

Registered number: NI022427
Charity registered number: 100310

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

Directors' report and financial statements

for the year ended 31 March 2018

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

On
28 June 2018

The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

Directors' Report and financial statements for the year ended 31 March 2018

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

Reference and administrative details

Directors/Trustees

Alan Henry OBE (Chairperson)
Cathy Mc Ivor (Appointed February 2018)
David Burgess (Resigned November 2017)
Denise McIlwaine
Dermot MacCann (Treasurer)
Dr Anne-Marie Telford
Dr Gareth Mc Grath (Appointed February 2018)
Dr Helen McLaughlin (Vice Chair)
Eamon Quinn
Fiona Darrah (Resigned November 2017)
Jacqueline Magennis (Appointed June 2017)
Maeve Marnell
Martin Stroud
Michael Arlow
Nigel Arnold
Patricia Douglas
Stuart Marriot
Tim Webster

Company Secretary

Michael Arlow

Senior management members

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

Reference and administrative details (continued)

Registered and Principal office

25 College Gardens
Belfast
Northern Ireland, BT9 6BS

Solicitors

Cleaver Fulton Rankin
50 Bedford Street
Belfast, BT2 7FW

Bankers

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

Independent auditors

PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Waterfront Plaza
8 Laganbank Road
Belfast,
BT1 3LR

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

The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

Directors' report for the year ended 31 March 2018

The directors, who are also trustees, present their annual report and the audited financial statements for the year ended 31 March 2018. The financial statements are prepared in accordance with the Companies Act 2006, "Accounting and Reporting by Charities", Statement of Recommended Practice affordable to charities preparing their accounts in accordance with the International Financial Reports standards and in accordance with the requirements and guidelines set out in the Government's Financial Reporting Manual (FReM) issued by the Department of Finance (DoF) and all other guidance issued by DoF which is in force for the financial year for which the financial statements are being presented.

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

Reference and administrative details

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

Structure, Governance and Management

Governing document

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

Directors

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

Appointment of directors

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

Director induction and training

The Company Secretary ensures that appropriate induction and training is given to all Board members. Each new director is provided with a pack of information about the Council and their responsibilities and is given an opportunity to meet all staff.

Organisation

The governance, management and conduct of the business and affairs of the Council are carried on by the Board of Directors ("BoD") in accordance with the Memorandum and Articles of Association of the Council and the Management Statement (incorporating the Financial memorandum). The Chief Executive Officer ("CEO") is Roisin Marshall.

Funding

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

Directors' report for the year ended 31 March 2018 (continued)

Structure, Governance and Management (continued)

Risk management and internal control

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

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

In particular, it includes:

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

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

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

Principal risks identified are in relation to the following areas:

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

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors. Particular attention is focused on non-financial risks arising from fire and health and safety of all staff and visitors.

Objectives and activities of the Council

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

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

Directors' report for the year ended 31 March 2018 (continued)

Achievements and performance

The statement of financial activities for the Council is set out on page 31.

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

Details of NICIE's activities during the year can be accessed on line at www.nicie.org.uk or by contacting the Company at the registered address.

Financial Review

The full financial results of the Council are set out in detail in the financial statements on pages 31 to 43. The net outgoing resources for the year before recognised gains and losses was £12,704 (2017: £13,777).

Performance

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

Reserves

The company receives grants from various sources that are spent on the activities as detailed in the respective Letters of Offer. Any unspent monies may be subject to claw-back by the grant provider.

The net liabilities at the year-end including the pension deficit is £696,433 (2017: £612,729). This includes a net pension liability of £743,000 (2017: £656,000). For further details of the pension commitment liability please refer to note 12 of the financial statements and the Remuneration report.

Forward funding

The Council has secured sufficient income from a variety of donors for the year 2017 - 2018 to offer comfort to the directors and stakeholders of its ability to operate into the future. Major funding has been guaranteed from DE, with other project funds being made available from the Department of Foreign Affairs Ireland and the Heritage Lottery Fund.

Strategic goals, objectives and activities

NICIE continue to implement the Strategic Plan 2016-19 in partnership with the Board of Directors.

Vision

An education system in which Catholic and Protestant children and those of other beliefs, cultures and communities learn together in the same school to build reconciliation.

Mission

To build a cohesive society by advocating for the development and facilitating the growth of high quality Integrated Education. This will be achieved by influencing, innovation and collaboration.

The following were identified as strategic goals for the next three years. The strategic plan will be reviewed in 2018-19 with a view to a new strategic plan being in place for 2019-2021.

Directors' report for the year ended 31 March 2018 (continued)

Strategic Aim 1: Increase the opportunities for Catholic, Protestant and children of other beliefs, cultures and communities to be educated together in the one school

Priorities for 2016-19

- *Build a network of sustainable integrated schools*
- *Identify and meet the needs of parents and local communities for Integrated Education*
- *Support innovative models of sharing and integration*

Strategic Aim 2: Achieve high quality Integrated Education

Priorities for 2016-19

- *Identify, award and disseminate excellence in Integrated Education among integrated schools*
- *Collaborate with external stakeholders*

Strategic Aim 3: Promote, influence and advocate for Integrated Education

Priorities for 2016-19

- *Raise awareness of and increase support for Integrated Education*
- *Influence government and public debate on the benefits of Integrated Education.*

Strategic Aim 4: Run an effective organization

Priorities for 2016-19

- *Ensure the cost effective and efficient use of resources and staff to meet strategic objectives*
- *Improve mechanisms for internal communication and external communication with all relevant stakeholders*

The NICIE business plan has aligned these Strategic goals with DE Business Plan and DE targets:

- Raising Standards for all;
- Closing the Performance Gap, Increasing Access and Equality;
- Developing the Education Workforce;
- Improving the Learning Environment; and
- Transforming the Governance and Management of education.

The strategic goals are highlighted below:

Listed below are the key objectives associated with each of the Council's strategic goals and the achievements noted against each objective:

Strategic Aim 1: Growth

Increase the opportunities for Catholic, Protestant and children of other beliefs, cultures and communities to be educated together in the one school

Associated with this goal were the following objectives: work proactively, in partnership with IEF, to identify and support new opportunities to increase the numbers of children benefiting from an Integrated Education ; support parents who are interested in developing integrated provision for their children; provide support and advice to integrated schools that wish to consolidate and expand their provision; support schools that wish to transform and schools in the process of transformation; through consultation and discussion to effect a change in DE policy on transformation; support schools that wish to develop an integrated ethos but who do not wish a change in legal status; work with political parties, DE and educational partners to ensure that the case for Integrated Education is central to the development of educational policy, work with others to influence the development of shared practice based on the integrated experience.

Directors' report for the year ended 31 March 2018 (continued)

Achievements in 2017/2018 included the following

- Active participation in Area Planning through representation on a range of committees, liaison with Education Authority (EA) regions, Council for Catholic Maintained Schools (CCMS) and other stakeholders.
- Continuous consultation with integrated schools regarding growth and expansion to assist in formulation of Local Area Plans.
- Participation in a range of meetings throughout the year - NICIE representation at Area Planning Local Groups and Area Planning Working Group and Area Planning Steering Group.
- NICIE contribution to Action Plan for Area Planning 2018/19.
- NICIE supported schools bringing forward Development Proposals (DPs) for expansion and commentaries were submitted on all proposals.
- NICIE paper on Pre-School Education-Preschool Policy and effect on Integrated Primary Schools.
- Primary and Post-Primary Growth, Expansion and Sustainability meetings held for integrated schools.
- On-going support /advice for integrated schools taking forward or exploring the need within their own schools for Development Proposals to support growth.
- More parents and children able to access Integrated Education -599 potential new places created.
- More coordinated approach to the promotion of I.E. in specified areas.
- Integration works Campaign with new DE Guidance.
- 3 responses to draft Community Plans.
- 15 schools have been supported by Technical Advisers on Fresh Start capital and SEP.
- Representation of NICIE on Preschool Education Group and Child Care Partnership.
- Advice and guidance on development of pre-school provision provided for integrated primary schools.
- Support for 3 recently transformed schools.
- Presentations to several schools regarding the Transformation process.
- Ongoing advice to parents regarding the Transformation process.

Strategic Aim 2: Support:

Achieve high quality Integrated Education

Associated with this goal were the following objectives: develop a programme of training based on the four core principles of Integrated Education for staff, governors and parents of integrated schools; develop and implement the 'Excellence in Integrated Education Award' (EIEA) which identifies and recognises best practice; promote leadership development and capacity building across the integrated movement; provide a programme to support schools with mixed populations that wish to move to an inclusive model of education and to develop 'integration in practice'; develop strategic relationships with key funders which enables NICIE to extend its work in promoting and developing 'integration in practice'.

Achievements in 2017/2018 included the following:

- Supporting Loughries PS, Mallusk PS and Killyleagh PS as transformed schools, enabling them to progress actions outlined in their transformation action plans, including provision of staff and governor training, representation at key events, ethos development advice and support, marketing and promotion etc.
- Support for Crumlin IC in conjunction with EA.
- EIEA assessed and awarded to a number of schools.
- Mentors appointed to a number of schools.
- Association of Principal Teachers in Integrated Schools (APTIS) bi-monthly committee meetings held plus a 1 day conference in November 2017.
- APTIS secured a grant from IEF to explore School improvement. 5 bursaries of £3,000 awarded to projects to develop good practice and disseminated among all integrated schools.
- Programme for school improvement developed with Vice Principals (VP) and NICIE Associate.
- NICIE training suite sent to all integrated schools and placed on website.
- 481 staff from integrated schools have taken part in ethos and identity training.
- 62 staff from other school types taken part in diversity training.
- 70 Governors across 7 schools have completed governor training on Roles and Responsibilities in GMIs.
- Improved practice in working with newcomers in collaboration with expert partners:
3 citizen's panels organised
2 post primary schools Human Eyes Ambassadors programmes

Directors' report for the year ended 31 March 2018 (continued)

- Promoted, encouraged and facilitated Shared Education.
- Training suite offered to Shared Education Partnerships via a leaflet to all schools.
- Governance Roles and Responsibilities and Visioning for Recruitment training sessions delivered.
- APTIS, VP, Teachers Committee, Integrated Schools Finance; Special Educational Needs Coordinators (SENCO) meetings held and facilitated.
- Funding secured for the Anti-Bias Approach to Education from DFA.
- Member of cross border symposium on RE in primary schools.
- Performance Review and Staff Development (PRSD) administration for GMI schools.
- Developed Post Primary Peer Mediation Training and Pack for dissemination and training next year.

Strategic Aim 3: Promote

Influence and advocate for Integrated Education

Priorities

To raise awareness, influence others and increase support for Integrated Education.

Associated with this goal were the following objectives: strengthen and increase the profile of NICIE as the chief advocate and recognised voice of Integrated Education in partnership with the Integrated Education Fund (IEF); develop and promote policies and policy papers, both proactively and in response to government consultations; develop strategic relationships with DE and other educational stakeholders which enable NICIE to influence educational policy; develop strategic relationships with IEF and other key stakeholders which ensures the case for Integrated Education is kept in the public eye; promote Integrated Education as a model for inclusive education developing equality, diversity, respect and reconciliation through educational excellence locally, nationally and internationally.

Achievements in 2017/2018 included the following:

- Big Small Stories-65 schools involved-Launch and Public Event 17-19 November 2017
- Level of parental awareness raised as evidenced through micro polls
- Improved parental understanding of Integrated Education and transformation
- Improved support documentation for schools via Transformation Guidance. Improved understanding of process for schools
- 35 attendees from 20 schools attended a Transformation Event on 7th March 2018
- Other events-: launch & celebration of Integrated Education month, Dunleath Lecture, Annual General Meeting (AGM), Association of Principal Teachers in Integrated Schools (APTIS) Conference to promote and disseminate achievements in Integrated Education.
- Extensive media coverage and promotion of Integrated Education
- School Resource to support schools with curricular re-resources and activities developed by NICIE Teacher's Committee
- 192 visitors supported by facilitation, presentations, school visits and research interviews.
- Representation on a range of committees and group including General Teaching Council Northern Ireland (GTCNI), Management Side Committee and Northern Ireland Teachers Pension Scheme Advisory Board (NITPS).
- Information stands at Stranmillis University College Careers Fair, Political party conferences and Chief Officers Third Sector (CO3) conference
- Promotional materials widely circulated via the development and distribution of the Irish News / Newsletter supplement and online through NICIE and Irish News websites, new Patron Carl Frampton and social media
- Regular meetings with officials in DE and in Education Authority (EA).
- Response to a series of consultations on policy issues- Children & Young People's Strategy consultation, Minibus consultation, and NI Budget consultation
- Liaison with senior manager in EA to develop protocols
- Annual meetings with Comhairle na Gaelscolaíochta (CNaG), Controlled Schools Support Council (CSSC), Governing Bodies Association (GBA) and CCMS.
- Visits to 51 of the 65 invested schools by the CEO.
- Continuation of the Invitationally Inclusive Schools Project (IISP) funded by Department of Foreign Affairs (DFA).

Directors' report for the year ended 31 March 2018 (continued)

Strategic Aim 4: Run an effective organisation

To strengthen the organisation so that it achieves its mission successfully.

Associated with this goal were the following objectives: ensure the cost effective and efficient use of resources and staff to meet strategic objectives; adopt a proactive approach to fundraising to develop and extend the work of NICIE; strengthen NICIE's capacity to carry out its work through a programme of Continuous Professional Development; ensure Effective Governance through enhanced structures and procedures; establish processes for monitoring; evaluation and reporting on the implementation of this strategic plan.

Achievements in 2017/2018 included the following:

- The Annual Report & Accounts for 2016/17 were audited and submitted to DE and relevant statutory bodies.
- Appropriate Financial and Management Reports were produced for senior management team, Finance and General Purposes Staffing Committee (FGPSC) and BoD throughout the year.
- A comprehensive internal and external audit programme was established and successfully delivered.
- All Returns were forwarded to DE/ Department of Finance in line with guidance.
- All Council and Committee meetings took place as scheduled. Appropriate support was delivered to Council and Committees by Officers.
- Governance continued to be reviewed and the chairperson carried out an annual appraisal of all directors.
- Continued review and distribution of Terms of Reference for Directors and 3 committees.
- New Directors were recruited and given induction and training.
- Staff Development and Training was implemented throughout the year including: Health and Safety training; Area Planning, Sustainable Schools; Safeguarding as well Team Working; Capturing telephone enquiries. What support do schools need NICIE to provide?; ICT Policy; Review of the evaluation process; Risk Register training for staff and governors; Interview skills training; Anti-Bullying Presentation
- A number of staff policies were developed, reviewed, amended and approved by the FGPSC.
- There were no breaches of public pay policy.
- The Council's Corporate Risk Register was developed in line with the 2017/2018 business plan, aligned to DE's Risk Management Strategy, routinely reviewed and revised and action plans for improvement monitored throughout the year.
- 100% of all non-disputed invoices were paid within 30 days of term date.
- Payment of all non-disputed invoices within 10 working days was maximised.
- Recruitment of temporary part time Development Officer, part time Project Coordinator for Heritage Lottery funded project and permanent PA/Office Manager recruited.
- Business case for third Senior Development Officer drafted and approved by DE.
- Continued Project Team meetings between all development and senior development officers.
- Internal /External training to Board and Staff.
- Staff/Director Appraisals.
- Participation in Core Capacity Assessment Tool (CCAT) to re-assess organisational effectiveness 18 months later.
- Board Effectiveness Survey, report and action plan completed.
- Review of strategic and business plans.

Directors' report for the year ended 31 March 2018 (continued)

Fixed assets

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

Donations

The Council made no political donations during the year (2017: £Nil)

Tax status

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

Disabled employees

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

Equality of Opportunity

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

Employee involvement

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

Sickness Absence

The sickness absence rate for the year was 2018: 48 days (2017:123.5 days). The BOD works continuously to reduce this figure and this is reviewed at BOD meetings and FGPSC.

Prompt Payment

The Council is committed to the prompt payment of bills for goods and services received in accordance with NICIE Financial Memorandum, the Confederation of British Industry's Better Practice Prompt Payers Code. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. In 2017/2018 NICIE paid 100% (2016/2017: 100%) of its creditors within 30 days and no commission debt interest was paid or was due in respect of transactions in 2016/2017.

Statement of accounting officer and directors' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;

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

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Directors' report for the year ended 31 March 2018 (continued)

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Council will continue in business.

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

The directors are responsible for the maintenance and integrity of the Council's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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

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

Statement of disclosure of information to auditors

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

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

Small companies' exemption

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

Independent auditors

The auditors, PricewaterhouseCoopers LLP, have been reappointed as Independent Auditors at the 2018 at the Annual General Meeting and agreed to continue as auditors. A resolution concerning their reappointment will be proposed at the Annual General Meeting.

By order of the Board



Roisin Marshall
Chief Executive Officer
19 June 2018

Annual report for the year ended 31 March 2018

This year NICIE has continued to support, promote and grow Integrated Education, with a team of committed and enthusiastic people in both our directors and staff.

I am delighted to report that 599 new places have been created in integrated schools this year alone. We are about to embark on reviewing the strategic plan. We have had 3 new directors join us this year and have said farewell to two directors David Burgess and Fiona Darrah. Our thanks to them both for their support for Integrated Education.

NICIE managed to stay within budget this past year despite the cut in the budget last year. Our directors have worked extremely hard to ensure good governance in NICIE throughout the year. Training has been provided both for individual directors and for the directors as a group.

NICIE is working closely with the Integrated Education Fund and has collaborated well with other educational bodies. NICIE are delighted to see that some the recommendations from the Independent Review into Integrated Education published on the 3 March 2017 have been put in place.

One of the key pieces of work has been to produce the Integration Works document to guide schools through Transformation to integrated status. NICIE are looking forward to many more schools exploring integration as way to intentionally invite many different religious and cultural communities in, some of whom would not have historically viewed that school as an option.

At this time of year, I want to thank all the Directors, staff and stakeholders of NICIE for all their support throughout the year as we navigated the new context that education found itself in with budgetary constraints and challenges in terms of Area Planning. We firmly believe that Integrated Education has a lot to offer in terms of solutions.



Alan Henry
Chairperson
19 June 2018

Chief Executive Officer's Annual Report

Integration Works

NICIE was set up in 1987 in response to a number of integrated schools that had already developed.

In 1989 NICIE was given funding by the Department of Education.

In March we remembered the Good Friday agreement and one of the most important developments for integrated education since the Education Reform Order 1989 was the inclusion of Integrated Education in the Good Friday agreement.

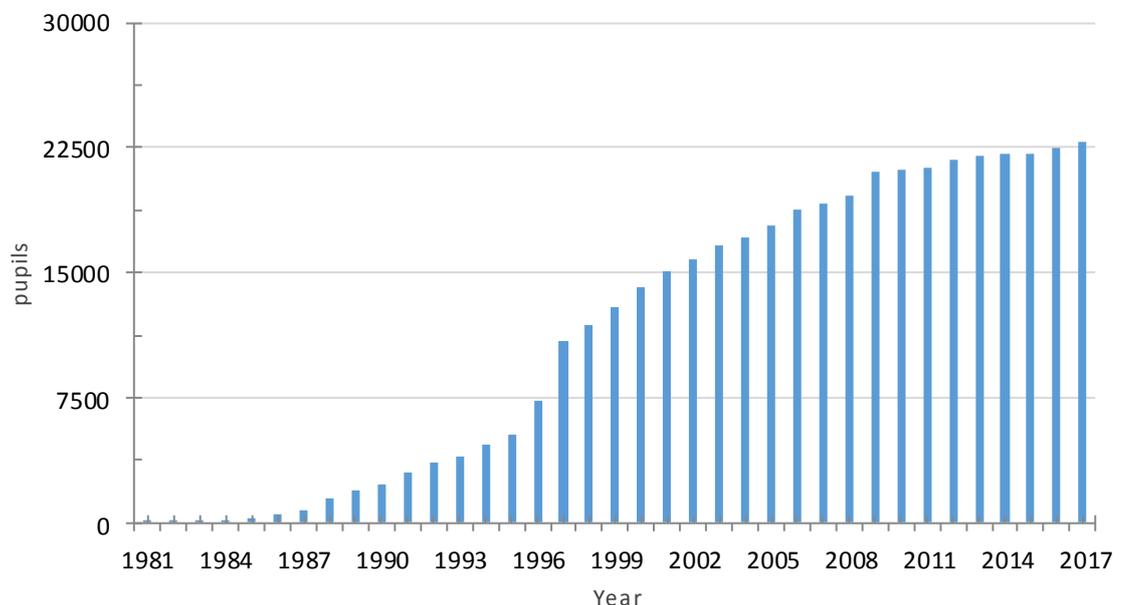
In fact, the number of children attending integrated schools has almost doubled since the Good Friday agreement of 1998 from almost 12,000 in 1998 to over 23,000 in 2017.

It was never the intention of Integrated Education to create a third sector. In fact, I prefer not to use the term sector when referring to Integrated Education but I know that for convenience that is sometimes how we are referred to. Our mission, however, is to work with the planning authorities EA and CCMS and the other educational support bodies to encourage and facilitate any of their schools to become integrated. It is a formal legal process and that's a good thing because it means the school has shown a commitment to becoming integrated and by that we mean that they have actively sought to intentionally invite the minority community into their school.

Every school I have ever worked in or visited is a diverse community but that's not what we're talking about when we talking about Integrated Education. What we are talking about is a school in the community reaching out to all communities in its area. In particular reaching out, proactively to the minority community (either Catholic or Protestant).

Growth of Integrated Education

Does your school reflect both main traditions and others in your Board of Governors, in your staff team, in your pupil population? Are the communities reflected in the sports, the language, the literature, the assemblies, the perspectives on history, the RE Curriculum, the events you celebrate. If so then you are ripe for declaring openly to your communities that



Chief Executive Officer's Annual Report (continued)

you are integrated. Why would you do all the assessments and exams and not get the qualification? If this is not what you do but you would like to, then why not go on the journey? What is the worst that can happen...your school population remains the same? Integrated Education is the biggest and most successful community relations project that we have in Northern Ireland. To truly change our education system to reflect the true diversity of our population then it makes sense for schools to openly declare that they are integrated. If this is something that a school doesn't want to do, then be open about it. That is my challenge to schools in Northern Ireland.

So why would a school or a particular school that already has a mix of Catholics and Protestants already or maybe a huge number of others need, or want, to transform to integrated status?

It's a legal process and there are certain principles and standards within Integrated Education that are crucial to good quality integrated provision.

NICIE are not the council for diversity in schools.

All schools are diverse communities but when we talk about integration we are talking about the practice and the ethos within the school and certainly NICIE works towards making sure that schools, in terms of their leadership and management, in terms of their ability to deal with controversial issues, in terms of reflecting both major traditions and other cultures and communities within the school, do so with an intention to have a positive impact on the experience that the children and young people have.

Essentially integration is an intentional proactive process which enables differences to be celebrated, understood and accepted.

And it is not just about the balance between Protestants and Catholics which some people get hung up about.

Of course we would argue that it is important as in if you're the only person from a perceived Catholic/Protestant background in your school, you're probably more likely to keep your head down whereas the research would suggest that a school having at least 10% from the minority community enables people to have a voice.

Poll after poll would suggest that people, over 65% of people, would like their children to experience Integrated Education but yet when it comes to it, they don't send their children to integrated schools. We would suggest that there aren't enough integrated schools for people to make an informed choice!

In Integrated Education everyone gets to participate, no one gets to dominate.

Integration works! We have consistently proved that. Try it. It might just work for your school! Be the change you want to see. Don't wait for someone else to do it.



Roisin Marshall
Chief Executive Officer
19 June 2018

NICIE GOVERNANCE STATEMENT

Introduction

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

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

The Governance Statement sets out the governance structures, risk management and internal control procedures that have operated within NICIE during the financial year 2017 to 2018.

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

Scope of responsibility

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

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

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

Strategic Objectives

NICIE has set out its new strategic aims and objectives in its Strategic Plan for 2017-2019.

NICIE’s vision is to have “an education system in which Catholic and Protestant children and those of other beliefs, cultures and communities learn together in the same school to build reconciliation”.

The mission of NICIE is “To build a cohesive society by advocating for the development and facilitating the growth of high quality Integrated Education. This will be achieved by influencing, innovation and collaboration”.

The Strategic plan sets out clearly defined strategic objectives for the year 2017-2018. I have ensured that the aims and objectives have been implemented during the year 2017-2018 in partnership with all staff, Board of Directors (BoD) and relevant stakeholders.

The NICIE business plan aligned to DE’s strategic priorities clearly set out NICIE aims and objectives for the year 2017-2018 and was monitored throughout the year.

The report is available from info@nicie.org.uk.

Governance Statement (continued)

Governance Framework

In partnership with the NICIE Board of Directors (BoD) I have a corporate responsibility for setting objectives, agreeing priorities and implementing ministerial policy. The BoD, and I as the NICIE Accounting Officer and the staff of NICIE developed and agreed a business plan for the 2017-2018 year, which was formally approved by DE. This was regularly reviewed along with key risks associated with the delivery of NICIE's objectives throughout the year. A mid-term six-month evaluation report to 30.9.2017 and year end evaluation provided updated progress reports on the achievements of NICIE for the 12 months to 31.3.2018 to both the BoD and DE.

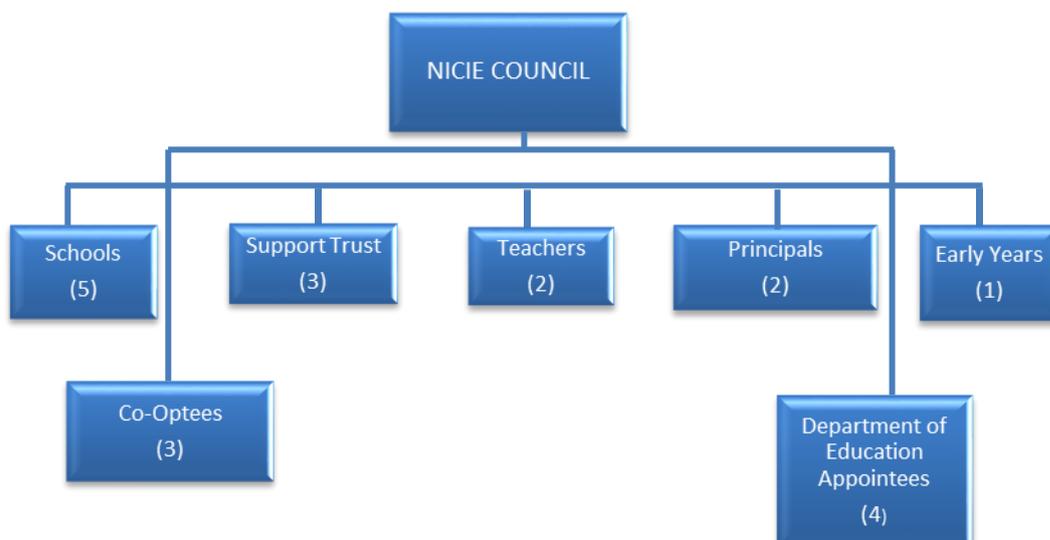
Structure of NICIE

Board and Committees

The Board of Directors has a membership of 16 non-executive members including 4 DE appointees. The role of the Board is to provide leadership to NICIE during the financial year, within a framework of prudent and effective controls which enable risk to be assessed and managed, to set NICIE's strategic aims, ensuring that the necessary financial and human resources are in place to meet its objectives, to set NICIE's values and standards and to ensure its obligations to its stakeholders and others are understood and met.

The current BoD structure is illustrated below:

Board of Directors Structure



Governance Statement (continued)

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

- | | | |
|----|--|---|
| 1. | School members

5 members
to be elected at AGM | Those engaged in running a particular integrated school. |
| 2. | Support members / Trust

3 members to be elected at AGM | Organisations for the support and promotion of Integrated Education . |
| 3. | Teacher members | Representatives of teacher organisations. 2 members nominated by The Teachers Committee |
| 4. | Principals members

2 members
nominated by APTIS | Representatives of principals' association. |
| 5. | Early Years members

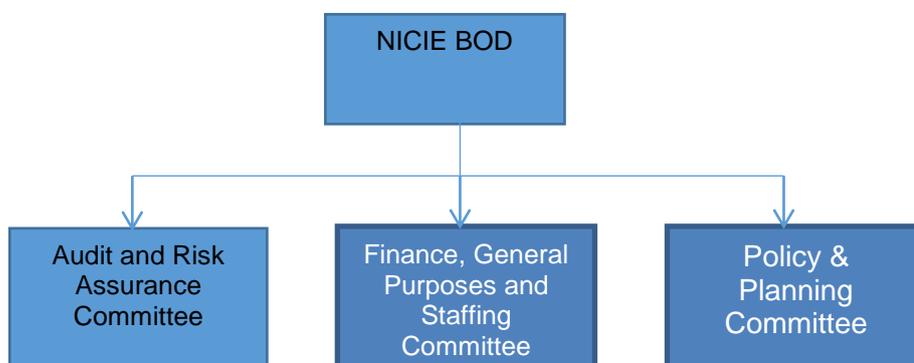
1 member
Nominated by teachers committee | Those engaged in running pre-school provision in a particular integrated school. |
| 6. | Co-Optees

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

Board and Committees Structure

A number of committees serve and report to the Board of Directors and are illustrated below. The current directors and attendance records are recorded below. The Board structure and all directors were reviewed prior to the Annual General Meeting (AGM) in November including attendance records to ensure that the structure complied with NICIE's Articles of Association.

NICIE Board and Committees Structure



Governance Statement (continued)

Attendance at Meetings

Directors' attendance at meetings held during 2017-2018 is detailed below. Please note that some directors were not in post for the full financial year.

Member	Board of Directors 10 meetings (inc AGM and EGM)	Audit & Risk Assurance 4 meetings	Finance, General Purposes and Staffing Committee 8 meetings	Policy and Planning Committee 3 meetings
Alan Henry OBE Chair	10			
Cathy Mc Ivor (Appointed February 2018)	3			
David Burgess (Resigned November 2017)	1			
Denise McIlwaine	6		5	
Dermot MacCann Treasurer	7		6	
Dr Anne-Marie Telford	7	3		
Dr Gareth Mc Grath (Appointed February 2018)	1			
Dr Helen McLaughlin	8			3
Eamon Quinn	9		6	3

Member	Board of Directors 10 meetings (inc AGM and EGM)	Audit & Risk Assurance 4 meetings	Finance, General Purposes and Staffing Committee 8 meetings	Policy and Planning Committee 3 meetings
Jacqueline Magennis (Appointed June 2017)	5			1
Fiona Darragh (Resigned November 2017)	3			
Maeve Marnell	9		7	3
Martin Stroud	10		8	3
Michael Arlow	6	4		3
Nigel Arnold	6	4		
Patricia Douglas	9	3		
Stephen McAnee (Non Director Member)		4		
Stuart Marriott	9			2
Tim Webster	6		3	

Performance of the Board

The BoD held 10 meetings including an Extraordinary General Meeting (EGM) and the Annual General Meeting (AGM) in 2017/18. It was agreed that the Board meetings would continue to focus on strategy and the future direction of NICIE in the changing educational environment. The chairperson continued to review the attendance of Board Members for the previous 12 months and reiterated the need for attendance. This was closely reviewed and monitored and reported on throughout the year with me as Chief Executive Officer in my monthly meetings with the Chairperson. A number of new directors replaced directors that had resigned, or who had come to the end of their term. We were delighted to welcome these new directors to add their contributions to the proactive and dynamic Board. A review of the induction process for new Directors was carried

out and implemented to ensure good practice and that all new Directors were briefed accordingly and were aware of their duties.

Governance Statement (continued)

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

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

A detailed training programme was implemented during the year for the directors and included recruitment training, governance arrangements of NICIE as a charity and company and Child Protection.

Moreover, issues relating to probity/conflicts of interest were addressed (DETI NDPB Assessment of Performance) and reported accordingly by all Board members.

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

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

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

The Board also had presentations during the year from a number of speakers about ongoing developments within the education sector and other NICIE stakeholders.

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

DE, despite the lack of a Minister and Executive, were in a position to implement some of the recommendations of the Independent Review of Integrated Education. This included the recently published Transformation guidance which has given NICIE an opportunity to promote the benefits and potential for schools to transform to integration.

As part of ensuring that all Board meetings are managed in an efficient and timely manner I ensure that the Accounting Officer/CEO Report is circulated prior to the Board meetings along with all relevant papers. A review of these papers was carried out by the chair and board members and I have amended these papers to align with the four main areas of NICIE business and this has received a positive response from the Board. A Board Effectiveness Audit was carried out in October 2017 with 8 responses. Also an Organisational Health Check was carried out using a tool called the Core Capacity Assessment Tool (CCAT) through C03 and showed improvement in all areas over an 18-month period including Adaptive, Management, Leadership, Technical and Cultural aspects of the organisation. This involved most members of Staff and Board. An Action Plan has been drafted from using both of these tools for 2018/19.

Committee Reports

Role of the Audit and Risk Assurance Committee (ARAC)

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

The Audit and Risk Assurance Committee formally met on four occasions during 2017-2018 and reviewed the corporate risk register at each meeting and was satisfied that all risks were identified and corrective action taken where feasible. Some of the key risks are highlighted further in this report.

The register of conflicts was added as a standard item on the ARAC agenda.

In addition, the Committee reviewed the results of the internal audit report and the implementation of previous years audit recommendations. The Committee was also responsible for reviewing the annual statutory Directors Report and Financial

Statements for the year to 31.3.2017 and will also be responsible for the reports to 31.3.2018. It also reviewed a number of

Governance Statement (continued)

policies and documentation from DE and the Department of Finance which were updated by DE during the current year to ensure best practice and that DE business case, tenders and DoF Pay Remit guidance was adhered to. The NICIE ARAC Terms of Reference were also reviewed at the start of the calendar year.

A summary report from the ARAC was presented to the BoD by the chair of the committee at each quarter during the year. The ARAC also reviewed the NICIE General Data Protection Regulation (GDPR) implementation plan to ensure that NICIE would meet the May deadline.

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

Finance, General Purposes and Staffing Committee (FGPSC)

This Committee continues to meet prior to the monthly meeting of the Board of Directors. It met 8 times during the current year. Its function is to focus in greater detail on the finance and personnel issues which are presented to the Board on a monthly basis throughout the year. This Committee also dealt with all issues relating to staff and premises.

The budget for the monthly management statements were carefully reviewed by me and the Finance Officer prior to presentation to the FGPSC who then review the financial and performance management of NICIE ensuring that all budgets and internal controls were adhered to for the year to 31.3.2018.

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

The FGPSC's remit also included the awarding of tenders and ensuring that NICIE adhered to strict procurement procedures with the approval of DE.

The FGPSC dedicated a great deal of time and commitment to considering the potential move to new NICIE accommodation. It also held some additional meetings to review the potential move and impact on budget. After a great deal of deliberation and consideration it was agreed that the move would not take place.

NICIE had a lack of budget certainty and it was agreed that any available finances would be redirected to staff resources in the ever increasing, demanding educational environment.

Policy and Planning Committee

The Committee's remit during the current year included:

- The formulation of pro-active campaigning to raise the profile for Integrated Education
- The continuing development of new initiatives to increase integrated provision
- Discussion of and response to key consultations
- Reviewing of key policy papers
- Scoping out the educational landscape
- Becoming aware of the context in which NICIE is working

The Policy and Planning Committee has held 3 meetings during the year to formulate NICIE's policy position on the future of Integrated Education and to determine NICIE's engagement in, and contribution to current developments including Area and Community Planning, pre-school and Integration Works Campaign. Committee members provide challenge and guidance in response to updates by Senior Development Officers on key areas of work. It is also an opportunity for Directors to gain a better detailed understanding of the context that NICIE is working in presently.

Compliance with Corporate Governance

An annual review of the effectiveness of NICIE's governance structures, as set out in the 2013 code(DAO/(DFP)10/12), risk management and internal controls has been conducted, informed by staff, directors, independent internal and external auditors and other reports.

The Management Statement and Financial Memorandum (MSFM) sets out a broad framework within which the Council is required to operate and the Financial Memorandum defines certain financial provisions which NICIE is required to observe. As

Governance Statement (continued)

Accounting Officer and CEO I have ensured that the MSFM has been adhered to for the financial year 2017-2018.

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

Training has also been given to staff during the year at Staff Meetings to ensure that controls are adhered to and new staff are given induction training on arrival. Training needs have also been identified for new and existing directors and governance training has been organised and provided.

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

Assurance Reporting

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

Internal Audit

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

- Grants Management;
- Payroll & Human Resources;
- IT Security & Strategy; and
- Follow up of Previously Accepted Audit Recommendations

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

A review of the progress made by NICIE in implementing prior year adjustments was also undertaken and all prior year internal audit recommendations have been implemented where feasible as some were not realised due to budget constraints.

External Auditor

The company's External Auditors are PriceWaterhouseCoopers LLP. There were no control deficiencies identified during the year to 31.3.2017. There is unlikely to be any emphasis of matter or qualifications contained in the Audit report for 2017-18.

Other Sources of Assurance

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

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

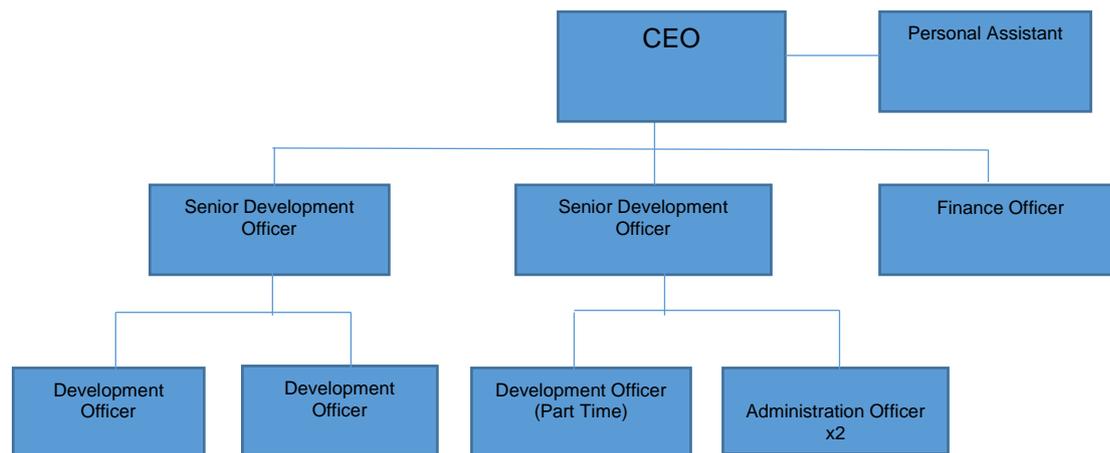
Quality of Data Used by the Board

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

Governance Statement (continued)

Additionally, the internal audit report was independently compiled by our Internal Auditors RSMUK and the Final Financial Statements were independently verified by the External Auditors PWC. It is my view and the view of the committees that the quality of the data used by NICIE is of an acceptable standard.

The staffing structure of NICIE is highlighted below:



Ministerial Directions

No Ministerial Directions were given for the year to 31st March 2018.

Risk Assessment

Internal Controls and Risk Management

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

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

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

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

Risk Profile faced by NICIE

The NICIE corporate risk register currently identifies 4 significant risks. These risks are reviewed on a quarterly basis by the ARAC. These are also circulated to Board Members and Staff.

A number of the risks scores were reduced in April 2017 after reviewing the contingencies in place and internal controls and procedures to mitigate risks

The first three risks relate to financial management and governance and I am satisfied that these risks are currently well managed and tolerable and significant progress continues to be made to mitigate these risks.

Governance Statement (continued)

NICIE had identified some risks within the existing accommodation of NICIE and had received business case approval to move to a new location. However, it was agreed that the financial risks of moving due to a limited budget outweighed the non-financial benefits of remaining at the existing location and it was agreed that NICIE would not move premises in the medium term.

The remaining risk continues to present the greatest challenge to NICIE. The risk relates to the failure to increase the number of children benefiting from Integrated Education and to promote Integrated Education. The Education landscape continues to undergo significant changes and NICIE must continue to play an important influential role in making Integrated Education something which school communities would consider to be of benefit to them, to the children and young people and to wider society in the long term. It is important for NICIE to play its part in promoting Shared Education and encouraging integrated schools to actively participate. Through Area Planning, NICIE must continue to encourage schools and support organisations to consider Integrated Education as an option in a time of economic constraints and the desire for educational provision in each area to remain as a choice for the whole community. Where there is no integrated provision NICIE in conjunction with parents and schools have got to demonstrate unmet demand for this.

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

Fraud Risk

NICIE continued to review and implement its fraud policy during the year and has a zero tolerance in respect of fraud. Internal controls were also reviewed and are clearly embedded within the organisation. I have ensured that the NICIE Finance Officer is a member of the DE Education Sector Fraud forum. There were no instances of suspected fraud within NICIE during the year 2017-2018.

Raising Concerns at work (Whistle Blowing)

NICIE has a policy on Raising Concerns at work (Whistleblowing), which encourages staff to report any instances of unlawful conduct, financial malpractice, or other actions that might compromise, in any way, the Council's reputation and integrity. There were no instances during 2017-2018.

Data Security breaches

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

General Data Protection Regulation

An action plan has been drafted and key staff member has attended training. NICIE are on target to be GDPR compliant by 25 May 2018.

Significant Governance Issues

There are no further significant governance issues.

Conclusion

The aim of this statement is to ensure that information is provided as to how governance within NICIE has worked for the year to 31.3.2018 and identifies a range of significant governance issues that NICIE is facing during a period of significant change. I can confirm that I will continue to review these issues and ensure that they are addressed. This governance statement was presented to the Audit and Risk Assurance Committee and formally approved by the Audit and Risk Assurance Chair on 25th April 2018.

Signature of Accounting Officer



19 June 2018
Remuneration report

Remuneration Policy

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

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

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

Salary and pension entitlements

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

Remuneration (audited information)

	2017-2018					2016-2017				
	Salary £	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	Total (£'000)	Salary £	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	Total (£'000)
R Marshall <i>CEO</i>	64,000	100	-	10,000	70-75	62,000	100	-	11,000	70-75
M Johnston <i>Finance Officer</i>	43,000	100	-	7,000	50-55	43,000	100	-	8,000	50-55
C Scott Wills <i>Senior Development Officer- Appointed May 2016</i>	43,000	100	-	7,000	50-55	40,000	100	-	7,000	45-50
L McAlpine <i>Senior Development Officer</i>	45,000	100	-	7,000	50-55	44,000	100	-	8,000	50-55
B Kells <i>Senior Development Officer- Resigned May 16 (full Time equivalent 40-45)</i>	-	-	-	-		4,000	-	-	1,000	1-5
			-			44,000	100	-	8,000	50-55
Band of highest paid director's total remuneration	70-75	100	-	10,000	70-75	70-75	100	-	11,000	70-75
Median total remuneration	43,000			7,000		40,000			7,000	
Pay multiple	1.48			1.43		1.55			1.57	

Remuneration report (continued)

Pension Entitlement

The value of pension benefits during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increase due to inflation or any increase or decreases due to a track of pension rights.

Salary

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

Benefits in kind

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

Bonuses

No bonuses were paid during the year to 31 March 2018 (2017: £nil).

Off payroll engagements

During the year there was no off payroll engagements (2017: none).

Pension entitlements

Officials	Accrued pension at age 60 as at 31 March 2018 and related lump sum £'000	Real increase in pension and related lump sum at age 60 £'000	CETV at 31 March 2018 £'000	CETV at 31 March 2017 £'000	Real increase/ Decrease in CETV £'000	Employer contribution to partnership payment Nearest £100
R Marshall <i>Chief Executive Officer</i>	0-5 No lump sum	0-2.5	27	14	8	-
M Johnston <i>Finance Officer</i>	0-5 No lump sum	0-2.5	46	37	6	-
C Scott Wills <i>Senior Development Officer</i>	5-10 Plus lump sum 0-10	0-2.5	122	106	10	-
B Kells <i>Senior Development Officer (resigned May 2016)</i>	0-5 No lump sum	0-2.5	-	45	-	-
L McAlpine <i>Senior Development Officer</i>	10-15 Plus lump sum 15-20	0-2.5	225	205	11	-

Pension entitlements

The Council is a member of the Northern Ireland Local Government Officers’ Pension scheme. The Scheme is a defined benefit scheme, which provides a career average regarding evaluated basis. For each year of service up to 31 March 2009, an individual in the NILGOSC Scheme will accrue retirement benefits at the rate of 1/80th (pension) and 3/80th (tax free lump sum) of their pensionable salary. For each year of service after 1 April 2009 the retirement benefits accrued will be at the rate of 1/60th (pension only) of their pensionable salary. The accrued rate from 1 April 2014 will be 1/49th. In addition, members can choose to commute some of their pension to provide a tax free lump sum of up to 25% of the capital value of their pension assets.

Remuneration report (continued)

All pensions (including spouses' pensions, children's pensions, age pensions, ill health pensions, redundancy pensions provided the pensioner is aged 55 or over and preserved benefits) are index-linked and increased each year in line with inflation, as measured by the Consumer Price Index (CPI). Prior to 2011, pensions were increased in line with the Retail Price Index (RPI). The Government determines this increase each year by way of the Local Government Superannuation – Pensions Increase (Review) Order (Northern Ireland) 2002.

The Scheme is funded by contributions made by both employees and employers who have been admitted to the Scheme.

Employee contribution rates depend on their pensionable remuneration but will be between 5.5% and 7.5%, while employer contribution rates are determined by the Scheme's actuary every three years and the rate is currently 20%.

The Scheme is a statutory public service pension scheme as defined by the Pensions Schemes Act 1993 and is regulated by the Local Government Pension Scheme (Northern Ireland) Regulations 2009. As a public service pension scheme, the Scheme is contracted out of the State Second Pension (S2P) and is exempt approved for purposes of Chapter 1 of Part XIV of the Income and Corporation Taxes Act 1988; full tax relief is granted on members' and employers' contributions paid to the Fund.

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

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value ("CETV") is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-2004 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the CSP arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Pension Entitlement

The value of pension benefits during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increase due to inflation or any increase or decreases due to a track of pension rights.

Real increase in CETV

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

Compensation for loss of office

There was **no** compensation paid for loss of office in the year to 31 March 2018 (2017: £nil).



Roisin Marshall
Chief Executive Officer
19 June 2018

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

Report on the audit of the financial statements

Opinion

In our opinion, The Northern Ireland Council for Integrated Education's financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2018 and of its outgoing resources and application of resources, including its income and expenditure and cash flows 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 requirements of the Companies Act 2006.

We have audited the financial statements, included within the Directors' report and financial statements (the "Annual Report"), which comprise: the statement of financial position as at 31 March 2018; the statement of financial activities (including income and expenditure account) for the year ended 31 March 2018, the statement of cash flows for the year ended 31 March 2018; and the notes to the financial statements, which include a description of the significant accounting policies.

Opinion on regularity

In our opinion, all the expenditure and income have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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

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

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the charitable company's ability to continue as a going concern.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report, Annual Report, Chief Executive Officers Report, the Annual Governance Statement and the unaudited part of the remuneration report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

Independent auditors' report to the members of The Northern Ireland Council for Integrated Education (Company limited by guarantee) (continued)

Directors' report

In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' report for the year ended 31 March 2018 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Directors' report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of accounting officer and directors' responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and that in all material respects the expenditure and income have been applied to the purposes intended by the Northern Ireland Assembly and the financial transactions conform to the authorities which govern them, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the charitable company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of directors' remuneration specified by law are not made; or
- the financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



Martin Pitt (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Belfast
19 June 2018

The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

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Statement of financial activities (including income and expenditure account) for the year ended 31 March 2018

	Note	2018 £	2017 £
Incoming resources/income			
Incoming resources from generated funds			
- Voluntary income	3	695,667	679,700
Total incoming resources		695,667	679,700
Resources expended/expenditure			
Charitable activities			
- Development of Integrated Education and schools in Northern Ireland		(682,155)	(668,567)
Governance costs		(10,216)	(8,910)
Other resources expended			
- Other finance costs	6	(16,000)	(16,000)
Total resources expended		(708,371)	(693,477)
Net outgoing resources before recognised gains and losses	4	(12,704)	(13,777)
Re-measurement on defined benefit pension	12	(71,000)	(154,000)
Net movement in funds		(83,704)	(167,777)
Funds at 1 April		(612,729)	(444,952)
Funds at 31 March	14	(696,433)	(612,729)

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

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

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

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

The Northern Ireland Council for Integrated Education

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Statement of financial position as at 31 March 2018

	Note	2018 £	2017 £
Non-current assets			
Property, plant and equipment	7	6,081	4,959
Current assets			
Trade and other receivables	9	17,985	44,387
Cash and cash equivalents	10	164,313	80,771
		182,298	125,158
Total assets		188,379	130,117
Current liabilities			
Trade and other payables	11	141,812	86,846
Non-current assets less net current liabilities		46,567	43,271
Non-current liabilities			
Pension commitments as per Note 12	12	(743,000)	(656,000)
Total assets less liabilities		(696,433)	(612,729)
Reserves			
Restricted funds	14	(696,433)	(612,729)

The financial statements on pages 31 to 43 were approved by the Board of directors on 19 June 2018 and were signed on its behalf by:



Alan Henry OBE
Chairperson



Roisin Marshall
Chief Executive Officer

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

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The Northern Ireland Council for Integrated Education

Registered number: NI022427

Statement of cash flows for the year ended 31 March 2018

	Note	2018 £	2017 £
Net cash inflow from operating activities		86,745	32,386
Cash flows from investing activities			
Purchase of property, plant and equipment	7	(3,203)	(3,088)
Net cash outflow from investing activities		(3,203)	(3,088)
Net increase in cash and cash equivalents in the year		83,542	29,298
Cash and cash equivalents at the beginning of the year		80,771	51,473
Cash and cash equivalents at the end of the year	15	164,313	80,771

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

	2018 £	2017 £
Net incoming resources before recognised gains and losses	(12,704)	(13,777)
Depreciation on tangible fixed assets	2,081	1,203
Movement in trade and other receivables	26,402	(35,800)
Movement in trade and other payables	54,966	64,760
Other finance costs	16,000	16,000
Net cash inflow from operating activities	86,745	32,386

Notes to the financial statements for the year ended 31 March 2018

1 Statement of accounting policies

These financial statements have been prepared in accordance with the Companies Act 2006, Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with International Financial Reporting standards and the principles of the 2016-17 *Government Financial Reporting Manual (FReM)* issued by the Department of Finance. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of The Northern Ireland Council for Integrated Education for the purpose of giving a true and fair view has been selected. The particular policies adopted by The Northern Ireland Council for Integrated Education are described below. They have been applied consistently in dealing with items that are considered material to the financial statements.

Accounting convention

These financial statements have been prepared under the historical cost.

Going concern

Banking facilities have been agreed with the Council which the directors believe are efficient to enable them to continue as a going concern and in doing so settle all liabilities as they fall due.

The financial structuring have been prepared on the going concern basis which assumes that the Council will continue in operational existence for the foreseeable future.

Property, plant and equipment and depreciation

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

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

Information technology	:	33 ¹ / ₃ %
Furniture and fittings	:	20%

Trade and other receivables

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

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

Notes to the financial statements for the year ended 31 March 2018 (continued)

1 Accounting policies (continued)

Cash and cash equivalents

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

Trade and other payables

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

Government grants

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

Taxation

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

VAT

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

Pension funding

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

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

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

The assets of the NILGOSC scheme are held separately from those of the Council. Pension scheme assets are measured using market value. Pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term to the liability. The service cost and associated administration costs of the council's defined benefit pension scheme are charged to net outgoing resources before recognised gains. In addition, a retirement benefit interest charge on the net pension deficit is charged to the statement of financial activities as a finance cost. Actuarial gains and losses are recognised directly in statement of financial activities so that the council's balance sheet reflects the fair value of the scheme's surplus or deficit at the balance sheet date.

Critical accounting estimates and judgements

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

Notes to the financial statements for the year ended 31 March 2018 (continued)

1 Accounting policies (continued)

Incoming resources

Grants

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

Other income

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

Resources expended

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

Charitable activities

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

Governance costs

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

Bank interest

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

Operating leases

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

Fund accounting

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

Restricted funds

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

2 Statement of operating costs by operating segment

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

The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

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Notes to the financial statements for the year ended 31 March 2018 (continued)

3 Voluntary income

	2018	2017
	£	£
Department of Education Northern Ireland	637,137	653,101
Department of Foreign Affairs and Trade Ireland	16,913	13,900
Heritage Lottery Fund	36,694	6,998
Other	4,923	5,701
	695,667	679,700

4 Net outgoing resources before recognised gains and losses

	2018	2017
	£	£
This is stated after charging:		
Staff costs (Note 5)	426,609	416,738
Depreciation of property, plant and equipment (Note 7)	2,081	1,203
Fees payable to the council's auditors for the audit of the financial statements	5,700	5,700
Operating lease rentals - property	17,500	17,500

5 Staff numbers and related costs

	2018	2017
	£	£
Wages and salaries	335,118	324,570
Social security costs	31,123	31,674
Other pension costs	60,368	60,494
	426,609	416,738

During the year the charity incurred costs of £33,359 (2017: £19,349) relating to agency staff and secondees.

	Number	Number
The average monthly number of persons employed by the company (including directors) during the year was:	11	10

The Directors received £0 for reimbursement of expenses during the year (2017: £nil). One employee falls in emoluments band over £60,000 (2017: £60,000) and details are below.

	2018	2017
	£	£
Chief Executives' remuneration – Roisin Marshall	63,619	61,866
Company pension contributions to NILGOSC pension scheme. Roisin Marshall	10,018	10,822
	73,637	72,688

The chief executive is a non-contributory member of the NILGOSC pension scheme. This is a statutory scheme which provides benefits on a final salary basis at a normal retirement age of 65. Benefits accrue at the rate of 1/80th of pensionable salary for each year of service.

Notes to the financial statements for the year ended 31 March 2018 (continued)

6. Other finance costs

	2018	2017
	£	£
Expected return	47,000	62,000
Interest cost	(63,000)	(78,000)
	(16,000)	(16,000)

7. Property, plant and equipment

	Information technology £	Furniture and fittings £	Total £
Cost			
At 1 April 2017	37,017	25,911	62,928
Additions	3,203	-	3,203
At 31 March 2018	40,220	25,911	66,131
Accumulated depreciation			
At 1 April 2017	32,058	25,911	57,969
Charge for the year	2,081	-	2,081
At 31 March 2018	34,139	25,911	60,050
Net book amount			
At 31 March 2018	6,081	-	6,081
At 31 March 2017	4,959	-	4,959

	Information technology £	Furniture and fittings £	Total £
Cost			
At 1 April 2016	53,929	25,911	79,840
At 31 March 2017	37,017	25,911	62,928
Accumulated depreciation			
At 1 April 2016	50,855	25,911	76,766
Charge for the year	1,203	-	1,203
Eliminate on disposal	(20,000)	-	(20,000)
At 31 March 2017	32,058	25,911	57,969
Net book amount			
At 31 March 2017	4,959	-	4,959
At 31 March 2016	3,704	-	3,074

Notes to the financial statements for the year ended 31 March 2018 (continued)

8 Financial instruments

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

9 Trade and other receivables

	2018	2017
	£	£
Trade receivables	11,313	7,578
Prepayments and accrued income	6,672	36,809
	17,985	44,387

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

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

10 Cash and cash equivalents

	2018	2017
	£	£
Balance at 1 April	80,771	51,473
Net change in cash and cash equivalents	83,542	29,298
Balance at 31 March	164,313	80,771

The following balances at 31 March were held at:

Commercial banks and cash in hand	164,313	80,771
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11 Trade and other payables

	2018	2017
	£	£
Trade payables	1,395	712
Accruals and deferred income	140,417	86,134
	141,812	86,846

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

12 Pension commitments

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

- (i) actuarial deficiencies to be recognised immediately as a "liability" in the financial statements rather than being spread forward over employees' remaining service lives;

Notes to the financial statements for the year ended 31 March 2018 (continued)

12 Pension commitments (continued)

- (ii) the actuary, in valuing the scheme's liabilities, is required to use a bond yield as the discount rate for valuing future liabilities, rather than a rate that reflects the expected return on the scheme's particular asset portfolio, with the result of an apparent increase in the present value of future longer term liabilities.

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

	2018	2017
Rate of increase in salaries	3.6%	3.5%
Rate of increase in pensions in payment	2.10%	2.0%
Discount rate	2.6%	2.6%
Inflation assumption	3.20%	3.10%

The mortality assumptions used were as follows:

	2018	2017
	Years	Years
Average expected future life at age 65 for:		
Male currently aged 65	23.3	23.2
Female currently aged 65	25.9	25.8
Male currently aged 45	25.5	25.4
Female currently aged 45	28.2	28.1

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

Asset Allocation	Quoted	Value at 31 March 2018	Total	Value at
		Unquoted		31 March 2017
Equities	71.3%	0.1%	71.4%	74.5%
Property	0.0%	10.0%	10.0%	10.5%
Government Bonds	5.2%	0.0%	5.2%	5.4%
Corporate Bonds	7.2%	0.00%	7.2%	6.1%
Cash	4.5%	0.0%	4.5%	2.6%
Other	0.1%	1.6%	1.7%	0.9%
Total	88.3%	11.7%	100.0%	100.0%

Notes to the financial statements for the year ended 31 March 2018 (continued)

12 Pension commitments (continued)

Reconciliation of present value of scheme liabilities

	2018	2017
	£	£
At 1 April	2,439,000	2,248,000
Service cost	113,000	88,000
Member contributions	21,000	21,000
Interest cost	63,000	78,000
Re-measurement on scheme liabilities	62,000	51,000
Benefits paid	(48,000)	(47,000)
At 31 March	2,650,000	2,439,000

Reconciliation of fair value of scheme assets

	2018	2017
	£	£
At 1 April	1,783,000	1,762,000
Expected return	47,000	62,000
Re-measurement on scheme assets	43,000	(76,000)
Employer contributions	61,000	61,000
Member contributions	21,000	21,000
Benefits paid	(48,000)	(47,000)
At 31 March	1,907,000	1,783,000

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

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

Analysis of amount charged to statement of financial activities:

	2018	2017
	£	£
Service cost	113,000	88,000
Expected return	(47,000)	(62,000)
Interest cost	63,000	78,000
Re-measurement on defined benefit pension scheme	(71,000)	(154,000)
	58,000	(66,000)

Notes to the financial statements for the year ended 31 March 2018 (continued)

12 Pension commitments (continued)

Amounts for current and previous four years:

	2018 £	2017 £	2016 £	2015 £	2014 £
Scheme liabilities	2,650,000	2,439,000	(2,248,000)	(2,204,000)	(1,746,000)
Scheme assets	1,907,000	1,783,000	1,762,000	1,640,000	1,352,000
Deficit in scheme	(743,000)	(656,000)	(486,000)	(564,000)	(394,000)
Experience adjustments on scheme assets					
Amount (£)	-	-	2,000	140,000	47,000
Experience adjustments on scheme liabilities					
Amount (£)	(14,000)	191,000	(1,000)	17,000	-

13 Members liability

The liability of each member is limited to £10.

14 Reserves - restricted funds

	2018 £	2017 £
At 1 April	(612,729)	(444,952)
Net outgoing losses/resources before recognised losses	(12,704)	(13,777)
Actuarial re-measurement on defined benefit pension scheme	(71,000)	(154,000)
At 31 March	(696,433)	(612,729)

The net liabilities at the year-end include a deficit of £743,000 (2017: £656,000) in respect of pension scheme liabilities of the NILGOSC pension fund.

15 Analysis of net funds

	1 April 2017 £	Cash flow £	31 March 2018 £
Cash at bank and in hand	80,771	83,542	164,313
Net funds	80,771	83,542	164,313

Notes to the financial statements for the year ended 31 March 2018 (continued)

16 Financial commitments

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

	Property	Property
	2018	2017
	£	£
Within two to five years	17,500	17,500

17 Contingent liabilities

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

18 Capital commitments

At 31 March 2018 the company had **no** capital commitments (2017: none).

19 Losses and special payments

At 31 March 2018 the company had **no** losses and special payments (2017: none).

20 Related party transactions

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

None of the board members, members of the key management staff or other related parties have undertaken any material transactions with NICIE during the year (2017: none). As per the register of interests maintained by NICIE there were no conflicts of interest during the year (2017: none).

21 Ultimate controlling party

There is no ultimate controlling party.