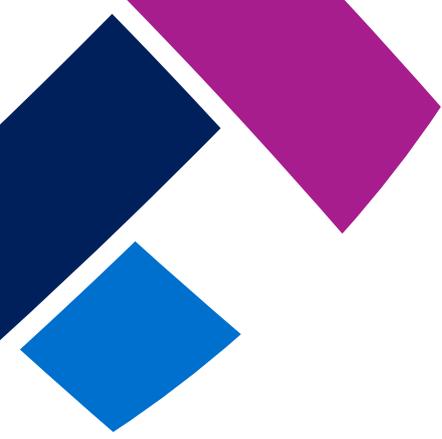


Annual Report & Accounts

for the year ended
31 March 2020





Northern Ireland Community Relations Council

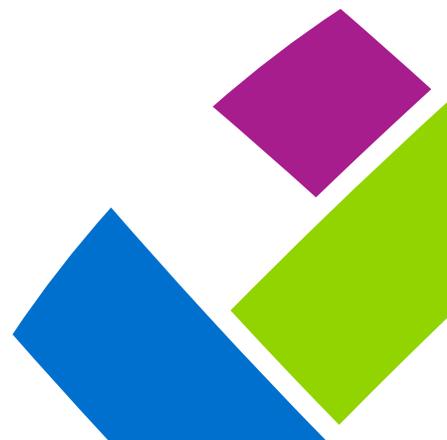
**Annual Report and Accounts
For the year ended 31 March 2020**

Presented to the Northern Ireland Assembly
by the Community Relations Council

26th November 2020

Company Registration No. NI24026

Charity No. 107530



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

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for the Year Ended 31st March 2020**

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The Northern Ireland Community Relations Council

General Information

Chair	M McDonald
Registered office	Equality House Shaftesbury Square Belfast BT2 7DP
Auditors	Comptroller and Auditor General Northern Ireland Audit Office 106 University Street Belfast BT7 1EU
Solicitors	Jones Cassidy Brett 220 Ormeau Road Belfast BT7 2FY
Principal bankers	Bank of Ireland Donegal Place Belfast
Charity number	107530
Company registration number	NI24026
Website:	https://www.community-relations.org.uk/



Chair's Foreword

This year has witnessed the spread of the Covid 19 pandemic across the world and Northern Ireland has not been immune to its devastating effects on both our healthcare system and the wider economy. Many have lost their lives and equally many are mourning the loss of family members or relatives/friends. We in the Community Relations Council would like to add our condolences to all those who have and still are suffering the effects of the pandemic.

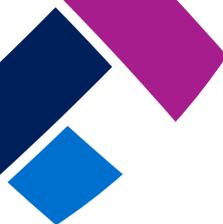
If there was ever a time to embrace 'Good Relations', it is certainly now and as Chair of the Community Relations Council I have been overwhelmed by the efforts demonstrated by our entire community to help those in need. Race, religion, ethnic origin or any other background issue did not deflect from the efforts within our diverse communities to help each other. Both urban and rural area communities galvanised themselves to assist in whatever way they could. That effort is a testimony to the community development and good relations work supported through government, its agencies, charities, the entire independent sector and volunteers over many decades. That support needs to be sustained into the future.

As an arm's length body for government and I am happy to report that the Community Relations Council's relationship with our sponsor Department, The Executive Office, is strong and mutually beneficial. Within the TBUC Strategy Community Relations Council has continued to deliver a programme of engagement and shared learning that closely compliments the work of our own organisation.

The return of the NI Executive has provided a cohesive response to the pandemic and ensured that the effort of the community and voluntary sector was complimented by a coordinated government response in a time of great need.

I would like to thank my fellow board members who have, like me, just completed their first full year as the governing body for the Community Relations Council. I believe we have a very diverse and gifted set of board members who are developing into a cohesive team capable of leading the organisation into its new strategic period 2020 - 23. The Board is ably supported by our Chief Executive and Executive staff team who have managed to quickly embrace the virtual world of working from home to ensure we have continued to support the communities we are set up to serve.

This year's Annual Report clearly demonstrates how Community Relations Council has managed its finance, governance and risk matters in a comprehensive way in line with government practice. In terms of performance we have met our obligations in relation to defined outcomes and KPI's.

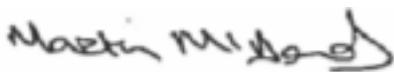


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The lessons learned from the past year, particularly during the early part of the pandemic, have been gathered from a comprehensive engagement with our client groups, albeit through a virtual method of contact. The Community Relations Council has documented those virtual interviews and as a resource they are available to view online. I would encourage everyone to take time to read those testimonies from our groups and to understand the depth and breadth of effort and expertise we have available right across Northern Ireland. This is a valuable resource for the ‘here and now’ and for future generations who may be faced with similar issues in the ‘new normal’ in which we now live.

It is encouraging to note that as a society we are capable of dealing with the impact of such a global pandemic on our country in such a joined up and cohesive way. In terms of the key lesson for good relations in Northern Ireland we need to remind ourselves that we can do extraordinary things in difficult times. Surely we can take that message into our everyday lives through the medium of good relations and build a transformed and united community for ourselves and our children.

The Community Relations Council will continue to do whatever it can to promote good relations right across our country in the years ahead.



Martin McDonald

Chair

Community Relations Council

Chief Executive's Comment

The year under review ended with the arrival of the coronavirus and I am writing this report during the lockdown. Hundreds of people here have lost their lives and many more have been left grieving. We extend our deepest sympathy to all those affected by the pandemic. We also extend our heart-felt thanks to all those who have worked bravely in front line services throughout this sad and frightening time.

In last year's report I wrote about the insidious “tuning out” that can creep across society when the future is confusing and unclear. One thing a pandemic can certainly do is bring the priorities of life into sharp focus. Humanity faces its immediate risks, for a period of time other things tend to be less important and we focus on what really matters. I hope we will carry what we have learnt with us into the future.

The Community Relations Council moved to working remotely in March. I am pleased to report that our emergency procedures were operational very quickly and have continued to work well. In 2019-20 we launched a new grants management system enabling online grant services, more efficient data processing and secure data protection. We were therefore fortunate that our grant system was online. We also had a well-established audience on our website, twitter and e-news and these have become an even more valued source of information and guidance during this difficult time. Online platforms have enabled us to continue with our internal and external meetings and we are now also learning how to run larger events.

All of this has enabled us to continue to provide financial and developmental support during the pandemic. It has been great to see the practical cross community help given by so many of the groups we fund during the emergency. They have also found creative ways to be present and useful in the virtual world. We are proud of all the organisations and people united in supporting everyone in our community.

Prior to the pandemic we were pleased to see the return of the Northern Ireland Executive. We hope that the institutions will now enter a period of stability that allows everyone to continue with the work of building a sustainable shared future.

As an arms-length body of The Executive Office, the Community Relations Council is responsible for funding programmes across the region to tackle sectarianism and racism, build good community relationships and deal with antagonisms that are a legacy of the conflict. In doing so, we are supporting the implementation of the government strategy, Together: Building a United Community (T:BUC) and related Programme for Government outcomes. We also support implementation of the strategy by participating in many of The Executive Office delivery structures.

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In 2019-20 we distributed £2.1 million through our Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme, the Pathfinder Scheme, the Publications and Media Scheme and, on behalf of The Executive Office, the North Belfast Strategic Good Relations Programme (NBSGRP). In total 170 organisation and projects received funding to assist with the delivery of community relations outcomes.

To celebrate this work and encourage others to get involved, the annual Good Relations Week, was co-ordinated by the Community Relations Council and took place in September. The theme this year was "People making change for Peace". The Community Relations Council was again joined on the steering group by The Executive Office, the Department for Communities, the Department for Justice and the Education Authority. The week is designed to showcase good practice and encourage wide engagement and this year over 200 events were organised by community, cultural, voluntary and statutory organisations generating 153 new media articles.

Because we believe that effective public service depends on the relationship between policy, practice and continuous reflective evaluation, the exchange of learning and best practice is at the core of the work of the Community Relations Council. We provide shared learning and feedback opportunities for groups across the region through our conferences, seminars, information events, website and electronic bulletins. In our role as a trusted and critical link between government and all sections of society we have supported engagement between government and the community and voluntary sector, organising three meetings of the T:BUC Engagement Forum on behalf of The Executive Office. At the Forum meeting in February 2020 we were delighted to welcome The Executive Office Junior Ministers who gave the opening address. The Engagement Forum provides a platform for formalised and structured engagement to influence positive outcomes from the T:BUC strategy through co-design, co-working and a shared learning approach. In addition to speakers involved in the design and delivery of the policy, we are pleased to host academics and practitioners working on a variety of themes relevant to the delivery of the policy. The Community Relations Council continues to encourage a wide participation in the T:BUC Engagement Forum to reflect the diversity in our community and the wide range of perspectives that can assist with the achievement of the vision and aims of the T:BUC Strategy.

With respect to our projects, our collaboration with Heritage Lottery Fund on the "Decade of Anniversaries" continued this year with the interagency round table meetings and a conference in November 2019 on "PARTITION - A Dividing Ireland in a Dividing Europe". The conference generated interest in a series of lectures, the first of which was delivered in February 2020. Materials from the project continue to be distributed widely.

We had the largest ever number of nominations for this year's Good Relations Award which was due to be announced in March but due to the pandemic has been postponed until September.



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We are pleased to have received funding from the Joseph Rowntree Charitable Trust to support two further Peace Monitoring Reports over the next four years. These reports will continue to provide an important source of information about our journey towards or away from peace.

On a personal note I would like to thank my fellow staff members and our colleagues in The Executive Office. I would also like to thank our Chair, Martin McDonald and the Board members for their support and guidance during the year. It is hard to believe that they have already completed their first year. They brought a wide range of experience to the development of our new Strategic Plan for 2020-23 and the draft is now with The Executive Office for Ministerial approval following public consultation. We look forward to getting to work on delivering its vision.



Jacqueline Irwin

Chief Executive and Accounting Officer

Strategic Report

i) Overview

The directors are pleased to present their Annual Report and Accounts for the year ended 31 March 2020. This overview section gives a summary on the creation of the Community Relations Council, its aims and objectives, the risks it currently faces and its achievements over the 2019-20 year.

Principal Activities

The Northern Ireland Community Relations Council was established by government in 1990 as an independent charity and a company limited by guarantee.

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

Review of activities

Strategic Plan 2016-19

The Community Relations Council takes its planning objectives from “Together: Building a United Community” published by The Executive Office in 2013. The 2016-19 strategic plan for the Community Relations Council was approved in September 2016 and sets out the strategic objectives of the Community Relations Council in the context of T:BUC. The 2016-19 strategic plan provided the strategic context for the work delivered by the Community Relations Council during 2019-20. During 2019-20 the Community Relations Council developed its 2020-23 Strategic Plan. Following public consultation, the plan received approval of the Community Relations Council Board and has been submitted to The Executive Office, pending ministerial approval.

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

1. Administering funding schemes that build and support good community relationships taking account of and in collaboration with The Executive Office and the recommendations of the Review of Good Relations Funding Report when published.

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2. Effective communication between all relevant sectors and Government to assist in the implementation of the T:BUC Strategy.
3. Ensuring the efficient and effective use of allocated resources and public expenditure by ensuring that CRC operates to the highest standard of corporate governance in line with relevant guidance and best practice.

Business Plan 2019-20

The business model employed by the Community Relations Council to ensure delivery of its key priorities and achievement of its objectives is implemented through three key functional activities; Funding and Development, Community Engagement and Corporate Services. The Community Relations Council's 2019-20 Business Plan had the following three strategic objectives:

1. To deliver funding schemes in collaboration with The Executive Office that build and support good community relationships.
2. To promote learning, best practice and good communication between all relevant sectors and government to assist effective implementation of the Programme for Government and Together: Building United Community strategy.
3. To ensure the efficient and effective use of our allocated resources and deliver trusted and effective public service in line with best practice in governance.

The Community Relations Council's 2019-20 objectives and the organisation's performance against them are set out in the Performance Analysis beginning on page 12.

Risk and Uncertainty

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

A series of risks related to delivery of the Community Relations Council's objectives were managed during the year. The Community Relations Council has identified the following as the principal risks and uncertainties facing the organisation at 31st March 2020:

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Operations	The impact of central government's Covid 19 arrangements has meant that the Community Relations Council and the groups funded by CRC are unlikely to deliver the same depth and breadth of work that would be delivered in normal circumstances.
Resources - Financial	In developing a business case to implement Dept. of Finance Pay Remit guidance it has become apparent that employees' pension schemes and pension contributions is a complicated and dynamic area, and as such the financial implications have significant inherent uncertainty.
Resources - Human Resource	Refers to the ongoing issues related to staff morale and actions agreed to resolve these matters.

A more detailed explanation of the Community Relations Council's Internal Control and Risk Management process, including the Community Relations Council's principal risks and uncertainties, is included on pages 39 to 40.

The Community Relations Council monitors its performance by comparing actual performance to targeted performance as detailed in the 2019-20 business plan. Performance against business plan targets is reported through the management team to the Board and The Executive Office. Where comparison between targeted and budgeted performance has indicated a risk that a business plan objective may not be achieved then mitigating action will be taken and if necessary reported on the risk register.

Going Concern

On 6th July 2020 The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2020-21 financial year. The Board is satisfied that the Community Relations Council is a going concern on the basis that it has a reasonable expectation that the Community Relations Council will continue to operate for the foreseeable future. During 2019-20 the Community Relations Council developed its 2020-23 Strategic Plan. Following public consultation, the plan received approval of the Community Relations Council Board and has been submitted to The Executive Office, pending ministerial approval. The 2020-21 business plan is at an advanced stage of preparation having been approved by the Board and submitted to The Executive Office for Ministerial approval. The Community Relations Council has also carried out an assessment to ascertain how the business has been impacted by Covid-19. The Community Relations Council has introduced working from home for all employees and demand for services has remained consistent. The financial statements are therefore prepared on the going concern basis.

Performance Summary

During the year the Community Relations Council achieved 100% of its key performance indicators (KPIs), with the exception of the presentation of the Good Relations Award which was delayed until Good Relations Week 2020 due to the Covid 19 restrictions and three thematic papers.



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This included the following achievements:

- Total funding of £2,114,593 was made available to community relations organisations;
- All grant applications received were processed on time and in line with grant making procedures;
- Three T:BUC engagement events were delivered;
- 24 events including information seminars and shared learning forums, three thematic briefing papers and a good relations video were delivered;
- Delivery of Good Relations Week, including over 200 events across all council areas and 153 media and news articles over the week;
- 16 e-bulletins were produced, including 12 monthly bulletins and four quarterly eNews published;
- The 2019-20 business plan delivered within budget; and
- Complete the full implementation of the new online grant applications system.

While the Community Relations Council performed well against our targets on limited resources this year, it is the Community Relations Council's view that the ongoing period of constraint in public sector finances presents long-term risks to the Community Relations Council being able to deliver its full strategic ambition. Furthermore, with the uncertainty related to UK arrangements for withdrawal from the EU there is a risk of negative impact on community relations issues arising at regional and local level. The restrictions related to the Covid 19 pandemic are also impacting funded groups. These risks are reported in the Community Relations Council's risk register, with additional mitigating actions identified and reported to the Audit and Risk Assurance Committee.

ii) PERFORMANCE ANALYSIS

A) Summary

The key undertakings during 2019-20 to deliver on the Community Relations Council's priorities included:

1. TEO funding provided to CRC for 2019-20 was distributed to assist with achievement of the Programme for Government (PfG) and T:BUC strategic outcomes;
2. The Community Relations Council delivered three meetings of the T:BUC Engagement Forum;
3. The Community Relations Council supported the implementation of the T:BUC Strategy and related PfG outcomes by providing policy feedback to TEO, inputting to relevant T:BUC sub-groups and giving guidance on good relations best practice to relevant stakeholders;
4. The Community Relations Council delivered the annual Good Relations week in collaboration with The Executive Office, the Department for Communities, the Department of Justice and the Education Authority. The week is designed to encourage and celebrate good relations;
5. The Community Relations Council co-ordinated the Decade of Commemoration project and hosted the interagency round-table that ensured information was shared across stakeholders;
6. Project resources continue to be disseminated to share learning and best practice within and between relevant public bodies and the voluntary and community sector;
7. The Community Relations Council delivered its work with a commitment to a public service ethos – transparency, accountability, equality, efficiency including managing ongoing financial pressures in 2019-20;
8. Completed the installation of the new Grants Management System enabling online services, enhanced customer service, more efficient data processing and more secure data protection; and
9. The Community Relations Council's Disability Action Plan was reviewed by the Board in December 2019, with implementation beginning during quarter four of the financial year.

The 2019-20 business plan is laid out in the three strategic areas, Funding, T:BUC Engagement and Delivery and Trusted and Effective Public Service and Good Governance.

The performance of the Community Relations Council is set out in the chart below which summarises stages of completion of each of the projects undertaken during 2019-20. Further detail for each project is given on pages 19 to 22.

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

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GRANT EXPENDITURE – DISTRICT COUNCIL AREAS

Community Relations Grants Paid between 1st April 2019 and 31st March 2020						
	Core Funding £	CRCD £	Media £	NBSGRP £	Pathfinder £	Total £
Multiple Council	41,318	16,665	13,398	0	10,000	81,381
Antrim and Newtownabbey Borough Council	2,552	3,247	0	0	0	5,799
Ards and North Down Borough Council	0	1,664	0	0	2,350	4,014
Armagh City Banbridge and Craigavon Borough Council	92,549	23,525	0	0	667	116,741
Belfast City Council	708,567	83,735	9,195	605,880	14,181	1,421,558
Causeway Coast and Glens Borough Council	17,162	17,462	0	0	5,000	39,624
Derry City and Strabane District Council	298,720	33,801	3,480	0	3,250	339,251
Fermanagh and Omagh District Council	12,744	8,055	0	0	0	20,799
Lisburn and Castlereagh City Council	2,552	8,796	0	0	667	12,015
Mid and East Antrim Borough Council	4,466	9,783	0	0	5,000	19,249
Mid Ulster Council	24,923	8,606	0	0	0	33,529
Newry Mourne and Down District Council	3,126	9,217	0	0	8,290	20,633
Grant Total	1,208,679	224,556	26,073	605,880	49,405	2,114,593

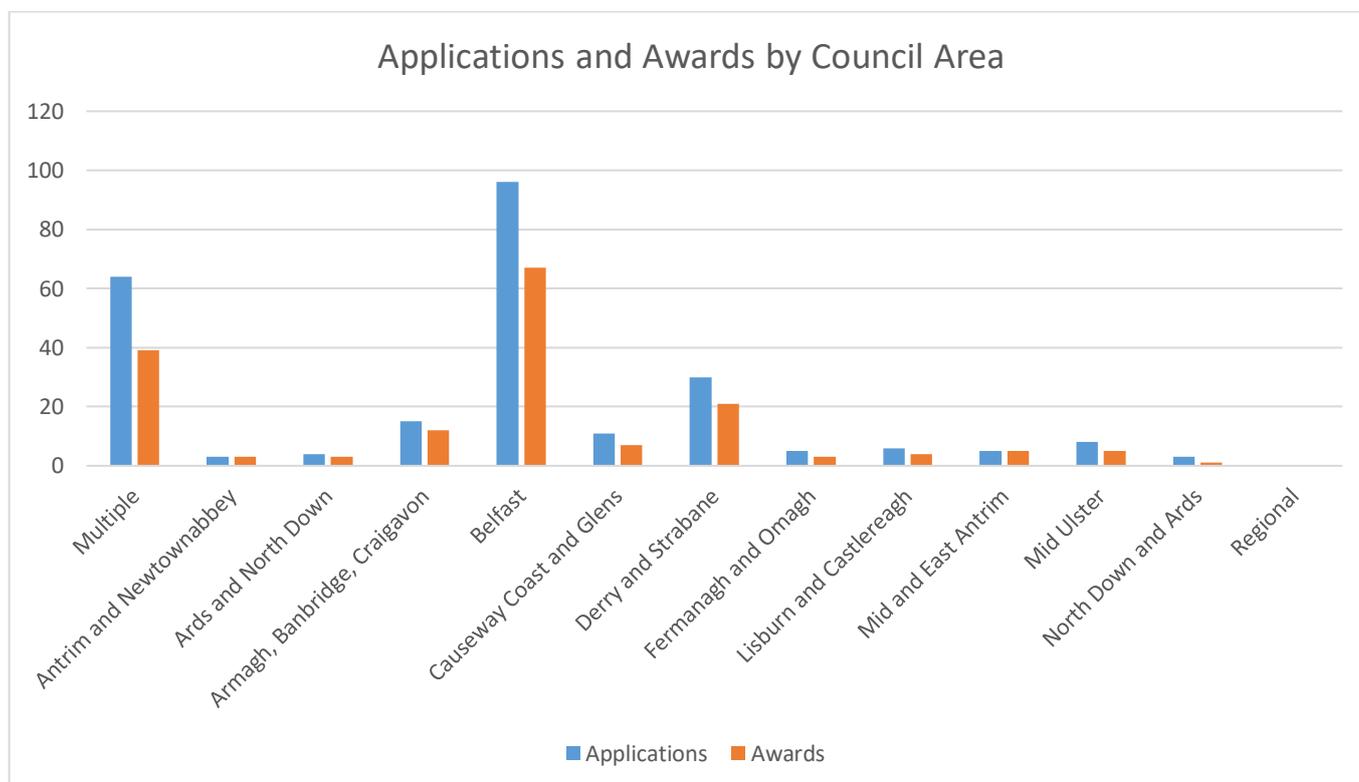
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Performance Highlights

FUNDING - Performance Highlights			
Scheme	Applications Processed as planned		Total Funding
	Target	Performance	
Core Funding	58	58	£1,208,679
CRCO	145	145	£224,556
NBSGRP	11	11	£605,880
Media	26	26	£26,073
Pathfinder	10	10	£49,405
Publications	-	-	-
TOTAL	250	250	£2,114,593

Further analysis is set out on pages 19 and 20.

FUNDING – Applications and Awards by Council Area



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T:BUC Engagement and Delivery

Objective	Output	Highlights
<p>In conjunction with TEO deliver the T:BUC Engagement Forum.</p>	<p>Co-ordinated the arrangements for the three meetings of the T:BUC Engagement Forum. Produced a summary report and production of key messages/evaluation document for each of the three events.</p>	<p>Three meetings of Engagement Forum were delivered on 21st May, 17th September and 11th February. Three summary and key messages/evaluation documents were completed.</p>
<p>Influence good relations policy outcomes by inputting to relevant PFG and T:BUC subgroups and providing information and feedback to relevant stakeholders.</p>	<p>Participating in the T:BUC Structures. Provided advice and shared learning opportunities. Guidance on funding requirements. Guidance to funded groups. Collate and disseminate resources.</p>	<p>Contributed to eight T:BUC meetings. Delivered ten funding information seminars. (Three of these with The Executive Office) Delivered six shared learning forums for core funded groups. Produced a short guide to communicating good relations messages online. Produced a CRC video.</p>
<p>Promote Good Relations work through the delivery of Good Relations Week, the Good Relations Award and other activities.</p>	<p>Good Relations Week delivered during September 2019. The week saw the delivery of a programme of engagement events, lessons learned and best practice with other groups and organisations within and connected to the Community Relations sector. An evaluation report was produced. Good Relations Award winners agreed.</p>	<p>Over 200 events in every council area across a range of themes during Good Relations Week 2019. 153 print, online and broadcast media articles during the week. Positive feedback received in the event evaluation. 17 nominations received for the GR Awards. Award winners presentation event postponed due to the Coronavirus pandemic and associated lockdown restrictions. Rescheduled to take place during Good Relations Week 2020.</p>
<p>Co-ordinate and lead on the Decade of Commemorations Project (in collaboration with Heritage Lottery Fund).</p>	<p>The CRC led the coordination of the project interagency round-table that ensured information was shared across stakeholders. Project resources continue to be disseminated to share learning and best practice within and between relevant public bodies and the voluntary and community sector.</p>	<p>Four roundtable sessions were held. Two conference planning group meetings. "PARTITION - A Dividing Ireland in a Dividing Europe" Conference took place on 19th November 2019 with 120 participants attending. Project materials distributed at CRC and TEO events. PRONI, QUB, Libraries NI and NMNI have all taken and distributed project resources through their networks and at their</p>

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<p>Engagement and communication with the sector via relevant media platforms.</p>	<p>Regularly update various social media platforms. Events eNews produced and circulated widely. News information produced and circulated widely.</p>	<p>own events and festivals. Materials also available and promoted online. Twitter Followers: 7276. Post impressions: 689,700. Facebook Followers: 2,846. Post reach: 129,138. Website Page Views: 96,246. Users 26,108. 12 Monthly eBulletin's produced and circulated. Four Quarterly eNews produced and circulated. Email marketing subscriber list increased to 2,086</p>
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The Northern Ireland Community Relations Council

Long Term Expenditure Trend

Long term Expenditure Analysis	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21 Projection</u>
	£	£	£	£
Grants	2,324,756	2,436,846	2,114,593	2,234,964
Programme Costs	81,504	87,411	79,473	66,950
Salaries	926,596	988,611	841,381	728,083
Overheads	358,662	244,767	263,278	245,003
Total Expenditure	3,691,518	3,757,635	3,298,725	3,275,000

The opening budget allocation has declined by 4% since 2017-18, representing a significant reduction in the total financial resource available. Since 2016-17 the Community Relations Council has been allocated £670K for NBSGRP grant awards without receiving additional resource to administer the scheme.

During this period of financial constraint, the Community Relations Council continues to protect, as far as possible, resource being allocated to funded groups by minimising cuts to grants and programme costs. Despite the reduction in financial resource the total grant funding at the beginning of 2020-21 is projected to be £2,234,964, which is a small decrease on grant funding compared with 2017-18. The share of income allocated to grants and programme activity has increased from 66% to 70% during that period. The Community Relations Council has done this through increasing efficiency by reducing salaries and overheads cost at a quicker rate than grants.

B) Detailed Performance Analysis

Key Performance Indicators

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

Programme for Government

The Community Relations Council's KPIs have an outcome focus that aims to ensure that work undertaken by the organisation leads to a real difference to society. Peace-building and improving community relations contribute to the conditions in which all of the Programme for Government (PfG) indicators and outcome are more likely to be achieved. There are, however, a number of PfG indicators and outcomes to which the work of the Community Relations Council is particularly relevant:

Indicators		Outcomes
1. Reduce crime (relevant to CRC, crime motivated by sectarianism or racism)	30. Improve our attractiveness as a destination	7. We have a safe community where we respect the law and each other
26. Increase respect for each other	31. Increase shared space	9. We are a shared, welcoming and confident society that respects diversity
27. Improve cultural participation	35. Increase reconciliation	10. We have created a place where people want to live and work, to visit and invest
28. Increase the confidence and capability of people and communities	40. Improve our international reputation	

The Community Relations Council’s annual business plan contributes towards the delivery of the Together: Building a United Community strategy’s priorities and associated outcomes. The strategy outlines how Government, community and individuals will work together to build a united community and achieve change.

Funding and Development

In 2019-20 the Community Relations Council delivered the Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme, the Pathfinder Scheme, the Publications and Media Scheme and, on behalf of The Executive Office, the North Belfast Strategic Good Relations Programme (NBSGRP). In total 170 organisations and projects received funding totalling £2,114,593 from total applications received of 250.

Thirty organisations received grants totalling £1,208,679 from the Core Fund and eleven organisations received grants totalling £605,880 from NBSGRP. In addition to the Core Fund

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and NBSGRP schemes, the Community Relations Council provided £300,034 in funding to 129 projects from 181 applications received under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations in our diverse community.

Since 1st April 2018, in collaboration with The Executive Office, the Community Relations Council is operating the Code of Practice for Reducing Bureaucracy.

Community Engagement

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

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

- 21st May 2019; on the theme of Cultural Diversity held in The Guildhall, Derry/Londonderry;
- 17th September 2019; covering each of the T:BUC headline actions held in Belfast City Hall; and
- 11th February 2020; on the theme of Sport and Creativity held in the Armagh City Hotel, Armagh.

The events were well attended with an average of 140 people taking part in each event. Participants included, for example, community practitioners, policymakers and academics amongst others.

On the 11th February the Community Relations Council welcomed Junior Ministers to provide an opening address at the Armagh event. At the previous events, in the absence of the NI Assembly, NI Executive officials contributed to the agenda, as well as presentations from academics and practitioners relating to the various themes.

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

We also organise and facilitate Shared Learning Forums for funded groups to meet and learn from each other's practice. During the year the Community Relations Council organised six events for groups. This included for example an event in partnership with Google to help groups understand the importance of effectively communicating their good relations messages.

The annual Good Relations Week, co-ordinated by the Community Relations Council took place from 16th September 2019 with the theme of "People Making Change for Peace". The week is designed to showcase good practice and encourage wide engagement and this year over 200 events were organised by community, cultural, voluntary and statutory organisations in

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each of the eleven NI Local Authority areas. The Community Relations Council was joined on the steering group by The Executive Office, the Department for Communities, the Department for Justice and the Education Authority. Interest in the week also extended across the political spectrum in the region. The launch of the week was supported by Local Authorities many of whom organised a local launch in their areas including many of the groups funded by the Community Relations Council. The launch and the week of activities attracted extensive media coverage as well as coverage in the regional press. Among those providing messages of support included sports personalities from Ulster Rugby, the GAA and the Northern Ireland football team.

The Good Relations Awards received a record number of nominations this year. Unfortunately, the awards presentation event planned for 31st March had to be postponed due to the government restrictions associated with the Covid 19 emergency. The presentation event is rescheduled to take place during Good Relations Week 2020.

Regular monthly eBulletin's and quarterly eNews have been issued during the year. The eBulletin provides information on events and activities while the more detailed eNews showcases the work of the Community Relations Council and the groups that it funds. Both publications have received positive feedback, the Community Relations Council's subscriber list has increased during the year and now totals 2,086 subscribers.

Social media was also used to communicate our messages. The Community Relations Council has 7,276 followers on Twitter with post impressions of 689,700 and 42,841 followers on Facebook with a post reach of 129,138. Our website too continues to grow as it provides a valuable resource for information as well as keeping people up to date with news from the sector. During the year the CRC website attracted 26,108 users and had 96,246 page views.

Our collaboration with Heritage Lottery Fund on the "Decade of Anniversaries" project continued this year with the interagency round table also continuing to meet on a regular basis four times per year. In November 2019 the Roundtable organised a conference titled "PARTITION- A Dividing Ireland in a Dividing Europe." As a result of the conference we have organised a refreshed Roundtable seminar series with the first session having taken place on 27th February 2020 with Dr. Eamon Phoenix as speaker. The Community Relations Council this year continued its engagement with minority ethnic and faith communities particularly in relation to the Northern Ireland Strategic Migration Partnership.

Peace Monitoring Report

The Joseph Rowntree Charitable Trust has given the Community Relations Council a grant award to fund two more editions of the Peace Monitoring Report. The Community Relations Council was scheduled to procure an author for the next report in March 2020 however this had to be postponed due to the Covid 19 emergency. The sixth Peace Monitoring Report will be progressed during the 2020-21 financial year.

Financial Summary

The Statement of Financial Activities on page 58 indicates that the company had incoming resources of £3,535,219 (2019 - £3,523,482) in the year. Note 2 on page 65 shows The Executive Office as being the sponsor of 100% (2019- 99.5%) of this income. In line with the "Charities SORP FRS 102" the Community Relations Council recognises income as it is received and expenditure as it is incurred. As a result income exceeded outgoing resources of

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£3,298,725 by £236,494 (2019 – income was exceeded by outgoing resources of £3,757,635 by £234,153).

The Community Relations Council was allocated a resource budget of £3,386,000 for the year to 31st March 2020 by The Executive Office. This budget funded net resource expenditure of £3,224,725 (excluding actuarial movements on the pension liability). The projected expenditure before central government implemented measures to mitigate the risks presented by the Covid-19 emergency was £3,372,456. The Community Relations Council was also allocated a capital budget of £23,000 for the year to 31st March 2020 by The Executive Office. This budget funded capital expenditure of £20,564.

The Balance Sheet on page 59 shows that the company had a fund deficit of £2,588,441 at 31st March 2020 (2019 – deficit of £1,424,935). The organisation's Restricted Reserve at 31st March 2020 was a deficit of £2,588,441 (2019 – deficit of £1,424,935) of which £125,441 was a deficit in the income reserve (2018 – a deficit of £435,935). The valuation of the company's pension scheme at 31st March 2020, for the purposes of IAS19, showed a funding deficit of £2,463,000 (2018 - deficit of £989,000). This deficit represents the difference between the liabilities of the pension fund and the value of its underlying assets; it does not represent an immediate cash commitment, as the cash flow required to meet the deficit relates to future pension contributions. Therefore, this liability is expected to arise over the long-term rather than in the immediate future. The valuation of the pension schemes assets under IAS19 is different from the triennial actuarial valuation which determines the pension contributions required to reduce the deficit. Current financial projections indicate that the Community Relations Council will be able to make these contributions as they fall due.

In accordance with the Community Relations Council's Management Statement and Financial Memorandum, cash balances accumulated during the course of the year shall be kept at the minimum level consistent with the efficient operation of the Community Relations Council. A working tolerance of no more than £130,000 at month end is accepted by The Executive Office should claims payments not have been incurred when expected. The Board ensures that the Community Relations Council continues to have sufficient and appropriate assets to meet its liabilities by applying the appropriate accounting treatment for income and expenditure, monitoring historical income and expenditure and by receiving assurance that expenditure is incurred to deliver the annual business plan. As expenditure incurred to deliver the Community Relations Council's business plan has The Executive Office approval and is funded through a grant in aid provided by The Executive Office there is negligible risk of the Community Relations Council not being able to meet liabilities as they fall due. With effect from 1st April 2019, The Executive Office has provided a guarantee to Northern Ireland Local Government Office Superannuation Committee (NILGOSC) in respect of the 'Restricted Pension Reserve'. In the event that the Community Relations Council becomes insolvent or enters into liquidation The Executive Office will pay to NILGOSC any unpaid scheme liabilities. The guarantee mitigates the Community Relations Council's solvency and liquidity risk in respect of the Restricted Pension Reserve.



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Corporate Social Responsibility

The Community Relations Council is committed to complying with all its Human Rights and Equality obligations and best practice. The Community Relations Council applies its equal opportunities policy to prevent any instances of direct and indirect discrimination. The Community Relations Council applies its Equality Scheme which has been approved by ECNI. The scheme is developed in compliance with practice recommended by ECNI to promote equality and good relations as envisaged in Section 75 of the Northern Ireland Act 1998. During the year the Community Relations Council consulted on a revised Disability Action Plan. The Disability Action Plan was reviewed by ECNI and approved by the Community Relations Council's Board in December 2019.

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



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iii) Other matters – Sustainability report

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

.....
J Irwin - Accounting Officer

.....
M McDonald - Chairperson

13th November 2020
.....
Date

13th November 2020
.....
Date



DIRECTORS' REPORT

A) Corporate Governance Report

i) Trustee's and Directors' Report

Structure, Governance and Management

The Northern Ireland Community Relations Council is a company limited by guarantee, with no share capital, and is registered as a charity by the Charity Commission for Northern Ireland.

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

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

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

Organisational Structure

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

The Council has capacity to register 24 members and there were a total of sixteen members in post during the year. The nine Board members in post on 31st May 2019 concluded their terms to allow nine new Board members, who had been appointed by the Head of the Civil Service, Mr David Sterling, to take up their appointments on 1st June 2019. Two members who concluded their term on the 31st May 2019, were returned on 1st June having been appointed by the Head of the Civil Service. The Council aims to meet every six weeks, holding at least six meetings during any 12-month period. A scheme of delegation is in place and day-to-day responsibility for provision of services rests with the Chief Executive, Jacqueline Irwin, supported by the Senior Management Team.

The Northern Ireland Community Relations Council

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

Directors

The directors of the company at 31st March 2020 were as follows:

Mr. Martin McDonald (Chair)	Mr. Michael McDonnell
Mr. Rory Campbell	Ms. Claire Harris
Ms. Audrey Simpson	Mr. John McCallister
Dr. Máire Braniff	Mr. Nisha Tandon
Ms Sheila McClelland	

The directors of the company at 31st May 2019 were as follows

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

On 16th April 2019 the Board approved amendments to the Articles of Association to allow members appointed by the Head of the Northern Ireland Civil Service, Mr David Sterling, following a recruitment exercise led by The Executive Office for up to 10 future Board members, including the Chair, in a manner intended to comply fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). The members appointed took up their positions on 1st June 2019. The first meeting of the new Board took place on 10th June 2019.

Following appointment, all directors received 'On Board' training conducted by the Chartered Institute of Public Finance and Accountancy (CIPFA), Equality and Recruitment training, conducted by ECNI, induction into the role by The Executive Office as it's Arm's Length Body and a full induction into the work of the Community Relations Council conducted by Community Relations Council staff. The Audit and Risk Assurance committee of the Community Relations Council also provided induction training for new members into the work of that Committee.

Those directors whose terms ended on 31st May 2019 were appointed through an independent appointments process conducted by the Community Relations Council, which complies fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). OCPANI nominate an independent observer to ensure that due process is followed.

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Statement of Grant Making Policies

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

- The Community Relations and Cultural Diversity Small Grant Scheme is intended to help community/voluntary groups in Northern Ireland develop their capacity to engage in community relations work and to enhance the community relations potential of projects they undertake. The maximum award payable for this grant is £10,000.
- The Core Funding Grant Scheme is designed to support voluntary and community organisations to develop community relations work in a strategic manner, on a regional basis. Support is specifically targeted at work to combat sectarianism in Northern Ireland on a strategic long-term basis. The amount awarded normally ranges between £20,000 and £85,000.
- The Publications Grant Scheme aims to encourage the production and dissemination of publications that will contribute to greater understanding and better community relations in Northern Ireland. The maximum award payable for this grant is £5,000.
- The Media Grant Scheme aims to assist with the dissemination of community relations priorities via print, broadcast or other widely accessible media. Normally individual awards are between £5,000 and £10,000 but in exceptional circumstances up to but not in excess of £20,000.
- The Pathfinder Scheme contributes towards the salary and running costs of organisations or projects which are considered of strategic importance in promoting community relations work in Northern Ireland. The Pathfinder Scheme is not an open scheme to which groups can apply; discussion with the Director of the Funding and Development Programme will precede any proposal made to this scheme. This scheme also supports emergency intervention funding through small project grants.
- The North Belfast Strategic Good Relations Programme (NBSGRP) is a funding scheme administered by the Community Relations Council on behalf of The Executive Office. It is a Ministerial scheme and its overall strategy remains with The Executive Office. The key aim of the Programme is to develop relations within and between communities in North Belfast. Responsibility for the administrative aspects of the Programme were transferred to the Community Relations Council during 2016-17. The programme made awards up to £100,000 during the 2019-20 financial year.

Details of the grants awarded during the 2019-20 financial year are shown on page 14.

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Community Engagement

In 2019-20 activity included three T:BUC conferences, the Good Relations Week campaign, thematic discussion groups with key community relations organisations as well as practitioner forums which promote collaborative working and networking opportunities.

Future plans

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

- The Community Relations Council will begin implementation of the 2020-23 Strategic Plan following The Executive Office ministerial approval of the plan. The 2020-23 Strategic Plan will build on the Community Relations Council's role as a trusted and critical link between government and all sections of society, continuing to promote good practice in building peace and good relations.
- The organisation will continue to take a co-ordinated approach to grant funding focused on T:BUC priorities and objectives. The organisation will review the distribution of its grant and put in place any necessary mitigations.
- The organisation will continue to emphasise an outcomes based approach to delivery and use the revised good relations indicators as the basis of its performance monitoring framework.
- The organisation will continue to deliver a programme of engagement and shared learning. It will also contribute to the T:BUC architecture and thematic groups.
- The Community Relations Council will consolidate its claim vouching and verification function to support faster claim payment to funded groups as well as enhancing the Community Relations Council's internal control environment.
- During the 2020-21 financial year the Community Relations Council will review its risk management strategy including the tools and procedures used to deliver that strategy.

Employee and Council involvement

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



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Personal data related incidents

The Community Relations Council is required to report on personal data related incidents and accordingly have a control system to meet these responsibilities under the Data Protection Act 1998 and the Freedom of Information Act 2000. The control system has been established to ensure the appropriate handling of personal data and information used for operational and reporting purposes through the development of appropriate strategy and policy.

There were no breaches of personal data during the year.

Freedom of Information

During 2019-2020 year the Community Relations Council received no Freedom of Information (FOI) requests.

Pensions

The Community Relations Council participates in a defined benefit pension scheme administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) for all permanent staff. Further details are set out in the Remuneration Report on pages 47 to 53, the accounting policies on pages 61 to 65 and commitments under Defined Benefit Pension Scheme in Note 17 on pages 77 to 80.

Reporting of Complaints

The Community Relations Council received no complaints during 2019-20. The Community Relations Council's Complaints Policy can be accessed via the [website \(https://www.community-relations.org.uk/contact-us\)](https://www.community-relations.org.uk/contact-us).

Prompt Payment Policy

The Community Relations Council is committed to the prompt payment of bills for goods and services received in accordance with the Late Payment of Commercial Debts (Interest) Act 1998. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews conducted during the year to measure how promptly the Community Relations Council paid its bills found that 92% (2019 – 96%) of bills were paid within this standard. It was also noted that 90% (2019 – 92%) of bills were paid within 10 days.

Related Parties

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

Register of interests

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



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Corporate Governance

The Governance Statement is set out on pages 33 to 46.

Auditors

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



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

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

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

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

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

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



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Statement of disclosure of information to the auditors

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

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

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

iii) Governance Statement

1. Introduction

This statement is given in respect of the Community Relations Council's Accounts for the year ended 31st March 2020. It outlines the Community Relations Council's governance framework for directing and controlling its functions and how assurance is provided to support me in my role as Accounting Officer for the Community Relations Council.

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

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

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

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

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

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2. Compliance with Corporate Governance Code

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

At the 31st March 2020 the Community Relations Council is compliant with the Code.

3. Governance Framework

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

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

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

4. Governance Responsibilities and Performance

Ministers

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

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

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Board and Sub – Committees

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

The Board is made up of a maximum of 24 members including the Chairperson, Mr. Martin McDonald. A total 16 members served on the Board during the year ended 31st March 2020 (see page 26 for a full list of members), with 9 members serving at the year end. The outgoing Board members concluded their term on 31st May 2019. On 1st June 2019 the members appointed by the Head of the Northern Ireland Civil Service, Mr David Sterling, took up their appointments. The first meeting of the new Board took place on 10th June 2019.

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

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

The key aspects of the Board’s role include:

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

In line with best practice, the operational procedures of the Board are kept under continuous review. The Chair has reviewed the number of meetings of the Board and its committees as they relate to the completion of the business plan for the year. He has also reviewed attendance,

The Northern Ireland Community Relations Council

chairing of committees and the findings of this year's audit reports and is satisfied with performance for the year.

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

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

The Board held eight meetings during 2019-20 in April, June, September, November, December, January, February and March. The attendance at the meetings of directors in post at 31st March 2020 during the year is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Martin McDonald (Chair)	6	6
Mr. Michael McDonnell	6	6
Ms. Claire Harris	3	6
Mr. John McCallister	5	6
Mr. Nisha Tandon	5	6
Ms. Audrey Simpson	4	6
Dr. Máire Braniff	3	5
Mr. Rory Campbell	5	5
Ms Sheila McClelland	2	6

The attendance at the meetings of directors in post at 31st May 2019 during the year is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Peter Osborne (Chair)	2	2
Mr. Rory Campbell	2	2
Ms Sheila McClelland	1	2
Rev. Norman Hamilton	2	2
Ms Delia Close	2	2
Ms Libby Keys	2	2
Mr. Noel McKenna	1	2
Mr Donald Mackay	1	2
Ms Kasia Garbal	0	2

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Mr Rory Campbell and Dr. Máire Braniff sat on the Core Funding Appeals Panel. This resulted in both Mr Rory Campbell and Dr. Máire Braniff being prevented from attending the Board meeting that considered Core Funding. As a result, Dr. Máire Braniff's maximum possible attendance was reduced to five meetings and Mr. Rory Campbell's maximum possible attendance was reduced to seven meetings.

The Audit and Risk Assurance Committee

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

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

The ARAC met seven times during the financial year. Membership of the ARAC in 2019-20 comprised a Chairperson and two Members – all are Board Members. The members of the ARAC during 2019-20, including their attendance, are shown below:

The members of the ARAC during 2019-20 and their attendance at the meetings of directors in post at 31st March 2020 is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Rory Campbell (Chairperson)	5	5
Mr. Michael McDonnell	5	5
Mr. John McCallister	5	5

The members of the ARAC during 2019-20 and their attendance at the meetings of directors in post at 31st May 2019 is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Rory Campbell (Chairperson)	2	2
Mr Donald Mackay	2	2
Ms Delia Close	1	2

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Assessment of the ARAC and those who were appointed ARAC members following their appointment as Board members on 1st June was conducted by the Chair of the ARAC after members had completed twelve months of their term as Board members. Examples of the areas considered by the review include: attendance, contribution to risk management, adherence to the code of conduct, relationships and training. The Chair of the ARAC concluded that he was satisfied with their performance. The Chair of the Board undertook a similar assessment of the performance of the Chair of the Committee and this was also deemed satisfactory.

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

- review of the corporate risk register;
- scrutiny of the annual accounts;
- consideration of internal audit strategy;
- consideration of NIAO audit strategy;
- review of internal and external audit findings;
- monitoring of residual audit recommendations; and
- consideration of potential audit issues arising from grant awards.

Accounting Officer

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

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

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

During a period of sick absence, the Director of Finance, Administration and Personnel, was appointed the interim Accounting Officer from 29th April 2019 until 27th May 2019.

5. Quality of Data Provided to the Board

The Board is satisfied as to the quality of data and information provided which is always thoroughly reviewed. At present the Board receives standing information for each meeting on key areas such as performance, finance and human resources. Briefing papers on other material issues are provided as they arise. All papers are issued a week in advance of any Board meeting to allow members to review and, where appropriate, to raise questions in advance. The relevant

The Northern Ireland Community Relations Council

business area attends Board meetings to support discussions or be asked to produce more detailed information in advance of the meeting. All statistical and financial information is provided by professionally qualified accountants. All reports/papers conform to a standard layout to ensure the appropriate focus on key issues. Financial and performance data is extracted from the accounting and operational systems and is therefore subject to regular, planned internal quality assurance checks and independent audits.

6. Board Effectiveness

Assessment of the Board and those Board members appointed on 1st June 2019 was conducted by the Chair after members had completed twelve months of their term. Examples of the areas considered by the review include: attendance, contribution to strategic direction, adherence to the code of conduct, relationships and training. The Chair concluded that he was satisfied with Board performance.

7. Internal Control and Risk Management

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

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

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

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

The system of internal control has been in place in the Community Relations Council for the year ended March 2020 and up to the date of approval of the Annual Report and Accounts, and accords with Department of Finance guidance.

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

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

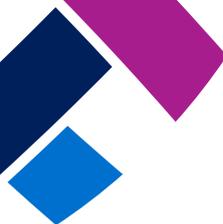
All new business activities are assessed for key risks and controls are put in place.

The Board approved a revised risk strategy and Risk Register format in March 2014. The risk strategy and Register are aligned with the Northern Ireland Audit Office (NIAO) publication "Good Practice in Risk Management" and were reviewed in September 2019, with the key risks being considered at each meeting of the Audit and Risk Assurance Committee. The Community Relations Council assessed the residual political risk and residual resource risk as red due to the ongoing uncertainty around forming the NI Executive and the implications on the financial resources available in a period of public sector financial constraint.

The table below summarises the key risks which have been assessed as red and amber residual risks and were reported at the last meeting of the ARAC during the 2019-20 financial year.

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Risk	Residual Risk Assessment	Mitigating Action
<p><u>Operations</u></p> <p>The impact of central government's Covid 19 arrangements has meant that CRC and the groups funded by CRC are unlikely to deliver the same depth and breadth of work that would be delivered in normal circumstances.</p>	Red	<p>Following government and health guidance, the Community Relations Council employees began working remotely. The situation is monitored and arrangements reviewed and updated as necessary.</p> <p>The Community Relations Council implemented plans to monitor the developing situation with updates provided to The Board and The Executive Office.</p>
<p><u>Resources: - Financial</u></p> <p>In developing a business case to implement Department of Finance Pay Remit guidance it has become apparent that employees' pension schemes and pension contributions is a complicated and dynamic area, and as such the financial implications have significant inherent uncertainty.</p>	Red	<p>The Board monitors the budgets and financial resources regularly.</p> <p>The Community Relations Council work closely with The Executive Office in progressing full compliance with Department of Finance guidance FD (DFP) 08/14 and 09/18. Remaining applications underway.</p> <p>All risks associated with compliance, legality, costs and HR are mitigated in discussions with The Executive Office and in line with legal advice.</p> <p>Business case to resolve outstanding matters submitted on 24th March.</p>
<p><u>Resources: - HR</u></p> <p>Refers to the ongoing issues related to staff morale and actions agreed to resolve these matters.</p>	Amber	<p>Ongoing liaison between the Community Relations Council and union on staff morale and changes to pay structure.</p> <p>Staff updated regularly on implementation of governance and staffing reviews of CRC.</p> <p>Annual appraisal and mid- year reviews undertaken, with individual training needs identified in appraisals. Staff consultation on recommendations made in the second Staffing Review of non-management team posts underway.</p>



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

- The Corporate and Business Planning Process:

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

- The Performance Management System:

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

- HR Policies:

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

- Budgets and Priorities Setting Including In-year Monitoring Processes:

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

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

The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The policy and response plan was reviewed during the year and approved by the Board on 30th May 2020. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. Note 19 on page 82 Financial Regularity provides further information.

- Gifts and Hospitality:

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

- Third Party Organisations:

Related party transactions are reported in the Accounts.

- Service Continuity Plan:

The Community Relations Council reviewed and updated its Business Continuity Plan in January 2018. The Business Continuity Plan was tested in December 2019. Internal audit reported on CRC's Business Continuity Planning in April 2019 and found it to be satisfactory.

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- Management of Information Risks:
Safeguarding information and its subsequent effective use, is a key element supporting the Community Relations Council in the delivery of its objectives. Central to achieving this is the effective management of information risk. As part of an ongoing process to identify and control risks to information, the Community Relations Council takes assurance on its information arrangements and practices from all internal and external audits. During 2019-20 the Community Relations Council maintained and operated its Information Governance policies and procedures, including Data Protection, Information Security, Records Management and Document Retention. Internal audit reported on those Information Governance policies and procedures in April 2019 and found it to be satisfactory.

Review of Effectiveness

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

8. Sources of Independent Assurance

Internal Audit

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

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

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

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

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

For the year to 31st March 2020, the internal auditors have conducted reviews in line with their Annual Audit Plan covering:

Function	Date of final report	Assurance rating
Grants Administration and Distribution, including review of the newly implemented online grants management systems.	5th May 2020	Satisfactory
Risk Management and Complaints Handling	5th May 2020	Satisfactory

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

External Audit

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

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

The NIAO audits, certifies and reports on the Accounts in accordance with the requirements of the Companies (Public Sector Audit) Northern Ireland Order 2013, along with selected disclosures as recommended in the 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with



The Northern Ireland Community Relations Council

Financial Reporting Standard FRS 102 (effective 1 January 2015)' and the 2019-20 HM Treasury Financial Reporting Manual.

Data Losses

There were no data losses during the year.

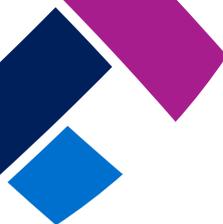
Significant Issues

Current Department of Finance guidance FD (DFP) 09/18 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of 'no better off, no worse off' as a result of their employees' pension contributions. Presently the Community Relations Council increases the basic salaries for all but five employees by making an additional contribution of 6% on gross earnings to compensate employees for superannuation contributions payable to NILGOSC pension scheme. Of this cost to the Community Relations Council there is uncertainty concerning the regularity of a portion of this 6% totalling £20,134. This arrangement was originally put in place to ensure that employees were not disadvantaged as a result of what were historically higher contributions to the NILGOSC pension scheme compared to the Principal Civil Service Pension Scheme (PCSPS) (NI). The Department of Finance approved the 2015-16 Pay Remit in July 2019 with the Community Relations Council discharging liabilities relevant to 2015-16 Pay Remit in the same month. The Department of Finance approved the 2016-17 and 2017-18 Pay Remit in November 2019 with the Community Relations Council discharging liabilities relevant to 2016-17 and 2017-18 Pay Remit in the same month.

During the year The Department of Finance wrote to The Executive Office stating that it is imperative that a business case for full implementation of Department of Finance Pay Remit guidance is prioritised and that options for a longer term solution are considered before the submission of the 2018-19 Pay Remit. On 13th December 2019, The Executive Office met the Community Relations Council's Board to inform them that they wished to have received the CRC business case before the close of the financial year. The Board then established a sub group to consider the issues, to develop a business case and identify a preferred option to resolve the issues. Following meetings of the sub group a business case with a recommended preferred option was accepted by the Board and submitted to TEO on 25th March 2020. Following review by The Executive Office an updated business case was reviewed by the sub-group with the recommended preferred option approved by the Board on 2nd July 2020. The revised business case was submitted to The Executive Office on 8th July 2020. The Community Relations Council will submit the Pay Remits for 2018-19 and 2019-20 when requested by The Executive Office.

Significant Internal Control Problems

There were no significant internal control problems noted in the year to 31st March 2020.



The Northern Ireland Community Relations Council

9. Conclusion in relation to Risk Management Status

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

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

B) Remuneration Report

Remuneration Policy

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

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

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

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

At 31st March 2020 the Memorandum of Association and Articles of Association of the Community Relations Council makes provision for the Chair and other members to be remunerated. On 1st June 2020 the Community Relations Council implemented governance changes arising from a review conducted by The Executive Office. In October 2017 the Community Relations Council received approval from the Charity Commission NI to remunerate the Board and the Chair. On 16th April 2019 the Board approved amendments to the Articles of Association to allow The Executive Office to make appointments to the Board. The successful candidates were appointed as members following their confirmation by the Head of the Northern Ireland Civil Service, Mr David Sterling, on 1st June 2019. The first meeting of the new Board took place on 10th June 2019.

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Remuneration (including salary) and Pension Entitlements (audited)

The following directors, who were in post at 31st March 2020, and senior staff received emoluments directly from the Community Relations Council during the year.

	2019-20 Salary/ Chair's Fee	2019-20 Pension Benefits * to nearest	2019-20 Total	2018-19 Salary/ Chair's Fee	2018-19 Pension Benefits * to nearest	2018-19 Total
	£'000	£'000	£'000	£'000	£'000	£'000
J Irwin CEO	65-70	50	115 - 120	60-65	33	95-100
M McDonald (Chairperson)	5 - 10	-	5 - 10	-	-	-
C Harris	0 - 5	-	0 - 5	-	-	-
J McCallister	0 - 5	-	0 - 5	-	-	-
N Tandon	0 - 5	-	0 - 5	-	-	-
A Simpson	0 - 5	-	0 - 5	-	-	-
M Braniff	0 - 5	-	0 - 5	-	-	-

Mr. M McDonnell, Mr. R Campbell and Ms. S McClelland did not claim an attendance allowance during the financial year.

The following directors, who were in post at 31st May 2019 received emoluments directly from the Community Relations Council during the year.

	2019-20 Salary/ Chair's Fee	2019-20 Pension Benefits * to nearest	2019-20 Total	2018-19 Salary/ Chair's Fee	2018-19 Pension Benefits * to nearest	2018-19 Total
	£'000	£'000	£'000	£'000	£'000	£'000
P Osborne Chair	0 - 5 (Annualised: 15-20)	-	0 - 5	15-20	-	15-20

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

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

Benefits in kind

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

Neither bonus nor benefits in kind were paid to the Chair or the Chief Executive during either period. The Community Relations Council offers its employees gym membership up to the maximum value per annum of £200. During the 2019-20 year, one employee availed of the benefit at a cost of £75 (2018-19 – one employee at a cost of £200).

No Community Relations Council employee received a benefit in kind greater than £75 during the financial year.

Ratio of Median Remuneration to Highest Paid Director (audited)

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

	2019-20	2018-19
Band of Highest Paid Director's Total Remuneration (£'000)	65-70	60-65
Median Total Remuneration (£)	29,595	29,012
Ratio	2.28	2.15

The banded remuneration of the highest-paid director in the Community Relations Council in the financial year 2019-20 was £65k-£70k (2018-19 £60k- £65k). This was 2.28 times (2018-19: 2.15 times) the median remuneration of the workforce, which was £29,595 (2018-19: £29,012). The ratio has increased slightly as a result of settlement of the 2017-18 pay remit. Salaries for employees at the Community Relations Council range from £20k-£25k to £65k-£70k.

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

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Pension Benefits (audited)

	Accrued Pension at pension age as at 31/03/2020 & related lump sum £'000	Real increase (decrease) in pension & related lump sum £'000	CETV at 31/03/2020 £'000	CETV at 31/03/2019 £'000	Real increase in CETV £'000
J Irwin Chief Executive Officer	£31,587	£2,762	657	600	40

Compensation for loss of office (audited)

No members of staff received compensation for loss of office or exit packages during the year ended 31st March 2020.

Pensions

Introduction

The Community Relations Council participates in a defined benefit pension scheme administered by NILGOSC for all permanent staff. The employer makes a contribution of 23% (2018-19 23%) of basic salary to the NILGOSC pension scheme. The employee does not have to join this scheme. Further details can be found on www.nilgosc.org.uk.

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

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

Funding / Governance Arrangements of the LGPS

The funded nature of the LGPS requires participating employers and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. Information on the framework for calculating contributions to be paid is set out in the LGPS Regulations (Northern Ireland) 2014 and the Fund's Funding Strategy Statement. The last actuarial valuation was at 31 March 2019 and the contributions to be paid



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until 31 March 2023 resulting from that valuation are set out in the Funds, Rates and Adjustments Certificate. The Northern Ireland Local Government Officers' Superannuation Committee (The Committee) is responsible for the governance of the Fund.

Assets

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

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

Asset Volatility

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

Changes in Bond Yield

A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result (to the extent the Fund invests in corporate bonds).

Inflation Risk

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

Life Expectancy

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

Exiting Employers

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

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The Real Increase in the Value of the CETV

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

Sickness Absence Data

The total number of working days lost through sickness during the period by the Community Relations Council staff was 140 days. This represented 4% of available working days for the Community Relations Council employees, of which 1.6% was due to long term sickness absence. 88% of Community Relations Council employees had attendance of 90% or higher. Sickness absence during the previous financial year was 142 days, representing 4% of available working days.

Staff Composition

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

	Male No.	Female No.
Council Members	4	5
Employees:		
Grade 6	0	1
DP	3	0
SO	2	3
EO	1	4
AO	1	1
Total	7	9

An analysis of staff cost is provided in Note 3 on page 66.

Consultancy

The Community Relations Council did not incur expenditure related to consultancy during the 2019-20 financial year.

Employees Matters

The Community Relations Council provides equal opportunities to its employees and are committed to the principle of equality for all Section 75 groups. This includes only having regard to the aptitudes and abilities of persons and in doing so apply employment policies that are fair, equitable and consistent with the needs of the business. The Community Relations Council's equal opportunities policy aim is to ensure no job applicant, employee or worker is



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discriminated against either directly or indirectly. The recruitment and selection of staff for the Community Relations Council is designed to ensure that applicants are treated in a fair and consistent manner, that the best person is appointed and to provide a reasonable adjustment for suitable persons whenever requested.

The Community Relations Council have appropriate internal arrangements in place to ensure that disability duties are complied with and effectively implemented. The Community Relations Council reviews its policies, procedures and practices to identify any amendments or actions needed to meet its disability duties on a regular basis. During the year the Community Relations Council consulted on a revised Disability Action Plan. The Disability Action Plan was reviewed by ECNI and approved by Community Relations Council's Board in December 2019.

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

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

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

During the 2018/19 business year, The Executive Office engaged Department of Finance's Business Consultancy Services (BCS) to evaluate the loading of current non- senior management posts, considered out of role activities being carried out that are not associated with the Community Relations Council's strategic direction and considered whether roles are aligned correctly within new Community Relations Council's directorates. Following consultation with The Executive Office, the Community Relations Council's management have taken forward the recommendations made by the review with Community Relations Council's Board approval and staff consultations on those recommendations is underway.

Off-Payroll Engagements

The Community Relations Council did not have any off-payroll engagements during the 2019-20 financial year (2018-19 - £nil).

.....
J Irwin – Accounting Officer

13th November 2020

.....
Date



C Assembly Accountability and Audit Report

Overview

Regularity of Expenditure (audited)

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

As described on page 45, the Community Relations Council is working with The Executive Office and the Department of Finance to resolve uncertainty concerning the regularity of an additional contribution of 6% on gross earnings for employee’s superannuation contributions payable to the NILGOSC pension scheme totalling £20,134.

Fees and Charges (audited)

The Community Relations Council did not earn an income through fees or charges during the 2019-20 financial year.

Remote Contingent Liabilities (audited)

No remote contingent liabilities are known to have existed at the 31st March 2020.

Losses and Special Payments (audited)

	2019-20	2018-19
Total Number of Losses	0	0
Value of Losses	£0	£0

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

Signed on behalf of the Board of Directors.

.....
M McDonald – Chairperson

13th November 2020

.....
Date

.....
J Irwin – Accounting Officer

13th November 2020

.....
Date

THE NORTHERN IRELAND COMMUNITY RELATIONS COUNCIL

THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

Opinion on financial statements

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2020 under the Companies (Public Sector Audit) Order (Northern Ireland) 2013. The financial statements comprise: the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and the related notes including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Generally Accepted Accounting Practice. I have also audited the information in the Remuneration Report and Assembly Accountability and Audit Report that is described in those reports as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the Northern Ireland Community Relations Council's affairs as at 31 March 2020 and of its total incoming resources and expenditure of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006.

Opinion on regularity

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

Basis of opinions

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

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- The Northern Ireland Community Relations Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The Northern Ireland Community Relations Council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about The

Northern Ireland Community Relations Council's ability to continue to adopt the going concern basis.

Other Information

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

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

Opinion on other matters

In my opinion:

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

Responsibilities of the Accounting Officer for the financial statements

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

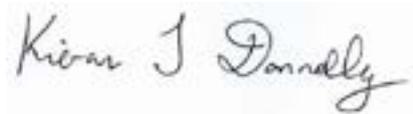
Matters on which I report by exception

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

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

Report

I have no observations to make on these financial statements.



KJ Donnelly

Comptroller and Auditor General

Northern Ireland Audit Office

106 University Street

Belfast

BT7 1EU

24th November 2020

The Northern Ireland Community Relations Council

Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2020

		Restricted Funds	All Restricted and Unrestricted Funds
	Note	2019-20 £	2018-19 £
Income and endowments from:			
Donations and Legacies	2	3,535,219	3,505,724
Charitable Activities			17,758
Total		3,535,219	3,523,482
Expenditure on:			
Charitable activities	5	3,298,725	3,757,635
Total		3,298,725	3,757,635
Net income/(expenditure) before tax for the reporting period		236,494	(234,153)
Tax payable		-	-
Other recognised gains/(losses):			
Actuarial gain /(loss) on defined benefit pension scheme	17	(1,400,000)	320,000
Net movement in funds		(1,163,506)	85,847
Reconciliation of funds:			
Fund balances brought forward at 1 April		(1,424,935)	(1,510,782)
Net movement in funds		(1,163,506)	85,847
Fund balances carried forward at 31st March	14	(2,588,441)	(1,424,935)

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

The notes on pages 61 to 82 form part of these Accounts

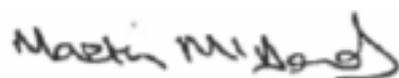
The Northern Ireland Community Relations Council

Balance Sheet as at 31st March 2020

	Note	2019-20 £	2018-19 £
Fixed assets			
Tangible fixed assets	7	24,149	28,329
Intangible fixed assets	8	26,420	27,961
		-----	-----
		50,569	56,290
Current assets			
Debtors and prepayments	9	74,722	21,711
Cash at bank and in hand	10	93,156	11,320
		-----	-----
		167,878	33,031
Liabilities			
Creditors: amounts falling due within one year	11	(343,888)	(525,256)
		-----	-----
Net current assets or (liabilities)		(176,010)	(492,225)
Total assets less current liabilities		(125,441)	(435,935)
Defined benefit pension liability	17	(2,463,000)	(989,000)
		-----	-----
Total net liabilities		(2,588,441)	(1,424,935)
		=====	=====
The funds of the charity			
Restricted Income Funds	14	(125,441)	(435,935)
Restricted Pension Reserve	14	(2,463,000)	(989,000)
		-----	-----
Total charity funds		(2,588,441)	(1,424,935)
		=====	=====

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

Approved by the Board of Directors on 13th November 2020 and signed on its behalf by:

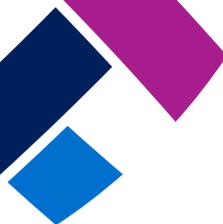


.....
M McDonald – Chairperson



.....
J Irwin – Accounting Officer

The notes on pages 61 to 82 form part of these Accounts



The Northern Ireland Community Relations Council

Cash Flow Statement for Year Ended 31st March 2020

	Note	2019-20 £	2018-19 £
Cash flows from operating activities			
Net cash (used in) / provided by operating activities	12	96,735	(60,581)
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	7	(10,399)	(8,448)
Purchase of intangible fixed assets	8	(4,500)	(16,200)
		-----	-----
Net cash (used in) investing activities		(14,899)	(24,648)
		-----	-----
Change in cash and cash equivalents in the reporting period		81,836	(85,229)
Opening cash and cash equivalents at 1st April	10	11,320	96,549
		-----	-----
Closing cash and cash equivalents at 31st March	10	93,156	11,320
		=====	=====

The notes on pages 61 to 82 form part of these Accounts

The Northern Ireland Community Relations Council

Notes to the Accounts for Year Ended 31st March 2020

1. Accounting policies

These Accounts have been prepared in accordance with the accounting and disclosure requirements of the Companies Act 2006, along with selected disclosures as recommended in the Charities Statement of Recommended Practice (SORP) (FRS 102). The particular policies adopted by the Community Relations Council for the year ended 31st March 2020 are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

The principal accounting policies are as follows:

Accounting convention

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

Basis of accounting

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

Going Concern

On 6th July 2020 The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2020-21 financial year. The Board is satisfied that the Community Relations Council is a going concern on the basis that it has a reasonable expectation that the Community Relations Council will continue to operate for the foreseeable future. During 2019-20 the Community Relations Council developed its 2020-23 Strategic Plan. Following public consultation, the plan received approval of the Community Relations Council Board and has been submitted to The Executive Office, pending ministerial approval. The 2020-21 business plan is at an advanced stage of preparation and is with The Executive Office officials pending Ministerial approval. The financial statements are therefore prepared on the going concern basis.

The Northern Ireland Community Relations Council

Income

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

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

Taxation

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

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

Provisions

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

Fixed assets

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

Fixtures and fittings	5 years
Computer equipment	5 years

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

Intangible fixed assets

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

The Northern Ireland Community Relations Council

Debtors

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

Cash and cash equivalents

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

Creditors

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

Grants payable

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

Financial Instruments

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

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

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

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

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

Employee Benefits

Staff costs must be recorded as an expense as soon as an organisation is obliged to pay them. This includes the cost of any untaken leave at the year end. This cost has been calculated using the untaken leave per staff member and applying this to their annual salary to calculate the leave balance as at 31st March 2020.

The Northern Ireland Community Relations Council

Redundancy and termination benefits

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

Pension

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries using the market led approach. The latest actuarial valuations of the scheme were at 31st March 2019.

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

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

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

Actuarial gains and losses are recognised in the SOFA.

Expenditure

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

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

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

Operating leases

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

Funds

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

Restricted funds

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

The Northern Ireland Community Relations Council

Pension Fund

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

Changes in Accounting Policy and Disclosure

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

IFRS 16 Leases replaces IAS 17 Leases and is effective with EU adoption from 1st January 2019. In line with the requirements of the FReM, IFRS 16 will be implemented, as interpreted and adapted for the public sector, with effect from 1st April 2021. The Community Relations Council's current Memorandum of Terms of Occupation expires in July 2021. It is likely that the Community Relations Council will remain in Equality House for a period after July 2021. With no firm plans at present the clear financial impact of the effect of IFRS 16 on the financial statements is not yet known. When a new Memorandum of Terms of Occupation is in place, it is expected that the value of the lease over the lease term will be capitalised at the outset and released to the Statement of Financial Activity as a depreciation charge over the lease term. An interest charge, calculated in line with HM Treasury Public Expenditure System guidance on Discount Rates for leases under IFRS 16, will be calculated at the outset and charged to the Statement of Financial Activity annually.

Charities SORP (FRS 102) Charitable Activities

Expenditure on charitable activities is reported as a functional analysis of the work undertaken by the Community Relations Council in note 5 on pages 69 to 70. The key activities of the Community Relations Council being grant making, policy, communication, cultural diversity, district council development and production of the Peace Monitoring Report. Under these headings are included grants payable and costs of activities performed directly by the charity, together with associated support costs.

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

2. Income from donations and legacies and charitable activities

	Restricted Funds 2019-20 £	Total Funds 2019-20 £	Total Funds 2018-19 £
<u>Donations and legacies</u>			
Grant in Aid from The Executive Office	3,535,219	3,535,219	3,505,724
<u>Charitable activities</u>			
Joseph Rowntree Charitable Trust	-	-	17,758
	----- 3,535,219 -----	----- 3,535,219 -----	----- 3,523,482 -----

The Northern Ireland Community Relations Council

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

The Joseph Rowntree Charitable Trust has given the Community Relations Council a grant award to fund two more editions of the Peace Monitoring Report. The Community Relations Council was scheduled to procure an author for the next report in March 2020 however this had to be postponed due to the Covid 19 emergency. The sixth Peace Monitoring Report will be progressed during the 2020-21 financial year.

3. Analysis of Staff Costs

	Permanent Staff £	Others £	Board £	2019-20 Total £	2018-19 Total £
Wages and Salaries	542,167	42,511	14,375	599,053	627,807
Social security costs	49,936		344	50,280	50,826
Employers pension cost					
<u>Analysed as:</u>					
Current service cost	192,048			192,048	309,978
Settlement cost	-	-	-	-	-
Total Staff Cost	784,151	42,511	14,719	841,381	988,611

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

The Northern Ireland Community Relations Council

Average number of persons employed

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

	Permanent Staff	Others	Chair	2019-20 Total	2018-19 Total
Total	16	1	1	18	18

On a headcount basis there were 16 (2018-19: 14) full time members of staff employed during the period. One (2018-19: 2) member of staff was employed part time. On average one (2018-19: 2) person was engaged via a recruitment agency.

Exit Packages						
Exit Package Cost Band	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages by cost band	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages by cost band
	2019-20	2019-20	2019-20	2018-19	2018-19	2018-19
< 10,000				-	-	-
10,000- 25,000				-	-	-
25,000- 50,000				-	-	-
50,000- 100,000			-	-	-	-
Total number of exit packages by type	-	-	-	-	-	-
Total resource cost/ £	-	-	1,985	-	-	-
Actuarial Movement in Pension Net Liability	-	-	-	-	-	-
Total	-	-	1,985	-	-	-

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. The table above shows the total cost of exit packages agreed and accounted for in 2019-20 (2018-19 £nil). £2,325 exit costs were paid in 2019-20 (2018-19 £18,185). The year of departure was 2017-18 when £115,207 was paid. Where the Community Relations Council has agreed early retirements, the additional costs are met by the Community Relations Council and not by NILGOSC. Ill-health retirement costs are met by the pension scheme and are not included in the table. No persons (2019 – None) retired early on ill-health grounds. Ill health retirement costs are met by the Pension Scheme and are not included in the table.

The Northern Ireland Community Relations Council

Remuneration of key management

As reported in the Remuneration Report on pages 47 to 53, one member of staff received a salary within the band £65k - £70k.

Employers Contribution to Defined Benefit Scheme

The Community Relations Council made contributions to NILGOSC, a defined benefit pension scheme, totalling £131,407 (2018-19: £137,978).

4. Grant expenditure

	Grants payable	Support costs	2019-20 Total
	£	£	£
Grants schemes			
Small grants schemes	224,556	160,825	385,381
Publications and Media	26,073	3,706	29,779
Core Funding	1,208,679	163,048	1,371,727
Pathfinder	49,405	13,340	62,745
North Belfast Strategic Fund	605,880	29,645	635,525
	-----	-----	-----
	2,114,593	370,564	2,485,157
	-----	-----	-----
	Grants payable	Support costs	2018-19 Total
	£	£	£
Grants schemes			
Small Grants Scheme	270,190	188,131	458,321
Publications and Media	39,309	3,887	43,196
Core Funding	1,264,759	190,463	1,455,222
Pathfinder	191,927	13,993	205,920
North Belfast Strategic Fund	670,661	31,096	701,757
	-----	-----	-----
	2,436,846	427,570	2,864,416
	-----	-----	-----

A statement of grant making policies in the Directors' Report provides further information on these grant schemes. Of the grants that have been paid, none of the grants have been made to individuals (2018-19: None).

The Northern Ireland Community Relations Council

5. Analysis of Expenditure on Charitable Activities

Key Activities	Activities Undertaken Directly	Grant Funding Activities	Support Cost	Total 2019-20
	£	£	£	£
Funding and Development	259,645	2,114,593	370,564	2,744,802
Community Engagement	255,486	-	298,437	553,923
Peace Monitoring Report	-	-	-	-
Total	515,131	2,114,593	669,001	3,298,725

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

The Northern Ireland Community Relations Council

5. Analysis of Expenditure on Charitable Activities (continued)

Analysis of Support Costs

2019-20 Support Costs	Funding and Development £	Community Engagement £	Basis of Allocation
Facilities	34,316	27,453	Per Capita
HR	61,344	49,075	Per Capita
IT	66,758	53,406	Per Capita
Finance	82,244	65,796	Per Capita
Governance	125,902	102,707	Per Capita
	-----	-----	
Function Total	370,564	298,437	
	-----	-----	

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

The Northern Ireland Audit Office (NIAO) performs the annual statutory audit of the Community Relations Council at a cost of £20,130 (2018-19: £18,300). There was an amount payable to the NIAO at the 31st March 2020 of £nil for the National Fraud Initiative (2018-19: £1,156). The NIAO did not perform any non-audit work.

9 directors (2018-19: 4) were paid travelling and subsistence costs totalling £1,805 in 2019-20 (2018-19: £2,217). This is included in the Governance costs above.



The Northern Ireland Community Relations Council

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

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

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

The Northern Ireland Community Relations Council

7. Tangible fixed assets

	Computer Equipment £	Fixtures and Fittings £	Total £
Cost:			
Balance at 1st April 2019	38,607	66,547	105,154
Additions	7,625	-	7,625
Disposals	-	-	-
	-----	-----	-----
Balance at 31st March 2020	46,232	66,547	112,779
	-----	-----	-----
Accumulated depreciation:			
Balance at 1st April 2019	28,223	48,602	76,825
Charge for year	4,333	7,472	11,805
Depreciation on disposals	-	-	-
	-----	-----	-----
Balance at 31st March 2020	32,556	56,074	88,630
	-----	-----	-----
Net book value:			
At 31st March 2020	13,676	10,473	24,149
	=====	=====	=====
At 1st April 2019	10,384	17,945	28,329
	=====	=====	=====
Cost:			
Balance at 1st April 2018	53,611	61,985	115,596
Additions	5,578	4,562	10,140
Disposals	(20,582)	-	(20,582)
	-----	-----	-----
Balance at 31st March 2019	38,607	66,547	105,154
	-----	-----	-----
Accumulated depreciation:			
Balance at 1st April 2018	45,581	41,717	87,298
Charge for year	3,224	6,885	10,109
Depreciation on disposals	(20,582)	-	(20,582)
	-----	-----	-----
Balance at 31st March 2019	28,223	48,602	76,825
	-----	-----	-----
Net book value:			
At 31st March 2019	10,384	17,945	28,329
	=====	=====	=====
At 1st April 2018	8,030	20,268	28,298
	=====	=====	=====

The Northern Ireland Community Relations Council

8. Intangible fixed assets

	Software Licences	Total
	£	£
Cost:		
Balance at 1st April 2019	28,664	28,664
Additions	4,500	4,500
Disposals	-	-
	-----	-----
Balance at 31st March 2020	33,164	33,164
	-----	-----
Accumulated amortisation:		
Balance at 1st April 2019	703	703
Charge for year	6,041	6,041
Depreciation on disposals	-	-
	-----	-----
Balance at 31st March 2020	6,744	6,744
	-----	-----
Net book value:		
At 31st March 2020	26,420	26,420
	=====	=====
At 1st April 2019	27,961	27,961
	=====	=====

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

At 31st March 2020 the Community Relations Council had a capital commitment of £nil (2018-19: £9,000) for the implementation and development of a grants management system.

The Northern Ireland Community Relations Council

9. Debtors: amounts due in less than one year	2019-20	2018-19
	£	£
Grant claw backs	55,125	11,872
Prepayments	19,597	9,839
	<u>74,722</u>	<u>21,711</u>
	<u>74,722</u>	<u>21,711</u>

10. Cash and cash equivalents	2019-20	2018-19
	£	£
Balance at 1st April	11,320	96,549
Net change in cash and cash equivalent balances	81,836	(85,229)
	<u>93,156</u>	<u>11,320</u>
	<u>93,156</u>	<u>11,320</u>

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

11. Creditors: amounts falling due within one year	2019-20	2018-19
	£	£
Grants payable	231,841	356,671
Other creditors	17,735	23,316
Accruals & deferred income	94,312	145,269
	<u>343,888</u>	<u>525,256</u>
	<u>343,888</u>	<u>525,256</u>

The Northern Ireland Community Relations Council

12. Notes to the cash flow statement		2019 20 £	2018-19 £
Reconciliation of net income to net cash flow from operating activities			
Net incoming resources	Note	236,494	(234,153)
Adjustments for:			
Depreciation/amortisation charge	7&8	17,846	10,689
Increase in debtors	9	(53,011)	(10,001)
Decrease in creditors	11	(181,368)	(12,583)
Capital costs not processed through the Statement of Financial Activity		2,774	(13,533)
 <i>Movement in pension scheme deficit:</i>			
Current and past service cost	17	191,000	338,000
Less: Employer pension contributions	17	(140,000)	(166,000)
Interest on net defined benefit liability	17	23,000	27,000
		-----	-----
Net cash provided by / (used in) operating activities		96,735	(60,581)
13. Net income is stated after charging		2019-20 £	2018-19 £
Depreciation of tangible fixed assets		11,805	10,109
Amortisation of intangible fixed assets		6,041	580
Auditors' remuneration for 2019-20		20,130	18,300
National Fraud Initiative fee		-	1,156
		=====	=====

The cost incurred in respect of Statutory Audit fees during the year ended 31st March 2020 was £20,130.

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14. Fund balances - Outline summary of fund movements

Fund name	Fund balances brought forward £	Income £	Expenditure £	Gains and Losses £	Fund Balance Carried forward £
Restricted Fund	(435,935)	3,535,219	(3,224,725)	-	(125,441)
Pension Reserve	(989,000)	-	(74,000)	(1,400,000)	(2,463,000)
Total Funds	<u>(1,424,935)</u>	<u>3,535,219</u>	<u>(3,298,725)</u>	<u>(1,400,000)</u>	<u>(2,588,441)</u>

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

With effect from 1st April 2020, The Executive Office has put in place a guarantee in respect of the pension liabilities of the Community Relations Council.

15. Financial Instruments

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

16. Commitments under operating leases

At 31st March 2020 the company had annual commitments under non-cancellable operating leases expiring as follows:

	Property 2019-20 £	Property 2018-19 £
Within one year	87,564	91,101
Greater than one year and less than five	29,188	121,468
	<u>116,752</u>	<u>212,569</u>

The Community Relations Council is committed to a tenancy agreement that began on 1st April 2016. While the agreement is not technically a lease it does create an ongoing annual commitment of £87,564 until July 2021 of rent and facilities payments for its current office facilities within Equality House and therefore should be disclosed as an operating lease for the purpose of financial reporting. The guidance on accounting for leases changes from 1st January 2021, details of which can be found in note 1.

The Northern Ireland Community Relations Council

17. Commitments under Defined Benefit Pension Scheme

The assets of the pension scheme are held separately from those of the Community Relations Council and are administered by NILGOSC. The pension cost is determined on the advice of independent qualified actuaries. The latest actuarial valuation of the Community Relations Council's liabilities took place at 31st March 2019.

The scheme is funded and the employer contributions were 23% for the year ended 31st March 2020 (2018-19: 23%). From 1st April 2020 employer contributions have decreased to 19.5% of pensionable pay and the employer expects to pay regular contributions to the Fund for the accounting period ended 31st March 2021 totalling £102,000 (31st March 2020: £199,000). The employees' contributions vary between 5.8% and 8.5% of pensionable pay. As required by The Charities SORP (FRS 102), the defined benefit liabilities have been measured using the projected unit credit method. The tables below state the actuarial assumptions upon which the valuation of the scheme was based.

Key Assumptions	2019-20	2018-19	2017-18
Discount rate	2.3%	2.5%	2.6%
CPI Inflation	2.0%	2.1%	2.0%
Pension increases	2.0%	2.1%	2.0%
Pension accounts revaluation rate	2.0%	2.1%	2.0%
Salary increases	3.5%	3.6%	3.5%

Asset Allocation	2019-20 %	2018-19 %
Equities	42.6	59.5
Property	10.0	11.2
Government bonds	26.1	16.5
Corporate bonds	12.6	7.0
Cash	4.7	2.7
Other	4.0	3.1
	-----	-----
Total	100	100
	-----	-----

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Mortality Assumptions

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

	2019-20	2018-19
	Years	Years
Males		
Member aged 65 at accounting date	21.8	22.6
Member aged 45 at accounting date	23.2	24.3
Females		
Member aged 65 at accounting date	25.0	24.9
Member aged 45 at accounting date	26.4	26.7

Reconciliation of funded status to Balance Sheet

	2019-20	2018-19
	£	£
Fair value of assets	6,771,000	8,597,000
Present value of funded defined benefit obligation	(9,234,000)	(9,586,000)
Funded status	(2,463,000)	(989,000)
Unrecognised asset	-	-
Liability recognised on the balance sheet	(2,463,000)	(989,000)

Amounts recognised in the Statement of Financial Activities

	2019-20	2018-19
	£	£
Operating Cost		
Current service cost	191,000	338,000
Financing Cost		
Interest on net defined benefit liability	23,000	27,000
Pension expense recognised in the Statement of Financial Activities	214,000	365,000
Amounts recognised in other comprehensive income		
Assets gains/(losses) arising during the period	(2,025,000)	361,000
Liability gains/(losses) arising during the period	625,000	(41,000)
Total amount recognised in other comprehensive income	(1,400,000)	320,000

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Movement in Deficit during the year	2019-20	2018-19
	£	£
Net defined benefit pension liability at the beginning of the year	(989,000)	(1,110,000)
	-----	-----
Current service cost	(191,000)	(338,000)
Employer contributions	140,000	166,000
Interest on the net defined benefit liability	(23,000)	(27,000)
Actuarial (losses)/gains	(1,400,000)	320,000
	-----	-----
Net defined benefit pension liability at the end of the year	(2,463,000)	(989,000)
	=====	=====

The current service cost for 2019-20 and 2018-19 includes an element related to the Voluntary Exit Scheme.

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

	2019-20	2018-19
	£	£
Opening defined benefit obligation	9,586,000	9,040,000
	-----	-----
Current service cost	191,000	338,000
Interest expense on defined benefit obligation	238,000	234,000
Contributions by participants	40,000	42,000
Actuarial losses/(gains) on liabilities	(625,000)	41,000
Net benefits paid out	(196,000)	(109,000)
Settlements	-	-
	-----	-----
Closing defined benefit obligation	9,234,000	9,586,000
	=====	=====

Changes to the fair value of assets during the period

	2019-20	2018-19
	£	£
Opening fair value of assets	8,597,000	7,930,000
	-----	-----
Interest income on assets	215,000	207,000
Remeasurement gains on assets	(2,025,000)	361,000
Contributions by the employer	140,000	166,000
Contributions by participants	40,000	42,000
Net benefits paid out	(196,000)	(109,000)
Settlements	-	-
	-----	-----
Closing fair value of assets	6,771,000	8,597,000
	=====	=====



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Actual return on assets	2019-20	2018-19
	£	£
Interest income on assets	215,000	207,000
Gain/(loss) on assets	(2,025,000)	361,000
	-----	-----
Actual return on assets	(1,810,000)	568,000
	=====	=====

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

Active members	34%
Deferred Pensioners	36%
Pensioners	30%



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18. Related party transactions

During the year the Community Relations Council has had various material transactions with the Good Relations and Governance Branch of The Executive Office which is regarded as a related party. The Community Relations Council received a total of £3,535,219 (2018-19: £3,505,724) in Grant in Aid from The Executive Office during 2019-20.

ECNI is regarded as a related party since it is an Arm's Length Body of The Executive Office. The Community Relations Council relocated premises to Equality House on 23rd March 2016. The amount paid to ECNI during the 2019-20 financial year totalled £113,084 (2018-19: £103,632).

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

- Kasia Garbal has a close personal connection with an individual involved with Trademark, which received a Core Funding grant of £49,941 (2018-19:£49,902) in the 2019-20 year.
- Sheila McClelland is involved with Kerygma Choir, which received funds from the Pathfinder programme of £3,440 during 2019-20.
- Dr. Máire Braniff is a Board member of Eastside Voices which includes Ballymac Friendship Trust. The Trust received a grant of £3,940 under the CRCD programme in 2019-20 of which £1,420 was accrued at the year end.
- Claire Harris is a Board member of Belfast Interface Project, which was in receipt of a grant under the CRCD programme of £4,089 of which £3,250 was refunded to CRC because of cancellation due to Covid-19 in 2019-20.
- Nisha Tandon is Executive Director of ArtsEkta, which was in receipt of a total of £15,000 (2018-19: £5,000) over 2 grants under the CRCD programme in 2019-20. £2,500 was included in accruals at the year end.
- Libby Keyes had membership of the Irish School of Ecumenics, which received a Pathfinder grant of £10,000, and two CRCD grants totalling £5,649 (2018-19: £1,854). The accounts include accruals of £5,000, in respect of the Pathfinder grant, and £1,422 (2018-19: £927) in respect of the CRCD grant, at the year end.



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19. Financial Regularity

Following examination of documents received from a group funded through the Core Funding Scheme for vouching in relation to funding paid during the 2016-17 period, the Community Relations Council noted a bank statement which appeared to indicate receipts attributed to HMRC.

A bank statement for an account operated by the funded group showed payments of the exact same amount were attributed to HMRC. The Community Relations Council were concerned that the HMRC transactions shown on one account may have been credited to another account operated by the funded group and not to HMRC. The Community Relations Council reported this to the Executive Office in October 2019. The Executive Office then referred the matter to the Group Fraud Investigation Service (GFIS) for further investigation.

Following its own investigation, that included discussions with the Police Service for Northern Ireland, the GFIS reported in February 2020 that there was no evidence of fraud. GFIS reported that the transaction entitled HMRC could have been 'for show' so that if any funder wanted to see bank statements it would appear contributions were being paid and that in reality the money was being absorbed into paying salaries and running costs. The report recommended no further action be taken by GFIS in this case.

No other cases of financial irregularity that required investigation by the Community Relations Council occurred in the 2019-20 financial year.

20. Events after the reporting date

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

21. Contingent Liabilities

No contingent liabilities are known to have existed at the 31st March 2020.

Date of authorisation for issue

The Accounting Officer authorised these Accounts for issue on 24th November 2020.

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Appendix 1

Additional Disclosures to comply with FReM

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

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

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

Statement of Comprehensive Net Expenditure

		2019-20	2018-19
		£	£
	Note		
Income			
Joseph Rowntree Charitable Trust	2	-	17,758
		-----	-----
Total Operating Income		-	17,758
Expenditure			
Staff costs	3	841,381	988,611
Exit Packages	3	1,985	-
Grant expenditure	4	2,114,593	2,436,846
Purchase of goods and services	App 1	285,675	282,876
Depreciation and impairment charges	App 1	17,846	10,689
Other Operating Expenditure	App 1	37,245	38,613
		-----	-----
Total Operating Expenditure		3,298,725	3,757,635
Net Expenditure for the year		(3,298,725)	(3,739,877)
Other Comprehensive Expenditure			
Actuarial gain/(loss) on defined benefit pension scheme	17	(1,400,000)	320,000
		-----	-----
Comprehensive Net Expenditure for the year		(4,698,725)	(3,419,877)
		=====	=====

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Statement of Financial Position as at 31 March 2020

		2019-20 £	2018-19 £
	Note		
Non-current assets			
Tangible assets	7	24,149	28,329
Intangible assets	8	26,420	27,961
		-----	-----
Total non-current assets		50,569	56,290
Current assets			
Debtors and prepayments	9	74,722	21,711
Cash at bank and in hand	10	93,156	11,320
		-----	-----
Total current assets		167,878	33,031
		-----	-----
Total assets		218,447	89,321
		-----	-----
Current liabilities			
Creditors: amounts falling due within one year	11	(343,888)	(525,256)
		-----	-----
Total current liabilities		(343,888)	(525,256)
		-----	-----
Total assets less current liabilities		(125,441)	(495,935)
		-----	-----
Non-current liabilities			
Defined benefit pension liability	17	(2,463,000)	(989,000)
		-----	-----
Total assets less total liabilities		(2,588,441)	(1,424,935)
		=====	=====
Taxpayers' equity and other reserves			
General fund	14	(2,588,441)	(1,424,935)
		-----	-----
Total Equity	14	(2,588,441)	(1,424,935)
		=====	=====

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Statement of Cash Flows for the year ended 31st March 2020

		2019-20	2018-19
		£	£
Cash flows from operating activities	Note		
Net Operating Cost		(3,298,725)	(3,739,877)
Adjustments for:			
Depreciation/amortisation charge	7/8	17,846	10,689
(Increase)/Decrease in debtors	9	(53,011)	(10,001)
(Decrease)/Increase in creditors	11	(181,368)	(12,583)
Capital costs not processed through the Statement Of Financial Activities		2,774	(13,533)
<i>Movement in pension scheme deficit:</i>			
- Current service cost	17	191,000	338,000
- Employer pension contributions	17	(140,000)	(166,000)
- Interest on net defined benefit liability	17	23,000	27,000
		-----	-----
Net cash outflow from operating activities		(3,438,484)	(3,566,305)
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	7	(10,399)	(8,448)
Purchase of intangible fixed assets	8	(4,500)	(16,200)
		-----	-----
Net cash inflow/(outflow) from investing activities		(14,899)	(24,648)
		-----	-----
Cash flows from financing activities			
Grants from sponsoring department	2	3,535,219	3,505,724
		-----	-----
Net financing		3,535,219	3,505,724
		-----	-----
Net decrease in cash and cash equivalents in the period		81,836	(85,229)
		-----	-----
Cash and cash equivalents at the beginning of the period		11,320	96,549
		-----	-----
Cash and cash equivalents at the end of the period		93,156	11,320
		=====	=====

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Statement of Changes in Taxpayers' Equity for the year ended 31st March 2020

		General Fund £	Taxpayers' Equity £
Balance at 31st March 2018		(1,510,782)	(1,510,782)
Grant-in-aid from The Executive Office	2	3,505,724	3,505,724
Comprehensive Net Expenditure for the year	App. 1	(3,739,877)	(3,739,877)
Actuarial Gain/(Loss) for year	17	320,000	320,000
		-----	-----
Balance at 31st March 2019		(1,424,935)	(1,424,935)
Grant-in-aid from The Executive Office	2	3,535,219	3,535,219
Comprehensive Net Expenditure for the year	App. 1	(3,298,725)	(3,298,725)
Actuarial Gain/(Loss) for year	17	(1,400,000)	(1,400,000)
		-----	-----
Balance at 31st March 2020		(2,588,441)	(2,588,441)

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Other Operating Costs

Purchase of goods and services	Note	2019-20 £	2018-19 £
Programme costs		79,473	87,411
Postage, stationery and photocopier costs		10,550	15,939
Telephone		3,523	3,714
Rentals under operating leases		92,850	83,593
Repairs and maintenance		37,366	32,894
Professional fees		7,155	16,988
Sundry expenses		3,576	6,672
HR costs		24,377	10,690
External audit services		20,130	18,300
Internal audit services		6,675	6,675
		-----	-----
		285,675	282,876
		-----	-----
Depreciation and impairment charges			
Depreciation	7	11,805	10,109
Amortisation	8	6,041	580
		-----	-----
		17,846	10,689
		-----	-----
Other Operating Expenditure		2019-20	2018-19
		£	£
Staff travel and subsistence		7,733	8,457
Members and Committee expenses		6,512	3,156
Interest on net defined pension liability	17	23,000	27,000
		-----	-----
		37,245	38,613
		-----	-----

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Appendix 2: Grants Paid in 2019-20

Core Funding Scheme 2019 – 2020

Reference	Organisation	Summary	Council Area	Amount Paid
193770	Shankill Parish Caring Association	Grant for core funding costs to support community relations activity.	Armagh, Banbridge and Craigavon	32,716.10
Total for Armagh, Banbridge and Craigavon				32,716.10
Belfast City Council				
193676	Youth Initiatives NI	Grant for core funding costs to support community relations activity.	Belfast City Council	25,800.00
193677	PeacePlayers International NI	Grant for core funding costs to support community relations activity.	Belfast City Council	50,463.81
193681	North Belfast Interface Network	Grant for core funding costs to support community relations activity.	Belfast City Council	28,931.02
193687	Irish FA Foundation	Grant for core funding costs to support community relations activity.	Belfast City Council	19,387.62
193691	Shankill Women's Centre (SWC)	Grant for core funding costs to support community relations activity.	Belfast City Council	30,529.36
193704	Intercomm	Grant for core funding costs to support community relations activity.	Belfast City Council	28,145.13
193708	Springboard Opportunities Limited	Grant for core funding costs to support community relations activity.	Belfast City Council	52,027.72
193712	Women's Resource and Development Agency	Grant for core funding costs to support community relations activity.	Belfast City Council	29,854.60
193713	Falls Women's Centre	Grant for core funding costs to support community relations activity.	Belfast City Council	27,444.08
193714	East Belfast Mission	Grant for core funding costs to support community relations activity.	Belfast City Council	45,449.11
193718	Youth Link	Grant for core funding costs to support community relations activity.	Belfast City Council	44,936.04
193779	Forthspring Inter Community Group	Grant for core funding costs to support community relations activity.	Belfast City Council	30,905.21
193778	Partisan Productions	Grant for core funding costs to support community relations activity.	Belfast City Council	31,653.20
193771	Tides Training	Grant for core funding costs to support community relations activity.	Belfast City Council	56,013.00
193680	Community Relations in Schools (CRIS)	Grant for core funding costs to support community relations activity.	Belfast City Council	79,316.99

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193715	Early Years - the organisation for young children	Grant for core funding costs to support community relations activity.	Belfast City Council	43,824.24
193777	174 Trust	Grant for core funding costs to support community relations activity.	Belfast City Council	20,873.00
193769	Community Relations Forum	Grant for core funding costs to support community relations activity.	Belfast City Council	35,965.52
			Total for Belfast	681,513.03
Derry and Strabane				
193696	St Columb's Park House	Grant for core funding costs to support community relations activity.	Derry and Strabane	43,581.78
193700	The Churches Trust	Grant for core funding costs to support community relations activity.	Derry and Strabane	36,647.96
193690	Nerve Centre	Grant for core funding costs to support community relations activity.	Derry City and Strabane	13,211.00
193775	North West Resource Centre	Grant for core funding costs to support community relations activity.	Derry City and Strabane	33,836.74
193776	The Junction/Holywell Trust Core Funding Partnership	Grant for core funding costs to support community relations activity.	Derry City and Strabane	80,096.58
			Total for Derry City and Strabane	207,374.06
Multiple				
193675	Londonderry Bands Forum	Grant for core funding costs to support community relations activity.	Multiple	63,155.10
193703	Trademark	Grant for core funding costs to support community relations activity.	Multiple	49,941.20
193707	The Corrymeela Community	Grant for core funding costs to support community relations activity.	Multiple	63,800.00
193772	REACT	Grant for core funding costs to support community relations activity.	Multiple	37,324.90
193773	An Gaeláras Ltd.	Grant for core funding costs to support community relations activity.	Multiple	28,191.04
193774	Rural Community Network	Grant for core funding costs to support community relations activity.	Multiple	44,658.00
			Total for Multiple	287,071
			Overall Total	1,208,678.82

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Community Relations Cultural Diversity Grant Scheme 2019 – 2020

Reference	Name	Description	District Council	Amount Paid
Ards and North Down				
CRCD19/10257	Terra Nova Productions	To devise five short plays with a class of secondary students from five schools in North Down based on the issue of hate crime	Ards and North Down	1,240.00
Total for Ards and North Down				1240.00
Armagh City, Banbridge and Craigavon				
CRCD19/10007	Hanover Football Club	The project will include weekly football activities on a Friday evening, good relations/topical workshops and two team-building and educational trips in order to divert 50 young people away from negative influences in the community	Armagh City, Banbridge and Craigavon	2,230.00
CRCD19/10010	The John Hewitt Society	Bursaries for individuals to attend the International Summer School a large-scale six-day multi-arts festival of culture and creativity.	Armagh City, Banbridge and Craigavon	3,850.00
CRCD19/10037	REACT	4 historical walks with cross community participation, learning about significant events linked to the local area in order to increase respect for other beliefs and traditions.	Armagh City, Banbridge and Craigavon	250.00
CRCD19/10065	1825 Project Ltd	To train young people aged 18 – 25 in committee skills facilitation, project proposal and community management advocacy for the establishment of peer led programmes encouraging positive cross community relations and local peace building and engaging in shared history experiences.	Armagh City, Banbridge and Craigavon	1,899.00
CRCD19/10099	County Armagh Grand Orange Lodge Community Development	This project will deliver a three day festival to engage with the wider community to help create a better understanding of the heritage and cultural expression of the Orange Order.	Armagh City, Banbridge and Craigavon	1,800.00
CRCD19/10115	TADA Rural Support Network	A multicultural networking event to bring together a diverse range of cultures to promote understanding, respect and engagement with all sections of the community	Armagh City, Banbridge and Craigavon	2,475.00
CRCD19/10128	Enagh LOL 814	The project will take up to 30 people from a Protestant background on a one day visit to explore and discuss the joint British & Irish history of Dublin City	Armagh City, Banbridge and Craigavon	1,148.48

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CRCD19/10144	REACT	The project will bring people together from different communities and backgrounds to take part in a mock trial and a tour of Armagh Courthouse. This will allow confidence to grow in the justice system and encourage attendees to play an active role in supporting them.	Armagh City, Banbridge and Craigavon	679.30
CRCD19/10255	REACT	To run a shared Irish history course called The State of Northern Ireland. This course will have 12 participants from both communities.	Armagh City, Banbridge and Craigavon	3,779.01
Total for Armagh City, Banbridge and Craigavon				18110.79
Belfast City Council				
CRCD19/10120	Shankill Women's Centre (SWC)	The Clonard Mid Shankill Initiative (CMSI) which comprises 24 groups from the Clonard and Shankill areas organised a cross community children's fun day at Lanark Way which is situated between Protestant Shankill and Catholic Clonard area and adjacent to the Cupar Way Peace Wall	Belfast City Council	2,300.00
CRCD19/10002	ArtsEkta	Belfast Mela	Belfast City Council	10,000.00
CRCD19/10006	Highfield Residents Association	Whiterock Week of Diversionary Events to reduce tension during a highly contentious parade in June and reduce antisocial behaviour within the community.	Belfast City Council	2,641.31
CRCD19/10012	Shankill Women's Centre (SWC)	This project is a continuation of a previously CRC funded project from last year which is working towards the establishment and development of a West Belfast Women's Network made up of PUL and CRN women.	Belfast City Council	3,322.00
CRCD19/10030	Twaddell and Woodvale Residents Association	Woodvale Festival's overarching aim is to promote positive cultural celebration at a local level, and provide positive alternatives for young people at risk of becoming involved in anti-social behaviour at a critical period during the summer.	Belfast City Council	3,850.00
CRCD19/10055	All Nations Ministries	All Nations Ministries hosted a 1 day event entitled "International Community Picnic", to promote social inclusion of immigrant minority communities in NI.	Belfast City Council	407.50

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CRCD19/10059	Extern Supporting Communities	The Extern All-Ireland 'Fun Cup' is an annual Youth Football Tournament which is now in its 5th year. The tournament brings children from disadvantaged communities across the island of Ireland to compete together and gain new experiences.	Belfast City Council	127.62
CRCD19/10090	Success Dragon & Lion Dance Association	To provide a multi-cultural Chinese New Year event, which will be entertaining, educational and inclusive. The group aim to raise the profile of the Chinese Community, other ethnic minorities and their culture, reduce stereotyping and develop ongoing partnerships	Belfast City Council	3,050.00
CRCD19/10091	Ballymac Friendship Trust	The Time Of Your Life is a Forum Theatre production exploring the causes and consequences of paramilitarism in East Belfast. It centres on the particular experience of young adults and on a detailed excavation of the cultural, economic and social framework within which young people come into varieties of contact with paramilitary organisations and activities.	Belfast City Council	3,390.00
CRCD19/10092	Success Dragon & Lion Dance Association	To provide a multi-cultural and Lantern event, which will be entertaining, educational and inclusive. The group aims to raise the profile of ethnic minorities and their culture, reduce stereotyping and develop ongoing partnerships	Belfast City Council	2,500.00
CRCD19/10095	Belfast Interface Project	This innovative project will develop accessible augmented reality tools in order to help foster constructive dialogue and shared future building between marginalized interface communities. It will produce an encounter-app enabling users to “see” each other through a wall.	Belfast City Council	838.93
CRCD19/10098	The Bright Umbrella Drama Co.	Community Relations drama project. 20 to 25 people will develop and perform a script about events which happened 100 years ago in Mountpottinger / Short Strand and how these events relate to present times	Belfast City Council	4,000.00

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CRCD19/10100	Dunmurry Community Association	A local summer scheme catering for ages 4 to 11 years. The group plans to do on-site events such as arts & crafts and also to have a catering event whereby the different cultures can produce their types of food which will include English/Irish, Indian, Chinese etc, Nepalese etc.	Belfast City Council	1,964.80
CRCD19/10130	Green Shoot Productions	The group aims to use an issue-based theatre workshop programme to enable a group of residents in Tigers Bay and the surrounding areas to explore and devise a new piece of theatre based on stories about growing up in the area.	Belfast City Council	3,200.58
CRCD19/10132	Aisling Ghéar Theatre Co	In Autumn 2019 Aisling Ghéar are producing a new play about the foundation of the Shaw's Road Gaeltacht, entitled, Is Iomaí Rud a Tharla- They will be including a strong community relations element to this theatre project through three different events and a publication.	Belfast City Council	1,190.00
CRCD19/10134	174 Trust	Morning symposium - following the regular monthly Church Leaders' Breakfast - with representatives from all the main Christian churches exploring the biblical imperative to be active in peacemaking.	Belfast City Council	850.00
CRCD19/10135	Horn of Africa People's Aid NI	The event will have keynote speakers that will discuss the history of people of African descent in Belfast and present-day and their contributions to Northern Irish Society. There will then be an integration event with African food and entertainment in which communities can experience each other cultures.	Belfast City Council	2,200.00
CRCD19/10143	All Nations Ministries	The group will be hosting two events that explore different cultural lenses through which we view the world by using the medium of music. They will involve 5 artists from refugee/asylum seeker and ethnic minority backgrounds.	Belfast City Council	1,381.00
CRCD19/10147	Youth Link	Where to next for Reconciliation in Youth Work is a policy round table 'think in' which aims to keep a spotlight on reconciliation within the youth work sector.	Belfast City Council	730.00

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		Back to the future is designed to be an interactive art exhibition of posters, coasters and 'Path to Peace' game.		
CRCD19/10151	EPIC	The British-Irish Association Conference offers formal speeches and open discussion. The attendees will be travelling to this conference to articulate to a wide audience the common obstacles that prevent former prisoners, both republican and loyalist, from regaining full citizenship entitlement.	Belfast City Council	450.00
CRCD19/10154	Healing Through Remembering	Bursaries for attendance at the five day annual international conference of the Christian Council on Defence and Disarmament which is meeting in Belfast this September. The bursaries would allow for eight local community-based practitioners to fully participate in the conference which is entitled 'Escaping Diverse Legacies'.	Belfast City Council	720.00
CRCD19/10196	174 Trust	The Super Sunday and 100 Sessions are a key part of the group's community relations work, providing monthly access to arts that works across generations, abilities, cultures, communities and across the religious and social divide.	Belfast City Council	4,250.78
CRCD19/10216	GLOW	The event is a partnership between GLOW and The Mango Girl CIC. This will be an inspirational women's conference to inspire and empower women from all cultures to embrace the power of women supporting women. There will be short stories of achievements from women of different backgrounds as well as multicultural workshops and music.	Belfast City Council	65.00
CRCD19/10230	Carrick Hill Resident's Association	The Empowering Identity Project is Carrick Hill Resident's Association's way of empowering residents to explore their identity, become more confident in their identity & be much more productive in expressing that identity.	Belfast City Council	1,150.93
CRCD19/10245	Quotidian - Word on the Street Limited	Sky, You Are Too Big... is a public poetry reading with music, to mark International Migrants Day. The work presented will celebrate cultural	Belfast City Council	1,425.00

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		diversity, cultural expression, diversity of languages and articulate the lived experience of migration.		
CRCD19/10269	MACHA Productions	A project bringing hard-to-reach women from racial, religious and gender divides together with policy-makers, activists, stakeholders in Creative Workshops to share and witness each-others cultural experiences, gain insight from each-other as women from diverse cultures negotiating a post-conflict society.	Belfast City Council	2,330.92
CRCD19/10296	Imagine Belfast	The Imagine Belfast Festival of Ideas & Politics with at least 80 events involving approximately 5,000 people in performances, debates, discussions and workshops in at least 25 venues across Belfast.	Belfast City Council	5,000.00
CRCD19/10332	ArtsEkta	This ambitious public art project will build a floating city on Waterworks Pond involving a large amount of creative community participation. Hundreds of light-up sculptures will be constructed into a glowing cityscape representing the experiences of participants from all community backgrounds.	Belfast City Council	5,000.00
CRCD19/10336	Multi-Ethnic Sports And Cultures Northern Ireland(MSCNI)	Multi-Ethnic women's friendship sports and cultural festival is a project that will last for a day - providing sports platforms for BME and local Communities women and children to engage actively in physical activities with the aim to promote healthy lifestyle, friendship, community cohesion and sports excellence.	Belfast City Council	2,181.25
CRCD19/10342	St Brigids GAC Belfast	The project aims to promote cultural understanding and cross community participation of young and old in Belfast around a festival date and theme - the beginning of the Irish Spring on February first, St Brigid's Day. It is envisaged that this will be the first in a number of events named Brigid's Sessions which will run throughout 2020.	Belfast City Council	1,500.00
Total for Belfast				72,017.62

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Causeway Coast and Glens				
CRCD19/10078	Tapp Friens Community Group	Tapp Friens Community Group have developed an Inclusive Community Relations/Good Relations Project in an Orange Hall. This project will continue to showcase the Orange Hall as a shared community space that is available for everyone and open to all communities.	Causeway Coast and Glens	1,970.00
CRCD19/10138	Dervock & District Community Association	Dervock & District Community Association have developed a project that will highlight the connections between the two communities/traditions of Dervock and Loughgiel.	Causeway Coast and Glens	1,570.00
CRCD19/10159	Building Communities Resource Centre	This project is focused on promoting community and good relations and will provide participants with the opportunities to improve their skills, expertise, engage with others, build relationships and enhance their understanding of what is meant by both the terms community relations and good relations.	Causeway Coast and Glens	3,640.97
CRCD19/10171	Building Communities Resource Centre	E.M. Power stands for Ethnic Minorities Empowered which is what the group wish to achieve with a series of programmes promoting cultural identity, cohesion and understanding to break down barriers and isolationist issues to enable integration for BAME residents in our Causeway Coast & Glens borough.	Causeway Coast and Glens	3,930.55
CRCD19/10276	The Junction	In partnership with Oasis, an organisation focused on health & wellbeing, we will roll out two community relations education & training programmes to a cross-community group brought together by Oasis	Causeway Coast and Glens	2,219.05
Total for Causeway Coast and Glens				13,330.57
Derry City and Strabane				
CRCD19/10003	Women's Centre Derry	The project will deliver a number of organised visits throughout Northern Ireland aimed at broadening experience and cultural awareness for a group of BME women	Derry City and Strabane	2,230.00
CRCD19/10009	Foyle Women's Information Network	10 women's groups with 10 women in each drawn from across the City and District will meet and research women who have added to the fabric of society and who have played a	Derry City and Strabane	4,800.01

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		pivotal role in building the peace and making NI a better place.		
CRCDD19/10022	Clooney Estate Residents Association	The project will break down barriers, promote engagement and bring together residents from both PUL and CNR communities together with residents from different ethnic cultures.	Derry City and Strabane	1,526.55
CRCDD19/10039	St Columb's Park House	Celebration of the Peace Building work of St. Columb's Park House over the last 25 years. Hosting a series of family and community events celebrating 'Community' in the park.	Derry City and Strabane	2,350.89
CRCDD19/10046	Culmore Community Partnership (CCP)	The 2019 Culmore Festival is a three-day cross-community celebration of the Culmore Community which seeks to contribute to community cohesion by breaking down barriers and building the capacity of local people.	Derry City and Strabane	1,130.00
CRCDD19/10051	St Columb's Park House	A rigorous and participative strategic planning process that will set high level cross-generational goals, over 20 years, that seek to agree a vision for St Columb's Park House. The process will engage funders, service users, local residents, board, and staff in a structured and reflective way.	Derry City and Strabane	2,321.85
CRCDD19/10077	North West Migrants Forum	The project aims to promote public awareness of cultures and traditions of BME, provoke debates on the value and the richness of these cultures in NI, promote tolerance, acceptance, kindness and mutual understanding as well as develop intercultural dialogue and partnership between communities.	Derry City and Strabane	2,344.78
CRCDD19/10087	North West Play Resource Centre	For Good Relations week the group plan to work in partnership with local band Different Drums who will deliver three drumming workshops on a cross community as well as a live performance in The Playhouse Theatre.	Derry City and Strabane	1,855.00
CRCDD19/10122	Allegri	The group plan a five-day cross-community arts and music education summer scheme for 80 children aged 7-11 from Strathfoyle (predominantly	Derry City and Strabane	2,209.00

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		Catholic/Nationalist/ Republican) and Newbuildings (predominantly Protestant/Unionist/Loyalist)		
CRCD19/10137	Kerala Association	Bringing people from all the communities together through art, culture and education thus building good relations between them. Also provide an opportunity for people from different parts of the world to interact with each other that eventually help their overall sense of well-being and inclusion in life here through arts and cultural activities on stage.	Derry City and Strabane	2,435.00
CRCD19/10145	Border Arts 2000	The project is an attempt to re- create Castlederg Town Centre as it was in the 1970's when the centre of the town was completely cordoned off and the only access was through an army checkpoint. The group will re-create a scaled model of that era, put on an exhibition in a marquee with memorabilia; list of all the bombings; re- create bands and bring speakers to give talks from both sides perspective. Speakers will include former security personnel and politicians.	Derry City and Strabane	1,000.00
CRCD19/10201	Mandarin Speakers Association Derry	Deliver Chinese New Year celebration event, Chinese cultural awareness workshops to local communities and schools Organise art workshop in local College and Youth Club to participate in Chinese international art competition and showcase their pieces in an art Exhibition in Holywell and Void Gallery	Derry City and Strabane	3,450.00
CRCD19/10258	REACH Across	The project will include events for Good Relations week we plan to work in partnership with local band Different Drums who will deliver three drumming workshops on a cross community basis. Also working on recruiting new members, and a Contact and Shared Learning Residential.	Derry City and Strabane	2,800.00
Total for Derry and Strabane				30,453.08

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Fermanagh and Omagh				
CRCD19/10023	Fermanagh Churches Forum	Series of 5 Autumn Seminars on the history and cultural background of the years 1918-1922 in Ireland	Fermanagh and Omagh	1,120.74
CRCD19/10035	Devenish College PFTA	The programme aims to provide an opportunity to promote dialogue on the impact of conflict in a modern setting. It will examine a shared history and values thus providing an opportunity to reflect on the past.	Fermanagh and Omagh	3,900.00
CRCD19/10268	Fox Park Residents Association	The Group was established in March 2000 and our members are keen that we mark the 20-year anniversary with a Let's Celebrate Good Relations Booklet that will reflect on the good relations that they have achieved over the past 20 years.	Fermanagh and Omagh	1,195.00
Total for Fermanagh and Omagh				6,215.74
Lisburn City and Castlereagh				
CRCD19/10021	Dromara Local History Group	A cross-community visit to Seamus Heaney Home Place and Garvagh Museum.	Lisburn City and Castlereagh	1,000.00
CRCD19/10079	South Eastern Regional College	The group's aim is to host a 'Come Dine With Us' event, with the intention to facilitate the local Syrian refugee community to engage and interact with other local communities in the surrounding Lisburn area.	Lisburn City and Castlereagh	1,840.00
CRCD19/10208	Hillhall Regeneration Group	The project will be centred on building relations between Polish and local communities residing within the Lisburn and Castlereagh City Council area through the lens of shared history between the UK, Ireland and Poland.	Lisburn City and Castlereagh	3,950.00
Total for Lisburn City and Castlereagh				6,790.00
Mid and East Antrim				
CRCD19/10067 <i>(Note A)</i>	Summer Madness	The annual Summer Madness Festival provides an opportunity for thousands of young people to encounter their peers from a variety of backgrounds, cultures and religious / political outlooks	Mid and East Antrim	1,000.00
CRCD19/10083	Cairncastle Ulster Scots Cultural Group	A Cross Community festival of music & dance with a diverse range of participants from both indigenous communities and Ethnic Minority Communities	Mid and East Antrim	2,500.00
CRCD19/10088	Gig'n the Bann Festival Committee	Gig'N the Bann Festival is an annual event which has been taking place since the year 2000 and now in its twentieth year	Mid and East Antrim	1,250.00

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		attracting many visitors from different countries. This festival features Irish Traditional and Ulster Scots music jointly thus attracting audiences from all communities.		
CRCDD19/10271	Drumalis	The project aims through education in knowledge and skills to empower a cross-community, cross-sectoral group of people to engage actively with public theology or applied social ethics and to contribute through the praxis of civic and social responsibility to a more ethical, just, compassionate and peaceful society	Mid and East Antrim	1,835.00
Total for Mid and East Antrim				6,585.00
Mid Ulster				
CRCDD19/10141	Rural Community Network	The aim of the proposed project is to deliver 1 Irish History Course covering the period in Irish History from Catholic Emancipation through to the Civil War, the establishment of the state of Northern Ireland, the "Troubles" to the Good Friday Agreement.	Mid Ulster	4,649.31
CRCDD19/10184	Powerstone Entertainment	A 4-day, professionally facilitated community youth dance and physical theatre workshop which will explore the experience of migration from the perspective of a small child.	Mid Ulster	1,484.58
CRCDD19/10286	Cookstown North Community Group	To take 39 people on a cross community site visit to learn more about Orange heritage. Participants will visit a shared space together in a amicable setting away from their own territory giving them a chance to discuss what they have learned and share a meal together.	Mid Ulster	650.00
Total for Mid Ulster				6,783.89
Multiple				
CRCDD19/10016	The Rainbow Project	The Peace by Peace Conference will be a dynamic full day conversation exploring how diversity and equality practice throughout the business, public, voluntary and faith sectors can contribute to the process of peace.	Multiple	1,864.48
CRCDD19/10027	APAC	Citizens Wallpaper: The Coleraine Canvas. International Exhibition with Media panel –	Multiple	2,450.00

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		Flowerfield & Roe Valley culture centres.		
CRCD19/10029	Kilcooley Community Forum Ltd	The project, a residential that will show a performance by both Loyalist and Nationalist participants who participated in developing a play with support from the Heritage Lottery Fund, around issues relating to partition, the first world war, and the subsequent legacy it left in Ireland.	Multiple	1,200.00
CRCD19/10048	Dialogue For Diversity	The project will work with 10 Loyalists and 10 Republicans in a series of dialogue/history seminars to understand how the events of 100 years ago helped create our current divisions. Then in two residentials they will explore their learning with a wider group of 20-35 people from divided backgrounds.	Multiple	4,110.00
CRCD19/10060	Dervock & District Community Association	“War’s End” is a newly written play with music set at the end of the Great War which tells the story of three ordinary soldiers caught in extreme circumstances. The soldiers, one an Irish Unionist, one an Irish Nationalist and the third, a German find themselves taking shelter in a bomb-crater in no-man’s-land. Despite the rifts between them on national and international levels, these men find a shared humanity and are reconciled to each other. The play and subsequent education project seek to bring schools and the public together to reflect and empathise on the subject of war and remembrance.	Multiple	5,000.00
CRCD19/10066	Community Dialogue	Community-based Deliberative Consensus Building Dialogues Resolving Peacebuilding Issues	Multiple	2,350.00
CRCD19/10073	Boys & Girls Clubs (NI)	Do Something for Change will be a six month project involving a representative group of 18 young volunteers from three hubs across NI; Newry, Omagh and Belfast. Participants will take part in two residential training modules and further syndicate workshops in CRED and research techniques. Participants will use their skills, knowledge and attitudes to encourage their peers to develop and implement shared social action projects, with specific	Multiple	2,482.48

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		focus on CRED, in their local communities.		
CRCD19/10085	Organisation of Malayali's in Northern Ireland	Ponnonam. The celebration of the harvest festival of Onam for Malayali people in Northern Ireland	Multiple	1,700.00
CRCD19/10096	Irish School of Ecumenics	Inter-church Fora Project: Strengthening and Expanding a network of inter-church groups working on reconciliation and GR issues in the community. CONNECT conferences and Church Fora Newsletter	Multiple	2,662.62
CRCD19/10112	Portadown Heritage Tours	This project is intended to highlight the events leading from the Home Rule crisis, formation of UVF and Irish Volunteers their subsequent journeys through the 1st World War, the Easter Rising, the home coming and events which lead to partition and the situation in the area of Portadown- North Armagh.	Multiple	1,300.00
CRCD19/10114	NORTH WEST TONGUES, TONES AND TAPPING.	A series of cross cultural workshops, seminars, performances and events followed by a festival of celebration.	Multiple	2,000.00
CRCD19/10121	Coiste na nIarchimí	This project is attendance at a conference in England hosted by the British Irish Association. The group engage with major influencers in British and Irish political, religious and legal issues in order to promote their inter community work	Multiple	475.09
CRCD19/10131	Thrive Ireland	An innovative peace and reconciliation conference utilising learning from Zimbabwe to develop leadership understanding and capacity in the faith sector, for a reimagining of post conflict nation building.	Multiple	1,601.33
CRCD19/10155	An Gaeláras Ltd.	This project wants to evaluate the current monitoring practices in Northern Ireland relating to Good Relations outcomes in order to identify the positive and negative aspects of them and establish recommendations and possible alternatives that could improve the current system	Multiple	3,600.00
CRCD19/10162	Politics In Action	Sixth-Formers from two Northern Irish schools will join two schools from the Republic in a pilot scheme to discuss Climate Change and propose solutions to this issue affecting	Multiple	1,290.81

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		both sides of the border. They will spend a day in Dublin and Belfast visiting cultural sites and engaging with politicians Sir Jeffrey Donaldson and Joe McHugh. The students will write their conclusion which will be sent to all MPs, MLAs, TDs and Senators		
CRCD19/10169	Belfast and District Trade Union Council	The production of a short booklet outlining the history of the NI Civil Rights Association and a series of seminars examining the problems they experienced their cross community experiences, lessons learned and how they relate to present day society.	Multiple	2,476.00
CRCD19/10185	The Fellowship of Messines Association	The Project will work with participants, from various political viewpoints, to engage in respectful and reflective discussions on historical events of 100 years and also from 50 years ago. Through engagement with factual history, the project will create opportunities to challenge some of the myths and folklores that surround these events and history.	Multiple	1,700.00
CRCD19/10199	Beyond Skin	Inter-generational workshop programme To recognise, react and respond to: a) discrimination, b) prejudice, c) risk of violence, d) the unique needs and welfare of others, and e) address the responses and concerns of others to help create a social injury free environment.	Multiple	2,800.00
CRCD19/10241	Irish School of Ecumenics	Church Fora CONNECT conferences take place biannually. The conferences bring together representatives of Church Fora and other inter-church groups from across Northern Ireland to share experiences and learnings in their work to promote reconciliation, an end to sectarianism and racism, and a shared and safe community	Multiple	2,844.00
CRCD19/10252	Centre for Democracy and Peace Building	The project aims to improve attitudes between young people and celebrate diversity. We will deliver series of cross-community workshop, learn about consequences of war and produce 1000 paper cranes	Multiple	2,500.00

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		(symbol of peace), which will be sent from NI to Children's Monument in Hiroshima as next year marks 75 anniversary of atomic bomb.		
CRC19/10339	Guardians of the Flame	We hope to have 3 screenings of the documentary " Guardians of the Flame" One in Belfast, one in Coleraine and one in Derry/ Londonderry. Each session will have a Question and Answer session with the victims filmed in the documentary	Multiple	3,426.18
CRC19/10340	Kabosh	Community engagement, research and development of new play 'Reform and Resistance' which explores the activism, and unique experience and legacy of the conflict, of LGBTQ+ citizens within the PUL community. Project developed in response to vocalised need (via East Side Arts).	Multiple	1,500.00
CRC19/10344	Ulster-Scots Community Network	The project is intending to use music as a means for exploring issues of good relations, shared cultural practice and an exploration of shared experience and identity. The group aims to look at some of the many tunes that are common to both main communities within Northern Ireland	Multiple	2,000.00
Total for Multiple				53,332.99
Newry Mourne and Down				
CRC19/10061	Schomberg Society Kilkeel	This project will for the first time introduce a new theme to our 11th July Celebrations. The Society aims to promote our 11th July Festival as one which is welcoming and embracing to people from all traditions and backgrounds. This project will theme the 11th July Festival on the 75th Anniversary of the D-Day Landings and will use exhibitions, workshops, talks, literature, entertainment and cross-community engagement to help dispel the myths that only the PUL community was involved with the D-Day Landings/WW2.	Newry Mourne and Down	1,600.00

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CRCD19/10069	Metis Initiatives Community Interest Company	Soma Festival 2019- Sheehy Skeffington school. This aspect of Soma festival offers opportunity to build inclusion through conversation and dialogue and creative methodologies.	Newry Mourne and Down	1,477.50
CRCD19/10075	Kilmegan and Maghera Historical Group	Kilmegan and Maghera historical group propose to unite the churches in Castlewellan. They intend to promote good relations and reconciliation by bringing people of all faiths together to celebrate, socialise in an environment free from prejudice or intolerance. The aim of the project is to bring all church leaders and parishioners together to celebrate at Christmas.	Newry Mourne and Down	580.00
CRCD19/10086	Schomberg Society Kilkeel Limited	This project will engage with Bonfire Builders in Annalong to help tackle the issues surrounding the Annalong Bonfire, including sectarianism and community division. We will deliver a Flags&Emblems workshop, share models of good practice, engage Bonfire Builders with statutory agencies to improve the Bonfire, through encouraging the Bonfire Builders to organise a Bonfire event which is welcoming to people from other communities.	Newry Mourne and Down	4,100.00
CRCD19/10341	Artsawonder	Kilkeel/Rostrevor cross community evening celebration concert combining music and performances from both sides of the cultural divide followed the next day by a discussion forum for religious leaders from a diverse range of denominations. Kilkeel is perceived as predominantly a protestant town, Rostrevor as catholic.	Newry Mourne and Down	126.36
Total for Newry Mourne and Down				7,883.86
Accounting Adjustment				1,812
Overall Total				224,555.54

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North Belfast Fund – 2019 – 2020

Reference	Organisation	Summary	District Council	Amount Paid
197380	Ballysillan Community Forum	Support costs towards good relations programmes in North Belfast.	Belfast	45,170.81
197381	Upper Ardoyne Community Partnership	Support costs towards good relations programmes in North Belfast.	Belfast	14,613.45
193782	Cliftonville Community Regeneration Forum	Support costs towards good relations programmes in North Belfast.	Belfast	95,073.60
193783	Mount Vernon Community Development Forum	Support costs towards good relations programmes in North Belfast.	Belfast	4,386.00
193784	Greater Whitewell Community Surgery	Support costs towards good relations programmes in North Belfast.	Belfast	42,783.39
193785	Shankill Women's Centre (SWC)	Support costs towards good relations programmes in North Belfast.	Belfast	78,432.85
193786	Ashton Community Trust	Support costs towards good relations programmes in North Belfast.	Belfast	100,000.00
193787	Ardoyne Youth Enterprises	Support costs towards good relations programmes in North Belfast.	Belfast	75,667.88
193788	Ligoniel Improvement Association	Support costs towards good relations programmes in North Belfast.	Belfast	49,854.89
193789	Intercomm	Support costs towards good relations programmes in North Belfast.	Belfast	85,407.23
193790	The Vine Centre	Support costs towards good relations programmes in North Belfast.	Belfast	18,750.10
Accounting Adjustments				(4,260.07)
Overall Total				605,880.13

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Pathfinder Grant Scheme 2019 – 2020

Reference	Group	Summary	Council Area	Amount Paid
Armagh, Banbridge Craigavon				
PF19/100016 <i>(Note A)</i>	Lisburn People Support Project	1. To deliver facilitated workshops and debates through the structure of 'Living Libraries' and 'World Cafe' in four communities (Lisburn, Seymour Hill, Sandy Row and Lurgan), all facing the similar issues at a time of current unrest. Planned to take place October, November, January and February. To include representative from PSNI, Housing, PCSP and EANI. 2. To host a conference/celebration event in March.	Armagh, Banbridge, Craigavon	2,000.00
Total for Armagh Banbridge Craigavon				2000.00
Belfast				
PF19/100011 <i>(Note A)</i>	Passionist Peace and Reconciliation Office	This project aims to develop the relationship between the Passionist Peace Office; the Houben Centre and Tobar Mhuire Retreat Centre that was facilitated by a previous grant from CRC. The Houben Centre has become a source of reconciliation and hope, based at the most contentious interface of Shankill and Ardoyne.	Belfast City Council	5,000.00
PF19/100012	East Belfast Community Development Agency	The group aims to play a key role in supporting communities in East Belfast to promote cultural diversity, reduce racism and become more inclusive.	Belfast City Council	6,009.56
Total for Belfast				10,009.56
Causeway Coast and Glens				
PF19/100023 <i>(Note A)</i>	Ulidia Training	Working with 9 bonfire sites in North Antrim and 1 in Mid & East Antrim. Working directly with the bonfire builders, statutory agencies and community to ensure bonfires have no tyres or pollutants, they are the correct size for the area, there is no anti-social behaviour and an intensive training programme is put in place to keep the bonfire builders busy from January to they start to build the bonfire in June.	Causeway Coast and Glens	10,000.00

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Total for Causeway Coast and Glens				10000.00
Derry City and Strabane				
PF19/100015	Shantallow Community Residents Association	the project will provide a range of activities aimed at reducing tensions in the area due to the criminal/anti-social behaviour that is prevalent in the summer months and linked to marching season and bonfires.	Derry and Strabane	3,250.00
Total for Derry City and Strabane				3,250.00
Newry Mourne and Down				
PF19/100002	Kerygma Choir	The Kerygma Choir will sing in the Speaker's Apartments on his invitation on 18th June 2019 to an invited audience of Westminster MPs, the Prime Ministers of the UK and Ireland, the ambassadors to the UK from the 27 other countries of the EU, political leaders and representatives from NI, Faith leaders at a UK and Ireland level and NI civic and business leaders around the topic of reconciliation.	Newry, Mourne and Down	3,440.00
Total for Newry Mourne and Down				3440.00
North Down and Ards				
PF19/100014	The Link Family and Community Centre	Development of a long term strategy and mechanisms to enable the churches in Newtownards to work together for the common good of the community of Newtownards. Continue to facilitate safe space and open conversations to develop understanding of community need, particularly in the area of poor community relations and community conflict.	North Down and Ards	4,700.00
Total for North Down and Ards				4700.00
Regional				
PF19/100018	Irish School of Ecumenics	The project contributes to overcoming sectarianism through developing and supporting local Church Fora promoting greater understanding and increased interaction among people of different Faith traditions in local communities and churches.	Regional	10,000.00
Total for Regional				10,000.00
Overall Total				49,404.56

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Media Grant Report – 2019 – 2020

Reference	Organisation	Summary	District Council	Amount Paid
Belfast City Council				
Media19/1011	East Belfast Mission	Through the 'Ulster Gaelic, it's yours too' project the group will help to neutralise polarisation and negativity surrounding the Irish language by creating audio visual communication products (animated videos, sound bytes, infographics etc) that target unionists, loyalists and protestants and highlight their shared heritage and history of the Irish language.	Belfast	4,200.00
Media19/1021	Queen's Film Theatre	This documentary film 'The Time is Now' would be an effort to make a landmark documentary about the current attitudes, reflections, ambitions, hurts, desires, loves, hates and passions of the generation of young people who have grown up in Belfast post Good Friday Agreement	Belfast	4,371.00
Media19/1026	James Bamford	The project consists of an interactive online map showing locations of security installations relating to the "ring of steel" surrounding Belfast city centre during the Troubles. It will contain archival photographs and text providing further information, and serve as a politically neutral public record of the reality of the period.	Belfast	2,325.00
Total for Belfast				10,896.00
Derry City and Strabane				
Media19/1022	Holywell Trust	Following the success of the Forward Together Podcast, which received support through the 2018 Media Grant Scheme, Holywell Trust will continue and deepen the conversations that have been started through a new series of the podcast. During this new series the group will carry out 18 new interviews.	Derry City and Strabane	3,480.00
Total for Derry City and Strabane				3480.00
Multiple				
Media19/1012	AvilaMedia	We will produce a series of articles, blogs and video interviews (vlogs) that will highlight pivotal work throughout the community sector. We want to demonstrate how arts, culture and shared history build a better society in Northern Ireland and contribute to continued conflict transformation.	Multiple	2,067.63
Media19/1019	Guardians of the Flame	A media project born out of The Troubles of Northern Ireland, the podcasts explore the history of conflict and the redemptive stories that have emerged from the tragedy of religious & sectarian violence.	Multiple	5,000.00

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Media19/1027	Beyond Skin	A series of short films (2 minutes) produced by young people. The films will document the learning/exchange processes and outcome messages regarding the training, enabling and implementation of UN resolutions 2250 Youth Peace Security These films will be produced in spaces were Beyond Skin and partners are delivering youth4peace activities	Multiple	4,800.00
			Total for Multiple	11,867.63
			Accounting Adjustment	(171)
			Overall total	26,072.63

Note A: This funding has been allocated to a group located within a specific district council. Analysis by the Community Relations Council shows that activity financed by this funding has been delivered in more than one district councils.





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