NICIE has had to review and change how it carried out some of its activities and revert to remote virtual meetings and training as a result of the schools closure and the imminent closure of public and civic amenities as NICIE have no control over these external events.

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 20.4.2021



Dr Anne Marie Telford Chair



Signature of Accounting Officer

Date of Signature 20.4.2021

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)

	2020-2021				Total (£'000)	2019-2020				Total (£'000)
	Salary (£'000)	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)		Salary (£)	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	
R Marshall CEO	60-65	100	-	21,000	80-85	60-65	100	-	20,000	80-85
M Johnston Finance Officer	40-45	100	-	16,000	55-60	40-45	100	-	14,000	55-60
C Scott Wills Senior Development Officer	40-45	100	-	19,000	61-65	40-45	100	-	19,000	55-60
L McAlpine Senior Development Officer	40-45	100	-	20,000	61-65	40-45	100	-	15,000	55-60
D Morgan Senior Development Officer (Reverted to Development Officer and seconded to NI Assembly Nov 20)	-	-	-	-	-	40-45	100	-	17,000	55-60
S Pettis (appointed August 2020) Senior Development Officer	25-30	100	-	25,000	51-55	-	-	-	-	-

Remuneration and Staff report (continued)

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.

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 2021 (2020: £nil).

Off payroll engagements

During the year there was no off payroll engagements (2020: none).

Staff turnover

Pay Multiples

	2021	2020
	£	£
Band of highest paid employees total remuneration	60-65,000	60-65,000
Median total remuneration	33,444	31,745
Pay multiple ratio	1.87	1.98

Pension entitlements

Officials	Accrued pension at age 60 as at 31 March 2021 and related lump sum £'000	Real increase in pension and related lump sum at age 60 £'000	CETV at 31 March 2021 £'000	CETV at 31 March 2020 £'000	Real increase/ Decrease in CETV £'000	Employer contribution to partnership payment Nearest £100
R Marshall <i>Chief Executive Officer</i>	6-10 No lump sum	0-2.5	83	64	13	-
M Johnston <i>Finance Officer</i>	6-10 No lump sum	0-2.5	91	77	11	-

**Remuneration and Staff
report (continued)**

C Scott Wills <i>Senior Development Officer</i>	10-15 Plus lump sum 10-15	0-2.5	193	175	15	-
L McAlpine <i>Senior Development Officer</i>	16-20 Plus lump sum 15-20	0-2.5	319	294	20	-
Sean Pettis <i>Senior Development Officer</i> (appointed August 2020)	0-5 No lump sum	0-2.5	12	-	10	-

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 31st March 2015 being linked to final salary. Benefits after 31st 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 31st March 2019 and the contributions to be paid until 31st 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

Remuneration and Staff report (continued)

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.

Staff cost (Audited)

	Permanently employed staff	Temporary agency staff	Total 2021 £	2020 £
Wages and salaries	393,013	-	393,013	348,782
Social security costs	33,940	-	33,940	32,121
Other pension costs	73,530	-	73,530	69,262
	500,483		500,483	450,165
Less recoveries in respect of outward secondments			(27,036)	-
IAS 19 – Actuarial valuation				
Current service cost			152,000	136,000
Past service cost/(gain)			-	14,000
Contributions by the employer			(73,000)	(69,000)
Total Net costs			552,447	531,165

	Number	Number
The average monthly number of persons employed by the company during the year was:	10	9

Some staff employed by the company in 2021 and 2020 had permanent fixed term contracts of employment. During the year the charity incurred costs of £0 (2020: £13,943) relating to agency staff and secondees. The staff consists of 9 female and 4 male employees. The sickness absence rate for the year was 2021: 15 days / .006%. (2020:56 days/ 2.3%). The Directors and Management works continuously to reduce this figure and this is reviewed at BOD meetings and FGPS

Remuneration and Staff report (continued)

The Directors received **£51** for reimbursement of expenses during the year (2020: £410). **One** employee falls in emoluments band over £60,000 (2020: 1) and details are below.

	2021 £'000	2020 £'000
Chief Executives' remuneration – Roisin Marshall	62,911	61,260
Company pension contributions to NILGOSC pension scheme. Roisin Marshall	12,026	12,004
	74,937	73,264

Compensation schemes – exit packages

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

	Number of voluntary redundancies	Total number of exit packages by cost band 2021	Total number of exit packages by cost band 2020
< £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



Maeve Marnell
 Chair NICIE
 Date 22/06/2021

Assembly Accountability and Audit Report

Regularity of expenditure

There were no losses and special payments made by the Council in the year. (2019/20 – £nil)

Fees and Charges

There were no fees and charges made by the Council in the year. (2019/20 - £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 2020-21, (2019-20 £nil). Note 17 provides further details regarding the contingent liabilities, which are included in the financial statements.



Roisin Marshall
Chief Executive

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 2021 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 2021 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.

Material uncertainty relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

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. They are also responsible 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The following are required to be considered:

- the nature of the industry and sector, control environment and entity performance;
- results of our enquires of management, about their own identification and assessment of the risks of irregularities;
- review of company policies and procedures relating to:
 - identifying, evaluation and complying with laws and regulations and whether they are aware of instances of noncompliance;
 - detecting and responding to the risks of fraud and whether they have any knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team and specific component audit teams regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud is in relation to expenditure not being applied in line with intended purposes and the calculation and payment of salaries . In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

Audit response to risks identified.

The current audit is conducted with professional scepticism using procedures that are in accordance with International Standards on Auditing.

In responding to the identified key audit matters above we obtained an understanding of the charity's objectives and funders requirements together with the salary calculation and processing process, we performed enquires of management and inspected relevant documents and

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

calculations, verifying expenditures, completing a recalculation of salaries during the year, assessing the completeness and accuracy of disclosures within the financial statements and concurred the figures were materially accurate.

In addition to the above, our procedures to respond to risks identified include the following:

- reviewing the full financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerns of actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- obtained an understanding of provisions and held discussions with management to understand the basis of recognition or non-recognition of provisions; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and significant component audit teams, and remained alert to any indications of fraud or noncompliance with laws and regulations throughout the audit.

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. 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. This description forms part of our Report of the Independent Auditors.

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.



30 June 2021

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

**Statement of financial activities (including income and expenditure account)
 for the year ended 31 March 2021**

	Note	2021 £	2020 £
Incoming resources/income			
Incoming resources from generated funds			
- Voluntary income	3	683,297	661,001
Total incoming resources		683,297	661,001
Resources expended/expenditure			
Charitable activities			
- Development of Integrated Education and schools in Northern Ireland		(739,651)	(739,896)
Governance costs		(9,965)	(9,821)
Other resources expended			
- Other finance costs	6	(15,000)	(18,000)
Total resources expended		(764,616)	(767,717)
Net outgoing resources before recognised gains and losses	4	(81,319)	(106,716)
Re-measurement on defined benefit pension	12	(90,000)	168,000
Net movement in funds		(171,319)	61,284
Funds at 1 April		(664,915)	(726,199)
Funds at 31 March	14	(836,234)	(664,915)

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.

The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

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Statement of financial position as at 31 March 2021

	Note	2021 £	2020 £
Non-current assets			
Property, plant and equipment	7	17,427	8,140
Current assets			
Trade and other receivables	9	4,422	5,178
Cash and cash equivalents	10	67,741	96,880
		72,163	102,058
Total assets		89,590	110,198
Current liabilities			
Trade and other payables	11	(33,824)	(67,113)
Non-current assets less net current liabilities		55,766	43,085
Non-current liabilities			
Pension commitments as per Note 12	12	(892,000)	(708,000)
Total assets less liabilities		(836,234)	(664,915)
Reserves			
Restricted funds	14	(836,234)	(664,915)

The financial statements on pages 53 to 67 were approved by the Board of directors on 22nd June 2021 and were signed on its behalf by: Mrs Maeve Marnell, Chair of NICIE Board of Directors.

The notes on pages 56 to 67 form an integral part of these financial statements



Maeve Marnell
Chairperson



Roisin Marshall
Chief Executive Officer

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

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The Northern Ireland Council for Integrated Education Registered number: NI022427
 Statement of cash flows for the year ended 31 March 2021

	Note	2021 £	2020 £
Net cash (outflow)/inflow from operating activities		(18,199)	16,810
Cash flows from investing activities			
Purchase of property, plant and equipment	7	(10,940)	(4,090)
Net cash inflow (outflow) from investing activities		(10,940)	(4,090)
Net (decrease)/increase in cash and cash equivalents in the year		(29,139)	12,720
Cash and cash equivalents at the beginning of the year		96,880	84,160
Cash and cash equivalents at the end of the year	15	67,741	96,880

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

	2021 £	2020 £
Net (outgoing)/incoming resources before recognised gains and losses	(81,319)	(106,716)
Depreciation on tangible fixed assets	1,653	2,707
Movement in trade and other receivables	756	14,407
Movement in trade and other payables	(33,289)	7,412
Difference between pension charge and cash contributions	79,000	81,000
Other finance costs	15,000	18,000
Net cash (outflow)/inflow from operating activities	(18,199)	16,810

Notes to the financial statements for the year ended 31 March 2021

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 2020-21 *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 most appropriate to the particular circumstances of The Northern Ireland Council for Integrated Education for 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. A new reporting standard, IFRS 16 accounting for leases has been issued but will not be effective in the public sector until 1 April 2022.

Accounting convention

These financial statements have been prepared under the historical cost.

Going concern

The directors have received funding for the year ended March 2022 which 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, 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 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 ¹ / ₃ %
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 2021 (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 2021 (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 2021 (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.

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

	2021	2020
	£	£
Department of Education Northern Ireland	632,502	638,368
Department of Foreign Affairs and Trade Ireland	20,864	16,849
Donations	950	5,784
Recoveries in respect of outward secondments	28,981	-
	683,297	661,001

Notes to the financial statements for the year ended 31 March 2021 (continued)

4 Net outgoing resources before recognised gains and losses

	2021	2020
	£	£
This is stated after charging:		
Staff costs (Note 5)	579,483	531,165
Depreciation of property, plant and equipment (Note 7)	1,653	2,707
Fees payable to NICIE's auditors for the audit of the financial statements	5,652	5,922
Operating lease rentals	19,100	19,100

5 Staff costs

	2021	2020
	£	£
Wages and salaries	393,013	348,782
Social security costs	33,940	32,121
Other pension costs	73,530	69,262
	500,483	450,165
IAS 19 – Actuarial valuation		
Current service cost	152,000	136,000
Past service cost/(gain)	-	14,000
Contributions by the employer	(73,000)	(69,000)
	579,483	531,165

During the year the charity incurred costs of £0 (2020: £13,946) relating to agency staff and secondees.

	Number	Number
The average monthly number of persons employed by the company (including directors) during the year was:	10	9

The Directors received £51 for reimbursement of expenses during the year (2020: £410). One employee falls in emoluments band over £60,000 (2020: £60,000) and details are below.

	2021	2020
	£	£
Chief Executives' remuneration – Roisin Marshall	62,911	61,260
Company pension contributions to NILGOSC pension scheme.	12,026	12,004
	74,937	73,264

6 Other finance costs

	2021	2020
	£	£
Interest income on pension scheme assets	47,000	50,000
Interest cost on defined benefit obligation	(62,000)	(68,000)
	(15,000)	(18,000)

Notes to the financial statements for the year ended 31 March 2021 (continued)

7 Property, plant and equipment

	Information technology £	Furniture and fittings £	Total £
Cost			
At 1 April 2020	44,943	26,870	71,813
Disposal			
Additions	9,217	1,723	10,940
At 31 March 2021	54,160	28,593	82,753
Accumulated depreciation			
At 1 April 2020	37,605	26,068	63,673
Depreciation on Disposal	1,404	249	1,653
Charge for the year			
At 31 March 2021	39,009	26,317	65,326
Net book amount			
At 31 March 2021	15,151	2,276	17,427
At 31 March 2020	7,338	802	8,140
Cost			
At 1 April 2019	41,188	26,535	67,723
Disposal			
Additions	3,755	335	4,090
At 31 March 2020	44,943	26,870	71,813
Accumulated depreciation			
At 1 April 2019	35,029	25,937	60,966
Depreciation on disposal			
Charge for the year	2,576	131	2,707
At 31 March 2020	37,605	26,068	63,673
Net book amount			
At 31 March 2020	7,338	802	8,140
At 31 March 2019	6,159	598	6,757

Notes to the financial statements for the year ended 31 March 2021 (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

	2021	2020
	£	£
Trade receivables	-	702
Prepayments and accrued income	4,422	4,476
	4,422	5,178

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

	2021	2020
	£	£
Balance at 1 April	96,880	84,160
Net change in cash and cash equivalents	(29,139)	12,720
Balance at 31 March	67,741	96,880

The following balances at 31 March were held at:

Commercial banks and cash in hand	67,741	96,880
-----------------------------------	--------	--------

11 Trade and other payables

	2021	2020
	£	£
Trade payables	10,843	12,236
Accruals and deferred income	22,981	54,877
	33,824	67,113

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 2021 (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 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.

	2021	2020
Rate of increase in salaries	4.2%	3.6%
Rate of increase in pensions in payment	2.7%	2.1%
Discount rate	2.1%	2.3%
Inflation assumption	2.7%	2.1%
Pension accounts revaluation rate	2.7%	2.1%

The mortality assumptions used were as follows:

	2021	2020
	Years	Years
Average expected future life at age 65 for:		
Male currently aged 65	21.9	21.8
Female currently aged 65	25.1	25.0
Male currently aged 45	23.3	23.2
Female currently aged 45	26.5	26.4

Notes to the financial statements for the year ended 31 March 2021 (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 2021 £	Value at 31 Mar 2020 £
Equities	46.2%	0.1%	46.3%	1,158,426	856,686
Property	0%	8.9%	8.9%	222,678	201,100
Government Bonds	23.6%	0.0%	23.6%	590,472	524,871
Corporate Bonds	12.1%	0.0%	12.1%	302,742	253,386
Cash	5.3%	0.0%	5.3%	132,606	94,517
Other	0.7%	3.1%	3.8%	95,076	80,440
Total market value of assets	87.9%	12.1%	100.%	2,502,000	2,011,000
Present value of scheme liabilities				3,394,000	2,719,000
Deficit in scheme				892,000	708,000

Reconciliation of present value of scheme liabilities

	2021 £	2020 £
At 1 April	2,719,000	2,861,000
Current service cost	152,000	136,000
Past service cost	-	14,000
Member contributions	26,000	22,000
Interest cost	62,000	68,000
Re-measurement on scheme liabilities	488,000	(330,000)
Benefits paid	(53,000)	(52,000)
At 31 March	3,394,000	2,719,000

Reconciliation of fair value of scheme assets

	2021 £	2020 £
At 1 April	2,011,000	2,084,000
Expected return	47,000	50,000
Re-measurement on scheme assets	398,000	(162,000)
Employer contributions	73,000	69,000
Member contributions	26,000	22,000
Benefits paid	(53,000)	(52,000)
At 31 March	2,502,000	2,011,000

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 2021 (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:

	2021 £	2020 £
Current service cost	152,000	136,000
Past service cost	-	14,000
Expected return	(47,000)	(50,000)
Interest cost	62,000	68,000
Re-measurement on defined benefit pension scheme	90,000	(168,000)
Total operating charge	257,000	0

The total service cost of £152,000(2020: £150,000) is included within staff costs. The total contributions expected to be made by the scheme by NICIE in the year to 31st March 2022 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.

Changes in assumptions at year ended 31 March 2021	Approximate % increase to employer liability	Approximate monetary amount (£'000)
0.1% decrease in Real Discount Rate	1.6%	54
1 year decrease in member life expectancy	3.6%	122
0.1% increase in the Salary Increase Rate	0.3%	10
0.1% increase in the Pension Increase Rate	1.9%	44

Notes to the financial statements for the year ended 31 March 2021 (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 £3,394,000 (2020 - £2,719,000) and results in a net overall deficit balance of £892,000 (2020 £708,000) 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 2020/21, employers participating in the scheme contributed at the rate of 19.5% (2020 –20%). There was no deficit reduction contribution paid in 20/21.(2020 -£5,100)

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:

	2021 £	2020 £	2019 £	2018 £	2017 £
Scheme liabilities	3,394,000	2,719,000	2,861,000	2,650,000	2,439,000
Scheme assets	2,502,000	2,011,000	2,084,000	1,907,000	1,783,000
Deficit in scheme	(892,000)	(708,000)	(777,000)	(743,000)	(656,000)
Experience adjustments on scheme assets					
Amount (£)	398,000	(162,000)	89,000	43,000	(76,000)
Experience adjustments on scheme liabilities					
Amount (£)	(488,000)	330,000	(51,000)	(62,000)	(51,000)

13 Members liability

The liability of each member is limited to £10.

14 Reserves – restricted funds

	2021 £	2020 £
At 1 April	(664,915)	(726,199)
Net outgoing (losses)/resources before recognised losses	(81,319)	(106,716)
Actuarial re-measurement on defined benefit pension scheme	(90,000)	168,000
At 31 March	(836,234)	(664,915)

The net liabilities at the year-end include a deficit of £892,000 (2020: £708,000) in respect of pension scheme liabilities of the NILGOSC pension fund.

Notes to the financial statements for the year ended 31 March 2021 (continued)

15 Analysis of net assets between funds

	Restricted fund £	2021 Total funds £	2020 Total funds £
Fixed Assets	17,427	17,427	8,140
Current Assets	72,163	72,163	102,058
Current liabilities	(33,824)	(33,824)	(67,113)
Pension commitments	(892,000)	(892,000)	(708,000)
Net funds	(836,234)	(836,234)	(664,915)

16 Financial commitments

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

	Property 2021 £	Property 2020 £
Within 1 year	19,100	19,100
Within two to five years	-	19,100

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 2021, the company had **no** capital commitments (2020: none).

19 Losses and special payments

At 31 March 2021, the company had **no** losses and special payments (2020: 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 (2020: none). As per the register of interests maintained by NICIE, there were no conflicts of interest during the year (2020: none).

21 Ultimate controlling party

There is no ultimate controlling party.