

Northern Ireland Community Relations Council

# Annual Report & Accounts

**Community Relations Council**



for the year ended  
**31 March 2016**



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

**For the year ended 31 March 2016**

*Presented to the Northern Ireland Assembly  
by the Community Relations Council  
21 December 2016*

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**\*Note: Pages 124 to 142 did not form part of the certified audit by the NI Audit Office**

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**7-9 Shaftesbury Square**

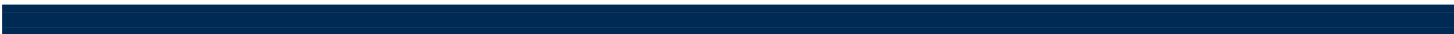
**Belfast**

**BT2 7DP**

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**The Northern Ireland Community Relations Council**  
**Annual Report and Accounts for the Year Ended 31 March 2016**



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## General Information

Chair	P Osborne
Registered office	Equality House Shaftesbury Square Belfast BT2 7DP
Auditors	Comptroller and Auditor General Northern Ireland Audit Office 106 University Road Belfast BT7 1EU
Principal bankers	Bank of Ireland Donegal Place Belfast
Charity number	XR16701
Company registration number	NI24026



## Chairman's Foreword

The annual report last year reflected a testing and challenging time for the Community Relations Council. This year has been no different.

Within the changing environment the Board and staff have provided enormous understanding of the needs of the other and mutual support for the work of the other.

I have great admiration for the staff of the Community Relations Council. Many have devoted a substantial part of their life to this work – they deserve recognition from their colleagues and from the society as a whole. This has been a time of uncertainty yet they have continued to deliver the work of the organisation without fail. The patience and resilience of the staff has been much appreciated.

The Board has also played a hugely valuable role during the last year. It has faced many difficult decisions and taken them always in the best interests of the public and those organisations supported by the Community Relations Council. While many faces on the Board have changed, the new members integrated quickly and the Board demonstrated a seamless sense of collegiate working.

We lost during the year our friend and colleague Joe Law who was such an inspiration given his commitment, knowledge, bravery and unswerving passion for equality and reconciliation.

The organisation has been subject to three separate reviews during the year – related to funding, governance and staffing structure. Unfortunately we are still waiting on some of the outcomes, but these reviews are being undertaken for positive reasons. We are looking forward. The Community Relations Council will change and develop in the evolving environment.

Meantime, of course, in Northern Ireland racism, sectarianism, disagreements over identity and culture, legacy issues and dealing with the past continue to provide a backdrop for the work of the Community Relations Council.

I want to pay tribute to the many thousands of people throughout this community who work for a better future; people in local government, the voluntary and community sector, within CRC funded groups and within the wider sector, in central government and in political life, within the private sector, coming from a faith background and many others from other backgrounds. It is those efforts on the ground within communities that will continue to build the peace and which the Community Relations Council will continue to support.

Thanks to those often uncredited and under-valued heroes of peace building in our unfortunately still too divided society.



P Osborne

Chairman

### Chief Executive's Comment

This year brought some significant challenges to the wider context of our work. There were periods of deep political discord, ongoing discussions within and between the parties and finally a settlement with the Fresh Start Agreement. At the same time planning for structural reform in central government continued and the changes at local government level moved into their first year of operation. All of these changes and uncertainties were felt by groups working to support good relations at the local level. Within the community concern to reach stability again was evident in a number of initiatives to ensure that the peace process could be galvanised and sustained under the pressure of political disharmony and financial uncertainty. Community relations practitioners meet regularly to discuss how they could better collaborate to ensure that the peace and reconciliation agenda adapts and continues in a positive and constructive way whilst acknowledging the constraining factors we still need to overcome. The move amongst many politicians later in the year to create a better climate of cooperation at governmental level is welcome not least because it helps to create the conditions and climate in which local good relations initiatives across the region can have the best hope of positive outcomes.

The Community Relations Council continues to work with The Office of the First and deputy First Minister (now The Executive Office) to take forward actions outlined in *Together: Building a United Community* and our Strategic and Operational plans reflect the key priorities of the policy. Since the publication of the policy the Community Relations Council has urged the need for robust, unambiguous support for community cohesion across all political and administrative institutions. The new policy needs to be implemented effectively across government in collaboration with other interventions in society if we are going to achieve lasting change. During 2015-16, the downward pressure on public finances continued and in keeping with other public bodies the Community Relations Council suffered further cuts to its budget. Despite this we are pleased to be able to show in this report a wide range of creative projects involving people from a wide range of backgrounds supported across the region to address sectarianism and racism, sustain peace and build good relations. In 2015-16 the Community Relations Council delivered five grant schemes on behalf of The Office of the First and deputy First Minister (now The Executive Office): the Community Relations and Cultural Diversity Small Grant Scheme; the Core-Funding Grant Scheme; the Pathfinder Scheme; the Media Grant Scheme; and a Publication Grant Scheme. Thirty organisations received grants from the Core Fund. In addition to the Core Fund Scheme, the Community Relations Council supported over two hundred and fifty projects under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations in our diverse community. The Community Relations Council's Publications Grant Scheme made grant awards to support seven projects and six projects were supported through the Media Grant Scheme. This included projects on ethical commemoration, Guidelines for organising multi-faith events, cultural awareness and a project that used info-graphics to encourage the public to explore facts about the region and think about their response to them. Data on demographics pointed to Northern Ireland as a patchwork of minority communities. The clear need to heal the wounds of the past was highlighted in the info-graphics dealing with legacy issues but positive data and info-graphics on the realities of parading and language challenged the notion that we are all involved in a "culture war".

A full list of the grants paid in 2015-16 is provided as an appendix to this annual report. Electronic mapping of the geographic and thematic reach and impact of our funding schemes is assisting us to identify gaps and collaborate with other funders and this year we have worked to embed an outcomes based method to evaluating the benefits of the funding that we distribute on behalf of The Office of the First and deputy First Minister (now The Executive Office).

The Community Relations Council continues to have a member of staff working full time on supporting the delivery of The Office of the First and deputy First Minister (now The Executive Office) District Council Good Relations Programme. In addition, the Community Relations Council has reviewed other support it can offer to the Councils in placing good community relations at the core of their work, along with equality, countering sectarianism and racism and protecting minorities. On behalf of The Office of the First and deputy First Minister (now The Executive Office) and in collaboration with the Equality Commission NI (ECNI) and NI Local Government Association, the Community Relations Council has been delivering information sessions to Council members and further work on this is anticipated next year.

The Community Relations Council continues to provide development support and engagement opportunities as a hub for the exchange of learning and best practice among our funded groups and wider networks. In particular this year we have taken up a new role to facilitate the T:BUC Engagement Forum on behalf of The Office of the First and deputy First Minister (now The Executive Office). On 10 March 2016, over one hundred and twenty community practitioners, policymakers and academics gathered for the inaugural meeting of the Together: Building a United Community (T:BUC) Engagement Forum. The Office of the First and deputy First Minister (now The Executive Office) established the Engagement Forum to provide a platform for formalised and structured engagement to influence the effective implementation of the T:BUC strategy. The Community Relations Council will be responsible for co-coordinating the Forum meetings and based on the discussions providing advice papers to Ministers. It is hoped that the diversity of those attending the meetings will provide a broad and inclusive perspective that will enable the achievement of the shared vision and aims of the T:BUC Strategy. Junior Ministers attended the event and highlighted the importance of capturing grass roots knowledge and practice to support delivery of the shared aims of building a united community. Those attending the event also voiced support for a co-design, co-working and shared learning approach as well as a focus on positive outcomes.

The engagement between policy, practice and reflective evaluation remains at the heart of the work of the Community Relations Council. Evidence based policy comment is vital to well-crafted public policy and service delivery. Full details of all consultation responses submitted by the Community Relations Council to public bodies during the year are included in the performance review section of this annual report. Last year the Community Relations Council commissioned research "*Exploring New Residents' Experiences of Contact in Mixed Areas of Belfast*" (Dr. Clifford Stevens and Thia Sagherian Dickey, Queens University Belfast) which we launched on 2<sup>nd</sup> April 2015. To enhance our understanding of the changing dynamics at community level this year we commissioned two small scoping studies, one on the impact of paramilitaries and one on the current experiences of women in peace-building. We also commissioned scoping studies on the issues and opportunities facing interface communities in east Belfast, lower Falls/lower Shankill and Lurgan/Portadown to assist with identifying interest in the removal of barriers and peace walls. Work is also underway to publish the fourth Peace Monitoring Report. This series of reports provides an important

source of evidence and information about our journey towards or away from peace. The fourth report will continue to gather detailed and statistical evidence across four dimensions - security, equality, political progress and cohesion and sharing. We are again indebted to the many bodies that provided data across these dimensions for the report and we are, as always, grateful to those who serve on the advisory board. The previous reports are available on our website along with other valuable research reports. The Community Relations Council website and social media outlets continued to be a valuable source of information about the Community Relations Council and the work that it supports. Throughout the year over two hundred and fifty news items were placed on the website and over eighty five thousand seven hundred pages were viewed. Nine issues of the monthly *E-NEWS* were produced. Social media was also well used to communicate our messages and the Community Relations Council had over five thousand seven hundred Followers on Twitter (up by 18% from last year). We also placed just over seven hundred and twenty posts on Facebook attracting just under one thousand five hundred and sixty “Likes” (up by 32% from the previous year). In relation to our formal responsibilities under Freedom of Information, the Community Relations Council responded to two requests in 2015-16 which were responded to within the required timeframe.

The annual Community Relations Week, now called the Community Relations and Cultural Awareness Week, co-ordinated by the Community Relations Council took place from 29<sup>th</sup> September to 3<sup>rd</sup> October 2015. This year the theme was “Building a United Community”. Organised by the Community Relations Council to showcase good practice and encourage engagement, this year’s theme was “One Place, Many People”. The week had a particular emphasis on the region’s cultural diversity and started with the annual Community Relations Council Conference. During the week over two hundred events were organised by community, cultural, voluntary and statutory organisations. Interest in the week also extended across the political spectrum in the region. Participation in the programme was supported as always by District Council Good Relations Officers and this year also by the Department of Culture, Arts and Leisure through its arm’s length bodies, the Library Service NI and the National Museum Service NI. Many schools and educational bodies featured prominently in the programme and it was encouraging to see that so many of the events had a significant youth engagement and focus. Media coverage of the Week was extensive with over one hundred and fifty press and thirty broadcast items generated and the week attracted an active social media following. The third David Stevens Memorial Lecture, with guest speaker Rev. Harold Good took place during the week and the presentation of the 2015 Community Relations Awards for Exceptional Achievement went to Maureen Hetherington. To highlight the importance of good civic leadership to community relations, The Community Relations Council award for good civic leadership went to Linda Ervine for her cross community work on language.

This year the Community Relations Council held two other conferences with community relations practitioners focussed on dealing with community tension and removal of barriers. Over one hundred community relations practitioners and statutory representatives attended our conference in May 2015 to examine community tensions across the region and prepare for the summer period. The sixth annual joint conference of the Interface Community Partners and the Department of Justice Interagency Group was hosted by the Community Relations Council later in the year in December 2015.

Our collaboration with Heritage Lottery Fund on the “Decade of Anniversaries” project continues and this year the focus was on supporting resources, interventions and networking in relation to preparation for commemorations of events in 1916. A Resources Fair on *Remembering 1916* was held in the Ulster Museum in October 2015, co-organised by PRONI, the Nerve Centre, the Community Relations Council, Heritage Lottery Fund and National Museums NI under the Creative Centenaries banner. Over two hundred and fifty people participated and over twenty projects and organisations ran stalls and information spaces. Following presentations the implications of 1916 for today were discussed by a panel of historians. A workshop was held on new educational resources.

The Community Relations Council this year continued its engagement with minority ethnic and faith communities particularly in relation to the new Executive strategy on racial equality. In the previous year the Community Relations Council expressed the hope that actions to promote racial equality would be aligned across policy in central and local government with priorities in areas such as education, health, housing, regeneration and culture, arts and leisure. The Community Relations Council also stated that implementation is always a challenge to any new policy and therefore a clear action plan with adequate resources would be essential to coordinate work across government and the community. During this year the Community Relations Council facilitated minority ethnic groups to meet together on a regional basis to discuss the forthcoming racial equality strategy. This included two conferences in April and June as well as an oral briefing to the Assembly Committee. In December 2015 the Community Relations Council welcomed the publication of the strategy.

During the year The Office of the First and deputy First Minister (now The Executive Office) conducted a review of the Board and Governance of the Community Relations Council and its staffing to ensure that it is fit for its purpose in the future. We anticipate changes next year as a result of these reviews and I would therefore like to take this opportunity to thank the Chair and all members of our Board for their time and commitment to the organisation. In particular, and on behalf of the Board and staff of the Community Relations Council, I wish to pay tribute to Joe Law, a valued member of the Board who died in September 2016. Joe was a co-Director of Trademark having previously worked with Counteract and over many years he played a vital role in bringing resolution to community and work-based sectarian disputes. He was a trade unionist all his working life and a tireless campaigner for social justice and peace. He will be sadly missed by those of us who had the opportunity and privilege to work with him.

I would like to thank colleagues in our sponsoring department for their support and assistance during the year. Lastly, I thank my fellow members of staff who have worked to maintain services in a year of considerable change which included a move to new premises after twenty five years in our offices in Murray Street, Belfast.



Jacqueline Irwin

Chief Executive and Accounting Officer

## Strategic Report

### i) Overview

The directors are pleased to present their annual review and Accounts for the year ended 31 March 2016.

#### Principal Activities

The Northern Ireland Community Relations Council was established in 1990 as an independent charity sponsored by the Community Relations Unit of The Office of the First and deputy First Minister (now The Executive Office) (formerly the Office of the First Minister and deputy First Minister (OFMdFM) and herewith known as The Office of the First and deputy First Minister (now The Executive Office))

The main aim of the Northern Ireland Community Relations Council has been to assist the development of greater understanding and co-operation between political, cultural and religious communities in Northern Ireland.

Within the founding legislation the Minister has approved the overall aim for the Community Relations Council as follows:

The advancement of education and of other charitable purposes beneficial to the community in Northern Ireland (“the area of benefit”), and in particular, but not so as to limit the generality of the foregoing, the advancement of education in, and the understanding of, the different cultural traditions of the peoples of the area of benefit and the improvement of community relations in the area of benefit.

#### Review of activities

The Community Relations Council takes its planning objectives from “Together: Building a United Community” (T:BUC) published by The Office of the First and deputy First Minister (now The Executive Office) in 2013. The 2016-19 strategic plan for the Community Relations Council is currently under public consultation and it sets out the strategic objectives of the Community Relations Council in the context of the T:BUC key priorities, which are:

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

The Community Relations Council’s 2016-17 strategic objectives and the organisation’s performance against those objectives are set out in the Performance Analysis beginning on page 14.

The Community Relations Council ensures delivery of its key priorities and achievement of its objectives through five key functional activities; Funding and Development, Policy & Development, Cultural Diversity, Communications & Learning, and District Council Good Relations. An additional activity performed during the financial year was the preliminary work on the publication of the Peace Monitoring Report. An overview of their activities during the 2015-16 financial year is detailed below.

### Funding and Development

In 2015-16 the Community Relations Council delivered the Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme and the Pathfinder Scheme on behalf of The Office of the First and deputy First Minister (now The Executive Office). Thirty organisations received grants from the Core Fund. In addition to the Core Fund Scheme, the Community Relations Council supported over two hundred and fifty projects under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations in our diverse community.

### District Councils

The Community Relations Council continues to have a member of staff working full time on supporting the delivery of The Office of the First and deputy First Minister (now The Executive Office) District Council Good Relations Programme. In addition, the Community Relations Council has reviewed other support it can offer to the Councils in placing good community relations at the core of their work, along with equality, countering sectarianism and racism and protecting minorities. On behalf of The Office of the First and deputy First Minister (now The Executive Office) and in collaboration with the Equality Commission NI (ECNI) and NI Local Government Association, the Community Relations Council has been delivering information sessions to Council members and further work on this is anticipated next year.

### Policy Development

The Community Relations Council continues to provide development support and engagement opportunities as a hub for the exchange of learning and best practice among our funded groups and wider networks. The Office of the First and deputy First Minister (now The Executive Office) established the Engagement Forum to provide a platform for formalised and structured engagement to influence the effective implementation of the T:BUC strategy. The Community Relations Council will be responsible for co-coordinating the Forum meetings and based on the discussions providing advice papers to Ministers. It is hoped that the diversity of those attending the meetings will provide a broad and inclusive perspective that will enable the achievement of the shared vision and aims of the T:BUC Strategy.

### Communications and Learning

The Community Relations Council website and social media outlets continued to be a valuable source of information about the Community Relations Council and the work that it supports. Throughout the year over two hundred and fifty news items were placed on the website and over eighty five thousand seven hundred pages were viewed. Social media was also well used to communicate our messages and the Community Relations Council had over five thousand seven hundred Followers on Twitter (up by 18% from last year). The annual Community Relations Week, now called the Community Relations and Cultural Awareness Week, co-ordinated by the Community Relations Council took place from 29th September to 3rd October 2015. This year the theme was “Building a United Community”. Organised by the Community Relations Council to showcase good practice and encourage engagement, this year’s theme was “One Place, Many People”. In relation to our formal responsibilities under Freedom of Information, the Community Relations Council responded to two requests in 2015-16 which were responded to within the required timeframe.

### Cultural Diversity

Our collaboration with Heritage Lottery Fund on the “Decade of Anniversaries” project continues and this year the focus was on supporting resources, interventions and networking in relation to preparation for commemorations of events in 1916. A Resources Fair on *Remembering 1916* was held in the Ulster Museum in October 2015, co-organised by PRONI, the Nerve Centre, the Community Relations Council, Heritage Lottery Fund and National Museums NI under the Creative Centenaries banner. The Community Relations Council this year continued its engagement with minority ethnic and faith communities particularly in relation to the new Executive strategy on racial equality.

### Peace Monitor Report

Work is also underway to publish the fourth Peace Monitoring Report. This series of reports provides an important source of evidence and information about our journey towards or away from peace. The fourth report will continue to gather detailed and statistical evidence across four dimensions - security, equality, political progress and cohesion and sharing.

The Balance Sheet on page 90 shows that the company had a fund deficit of (£152,534) at 31 March 2016 (2015 – (£620,523) (restated)).<sup>1</sup>

The Statement of Financial Activities on pages 88 to 89 indicates that the company had incoming resources of £3,004,631 (2015 - £2,486,171) in the year. Note 2 on page 98 shows The Office of the First and deputy First Minister (now The Executive Office) as being the sponsor of 99.73% (2015 – 99.77%) of this income. This income was exceeded by outgoing resources of £3,093,642 by £89,011 (2015 - income was exceeded by outgoing resources of

<sup>1</sup>Since 31 March 2013 the accounts included an approximate allowance for the transfer of 8 members’ accrued benefits to the Victims and Survivors Service pension scheme- PCSPS, due to a change in assumptions surrounding the pension bulk transfer a prior period adjustment to the accounts has been necessary in the 2015-16 financial year. Please refer to Note 1 to the accounts for further detail.



£3,260,065 by £773,894 (restated)). The majority of the organisation's reserves are Restricted Reserves.

As required by legislative changes, the company has adopted IAS19, the International Accounting Standard on Employee Benefits. The valuation of the company's pension scheme at 31 March 2016, for the purposes of IAS19, showed a funding deficit of (£335,000) (2015 - (£856,000) (restated)).

This deficit represents the difference between the liabilities of the pension fund and the value of its underlying assets; it does not represent an immediate cash commitment, as the cash flow required to meet the deficit relates to future pension contributions. Therefore, this liability is expected to arise over the long-term rather than in the immediate future. The valuation of the pension schemes assets under IAS19 is different from the triennial actuarial valuation which determines the pension contributions required to reduce the deficit. Current financial projections indicate that the Community Relations Council will be able to make these contributions as they fall due.

### **Risk management**

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

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

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

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

- |           |   |
|-----------|---|
| Policy:   | Policy decisions creating expectations that challenge the organisation's capacity to deliver. |
| Economic: | CRC was required to make 12.8% cuts in 2015-16. Budget submitted and approved.                |

A more detailed explanation of the Community Relations Council's Internal Control and Risk Management process, including the Community Relations Council's principal risks and uncertainties, is included on pages 69 to 72.

### **Financial**

The Community Relations Council was allocated a budget of £2,962,000 and the organisation's final budget for the year to 31 March 2016 was £3,162,000 by The Office of the First and deputy First Minister (now The Executive Office) during the 2015-16 financial year. As disclosed in Note 21: Additional Disclosures to comply with FReM the Community Relations Council spent £3,093,642.

### **Going Concern**

On 1st October 2015, The Office of the First and deputy First Minister (now The Executive Office), wrote confirming that it remains committed to working with the Community Relations Council to ensure that it becomes a key delivery agent for departmental good relations policy, including the implementation of the aims and objectives of the Together: Building a United strategy and an outcome based approach to delivery. This includes promoting policy through positive engagement with relevant stakeholders in the community and establishing and implementing best practice. The Community Relations Council was advised that the next formal review (as provided for in the Management Statement/Financial Memorandum) will be completed by March 2017 and if mechanisms are working well, the presumption would be that the relationship would continue.

The Community Relations Council's Strategic Plan 2016-19 and Business Plan 2016-17 were approved by The Office of the First and deputy First Minister (now The Executive Office) on 29<sup>th</sup> September 2016.

On 7<sup>th</sup> March 2016 The Office of the First and deputy First Minister (now The Executive Office) wrote to the Community Relations Council confirming that funding has been secured for the 2016-17 financial year. The Office of the First and deputy First Minister (now The Executive Office) have asked that the Community Relations Council provide financial projections up to 2020.

### **Performance Summary**

The Community Relations Council Business Plan for 2015-16 was strategically linked to the aims of Together: Building a United Community and an outcome based approach to interventions.

Supporting the priorities of Together: Building a United Community, key areas of delivery for the Community Relations Council during 2015-16 focused on:

1. Our children and young people: to continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations.

2. Our shared community: to create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone.
3. Our safe community: to create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety.
4. Our cultural expression: to create a community, which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced.

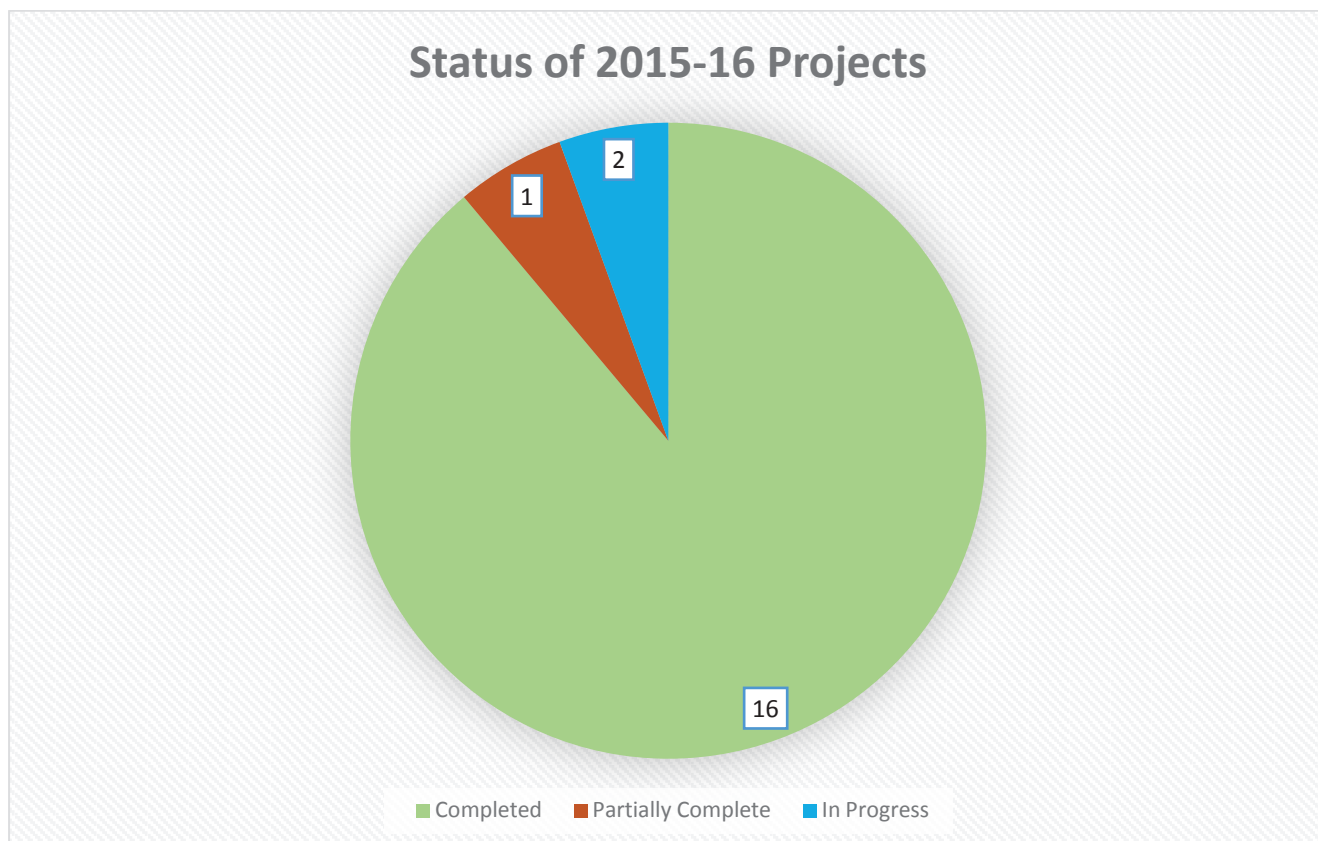
The key undertakings during 2015-16 to deliver on these priorities also included:

1. Working with the newly established District Councils
2. Measuring delivery in terms of outcomes
3. Public Service ethos – transparency, accountability, equality, efficiency (including managing ongoing financial pressures in 2015-16)

The plan was laid out in four functional areas: Funding; Policy Development and Implementation; Research and Evaluation; and Governance. The review of CRC performance in 2015-16 is laid out in this same way.

## ii) PERFORMANCE ANALYSIS

The performance of the Community Relations Council is shown in the diagram below which summarises stages of completion of each of the projects undertaken during 2015-16. Further detail for each project is given on pages 15 to 53.



## ii) PERFORMANCE ANALYSIS

### 1. Funding

- **Objective** – to provide regional funding that will deliver improved community relations in accordance with the aims and objectives stated in the Together: Building a United Community strategy utilising an outcome based approach.

T:BUC area	What we will do	How will we do it	What difference will we make	How will we measure the difference	Performance
All Our Children and Young People Our Shared Community Our Safe Community (in relation to sectarianism and racism)	<p><b>Deliver regional funding support</b> for improving community relations in line with T:BUC priorities:</p> <ul style="list-style-type: none"> <li>• Our Children and Young People</li> <li>• Our Shared Community</li> <li>• Our Safe Community (in relation to sectarianism and racism)</li> <li>• Our Cultural Expression (including work</li> </ul>	<p>Delivery of our role as a regional funding body in line with T:BUC priorities and an outcomes based approach:</p> <ul style="list-style-type: none"> <li>• Review of funding streams to be undertaken with The Office of the First and deputy First Minister (now The Executive Office)</li> <li>• 25% of CRC grants to be awarded to projects outside of Belfast and</li> </ul>	<p>There will be greater coordination of interventions by ensuring that CRC's annual regional grant assistance will be in line with T:BUC priorities, an outcomes based approach, delivered on time and in budget</p>	<p>This will be evidenced by</p> <ol style="list-style-type: none"> <li>1. The aims and objectives of all approved grant applications will clearly align with the priority aims, objectives of T:BUC</li> <li>2. All funded programmes and projects will have agreed outcome measures that directly link to T:BUC priority aim and objectives and the agreed Good Relations and these will be reported on during the course of the funded activity and will improve delivery of results on the ground.</li> <li>3. Improved delivery of</li> </ol>	<p>Completed.</p> <p>All grant applications clearly align with the priority aims, objectives of T:BUC</p> <p>All core funded programmes and projects have agreed outcome measures that directly link to T:BUC priority aim and objectives and these are reported on during the year to improve delivery of results.</p> <ul style="list-style-type: none"> <li>• 50% of CRC media grants were awarded to</li> </ul>

<p>Our Cultural Expression</p>	<p>focussed on dealing with the legacy of the past, truth recovery, remembering and healing)</p>	<p>Derry.</p> <ul style="list-style-type: none"> <li>• 75% of all CR/CD grant applications processed within 12 weeks of receipt</li> <li>• 90% CR/CD recipients to have submitted reports confirming aims and objectives achieved.</li> <li>• 90% of Core grant applications processed within 16 weeks of closing date for receipt</li> <li>• 100% Core Funded Groups to have submitted reports on implementation of agreed work</li> </ul>		<p>results on the ground shown by agreed outcome measures</p>	<p>projects outside of Belfast and Derry.</p> <ul style="list-style-type: none"> <li>• 45% of CR/CD grants were awarded to projects outside of Belfast and Derry.</li> <li>• 81% of all CR/CD grant applications processed within 12 weeks of receipt</li> <li>• 93% CR/CD recipients to have submitted reports confirming aims and objectives achieved.</li> <li>• 100% of Core grant applications processed within 16 weeks of closing date for receipt</li> <li>• 100% Core Funded Groups to have submitted reports on implementation of agreed work plan</li> <li>• 90% of Media</li> </ul>
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										<p>grant applications processed within 12 weeks of receipt</p> <ul style="list-style-type: none"> <li>• 100%</li> </ul> <p>Publications grant applications processed within 12 weeks of receipt.</p> <ul style="list-style-type: none"> <li>• 94.5% Pathfinder recipients to have submitted reports confirming aims and objectives achieved.</li> <li>• 58% of CRC grants went to groups in disadvantaged areas</li> </ul>																																																																																																																							
										<p>plan</p> <ul style="list-style-type: none"> <li>• 90% of Media grant applications processed within 12 weeks of receipt</li> <li>• 80%</li> </ul> <p>Publications grant applications processed within 12 weeks of receipt.</p> <ul style="list-style-type: none"> <li>• 90% Pathfinder recipients to have submitted reports confirming aims and objectives achieved.</li> <li>• Record the percentage of CRC grants that go to groups in disadvantaged areas</li> </ul>																																																																																																																							

<p>Completed. The aims and objectives of all approved grant applications are align with the priority aims and objectives of T:BUC</p>	<p>The aims and objectives of all approved grant applications will clearly align with the priority aims and objectives of T:BUC</p>	<p>There will be greater coordination of interventions by ensuring that all grant applications demonstrate the extent of their alignment to T:BUC aims and objectives</p>	<p>In collaboration with The Office of the First and deputy First Minister (now The Executive Office), all grant applications processes and documents will be reviewed and revised if necessary to ensure that they closely accord with the T:BUC aims and objectives and specifically the aims and outcomes related to the 4 priorities</p>	<p>Review all funding application processes and related documentation and make necessary changes to ensure that they closely accord with the T:BUC aims and objectives and specifically the aims and outcomes related to the four priorities</p>
<p>Completed. Funding administration, monitoring and evaluation has been revised to align to an outcomes based approach and collaboration with The Office of the First and deputy First Minister (now The Executive</p>	<p>All funded programmes and projects will have agreed outcome measures that directly link to T:BUC priority aim and objectives and the agreed Good Relations and these will be reported on during the course of the funded activity and will improve delivery of results on the ground</p>	<p>There will be greater coordination of interventions by ensuring that CRC's administration, monitoring and evaluation of grants will align with a wider outcomes based approach to accountability in relation to T:BUC.</p>	<p>In collaboration with The Office of the First and deputy First Minister (now The Executive Office), a review of all administrative, monitoring and evaluation processes will be completed and any necessary amendments made to</p>	<p>Review current funding administrative processes and make the necessary changes to enable the implementation of a transformative outcome based approach to monitoring and evaluation aligned to</p>



	<p>T:BUC aims and objectives and the revised good relations outcomes and indicators</p>	<p>enable an outcomes based approach aligned with T:BUC Funding administration, monitoring and evaluation will all be revised to align to an outcomes based approach.</p>	<p>Key stakeholders in the sector will be aware of the changes associated with T:BUC and outcomes based accountability</p>	<p>Funded groups and stakeholders will be committed to the promotion and delivery of T:BUC aims and objectives and outcome based approach to delivery. This will be evidenced by 1. The aims and objectives of all approved grant applications will clearly align with the priority aims, objectives of T:BUC 2. All funded programmes and projects will have agreed outcome measures</p>	<p>Office) on further changes to this continues.</p>
	<p>In collaboration with The Office of the First and deputy First Minister (now The Executive Office), agree and implement a communications and engagement strategy that will increase knowledge and commitment to the T:BUC strategy amongst the sector and widen the impact, breadth and scope of delivery</p>	<p>In collaboration with The Office of the First and deputy First Minister (now The Executive Office), agree and implement a communications and engagement strategy that will increase knowledge and commitment to the T:BUC strategy and an outcomes based approach amongst the sector widening the breadth and scope of delivery partners Engagement with</p>	<p>Completed. In relation to communications and engagement in 2015-16 the following was delivered to increase knowledge and commitment to the T:BUC strategy amongst the sector and widen the impact, breadth and scope of delivery:  1. Guidance was provided to funded groups on T:BUC objectives and outcomes based accountability.</p>		

		<p>sector will include:</p> <ol style="list-style-type: none"> <li>1. Guidance to funded groups on T:BUC objectives and outcomes based accountability.</li> <li>2. 2 conferences aimed at developing a shared vision of reconciliation, tolerance and trust in line with T:BUC aims and objectives and an outcome based approach.</li> <li>3. CRC web-site, facebook, Twitter updated regularly with current topical material evidenced by the number of media interventions, visitors to web-site, online followers</li> <li>4. Monthly E-News produced and circulated widely</li> </ol>		<p>that directly link to T:BUC priority aim and objectives and the agreed Good Relations and these will be reported on during the course of the funded activity and will improve delivery of results on the ground.</p> <ol style="list-style-type: none"> <li>3. Improved delivery of results on the ground shown by agreed outcome measures</li> <li>4. Funded groups share and develop best practice with respect to delivery of T:BUC aims and objectives and outcome based approach at a project/programme level to delivery.</li> </ol>	<p>2. Conferences were held aimed at developing a shared vision of reconciliation, tolerance and trust in line with T:BUC aims and objectives and an outcome based approach.</p> <p>The following mentoring and development seminars and conferences took place to develop a shared vision of reconciliation, tolerance and trust in line with T:BUC aims and objectives and an outcome based approach:-</p> <ul style="list-style-type: none"> <li>• Launch of research <i>Exploring New Residents experiences of Contact in Mixed Areas of Belfast in April 2015</i></li> <li>• Interface Community</li> </ul>
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		<p>5. “Shared Space” produced to disseminate learning from research in collaboration with The Office of the First and deputy First Minister (now The Executive Office) and disseminated to academics, practitioners, public agencies and politicians focussing on T:BUC priorities, effective implementation and outcome based approaches to delivery.</p> <p>6. Consideration to be given to broadening “Shared Space” as a dissemination vehicle for policy, funding, legislative information.</p> <p>7. Review of the</p>			<p>Partners conference (May 2015)</p> <ul style="list-style-type: none"> <li>• Decade of Centenaries related Resources Fair - <i>Remembering 1916</i> held on 16<sup>th</sup> October 2015 in partnership with NMNI, PRONI, QUB, Liivng Legacies, HLF and Nerve Centre.</li> <li>• Four Decade Roundtable stakeholder and information sharing meetings held in 2015-2016.</li> <li>• 2 Racial Equality Strategy awareness and implementation network events</li> <li>• Interface Community Partners /Interface Agency Group</li> </ul>
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		<p>“Shared Space” title in relation to the narrower T:BUC priority area.</p> <p>8. In collaboration with The Office of the First and deputy First Minister (now The Executive Office), the District Council Good Relations Programme, DCAL (Department of Culture, Arts and Leisure) and the Arts Council, develop the current CR week into a CR/Cultural Awareness week as outlined in T:BUC.</p>			<p>annual interface conference (Dec 2015)</p> <ul style="list-style-type: none"> <li>• Annual policy conference was combined with Live issues conference <i>One Place – Many People</i></li> </ul> <p>3. CRC web-site, Facebook, Twitter was updated regularly with current topical material as evidenced by</p> <ul style="list-style-type: none"> <li>• 256 news items placed on website</li> <li>• 85,741 web pages visited</li> <li>• 4,719 Twitter followers</li> <li>• 3023 Tweets posted</li> <li>• 1,559 Likes on facebook</li> <li>• 375 press articles or broadcast items generated</li> </ul> <p>4. 9 issues of E-News</p>
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<p>were produced and circulated widely</p>	<p>5. A review of “Shared Space” was carried out with stakeholders to consider its effectiveness as a mechanism for disseminating learning from research, to academics, practitioners, public agencies and politicians in collaboration with The Office of the First and deputy First Minister (now The Executive Office) and focussing on T:BUC priorities. The review included consideration of the potential for broadening “Shared Space” as a dissemination vehicle for policy, funding, legislative information.</p> <p>In collaboration with The Office of the First and deputy First Minister</p>

	<p>In collaboration with The Office of the First and deputy First Minister (now The Executive Office), take forward intensive engagement with the sector and key stakeholders on how best to implement the necessary changes the grant funding processes ensure that all funded activities</p>	<p>This will include:</p> <ol style="list-style-type: none"> <li>1. Guidance and support to all funded groups in the development and delivery of their funding objectives.</li> <li>2. Mentoring and development seminars (a minimum of ten) and conferences (a minimum of two) to develop a shared vision of outcomes.</li> </ol>	<p>Learning on best practice will be widely shared in relation to T:BUC and outcomes based accountability</p>	<p>Funded groups share and develop best practice with respect to delivery of T:BUC aims &amp; objectives &amp; outcome based approach at a project / programme level to delivery.</p> <p>This will be evidenced by</p> <ol style="list-style-type: none"> <li>1. The aims &amp; objectives of all approved grant applications will clearly align with the priority aims &amp; objectives of T:BUC</li> <li>2. All funded programmes /</li> </ol>	<p>(now The Executive Office), the District Council Good Relations Programme, DCAL and the Arts Council, CR week develop was developed into a CR/Cultural Awareness week as outlined in T:BUC. The week took place 28 September – 4 October 2015 on the theme of <i>One Place Many People</i>.</p> <p>Completed.</p> <p>The aims and objectives of all approved grant applications are clearly align with the priority aims and objectives of T:BUC</p> <p>All core funded programmes and projects have agreed outcome measures that directly link to T:BUC priority aims and objectives and the agreed Good Relations outcomes are reported</p>
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<p>are aligned to T:BUC aims and objectives, the good relations indicators, an outcome based approach.</p>	<p>3. Establishing and co-ordinating good relations shared learning fora that will identify and recommend best practice</p>	<p>Review the funding approval processes and produced proposals as how it could become more reactive, flexible and expedient.</p>	<p>Guidance and support is given to all funded groups in the development and delivery of their funding objectives.</p>
<p>Review the funding approval processes and produced proposals as how it could become more reactive, flexible and expedient.</p>	<p>Discuss further with The Office of the First and deputy First Minister (now The Executive Office) in the context of audit requirements and levels of authorisation to spend that are currently set out in the MSFM including the role of the Board.</p>	<p>The funding application process will be quicker and more reactive to emerging good relations priorities.</p>	<p>The average application processing time from receipt to outcome notification will be reviewed and reduced where possible without any compromise of good governance requirements. Measured improvement in customer satisfaction with respect to the funding application process.</p>
<p>Conduct a mapping exercise to determine potential future funding gaps as result of existing good relations funding streams coming to an end or decreasing and</p>	<p>A review will be undertaken with Core funded groups. A gap analysis will be produced on good relations funding.</p>	<p>There will be a better understanding of the emerging gaps to support strategic planning. Problematic gaps in funding will be identified and addressed quickly if</p>	<p>Completed. A mapping of CRC funding has been completed and shared with The Office of the First and deputy First Minister (now The</p>
<p>Review the funding approval processes and produced proposals as how it could become more reactive, flexible and expedient.</p>	<p>A review will be undertaken with Core funded groups. A gap analysis will be produced on good relations funding.</p>	<p>Review proposals accepted by The Office of the First and deputy First Minister (now The Executive Office) and recommendations successfully implemented.</p>	<p>Completed. A mapping of CRC funding has been completed and shared with The Office of the First and deputy First Minister (now The</p>

	<p>how these could be addressed</p>	<p>The review will also consider proposals as to how CRC can continuously monitor and map all good relations funding on an ongoing basis.</p>	<p>possible. Improvements to the co-ordination, efficiency and effectiveness of good relations funded activities will be implemented going forward.</p>		<p>Executive Office). CRC continues to collaborate with The Office of the First and deputy First Minister (now The Executive Office) on linkages to wider mapping processes to assist with the analysis of gaps.</p>
<p>Work closely with the Good Relations Officers (GROs) in the new District Councils (DCs) to ensure that future Good Relations (GR) Plans are aligned with T:BUC objectives and an outcome based approach and that good relations plans are an integral part of the statutory community plans and related guidance</p>	<p>Meetings and workshops with groS and other DC personnel, including local representatives, as required and in collaboration with The Office of the First and deputy First Minister (now The Executive Office) and ECNI Monitor content of plans and impact of implementation Co-ordinate with District Council Good Relations Officers</p>	<p>We will assist DC to ensure that they contribute to the delivery of T:BUC aims and objectives including the setting and measurement of good relations impacts</p>	<p>All 11 DCs will have produced a good relations action plan that align with T:BUC objectives and include with clear and measurable good relations outcomes. GR Plans will form an integral part of DCs statutory community plans. Implementation of plans will produce positive and quantified good relations outcomes. Funded groups clear on</p>	<p>All GRs action plans aligned with T:BUC objectives and included measurable good relations outcomes. GROs fully participate within the Community Planning process. Project outcomes were reviewed by OFMdFM and achieved within the delivery of the District GRO Programme The outcomes and actions of all funded groups are aligned with the priority</p>	



		<p>(DCGRO) on CRC grants (CR/CD, Pathfinder, Research, Media, Publications and Core Grant Schemes)</p> <p>CRC staff assistance to The Office of the First and deputy First Minister (now The Executive Office) with the assessment of all District Council Good Relations Plans for 15-16.</p> <p>Joint events with District Council Good Relations Officers to highlight issues and promote good practice</p>		<p>their objectives and delivering in line with T:BUC</p>	<p>aims and objectives of T:BUC</p>
<p>Provide policy development support and feedback</p>	<p>Provide information to Government departments, other public bodies, &amp; voluntary &amp; community groups on the impact of policy</p>	<p>Policy feedback will be evidence based.</p>	<p>Feedback on policy implementation will reflect the impact on delivery and stakeholders.</p>	<p>CRC was represented on the following T:BUC headline action programmes:</p> <ul style="list-style-type: none"> <li>• United youth</li> <li>• Shared housing</li> <li>• Community</li> </ul>	

		<p>decisions on good community relations.</p>		<p>Tensions</p> <ul style="list-style-type: none"> <li>• Urban Villages</li> </ul> <p>Commissioned research and scoping exercises on:</p> <ul style="list-style-type: none"> <li>• Women and Peace Building</li> <li>• The Impact of Paramilitarism on community relations</li> <li>• Galvanising the Peace</li> </ul> <p><b>Policy Responses:</b></p> <ul style="list-style-type: none"> <li>• DCAL Proposals for Irish Language Bill</li> <li>• DCAL Community Festivals Fund</li> <li>• DE Proposals for the Future of the Youth Council</li> <li>• NI Policing Board EQIA Policing Plan 2015-16</li> <li>• NI Housing</li> </ul>
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<p>Executive's Draft Corporate and Business Plans 2015-16 – 2017-18</p> <ul style="list-style-type: none"> <li>• NIHE Community Cohesion Strategy 2015-20</li> <li>• Education Committee Shared Education Bill</li> <li>• DOF/NISRA Census Topics</li> <li>• NI Local Government Association Programme for Local Government</li> <li>• DCAL Culture &amp; Arts Strategy 2016-26</li> </ul> <p>CRC worked in partnership with NI Human Rights Commission to develop and deliver a Human Rights Training</p>											
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<p>programme to CR practitioners during April and May 2015.</p>	<p>Engagement with peace-building initiatives:</p> <ul style="list-style-type: none"> <li>• Galvanising the Peace,</li> <li>• the Movement for Change.</li> </ul>	<p>Engagement with Racial Equality groups and initiatives:</p> <ul style="list-style-type: none"> <li>• Common Platform initiative</li> <li>• Chinese Welfare Association</li> </ul>	<p>Racial Equality Strategy Implementaion event</p> <ul style="list-style-type: none"> <li>• North West Migrants Forum</li> <li>• African and Caribbean Support Organisation Northern Ireland</li> </ul>				
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<p>Centenary Committee</p> <ul style="list-style-type: none"> <li>• Carrickfergus community Forum,</li> <li>• History Hub</li> </ul> <p><b>Representation on partnership initiatives:</b></p> <ul style="list-style-type: none"> <li>• Beyond Belfast</li> <li>• Foyle Interface Forum</li> <li>• Springvale Multi Agency Group</li> <li>• NIHE Equality Steering Group</li> <li>• Belfast Health Trust GR Steering Group</li> <li>• Joint Consultative Group for Education</li> </ul>					
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<b>2. Policy Development and Implementation</b>					
<ul style="list-style-type: none"> <li><b>Objective</b> - To provide support and guidance to The Office of the First and deputy First Minister (now The Executive Office) and relevant stakeholders in the community to assist with the development, promotion and delivery of the good relations aims and objectives outlined in the Together: Building a United Community Strategy.</li> </ul>					
<b>T:BUC area</b>	<b>What we will do</b>	<b>How will we do it</b>	<b>What difference will we make</b>	<b>How will we measure the difference</b>	<b>Performance</b>
<b>All</b>	In collaboration with ECNI and departmental officials, produce an agreed action plan that will deliver the T:BUC aims and objectives envisaged for the Equality and Good Relations Commission (EGRC) within the existing vires and structures in advance of the establishment of the new body and enactment of related legislation	<p>Programme of work agreed with The Office of the First and deputy First Minister (now The Executive Office)</p> <p>Joint work with ECNI on the establishment of the new EGRC (if legislation taken forward).</p> <p>Participation in The Office of the First and deputy First Minister (now The Executive Office)'s Eq. and GR Commission Transition Project (if reconvened)</p>	Achieve delivery of T:BUC aims and objectives envisaged for the EGRC within current structural arrangements	Evidence of delivery of a programme of work delivered by CRC within the existing vires of the organisation that fulfils the T:BUC Aims and Objectives envisaged for the EGRC.	Completed. CRC Operational Plan was aligned to T:BUC and agreed by Ministers

	<p>The provision of good relations training to District Council local representatives in collaboration with ECNI and Department of Education (DE)</p>	<p>Joint engagement with DoE, The Office of the First and deputy First Minister (now The Executive Office) and ECNI in relation to good relations training and other development support to District Council representatives Programme of joint training and engagement, in collaboration with The Office of the First and deputy First Minister (now The Executive Office), DOE and ECNI delivered to District Councils</p>	<p>Local representatives will be aware of the aims and objectives of T:BUC, the associated good relations indicators and the requirement for an outcome based approach.</p> <p>Local representatives will be aware of how the DC's good relations plan fits into the Community Planning process.</p>	<p>All 11 DC will have produced a good relations action plan that align with T:BUC objectives and include with clear and measurable good relations outcomes.</p> <p>Good Relations Plans will form an integral part of DCs statutory community plans.</p> <p>Implementation of plans will produce positive and quantified good relations outcomes.</p> <p>Funded groups clear on their objectives and delivering in line with T:BUC.</p>	<p>In progress.</p> <p>A good relations training programme was developed following discussion with The Office of the First and deputy First Minister (now The Executive Office) and DOE. The programme including input from with ECNI, NILGA and CRC. It has been offered to all Council and the training sessions have begun.</p>
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<p><b>Racial Equality Strategy</b></p>	<p>Work with The Office of the First and deputy First Minister (now The Executive Office) and ECNI to ensure appropriate incorporation of any relevant additional good relations and racial equality aims and objectives emanating from the Racial Equality Strategy into work plan as appropriate.</p>	<p>To be discussed further with The Office of the First and deputy First Minister (now The Executive Office) when the Racial Equality Strategy is published</p>			<p>Completed. Following the publication of the Racial Equality Strategy, CRC has been asked to involve groups dealing with racial issues in the new T:BUC Community Engagement Forum to ensure linkages across to the T:BUC strategy.</p>
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<b>3. Research and Evaluation</b>					
<ul style="list-style-type: none"> <li>• <b>Objective</b> –To assist with the identification, delivery and promulgation of research and evaluation on good relations issues and the impact of interventions on them. The research and evaluation will aim to assist policy design and programme delivery.</li> </ul>					
<b>T:BUC area</b>	<b>What we will to do.</b>	<b>How will we do it</b>	<b>What difference will we make</b>	<b>How will we measure the difference</b>	<b>Performance</b>
<b>All</b>	<p>Agree a research and evaluation plan with departmental officials that concentrates on procuring and conducting practical based research and policy development papers that positively contribute to the implementation of T:BUC and an outcome based approach, including identifying gaps in current provision.</p> <p>All research, evaluation and policy advice to submitted to the</p>	<p>Implement research programme to provide evidence and positively influence practice and policy in relation to implementation of T:BUC and wider outcomes based approach.</p> <p>Implement a programme of evaluation of CRC supported grants and increase capacity to measure delivery in terms of outcomes</p> <p>This will include:-</p> <ol style="list-style-type: none"> <li>1. Delivery of a programme of evaluation of CRC funded community relations work.</li> <li>2. Collaboration with The</li> </ol>	<p>We will provide input to the evidence base that underpins interventions to support implementation of T:BUC and wider outcomes based approach to good community relations.</p>	<p>Recommendations from research and evaluation reports will be acknowledged by Ministers and evidence that recommendations contained in reports will be used to inform and develop policy development and delivery</p>	<p>Partially completed</p> <p>An evaluation plan for CRC Core funded groups was developed and implemented.</p> <p>Collaboration with The Office of the First and deputy First Minister (now The Executive Office) on funding and dissemination of original research could not be completed as there was no The</p>

	<p>department within agreed timescales</p>	<p>Office of the First and deputy First Minister (now The Executive Office) on funding and dissemination of original research (to include an analysis of gaps in current good relations funding provision)</p>		<p>Office of the First and deputy First Minister (now The Executive Office) research grants this year due to the lack of funding. CRC funded some very small research projects during the year and discussions continue with The Office of the First and deputy First Minister (now The Executive Office) in relation to the potential to take this objective forward in other ways given the current resource constraints.</p>
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<b>4. Governance</b>					
<ul style="list-style-type: none"> <li>• <b>Objective</b> – CRC will implement its role in an accountable, transparent, safe, fair manner and contribute to wider objectives on efficiency in the public sector.</li> </ul>					
<b>T:BUC area</b>	<b>What we will do</b>	<b>How will we do it</b>	<b>What difference will we make</b>	<b>How will we measure the difference</b>	<b>Performance</b>
	<p>Conduct a customer survey to gauge levels of satisfaction with the service delivered by CRC and produce and implement an action plan to appropriately resolve any subsequent identified gaps in current service provision</p>	<p>As required by The Office of the First and deputy First Minister (now The Executive Office).</p>	<p>Improvement on services based on feedback.</p>	<p>Implementation of the identified improvements.</p>	<p>Completed. A customer survey was carried out in relation to all areas of CRCs service delivery and a report has been produced. A further report will be produced recording the changes that have been made as a result of the findings.</p>

<p>Conduct an organisational review to ensure that the CRC's staffing structure is fit for purpose in terms of delivering workplan priorities</p>	<p>As required by The Office of the First and deputy First Minister (now The Executive Office).</p>	<p>Staffing will reflect the role of the organisation as agreed with Sponsorship Department</p>	<p>Ongoing improvements in staff appraisal and performance review</p>	<p>Completed. The Office of the First and deputy First Minister (now The Executive Office) undertook a review of staffing. The report is expected shortly.</p>
<p>Ensure that CRC's finances and expenditure is controlled and managed in accordance with all DOF and The Office of the First and deputy First Minister (now The Executive Office) governance requirements, relevant guidance and as stipulated in the MS/FM</p>	<p>CRC's resources will be monitored throughout the year and reported to The Office of the First and deputy First Minister (now The Executive Office) sponsor team on a monthly using the agreed reporting mechanisms. Reported quarterly to CRC's Finance and General Purposes Committee and the CRC Board. CRC will attend and contribute to The Office of the First and deputy First Minister (now The Executive Office) quarterly Accountability and Liaison meetings</p>	<p>CRC will implement its role in an accountable, transparent, safe, fair manner and contribute to wider objectives on efficiency in the public sector.</p>	<p>Operating within the agreed budget allocation avoiding overspend and managing under-spend within the tolerance level of 1.5%. Internal audit reports no less than satisfactory rating. Annual report published without NIAO qualification All risks identified and managed appropriately</p>	<p>Completed. CRC's resources were monitored throughout the year and reported to The Office of the First and deputy First Minister (now The Executive Office) sponsor team on a monthly using the agreed reporting mechanisms. They were also reported to all meetings of CRC's Finance and General Purposes Committee and the</p>

		<p>CRC will convene its Audit and Risk Assurance Committee (ARAC) meetings on a quarterly basis.</p> <p>CRC will implement an audit action plan that deals with all recommendations emanating from internal and external audits.</p> <p>CRC will review and update its Business Continuity Plan on a quarterly basis.</p> <p>CRC will review and update its Corporate Risk Register on a quarterly basis.</p> <p>CRC will annually review its Anti Fraud Policy (and update more frequently if new guidance requires more immediate changes).</p> <p>CRC's Financial Procedures Manual will be reviewed regularly and updated when new guidance or other changes require.</p> <p>There will be evidence of the</p>		<p>CRC Board.</p> <p>CRC attended and contributed to The Office of the First and deputy First Minister (now The Executive Office) quarterly Accountability and Liaison meetings</p> <p>CRC convened regular meetings of its ARAC. There were 6 meetings during the year. -</p> <p>CRC implemented an audit action plan that dealt with all recommendations emanating from internal and external audits.</p> <p>CRC reviewed and updated its Business Continuity Plan.</p> <p>CRC reviewed and</p>

		<p>efficient and effective delivery of services-</p> <ul style="list-style-type: none"> <li>• Operating within the agreed budget allocation avoiding overspend and managing under-spend within the tolerance level of 1.5%.</li> <li>• Commitment to the objectives of the Department's Asset Management Strategy by responding to annual request for input to the Asset Management Plan</li> <li>• 98% of in-year grant expenditure verified within 6 weeks of completion</li> <li>• 98% grant expenditure verified by 31<sup>st</sup> March</li> <li>• 100% grant expenditure verified by 30<sup>th</sup> April</li> </ul>			<p>updated its Corporate Risk Register.</p> <p>CRC kept up to date its Anti Fraud Policy.</p> <p>CRC's Financial Procedures Manual was reviewed regularly and updated when new guidance or other changes required.</p> <p>Evidence of the efficient and effective delivery of services is as follows-</p> <ul style="list-style-type: none"> <li>• CRC operated within the agreed budget allocation avoiding overspend in cash terms.</li> </ul>
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		<ul style="list-style-type: none"> <li>• additional recommendations from the Office of the First and deputy First Minister (now The Executive Office) review of grant processes will be considered</li> </ul> <p>There will be evidence of good practice in accountability and audit matters</p> <ul style="list-style-type: none"> <li>• Agree internal audit work plan with sponsor branch and assist its full implementation.</li> <li>• Annual report for 14-15 produced by Dec 15 following NIAO audit without qualification</li> <li>• CRC management of external and internal contracts to reflect best practice</li> <li>• All recommendations of external and internal</li> </ul>		<ul style="list-style-type: none"> <li>• CRC complied with the objectives of the Department's Asset Management Strategy by responding to annual request for input to the Asset Management Plan</li> <li>• 98% of in-year grant expenditure verified within 6 weeks of completion</li> <li>• 73% grant expenditure verified by 31<sup>st</sup> March</li> </ul>
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		<p>audits will be dealt with in a timely fashion</p> <ul style="list-style-type: none"> <li>Investigations will be conducted in a transparent, timely and efficient manner into any matters of actual or alleged financial or other irregularity</li> </ul> <p>The organisation's Articles and Memorandum will be reviewed in collaboration with The Office of the First and deputy First Minister (now The Executive Office) following completion of the staffing and board review.</p>		<ul style="list-style-type: none"> <li>77% grant expenditure verified by 30th April</li> <li>Recommendations from the The Office of the First and deputy First Minister (now The Executive Office) review of grant processes were implemented</li> <li>CRC's internal audit work plan was agreed with The Office of the First and deputy First Minister</li> </ul>
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<p>Minister (now The Executive Office) sponsor branch and implemented in full.</p>	<ul style="list-style-type: none"> <li>• CRC's Annual Report for 14-15 was produced by December 15 following an NIAO audit without qualification</li> </ul>	<ul style="list-style-type: none"> <li>• CRC's processes for the management of external and internal contracts reflects best practice</li> </ul>	<ul style="list-style-type: none"> <li>• All recommend</li> </ul>

	<p>ations of external and internal audits have been dealt with in a timely fashion and reported to the ARAC and The Office of the First and deputy First Minister (now The Executive Office).</p> <ul style="list-style-type: none"><li>• Investigations into any matters of actual or alleged financial or other irregularity are conducted in a transparent,</li></ul>

<p>timely and efficient manner and reported on regularly to the ARAC and The Office of the First and deputy First Minister (now The Executive Office).</p>	<ul style="list-style-type: none"> <li>The organisation's Articles and Memorandum are due to be reviewed in collaboration with The Office of the First and deputy First Minister (now The Executive</li> </ul>										
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					Office) following completion of the staffing and board reviews.
	Ensure that progress in delivering the aims and objectives and associated actions of CRC's work is managed and monitored	Progress against delivery of outputs and outcomes will be reported to the Board on a quarterly basis.  Progress against delivery of outputs and outcomes will be reported to The Office of the First and deputy First Minister (now The Executive Office) sponsor team on a quarterly basis using an agreed reporting mechanism.	CRC will make a positive and significant contribution to the delivery and implementation of the T:BUC strategy.	All outputs and outcomes contained in the 15-16 work plan will be successfully delivered.	Completed.  Progress on delivery of outputs and outcomes is reported regularly to The Office of the First and deputy First Minister (now The Executive Office) sponsor team and the Board of CRC.
	Promote equality and good relations through service delivery and employment practices	There will be evidence that CRC promotes equality and good relations through the following aspects of service delivery and employment practices <ul style="list-style-type: none"> <li>• Appointment of</li> </ul>	CRC will be a body committed to equality and good relations in its service delivery and employment practices.	Good practice and legal requirements evident in the processes and procedures of CRC.  All good relations and	All appointments made to the CRC board were through fair and open competition.  All CRC Grant Schemes were

		<p>members to the CR Council to reflects fair and equal treatment</p> <ul style="list-style-type: none"> <li>• Distribution of grants to demonstrate fair and equal treatment</li> <li>• Appointment of council staff to reflect fair and equal treatment</li> <li>• Annual production of progress report on Statutory Duties (including Disability Action plan).</li> </ul>		<p>equality monitoring returns to ECNI completed as appropriate.</p> <p>No successful equality challenges in relation to services or staffing.</p>	<p>publicly advertised through our website and various community networks i.e. through Local District Council CRO's and Good Relations Officers, NICVA.</p> <p>All community and voluntary based groups had open access to the Schemes.</p> <p>In addition, various information events on funding opportunities were held throughout the region by all the funding schemes.</p> <p>Provision is made, when required, for the translation of the application form and guidance</p>
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<p>notes into other languages as well as for the blind/partially sighted.</p> <p>All grant applications received were processed in accordance with agreed Council practices/operating principles and received fair and equal treatment.</p> <p>Review/complaints procedures are also in place and published in CRC's website.</p> <p><b>Note:</b> Pathfinder projects are intended to provide temporary support for a small number of groups working in areas of high</p>					
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<p>conflict. All qualifying projects are agreed by the Council according to strict criteria established in agreement with The Office of the First and deputy First Minister (now The Executive Office) (Community Relations Unit). Funding can only be extended until the next available opportunity for application by open competition, as described above. This is normally less than one year.</p> <p>Processes for appointment of CRC staff were conducted in line with best practice to comply with legislative</p>					
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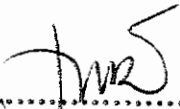
<p>requirements of ECNI and employment law in general.</p>					
<p>During 2015-16, Council conducted recruitment and selection exercises for one vacancy</p>					
<p>Appointments for this vacancy were as follows:</p>					
<p>Protestant:</p>					
<p>Male 0</p>					
<p>Female 0</p>					
<p>Roman Catholic:</p>					
<p>Male 1</p>					
<p>Female 0</p>					
<p>Neither:</p>					
<p>Male 0</p>					
<p>Female 0</p>					

					<p>The Council has the following gender and community background profiles in 2015-16:</p> <p>Males 5, Females 14. Total 19</p> <p>Protestant Males 2, Catholic Males 3, Neither 0 Total 5</p> <p>Protestant Females 7, Catholic Females 7, Neither 0. Total 14</p> <ul style="list-style-type: none"> <li>The Council's overall</li> </ul>
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<p>P/RC split is 9/10; our P/RC splits Male 2/3 and Female 7/7.</p>													<p>• CRC would like to develop the number of members of staff from a minority ethnic background.</p> <p>• None of the appointees in 2015-16 were registered disabled.</p> <p>CRC continues to monitor all data on an annual and triennial basis, as required by ECNI</p>
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### iii) Other matters - Sustainability report

The Community Relations Council is committed to the Northern Ireland Executive's Sustainable Development Strategy and has introduced policies and practices to encourage efficiency in the use of resources. These include the 100% use of recycled paper and the introduction of multifunction printing/copying/scanning devices which are set to duplex printing. During March 2016 the Community Relations Council moved its location to Equality House, a modern office building in Belfast that houses other Arm's Length Bodies. In doing so the Community Relations Council made a contribution to Government targets for better use of its overall estate by reducing its office space in use by 16.4%. The Community Relations Council will participate in the Equality House facilities committee with the other Arm's Length Bodies.



J Irwin - Accounting Officer



P Osborne - Chairperson

14th December 2016

Date

14.12.16

Date

## **DIRECTORS' REPORT**

### **A) Corporate Governance Report**

#### **i) Trustee's and Directors' Report**

##### **Structure, Governance and Management**

The Northern Ireland Community Relations Council is a company limited by guarantee, with no share capital, and is recognised as a charity by HM Revenue & Customs.

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

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

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

##### **Organisational Structure**

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

The Council has capacity to register 24 members and there were 23 members in post during the year. The Council meets bi-monthly. A scheme of delegation is in place and day to day responsibility for provision of services rests with the Chief Executive, Jacqueline Irwin, and the various Programme Committees.

The Chief Executive, with the assistance of a senior management team, manages the day to day activities of the Council and reports directly to the Chairperson. The Chief Executive and senior management team also provide progress reports to all Council meetings.

## Directors

The directors of the company were as follows:

Mr. Peter Osborne (Chairperson)	Mr. Noel McKenna
Dr. Jacqueline Witherow (Term Completed on 11th March 2016)	Dr. David Russell (Term Completed on 11th March 2016)
Dr. Jonathan Byrne (Term Completed on 11th March 2016)	Ms. Kathleen Hanlon (Term Completed on 11th March 2016)
Rev. Norman Hamilton	Dr. Leon Litvack (Term Completed on 11th March 2016)
Mr. Allan Leonard (Resigned 25 <sup>th</sup> May 2016)	Mr. Robin Morton (Term Completed on 11th March 2016)
Ms Delia Close	Mr. Rory Campbell
Mr Jarlath Kearney (Resigned 10th December 2015)	Mr. Joe Law (Deceased 28 <sup>th</sup> September 2016)
Ms Roisin McGlone	Mr Donald Mackay
Mr Brendan McAllister	Ms Sheila McClelland
Ms Libby Keys	Mr Gerard Deane (Resigned 3 <sup>rd</sup> November 2016)
Ms Lorraine Campbell (Resigned 15th January 2016)	Ms Kasia Garbal
	Mr Philip Deane (Resigned 29 <sup>th</sup> June 2016)

The Directors of the Community Relations Council are appointed through an independent appointments process conducted by the Community Relations Council which complies fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). OCPANI nominate an independent observer to ensure that due process is followed.

No directors have been appointed since 31<sup>st</sup> March 2015.

Following appointment, all directors receive ‘On Board’ training conducted by CIPFA, Equality and Recruitment training, conducted by ECNI and a full induction into the work of the Community Relations Council conducted by Community Relations Council staff and Chair. Each sub-committee of the Community Relations Council also offers induction training into the work of the committee for new members.

### Statement of grant making policies

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

- The Community Relations and Cultural Diversity Small Grant Scheme is intended to help community/voluntary groups in Northern Ireland develop their capacity to engage in community relations work and to enhance the community relations potential of projects they undertake. The maximum award payable for this grant is £10,000.
- The Core Funding Grant Scheme is designed to support voluntary and community organisations to develop community relations work in a strategic manner, on a regional basis. Support is specifically targeted at work to combat sectarianism in Northern Ireland on a strategic long-term basis. The amount awarded normally ranges between £20,000 and £100,000.
- The Publications Grant Scheme aims to encourage the production and dissemination of publications that will contribute to greater understanding and better community relations in Northern Ireland. The maximum award payable for this grant is £5,000.
- The Media Grant Scheme aims to assist with the dissemination of community relations priorities via print, broadcast or other widely accessible media. Normally individual awards are between £5,000 and £10,000 but in exceptional circumstances up to but not in excess of £20,000.
- The Pathfinder Scheme contributes towards the salary and running costs of organisations or projects which are considered of strategic importance in promoting community relations work in Northern Ireland. The Pathfinder Scheme is not an open scheme to which groups can apply; discussion with the Director of the Funding and Development Programme will precede any proposal made to this scheme. This scheme also supports emergency intervention funding through small project grants.

Details of the grants awarded during the 2015-16 financial year are shown in the appendices to the Annual Report. The Comptroller and Auditor General does not express an opinion on these appendices in his independent audit report on pages 86 and 87.

## Research and Development

In 2015-16 activity included two annual conferences, the CR Week campaign, thematic discussion groups with key community relations organisations as well as practitioner forums which promote collaborative working and networking opportunities.

## Future plans

The Community Relations Council has completed a consultation on its strategic plan for 2016-19 and that plan was approved by Ministers on 29<sup>th</sup> September 2016. As an arm's length body of The Office of the First and deputy First Minister (now The Executive Office) our strategic direction, confirmed by Ministers, is to be a key delivery agent for departmental good relations policy, including the implementation of the aims and objectives of the Together: Building a United strategy (T:BUC) and an outcome based approach to delivery. This includes promoting policy through positive engagement with relevant stakeholders in the community and establishing and implementing best practice.

We are in a time of considerable structural change in central and regional government which will affect the structure for delivery of programmes supporting reconciliation and good community relations in the coming years. CRC itself anticipates considerable change in the coming period related to: -

- Staffing and governance reviews currently being undertaken by The Office of the First and deputy First Minister (now The Executive Office);
- Implementation of the recommendation of the review of funding currently being undertaken by The Office of the First and deputy First Minister (now The Executive Office) and the development of a more co-ordinated approach to grant funding focused on T:BUC priorities and objectives;
- Facilitation of and secretariat to the recently established T:BUC Engagement Forum;
- Supporting and implementing an outcomes based approach to delivery and performance monitoring utilising the revised good relations indicators as the performance monitoring framework;
- Assisting the new District Councils in ensuring that good relations and T:BUC priorities become an integral part of community planning;
- Ensuring that policy development and research and best practice initiatives formally feeds into government policy and presenting evidence of subsequent delivery improvements;
- Increasing formal, focused and positive engagement with the T:BUC architecture, such as the Ministerial Panel, Programme Board, and the thematic groups;



**Employee and Council involvement**

The Northern Ireland Community Relations Council implements its business strategy through its staff. In achieving business objectives the involvement of staff and Council members in planning and decision making is crucial. Staff involvement includes monthly staff meetings, the use of project teams and performance management tailored to support the achievement of strategic objectives.

**Personal data related incidents**

The Northern Ireland Community Relations Council is required to report on personal data related incidents and accordingly have a control system to meet these responsibilities under the Data Protection Act 1998 and the Freedom of Information Act 2000. The control system has been established to ensure the appropriate handling of personal data and information used for operational and reporting purposes through the development of appropriate strategy and policy. In the 2015-16 year the Northern Ireland Community Relations Council received two Freedom of Information (FOI) requests. There were no instances of personal data loss during the period under review.

**Pensions**

The Northern Ireland Community Relations Council participates in a defined benefit pension scheme administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) for all permanent staff. Further details are set out in the Remuneration Report on pages 76 to 82 and the accounting policies on pages 92 to 98.

**Reporting of Complaints**

The Northern Ireland Community Relations Council's Complaints Policy can be accessed via the website. There have been no reported complaints in the 2015-16 financial year.

**Prompt payment policy**

The Northern Ireland Community Relations Council is committed to the prompt payment of bills for goods and services received in accordance with the Late Payment of Commercial Debts (Interest) Act 1998. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews conducted during the year to measure how promptly the Northern Ireland Community Relations Council paid its bills found that 89% (2015 – 94%) of bills were paid within this standard. It was also noted that 76% (2015 – 81%) of bills were paid within 10 days.

**Related parties**

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

### **Register of interests**

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

### **Corporate Governance**

The Governance Statement is set out on pages 63 to 75.

### **Auditors**

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

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

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

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

- observe the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the Accounts; and
- prepare the Accounts on a going concern basis.

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

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

### **Statement of disclosure of information to the auditors**

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

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

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

### iii) Governance Statement

#### 1. Introduction

This statement is given in respect of the Northern Ireland Community Relations Council's Accounts for the year ended 31 March 2016. It outlines the Community Relations Council's governance framework for directing and controlling its functions and how assurance is provided to support me in my role as Accounting Officer for the Community Relations Council.

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

The Community Relations Council is an arm's length body of The Office of the First and deputy First Minister (now The Executive Office) and a company limited by guarantee with charitable status. It has been formally governed as an Executive Non-Departmental Public Body (NDPB) since April 2012.

The Community Relations Council operates in accordance with a Management Statement agreed with The Office of the First and deputy First Minister (now The Executive Office). This sets out the relationship between the two organisations and defines the financial and administrative framework of the Community Relations Council. The Community Relations Council's primary source of income is grant-in-aid provided by its sponsoring Department, The Office of the First and deputy First Minister (now The Executive Office). The Management Statement sets out the conditions on which grant-in-aid is paid and the related financial delegations of the Community Relations Council. It is supplemented by a Financial Memorandum and both are approved by The Office of the First and deputy First Minister (now The Executive Office) and the Department of Finance.

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

#### 2. Compliance with Corporate Governance Code

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

The Community Relations Council is compliant with the Code except for the requirement that at least one member of the board and the ARAC have relevant and recent finance experience. The Accounting Officer and the Board are aware of this noncompliance and will recruit a suitably qualified member once the outcome of the governance review is known.

### **3. Governance Framework**

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

- The Office of the First and deputy First Minister (now The Executive Office) Ministers;
- The Office of the First and deputy First Minister (now The Executive Office) Departmental Accounting Officer
- The Board and Sub – Committees; including:
  - Finance and General Purposes Committee
  - Policy and Communications Committee
  - Community Initiatives Committee
  - Audit and Risk Assurance Committee
- The Accounting Officer
- Internal Audit function and
- External Audit function (NIAO).

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

### **4. Governance Responsibilities and Performance**

#### **Ministers**

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

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

#### **Board and Sub – Committees**

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

The Board is made up of a maximum of 24 members including the Chairperson, Mr. Peter Osborne. There were 23 members serving on the Board during the year ended 31 March 2016 (see page 56 for a full list of members).

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

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

The key aspects of the Board's role include:

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

In line with best practice, the operational procedures of the Board are kept under continuous review. The Chairman has reviewed the number of meetings of the Board and its committees as they relate to the completion of the operational plan for the year. He has also reviewed attendance, chairing of committees and the findings of this year's audit reports and is satisfied with performance for the year.

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

The Board keeps under review the format and content of Board papers in line with good practice in relation to corporate governance and considers the information provided to be

sufficient to allow it to discharge its strategic planning and corporate governance responsibilities.

The Board held 7 meetings during 2015-16 in April, May, June, November, December, January and March. The attendance at the meetings is detailed in the table below:

<b>Name</b>	<b>No of Meetings Attended</b>	<b>Total Possible Attendance</b>
Mr. Peter Osborne (Chairperson)	7	7
Dr. Jacqueline Witherow (Resigned 11th March 2016)	6	7
Dr. Jonathan Byrne (Resigned 11th March 2016)	4	7
Rev. Norman Hamilton	6	7
Mr. Allan Leonard	6	7
Ms Delia Close	5	7
Mr Jarlath Kearney (Resigned 10th December 2015)	1	5
Ms Roisin McGlone	4	7
Mr Brendan McAllister	3	7
Ms Libby Keys	7	7
Ms Lorraine Campbell (Resigned 15th January 2016)	4	6
Mr Philip Deane (Resigned 29 <sup>th</sup> June 2016)	5	7
Mr. Noel McKenna	6	7
Dr. David Russell (Resigned 11th March 2016)	4	7
Ms. Kathleen Hanlon (Resigned 11th March 2016)	4	7
Dr. Leon Litvack (Resigned 11th March 2016)	2	7
Mr. Robin Morton (Resigned 11th March 2016)	5	7
Mr. Rory Campbell	6	7
Mr. Joe Law (Deceased 28 <sup>th</sup> September 2016)	3	7
Mr Donald Mackay	4	7
Ms Sheila McClelland	6	7
Mr Gerard Deane (Resigned 3 <sup>rd</sup> November 2016)	5	7
Ms Kasia Garbal	3	7

### **The Audit and Risk Assurance Committee**

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

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



The ARAC met seven times during the financial year. Membership of the ARAC in 2015-16 comprised a Chairperson and six Members – all are Board Members. The members of the ARAC during 2015-16, including their attendance, are shown below:

<b>Name</b>	<b>No of Meetings Attended</b>	<b>Total Possible Attendance</b>
Mr. Rory Campbell (Chair)	6	7
Mr Donald Mackay	5	7
Ms Libby Keys (until November 2015)	4	5
Mr Brendan McAllister (until November 2015)	2	5
Mr G Deane (from January 2016)	1	2
Mr J Law (from January 2016)	0	2
Mr N McKenna (from January 2016)	2	2
Mr P Deane (from January 2016)	0	2
Ms R McGlone (from January 2016)	0	2

The Chairman of the ARAC has undertaken an assessment of its members and concluded that performance of those members was satisfactory. The Chair undertook a similar assessment of the performance of the Chairman of the Committee and this was also deemed satisfactory. The terms of reference were reviewed by the Committee and the Board before being approved by the Committee in September 2015.

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

- review of the corporate risk register;
- scrutiny of the annual accounts;
- consideration of NIAO audit strategy;
- consideration of internal audit strategy;
- review of internal and external audit findings;
- monitoring of residual audit recommendations; and

- consideration of The Office of the First and deputy First Minister (now The Executive Office)'s review of Community Relations Council's Internal Audit function.

### **Other Committees**

The Board has established three other committees with the overall objective of oversight, control, challenge and scrutiny on behalf of the Board. These committees are concerned respectively with finance and staffing, policy comment and communications, and funding schemes.

Updates from each committee are reported to the Board.

### **Accounting Officer**

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

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

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

## **5. Quality of Data provided to the Board**

The Board is satisfied as to the quality of data and information provided which is always thoroughly reviewed. At present the Board receives standing information for each meeting on key areas such as finance, human resources and performance. Briefing papers on other material issues are provided as they arise. All papers are issued a week in advance of any Board meeting to allow members to review and, where appropriate, to raise questions in advance. The relevant business area can then be requested to attend to support discussions or be required to produce more detailed information in advance of the meeting. All statistical and financial information is provided by professionally qualified accountants. All reports/papers conform to a standard layout to ensure the appropriate focus on key issues. Financial and performance data is extracted from the accounting and operational systems and is therefore subject to regular, planned internal quality assurance checks and independent audits.

## **6. Board effectiveness**

Individual assessment of the board and its members was conducted by the Chair during December 2015 to assess board effectiveness. The Chair concluded that he was satisfied with the board performance. As result of the process the Chair did identify opportunities for improvement and continued compliance with best practice. The improvements were the

introduction of a new appraisal pro-forma and a more efficient board and sub-committees structure that became effective during September 2016.

## 7. Internal Control and Risk Management

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

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

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

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

The system of internal control has been in place in the Community Relations Council for the year ended 31 March 2016 and up to the date of approval of the Annual Report and Accounts, and accords with Department of Finance guidance.

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

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

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

The Board approved a revised risk strategy and risk register format in March 2014. The risk strategy and register are aligned with the Northern Ireland Audit Office publication *Good Practice in Risk Management*. During the financial year the Community Relations Council assessed the residual risk associated with new policies from red to amber. This was due to a commitment to the Community Relations Council by The Office of the First and deputy First Minister (now The Executive Office) until March 2017 and the appropriateness of the application of the going concern principal to the 2014/15 accounts.

The table below summarises the key risks which have been assessed as an Amber residual risk and was reported at the last meeting of the ARAC during the 2015-16 financial year on 8<sup>th</sup> March 2016.

<b>Risk</b>	<b>Residual Risk Assessment</b>	<b>Mitigating Action</b>
<b>New Policies</b> (policy decisions creating expectations that challenge the organisation's capacity to deliver)	Amber	<p>Membership of The Office of the First and deputy First Minister (now The Executive Office) Equality and Good Relations Commission Transition Project (suspended by The Office of the First and deputy First Minister (now The Executive Office) awaiting legislation).</p> <p>Accountability and Liaison meetings with The Office of the First and deputy First Minister (now The Executive Office).</p>
<b>Economic</b> (ability to attract / retain staff in the labour market; exchange rates; effects of global economy)	Amber	<p>Two Executive Office reviews of the Community Relations Council are underway to ensure that the governance and staffing structures are fit for its current and future role.</p> <p>Budget for 2016-17 submitted to The Office of the First and deputy First Minister (now The Executive Office) with Business Plan.</p> <p>All staff recruitment considered in advance by F&amp;GP.</p> <p>The Community Relations Council was required to make 12.8% cuts in 2015-16 budget.</p>

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

- The corporate and business planning process:

The Board of the Community Relations Council's Strategic Plan was approved by Ministers on 29<sup>th</sup> September 2016. The Strategic Plan is supported by annual Business Plans.

- The Performance Management System:

Performance is monitored throughout the year, reviewed annually by the Board and reported to The Office of the First and deputy First Minister (now The Executive Office)

- HR policies:

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

- Budgets & priorities setting including in-year Monitoring processes:

Budgets & priorities setting are in place and reviewed quarterly in association with The Office of the First and deputy First Minister (now The Executive Office). Ongoing downward pressure on government budgets continues to be a risk for the Community Relations Council but this is reviewed regularly by the Finance and General Purposes Committee and the Board.

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

The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. In the Annual Report for 2014-15, an update on an investigation into a funded group that was first raised with the Community Relations Council in the 2011-12 year, reported a possibility of double funding affecting a small grant made by the Community Relations Council and other funds received by the organisation. The Community Relations Council took guidance on the options for clawing back this funding and following guidance from The Office of the First and deputy First Minister (now The Executive Office) Fraud Investigation Oversight Group issued an initial clawback letter to the group on 17 April 2014 and a further clawback letter on 23 May 2014. The level of grant aid from the Community Relations Council at risk in this case is a maximum of £3,494. In September 2014, the group issued a DS01 (Striking off application by Company) notification to the Community Relations Council which was forwarded to the Department for consideration by the Fraud Investigation Oversight Group. In May 2015 the Community Relations Council were advised that the Department would not be pursuing clawback of the debt and that the Community Relations Council could now formally submit a request to the Department to write off the debt in the Community Relations Council's accounts. The Community Relations

Council formally submitted that request and approval to write off the debt was given by the Executive Office on 18<sup>th</sup> April 2016.

In October 2014, the Community Relations Council was contacted by a group of funders to inform of a potential financial irregularity uncovered within the group's finances. The Community Relations Council notified The Office of the First and deputy First Minister (now The Executive Office) of the concerns raised. Papers were forwarded to the Central Investigations Unit and at their request the Community Relations Council procured an audit. The final draft of the report was issued to The Office of the First and deputy First Minister (now The Executive Office) at the end of June for their review and during September 2015 the Community Relations Council wrote to The Office of the First and deputy First Minister (now The Executive Office) outlining the appropriate steps following the report recommendations.

The Office of the First and deputy First Minister (now The Executive Office) contacted the Community Relations Council and requested that the organisation "confirm whether the Community Relations Council consider there to be sufficient evidence to warrant further investigation on the basis of suspected fraud." The Community Relations Council are seeking updates from other funders.

- Gifts and Hospitality:  
In line with recommended practice, the Community Relations Council has arrangements in place for the management of gifts and hospitality and all are included on a Gifts and Hospitality Register.
- Third Party Organisations;  
Related party transactions are reported in the Accounts.
- Service Continuity Plan:  
The plan was updated May 2016.
- Management of information risks:  
Safeguarding information and its subsequent effective use, is a key element supporting the Community Relations Council in the delivery of its objectives. Central to achieving this is the effective management of information risk. As part of an ongoing process to identify and control risks to information, the Community Relations Council takes assurance on its information arrangements and practices from all internal and external audits. The internal audit plan for 2015-16 included a review of IT Security and Business Continuity Planning; the internal auditor issued a satisfactory rating.

## **Review of Effectiveness**

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors, the ARAC, which oversees the work of the internal auditor, the executive managers within the Northern Ireland Community Relations Council who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their Report to Those Charged With Governance and other reports. I have been advised on the implications of the result of

my review of the effectiveness of the system of internal control by the Board, and the ARAC, and plans to address weaknesses and ensure continuous improvement of the system are in place.

## 8. Sources of Independent Assurance

### *Internal Audit*

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

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

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

- focusing audit activity on the key business risks;
- being available to guide managers and staff through improvements in internal controls;
- auditing the application of risk management and control as part of internal audit reviews of key systems and processes; and
- providing advice to management on internal governance implications of proposed and emerging changes.

For the year to 31st March 2016, the internal auditors have conducted reviews in line with their Annual Audit Plan covering:

Function	Date of final report	Assurance rating
IT Security and BCP	06-Jan-16	Satisfactory
Development Programmes	16-Feb-16	Satisfactory
Risk Management and Complaints Handling	16-Feb-16	Satisfactory

Internal Audit's Annual Assurance Statement issued an overall satisfactory rating with regard to the Community Relations Council's risk management, control and governance arrangements operating effectively and providing a satisfactory assurance in relation to the effective and efficient achievement of the Community Relations Council's objectives.

### External Audit

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

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

The NIAO audits, certifies and reports on the Accounts in accordance with the requirements of Companies Act 2006, along with selected disclosures as recommended in the 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard FRS 102 (effective 1 January 2015) and the 2015-16 HM Treasury Financial Reporting Manual.

### ***Data Losses***

There were no data losses in year to 31 March 2016.

### ***Significant Issues***

Current DOF guidance FD (DFP) 08/14 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of 'no better off, no worse off'. Presently the Community Relations Council increases the basic salaries for all but one employee by £28,674, this is a contribution of 6% on gross earnings to the cost of the employee's superannuation contributions to NILGOSC pension scheme. This was to ensure that staff were not disadvantaged as a result of what was historically higher contributions to the NILGOSC pension scheme compared to the PCSPS(NI). The Community Relations Council continue to work with The Office of the First and deputy First Minister (now The Executive Office) and others to achieve a resolution. During 2014-15 The Office of the First and deputy First Minister (now The Executive Office) advised the Community Relations Council to delay submitting a pay remit for 2014-15 until the issue was resolved. Therefore the Community Relations Council was not in compliance with the DOF guidance. During 2015-16 The Office of the First and deputy First Minister (now The Executive Office) advised the Community Relations Council to submit a pay remit and to take legal guidance on the matter. The Community Relations Council received the legal guidance during March 2016 and submitted the 2014-15 pay remit during May 2016.

In assessing the IAS19 pension liability for the Northern Ireland Community Relations Council accounts for the financial years from 31 March 2013, the pension scheme Actuary



had included an approximate allowance for the transfer of eight members' accrued benefits to the Victims and Survivors Service pension scheme – Principal Civil Service Pension Scheme (PCSPS) based on membership data provided at that time. The actuary has since highlighted that it has not yet been confirmed whether the eight members of staff would elect to transfer the accrued benefits to PCSPS. The appropriate evidence for including the approximate allowance for the transfer of the eight members is if those members have indicated their intention to transfer their pension benefits to the PCSPS scheme. As those members have not indicated their intention the decision to include the approximate allowance amounts to a material error that is required by FRS 102 Charities SORP to be corrected by a prior period adjustment. The effect of that adjustment is shown on page 96.

### ***Significant Internal Control Problems***

There were no significant internal control problems noted in the year to 31 March 2016.

## **9. Conclusion in relation to Risk Management Status**

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

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

## B) Remuneration Report

### Remuneration Policy

Remuneration of senior staff members is set out in their contracts and subject to annual revalorisation. The notice period for all senior staff members of the Northern Ireland Community Relations Council does not exceed six months. Appointment is on merit on the basis of fair and open competition.

The remuneration of staff aligns the Northern Ireland Civil Service pay scales and includes a pension allowance uplift for those employed prior to guidance from Department of Finance during 2013. The appointment of the Chair is the responsibility of the Board and carried out in line with Commissioner for Public Appointments for Northern Ireland guidance on public appointments. This remuneration is set by the Board and approved by The Office of the First and deputy First Minister (now The Executive Office). His performance is reviewed by The Office of the First and deputy First Minister (now The Executive Office).

Performance is appraised by line managers in respect of achievement of agreed objectives. The appointment of the Chair, his remuneration and his performance is the responsibility of The Office of the First and deputy First Minister (now The Executive Office) Ministers.

The arrangements for early termination of senior staff are made in accordance with the employment contract of the relevant individual. During the year no early termination payments were paid to these members.

### Remuneration (including salary) and Pension Entitlements (audited)

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

	2016 Salary/ Chairpersons Fee £'000	2016 Pension Benefits * to nearest £'000	2016 Total £'000	2015 Salary/ Chairpersons Fee £'000	2015 Pension Benefits to nearest £'000	2015 Total £'000
J Irwin CEO	60-65	28	80-85	60-65	19	80-85
P Osborne Chairman	15-20	-	15-20	15-20	-	15-20

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

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

### **Benefits in kind**

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

Neither bonus nor benefits in kind were paid to the CEO during either period. The Community Relations Council offers its employees gym membership up to the maximum value per annum of £200. During the 2015–2016 year, six employees availed of the benefit at a cost of £869.94.

No Community Relations Council employee received a benefit in kind greater than £200 during the financial year.

The Memorandum of Association and Articles of Association of the Community Relations Council makes provision for the Chair to be remunerated. Other than the post of Chair, no other Council Member is remunerated.

### **Ratio of Median Remuneration to Highest Paid Director (audited)**

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

	<b>2016</b>	<b>2015</b>
Band of Highest Paid Director's Total Remuneration (£'000)	60-65	60-65
Median Total Remuneration	27,609	28,681
Ratio	2.26	2.18

The banded remuneration of the highest-paid director in the Community Relations Council in the financial year 2015-16 was £60k-£65k (2014-15 £60k-£65k). This was 2.26 times (2014-15 2.18 times) the median remuneration of the workforce, which was £27,609 (2014-15 £28,681). The ratio has increased slightly as a result of a reduction in the number of staff employed.

**Pension Benefits (audited)**

	<b>Accrued Pension at pension age as at 31/03/16 &amp; related lump sum £'000</b>	<b>Real increase in pension &amp; related lump sum at pension age £'000</b>	<b>CETV at 31/03/16 £'000</b>	<b>CETV at 31/03/15 £'000</b>	<b>Real increase in CETV £'000</b>
J Irwin <i>Chief Executive Officer</i>	20-25 <i>Plus lump sum of 30-35</i>	0 - 2.5 <i>Plus lump sum of 0-2.5</i>	428	395	25

**Compensation for loss of office**

No members of staff received compensation for loss of office or exit packages during the year ended 31<sup>st</sup> March 2016.

**Pensions**Introduction

The Northern Ireland Community Relations Council participates in a defined benefit pension scheme administered by NILGOSC for all permanent staff. The employer makes a contribution of 20% (2015 20%) of basic salary to the NILGOSC pension scheme. The employee does not have to join this scheme. Further details can be found on [www.nilgosc.org.uk](http://www.nilgosc.org.uk).

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

Benefits earned up to 31 March 2015 are linked to Final Salary and benefits from 01 April 2015 onwards are based on a Career Average Revalued Earnings Scheme. Past and present employees are covered by the provisions of the NILGOSC Scheme. The funded nature of the Local Government Pension Scheme (Northern Ireland) (the LGPS) requires the Community Relations Council and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets.

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

### Funding / Governance Arrangements of the LGPS

The funded nature of the LGPS requires participating employers and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. Information on the framework for calculating contributions to be paid is set out in the LGPS Regulations (Northern Ireland) 2014 and the Fund's Funding Strategy Statement. The last actuarial valuation was at 31 March 2013 and the contributions to be paid until 31 March 2017 resulting from that valuation are set out in the Fund's Rates and Adjustment Certificate. An actuarial valuation of the Fund will be carried out as at 31 March 2016 and as part of that valuation a new Rates and Adjustment Certificate will be produced for the three year period from 1 April 2017. The Northern Ireland Local Government Officers' Superannuation Committee (The Committee) is responsible for the governance of the Fund.

### Assets

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

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

### Asset volatility

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

### Changes in Bond Yield

A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result.

### Inflation Risk

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

Life expectancy

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

Exiting employers

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

**The Cash Equivalent Transfer Value (CETV)**

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which this disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NILGOSC arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

**The real increase in the value of the CETV**

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

**Sickness Absence Data**

The total number of working days lost through sickness during the period by the Community Relations Council staff was 206 days. This represented 4.0% of available working days for the Community Relations Council employees. Sickness absence during the previous financial year was 104 days, representing 2.16% of available working days.

## Gender Diversity

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

	Male	Female
	No.	No.
Council Members	10	5
Employees:		
Grade 6		1
DP	2	2
SO	2	5
EO		4
AO	2	3
	-----	
Total	6	15

## Consultancy

The Community Relations Council did not incur expenditure related to consultancy during the 2015-16 financial year.

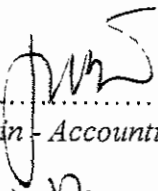
## Staff Policies

The Community Relations Council provide equal opportunities and are committed to the principle of equality including only having regard to the aptitudes and abilities of disabled persons and in doing so apply employment policies that are fair, equitable and consistent with the needs of the business. The Community Relations Council's equal opportunities policy aim is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly. The recruitment and selection of staff for the Community Relations Council is designed to ensure that applicants are treated in a fair and consistent manner, that the best person is appointed and to provide a reasonable adjustment for suitable persons whenever requested.

The Community Relations Council have appropriate internal arrangements in place to ensure that the disability duties are complied with and effectively implemented. The Community Relations Council reviews its policies, procedures and practises to identify any amendments or actions needed to meet its disability duties on a regular basis.

**Off-Payroll Engagements**

The Community Relations Council did not have any off-payroll engagements during the 2015-16 financial year (2014-15 - £nil).



.....  
*J Irwin - Accounting Officer*

14th December 2016  
.....  
*Date*



## **C Assembly Accountability and Audit Report**

### **Overview**

#### **Regularity of Expenditure (audited)**

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

Current DOF guidance FD (DFP) 08/14 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of 'no better off, no worse off'. Presently the Community Relations Council is reviewing its pension contributions to the NILGOSC pension scheme to ensure that it is in compliance with this guidance. (CRC currently makes a 6% contribution to the cost of the employee's superannuation contributions. This was to ensure that staff were not disadvantaged as a result of what was historically higher contributions to the NILGOSC pension scheme compared to the PCSPS (NI)). The Community Relations Council is currently working with The Office of the First and deputy First Minister (now The Executive Office) and others to examine the implications of DOF guidance FD (DFP) 08/14 and achieve a satisfactory resolution. During 2014-15 The Office of the First and deputy First Minister (now The Executive Office) advised the Community Relations Council to delay submitting a pay remit for 2014-15 until the issue was resolved. Therefore the Community Relations Council was not able to confirm compliance with the DOF guidance. During 2015-16 The Office of the First and deputy First Minister (now The Executive Office) advised the Community Relations Council to submit a pay remit, to take legal guidance on the matter and the submit a business case to The Executive Office identifying options for implementation of FD (DFP) 08/14 to the Community Relations Council. The Community Relations Council received the legal guidance during March 2016 and submitted the 2014-15 pay remit during May 2016.

#### **Fees and Charges (audited)**

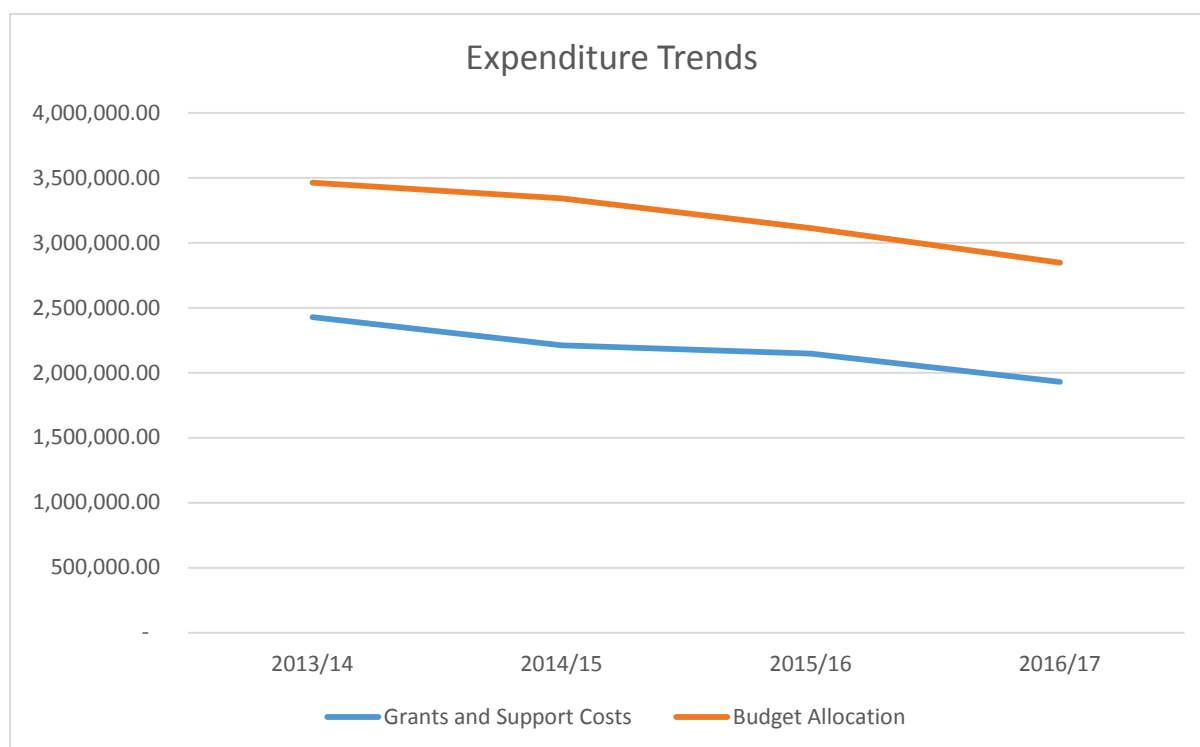
The Community Relations Council did not earn an income through fees or charges during the 2015-16 financial year.

#### **Remote Contingent Liabilities (audited)**

No remote contingent liabilities are known to have existed at the 31<sup>st</sup> March 2016.

### Long Term Expenditure Trend

Long term Expenditure Analysis	Actual			Projection
	2013-14	2014-15	2015-16	2016-17
	£	£	£	£
<b>Grants and Support Costs</b>	2,428,546	2,205,114	2,140,059	1,930,939
	<i>% Reduction since 2013/14</i>			<i>23%</i>
<b>Programme Costs</b>	177,982	94,590	87,863	90,940
	<i>% Year on Year Reduction</i>			<i>49%</i>
<b>Programme Salaries</b>	1,112,814	748,260	754,017	668,428
	<i>% Year on Year Reduction</i>			<i>40%</i>
<b>Administration</b>	278,525	212,101	161,556	181,693
	<i>% Year on Year Reduction</i>			<i>35%</i>

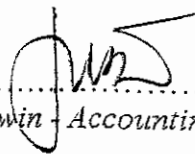


Since 2013/14 the budget of the Community Relations Council has experienced year on year reductions. The opening budget allocation for the 2016-17 has been reduced by a further 4% on the opening budget allocation for 2015-16, representing a 10% reduction in the total financial resource available once in year monitoring rounds are taken in account. During this period of financial constraint the Community Relations Council has attempted to protect, as far as possible, resource being allocated to funded groups by minimising cuts to grants and support costs. The Community Relations Council has done this through increasing efficiency by reducing programme costs; programme salaries and administration cost (combined at 40%) at a quicker rate than grants and support cost.

Signed on behalf of the Board of Directors

  
.....  
P Osborne - Chairperson

19.12.16  
.....  
Date

  
.....  
J Irwin - Accounting Officer

14th December 2016  
.....  
Date

## **Independent Auditor's Report**

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

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2016 under the Companies (Public Sector Audit) Order (Northern Ireland) 2013. The financial statements comprise the Statement of Financial Activities, Balance Sheet and Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

#### **Respective responsibilities of the Accounting Officer, Directors' and auditor**

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

#### **Scope of the audit of the financial statements**

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

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

#### **Opinion on regularity**

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

#### **Opinion on financial statements**

In my opinion the financial statements:

- give a true and fair view of the state of the Northern Ireland Community Relations Council's affairs as at 31 March 2016 and of its incoming resources and application of outgoing resources for the year then ended;
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102); and
- have been prepared in accordance with the Companies Act 2006.

### Opinion on other matters

In my opinion:

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

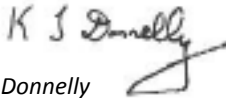
### Matters on which I report by exception

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

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

### Report

I have no observations to make on these financial statements.



*KJ Donnelly*  
*Comptroller and Auditor General*  
*Northern Ireland Audit Office*  
*106 University Street*  
*Belfast*  
*BT7 1EU*

16th December 2016

## Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2016

	Note	Restricted Funds 2016 £	Total Funds 2016 £	Total Funds 2015 (restated) £
<b>Income and endowment from:</b>				
Donations and Legacies	2	3,004,561	3,004,561	2,485,917
Other	3	70	70	254
<b>Total</b>		----- 3,004,631	----- 3,004,631	----- 2,486,171
<b>Total Expenditure on:</b>				
Charitable activities	6	3,093,642	3,093,642	3,260,065
<b>Net income/(expenditure) before tax for the reporting period</b>		----- (89,011)	----- (89,011)	----- (773,894)
<b>Tax payable</b>		-	-	-
<b>Other recognised gains/(losses):</b>				
Actuarial gain/(loss) on defined benefit pension scheme	18	557,000	557,000	(414,000)
<b>Net movement in funds</b>		----- 467,989	----- 467,989	----- (1,187,894)

	Unrestricted Funds 2016	Restricted Funds 2016	Total Funds 2016	Total Funds 2015 (restated)
Note		£	£	£
<b>Reconciliation of funds:</b>				
Fund balances brought forward at 1 April	49,858	(670,381)	(620,523)	435,371
Prior period adjustment	18			132,000
	-----	-----	-----	-----
<b>Fund balances brought forward at 1 April restated</b>	49,858	(670,381)	(620,523)	567,371
<b>Net movement in funds</b>	-	467,989	467,989	(1,187,894)
	-----	-----	-----	-----
<b>Fund balances carried forward at 31 March</b>	15	49,858	(202,392)	(620,523)
		=====	=====	=====

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

The notes on pages 92 to 123 form part of these Accounts

## Balance Sheet as at 31 March 2016

	Note	2016 £	2015 (restated) £	2014 (restated) £
<b>Fixed assets</b>				
Tangible fixed assets	8	41,639	55,975	78,352
Intangible fixed assets	9	8,969	12,925	16,056
		-----	-----	-----
		50,608	68,900	94,408
<b>Current assets</b>				
Debtors and prepayments	10	19,164	55,201	233,982
Cash at bank and in hand	11	596,581	567,114	1,303,743
		-----	-----	-----
		615,745	622,315	1,537,725
<b>Liabilities</b>				
Creditors: amounts falling due within one year	12	(483,887)	(455,738)	(648,762)
		-----	-----	-----
<b>Net current assets or (liabilities)</b>		131,858	166,577	888,963
<b>Total assets less current liabilities</b>				
		182,466	235,477	983,371
Defined benefit pension liability	18	(335,000)	(856,000)	(416,000)
		-----	-----	-----
<b>Total net liabilities</b>		(152,534)	(620,523)	(567,371)
		=====	=====	=====
<b>The funds of the charity</b>				
Unrestricted Income Funds	15	49,858	49,858	49,858
Restricted Income Funds	15	132,608	185,619	933,513
Restricted Pension Reserve	15	(335,000)	(856,000)	(416,000)
		-----	-----	-----
<b>Total charity funds</b>		(152,534)	(620,523)	(567,371)
		=====	=====	=====

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

Approved by the Board of Directors on 12/12/2016 and signed on its behalf by:

  
 .....  
 P Osborne – Chairperson

14th December 2016

  
 .....  
 J Irwin – Accounting Officer

14th December 2016

The notes on pages 92 to 123 form part of these Accounts



**Cash Flow Statement for Year Ended 31 March 2016**

	Note	2016 £	2015 £
<b>Cash flows from operating activities</b>			
<b>Net cash provided by (used in) operating activities</b>	13	36,614	(729,100)
		-----	-----
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets	8	(7,147)	(6,243)
Purchase of intangible fixed assets	9	-	(1,286)
		-----	-----
<b>Net cash provided by (used in) investing activities</b>		(7,147)	(7,529)
		-----	-----
<b>Change in cash and cash equivalents in the reporting period</b>		29,467	(736,629)
<b>Cash and cash equivalents at 1 April 2015</b>	11	567,114	1,303,743
		-----	-----
<b>Cash and cash equivalents at 31 March 2016</b>	11	596,581	567,114
		=====	=====

The notes on pages 92 to 123 form part of these Accounts

## Notes to the Accounts for Year Ended 31 March 2016

### 1. Accounting policies

These Accounts have been prepared in accordance with the accounting and disclosure requirements of Companies Act 2006, along with selected disclosures as recommended in the Charities Statement of Recommended Practice (SORP) (FRS 102) and the Government Financial Reporting Manual (FReM) and applicable Accounting Standards as issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Community Relations Council for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Community Relations Council for the year ended 31 March 2016 are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

The principal accounting policies are as follows:

#### **Accounting convention**

The Accounts are prepared under the historical cost convention. The directors do not consider the current costs of any of the year's transactions or closing balances to be materially different from the historical cost.

#### **Basis of accounting**

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

#### **Going Concern**

On 1st October 2015, The Office of the First and deputy First Minister (now The Executive Office) wrote confirming that it remains committed to working with the Community Relations Council to ensure that it becomes a key delivery agent for departmental good relations policy, including the implementation of the aims and objectives of the Together: Building a United strategy and an outcome based approach to delivery. This includes promoting policy through positive engagement with relevant stakeholders in the community and establishing and implementing best practice. The Community Relations Council was advised that the next formal review (as provided for in the Management Statement/Financial Memorandum) will be completed by March 2017 and if mechanisms are working well, the presumption would be that the relationship would continue.

The Community Relations Council's Strategic Plan 2016-19 and Business Plan 2016-17 were approved by The Office of the First and deputy First Minister (now The Executive Office) on 29<sup>th</sup> September 2016.

On 7<sup>th</sup> March 2016 The Office of the First and deputy First Minister (now The Executive Office) wrote to the Community Relations Council confirming that funding has been secured for the 2016-17 financial year. The Office of the First and deputy First Minister (now The Executive Office) have asked the Community Relations Council to provide financial projections up to 2020.

### **Income**

Income comprises all funding provided to the company for its own purposes. Income from grants, including Grant in Aid, is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably. Grants of a capital nature are recognised in the Statement of Financial Activities and reflected in general funds which are reduced over the useful economic life of the asset.

### **Taxation**

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

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

### **Provisions**

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

### **Fixed assets**

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

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

The minimum level of capitalisation of tangible fixed assets is £100.

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

### **Intangible fixed assets**

Software licences for internal recording and reporting systems and other software, e.g. website are capitalised as intangible assets. All intangible assets are amortised over their useful life. The minimum level of capitalisation of an intangible asset is £100.

### **Debtors**

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

### **Creditors**

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

### **Grants payable**

Grants awarded are charged to the Statement of Financial Activity in the year to which they relate. Grants payable include amounts paid in year and amounts accrued and still to be paid at the balance sheet date.

### **Employee Benefits**

Staff costs must be recorded as an expense as soon as an organisation is obliged to pay them. This includes the cost of any untaken leave at the year end. This cost has been calculated using the untaken leave per staff member and applying this to their annual salary to calculate the leave balance as at 31 March 2016.

### **Pension**

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries using the market led approach. The latest actuarial valuations of the scheme were at 31 March 2013.

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

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

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

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

Actuarial gains and losses are recognised in the Statement of Financial Activity.

### **Prior Period Adjustment**

In assessing the IAS19 pension liability for the Northern Ireland Community Relations Council for the financial years from 31 March 2013, the pension scheme Actuary had included an approximate allowance for the transfer of eight members' accrued benefits to the Victims and Survivors Service pension scheme – Principal Civil Service Pension Scheme (PCSPS) based on membership data provided at that time. The actuary has since highlighted that it has not yet been confirmed whether the eight members of staff would elect to transfer the accrued benefits to PCSPS. The appropriate evidence for including the approximate allowance for the transfer of the eight members is if those members indicated their intention to transfer their pension benefits to the PCSPS scheme. As those members have not indicated their intention the decision to include the approximate allowance amounts to a material error that is required by FRS 102 Charities SORP to be corrected by a prior period adjustment. The effect of that adjustment is shown overleaf:

	Note	At 31 <sup>st</sup> March 2015 As originally stated £	Prior Period Adjustment £	At 31 <sup>st</sup> March 2015 As Restated £
<b>Statement of Financial Activities:</b>				
<b>Total expenditure on:</b>				
Charitable activities	6	3,266,065	(6,000)	3,260,065
<b>Other recognised gains/ (losses):</b>				
Actuarial gain/(loss) Defined benefit pension scheme	18	(400,000)	(14,000)	(414,000)
<b>Balance Sheet:</b>				
Defined benefit pension liability	15	(980,000)	124,000	(856,000)
		At 1 <sup>st</sup> April 2014 As originally stated	Prior Period Adjustment	At 1 <sup>st</sup> April 2014 As Restated
Fund balances brought forward at 1 April 2014	15	(435,371)	(132,000)	(567,131)

### Expenditure

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

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

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

### Operating leases

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

## Funds

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

### *Unrestricted funds*

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

### *Restricted funds*

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

### *Pension Fund*

IAS 19 requires the valuation of the net defined benefit liability to be included within the accounts.

## Changes in Accounting Policy and Disclosure

The following additional or revised accounting standards and new (or amendments to) interpretations are contained within the Government Financial Reporting Manual (FReM) 2015-16.

- Fair Value Measurement (IFRS 13)

The 2015/16 FReM includes the following standards which have been adapted and interpreted for the public sector context with regard to IFRS 13

- Property, Plant and Equipment (IAS 16)
- Intangible Assets (IAS 38)

The Community Relations Council considers that none of these have a material impact on its operations.

## Accounting standards, interpretations and amendments to published standards not yet effective

The Community Relations Council has reviewed the following additional or revised accounting standards and new (or amendments to) interpretations contained within the (FReM).

- Regulatory Deferral Accounts (IFRS 14)

These changes will be mandatory for accounting periods beginning on or after 1 January 2016 or later periods, but which the Community Relations Council has not adopted early. The Community Relations Council considers that these changes are not relevant to or will have minimum impact on its operations. In addition, certain new standards, interpretations and amendments to existing standards have been drafted but not yet issued and will come into effect in accounting periods beginning on or after 1 April

2016. It is not practicable to provide a reasonable estimate of the effect of these standards until a detailed review has been completed.

### Charities SORP (FRS 102) Charitable Activities

Expenditure on charitable activities is reported as a functional analysis of the work undertaken by the Community Relations Council in note 6 on pages 101 to 102. The key activities of the Community Relations Council being grant making, policy, communication, cultural diversity, district council development and production of the peace monitoring report. Under these headings are included grants payable and costs of activities performed directly by the charity, together with associated support costs.

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

### 2. Income from donations and legacies

	<b>Restricted Funds 2016 £</b>	<b>Total Funds 2016 £</b>	<b>Total Funds 2015 £</b>
Grant in Aid from The Office of the First and deputy First Minister (now The Executive Office)	2,996,561	2,996,561	2,480,064
SEUPB – Peace III	-	-	5,853
Joseph Rowntree Charitable Trust	8,000	8,000	-
	-----	-----	-----
	3,004,561	3,004,561	2,485,917
	-----	-----	-----

### 3. Other Income

	<b>Restricted Funds 2016 £</b>	<b>Total Funds 2016 £</b>	<b>Total Funds 2015 £</b>
Bank Interest	70	70	254
	-----	-----	-----
	70	70	254
	-----	-----	-----



#### 4. Analysis of Staff Costs

	Permanent Staff	Others	Chairman	2016 Total	2015 Total
Wages and Salaries	688,873	24,146	18,000	731,019	738,612
Social security costs	37,144	-	1,365	38,509	39,599
Current service cost	141,000	-	-	141,000	154,000
Past service cost	-	-	-	-	10,000
<b>Total Staff Cost</b>	<b>867,017</b>	<b>24,146</b>	<b>19,365</b>	<b>910,528</b>	<b>942,211</b>
Less recoveries in respect of outward secondments	(19,486)	-	-	(19,486)	(31,300)
<b>Total net costs</b>	<b>847,531</b>	<b>24,146</b>	<b>19,365</b>	<b>891,042</b>	<b>910,911</b>

#### Average number of persons employed

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

	Permanent Staff	Others	Chairman	2016 Total	2015 Total
<b>Total</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>22</b>	<b>24</b>

On a headcount basis there were 20 full time members of staff employed during the period. 1 member of staff was employed part time. 1 person was engaged via a recruitment agency.

#### Exit Packages

Exit Package Cost Band	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages by cost band	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages by cost band
	2016	2016	2016	2015	2015	2015
<£10,000	-	-	-	-	-	-
£10,000-£25,000	-	-	-	-	-	-
<b>Total number of exit packages by type</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total resource cost/£</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

### Remuneration of key management

As reported in the Remuneration Report on pages 76-82, 1 member of staff received a salary within the band £60k - £70k.

### Employers Contribution to Defined Benefit Scheme

The Community Relations Council made contributions to the NILGOSC, a defined benefit pension scheme, total £122,617 (2015 - £142,262)

## 5. Grant expenditure

	<b>Grants payable</b>	<b>Support costs</b>	<b>2016 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Grants schemes</b>			
Small grants schemes	307,599	71,003	378,602
Publications and Media	66,521	91,419	157,940
Core Funding	1,271,549	101,475	1,373,024
Pathfinder	151,742	10,361	162,103
	<b>1,797,411</b>	<b>274,258</b>	<b>2,071,669</b>
	<b>Grants payable</b>	<b>Support costs</b>	<b>2015 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Grants schemes</b>			
Small Grants Scheme	399,914	64,855	464,769
Publications and Media	83,003	83,505	166,508
Core Funding	1,268,933	92,691	1,361,624
Pathfinder	204,578	9,464	214,042
	<b>1,956,428</b>	<b>250,515</b>	<b>2,206,943</b>

A statement of grant making policies in the Directors' Report provides further information on these grant schemes. Of the grants that have been paid, no grants have been made to individuals (2015 - None).

## 6. Analysis of Expenditure on Charitable Activities

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

Key Activities	Activities Undertaken Directly £	Grant Funding Activities £	Support Cost £	Total 2015 (restated) £
Funding and Development	249,420	1,873,425	250,515	2,373,360
Policy Development	161,571	-	167,010	328,581
Communications and Learning	156,663	30,315	125,257	312,235
Cultural Diversity	76,633	52,688	41,752	171,073
District Council Development	39,893	-	41,752	81,645
Peace Monitor Report	(6,829)	-	-	(6,829)
<b>Total</b>	<b>677,351</b>	<b>1,956,428</b>	<b>626,286</b>	<b>3,260,065</b>

## Analysis of Support Costs

2015-16 Support Costs	Funding and Development	Policy Development	Communi- cations and Learning	Cultural Diversity	District Council Development	Grand Total 2015-16	Basis of Allocation
	£	£	£	£	£	£	
Facilities	58,358	29,179	29,179	9,727	9,727	136,170	Per Capita
HR	35,429	17,715	17,715	5,905	5,905	82,669	Per Capita
IT	22,646	11,323	11,323	3,774	3,774	52,840	Per Capita
Finance	57,038	28,519	28,519	9,506	9,506	133,088	Per Capita
Governance	100,787	50,394	50,394	16,798	16,798	235,171	Per Capita
<b>Function Total</b>	<b>274,258</b>	<b>137,130</b>	<b>137,130</b>	<b>45,710</b>	<b>45,710</b>	<b>639,938</b>	

2014-15 Support Costs	Funding and Development	Policy Development	Communi- cations and Learning	Cultural Diversity	District Council Development	Grand Total 2014-15 (restated)	Basis of Allocation
	£	£	£	£	£	£	
Facilities	63,309	42,206	31,654	10,551	10,551	158,271	Per Capita
HR	24,754	16,503	12,377	4,126	4,126	61,886	Per Capita
IT	17,254	11,502	8,627	2,875	2,875	43,133	Per Capita
Finance	57,672	38,448	28,836	9,612	9,612	144,180	Per Capita
Governance	87,526	58,351	43,763	14,588	14,588	218,816	Per Capita
<b>Function Total</b>	<b>250,515</b>	<b>167,010</b>	<b>125,257</b>	<b>41,752</b>	<b>41,752</b>	<b>626,286</b>	

The Northern Ireland Audit Office performs the annual statutory audit of the Community Relations Council at a cost of £16,500 (2015 - £19,500). No payment was made to the Northern Ireland Audit Office during the year in relation to the National Fraud Initiative (2015 - £1,232). The NIAO did not perform any non-audit work.

11 Directors (2015 - 12) were paid travelling and subsistence costs totalling £3,826.60 in 2015-16 (2015 - £3,393.40). This is included in the Members and Committee expenses cost above. The Community Relations Council contract with the Special EU Programmes Body ended during 2013-14. Included within note 6 is administration costs of £nil (2015 - £5,853) incurred by the Northern Ireland Community Relations Council in the administration of grants funded by the Special European Union Programmes Body under their Peace III programme.

As described in Note One: Accounting Policies a prior period adjustment was made to the opening balances for the year ended 31<sup>st</sup> March 2015. The effect of this adjustment on the Support Costs for the year ended 31<sup>st</sup> March 2015 was to restate the interest on the net defined benefit liability by £6,000 from £21,000 to £15,000.

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

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

The Community Relations Council programme is designed to support voluntary and community organisations in developing community relations work strategically and by enhancing the community relations potential of projects undertaken by funded groups. The following tables summarise the income and expenditure for the operating segments for the years ended 31 March 2016 and 31 March 2015 respectively:

<b>2015-16</b>			
<b>Operating Segment</b>	<b>Community Relations</b>	<b>Contracted Programmes</b>	<b>Total</b>
	£	£	£
Gross expenditure	3,093,642	-	3,093,642
Income	3,004,631	-	3,004,631
	-----	-----	-----
Total net (expenditure)/ income per SOFA by Operating Segment	(89,011)	-	(89,011)
	=====	=====	=====

<b>2014-15</b>			
<b>Operating Segment</b>	<b>Community Relations</b>	<b>Contracted Programmes</b>	<b>Total (restated)</b>
	£	£	£
Gross expenditure	3,254,212	5,853	3,260,065
Income	2,480,318	5,853	2,486,171
	-----	-----	-----
Total net (expenditure)/ income per SOFA by Operating Segment	(773,894)	-	(773,894)
	=====	=====	=====

**8. Tangible fixed assets**

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

	<b>Leasehold Improvements</b>	<b>Computer Equipment</b>	<b>Fixtures and Fittings</b>	<b>Total</b>
<b>Cost:</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Balance at 1 April 2014	296,179	136,195	94,599	526,973
Additions	-	5,991	252	6,243
Disposals	-	(1,016)	-	(1,016)
	-----	-----	-----	-----
Balance at 31 March 2015	296,179	141,170	94,851	532,200
	-----	-----	-----	-----
<b>Accumulated depreciation:</b>				
Balance at 1 April 2014	247,550	120,734	80,337	448,621
Charge for year	12,354	9,273	6,993	28,620
Transfers	-	(1,016)	-	(1,016)
	-----	-----	-----	-----
Balance at 31 March 2015	259,904	128,991	87,330	476,225
	-----	-----	-----	-----
<b>Net book value:</b>				
At 31 March 2015	36,275	12,179	7,521	55,975
	=====	=====	=====	=====
At 1 April 2014	48,629	15,461	14,262	78,352
	=====	=====	=====	=====

**9. Intangible fixed assets**

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

	<b>Website</b>	<b>Software</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost:</b>			
Balance at 1 April 2014	14,000	3,102	17,102
Additions		1,286	1,286
	-----	-----	-----
Balance at 31 March 2015	14,000	4,388	18,388
	-----	-----	-----
<b>Accumulated amortisation:</b>			
Balance at 1 April 2014	-	1,046	1,046
Charge for year	2,794	1,623	4,417
	-----	-----	-----
Balance at 31 March 2015	2,794	2,669	5,463
	-----	-----	-----
<b>Net book value:</b>			
At 31 March 2015	11,206	1,719	12,925
	=====	=====	=====
At 1 April 2014	14,000	2,056	16,056
	=====	=====	=====

Note: Price Indexation of assets has not been applied due to materiality

<b>10. Debtors: amounts due in less than one year</b>	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Grant claw backs	6,612	3,831
SEUPB	-	19,823
Other debtors	8,952	19,405
Prepayments	3,600	12,142
	-----	-----
	19,164	55,201
	=====	=====

<b>11. Cash and cash equivalents</b>	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Balance at 1 April	567,114	1,303,743
Net change in cash and cash equivalent balances	29,467	(736,629)
	-----	-----
Balance at 31 March	596,581	567,114
	=====	=====

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

During the year ended 31st March 2016, no income was received into the Euro Account on behalf of the EU Programme consortium partner, Pobal, in relation to final payments for Measure 1.2 of the EU programme (2015 - €10,265). This contract ended during 2013-14.

<b>12. Creditors: amounts falling due within one year</b>	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Taxation and Social Security	12,346	13,907
Grants payable	235,898	262,946
Other creditors	58,171	59,844
Accruals & deferred income	177,472	119,041
	-----	-----
	483,887	455,738
	=====	=====



<b>13. Notes to the cash flow statement</b>		<b>2016</b>	<b>2015</b>
		<b>£</b>	<b>(restated)</b>
			<b>£</b>
<b>Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>			
<b>Net income/(expenditure) resources</b>	Note	(89,011)	(773,894)
<b>Adjustments for:</b>			
Depreciation/amortisation charge	8&9	48,997	33,037
Disposal of Tangible Fixed Assets		(62)	-
Decrease in debtors	10	36,037	178,781
Increase/(decrease) in creditors	12	28,149	(193,024)
Less movements in payables for capital items			
Not passing through the Net Expenditure Account		(23,496)	-
<i>Movement in pension scheme deficit:</i>			
Current service cost	4	141,000	154,000
- Past service cost (incl. Curtailments)			10,000
Employer pension contributions	18	(131,000)	(153,000)
- Net return on pension scheme assets;	18		
Interest on net defined benefit liability		26,000	15,000
		-----	-----
<b>Net cash provided by (used in) operating activities</b>		36,614	(729,100)
		=====	=====

As described in Note One: Accounting Policies a prior period adjustment was made to the opening balances for the year ended 31<sup>st</sup> March 2015. The effect of this adjustment on the cash flow statement for the year ended 31<sup>st</sup> March 2015 was to restate the interest on the net defined benefit liability by £6,000 from £21,000 to £15,000 and the Net income/(expenditure) resources by £6,000 from £779,894 to £773,894. The net effect on the cash flow statement is £nil.

<b>14. Net income/(expenditure) is stated after charging</b>	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets	45,041	28,620
Amortisation of intangible fixed assets	3,956	4,417
Auditors' remuneration for 2015-16	16,500	16,000
NFI Fee	-	1,232
Additional Auditors remuneration	-	3,500
	=====	=====

**15. Fund balances**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Pension Reserve</b>	<b>Total (restated)</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Opening Balance</b>				
At 1 April 2014	49,858	933,513	(548,000)	435,371
Prior period adjustment	-	-	132,000	132,000
	-----	-----	-----	-----
At 1 April 2014 restated	49,858	933,513	(416,000)	567,371
Net movement in funds	-	(747,894)	(440,000)	(1,187,894)
	-----	-----	-----	-----
At 1 April 2015	49,858	185,619	(856,000)	(620,523)
Net movement in funds	-	(53,011)	521,000	467,989
	-----	-----	-----	-----
Balance at 31 March 2016	49,858	132,608	(335,000)	(152,534)
	=====	=====	=====	=====

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

As described in Note One: Accounting Policies a prior period adjustment was made to the opening balance for the year ended 31<sup>st</sup> March 2015. The effect of this adjustment on the fund balance was to decrease the deficit on the pension reserve by £132,000.

**16. Financial Instruments**

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

**17. Commitments under operating leases**

At 31 March 2016 the company had annual commitments under non-cancellable operating leases expiring as follows:

	<b>Fixtures &amp; Fittings 2016 £</b>	<b>Fixtures &amp; Fittings 2015 £</b>	<b>Property 2016 £</b>	<b>Property 2015 £</b>
Within one year	-	-	90,925	-
Greater than one year less than five	-	-	363,700	-
	-----	-----	-----	-----
	-	-	454,625	-
	=====	=====	=====	=====

The Community Relations Council is committed to a tenancy agreement that began on 1<sup>st</sup> April 2016. While the agreement is not technically a lease it does create an ongoing annual commitment of £90,925 until July 2021 of rent and facilities payments for its current office facilities within Equality House and therefore should be disclosed as an operating lease for the purpose of financial reporting.

At 1<sup>st</sup> April 2015 there was an ongoing 3 month commitment on rent leases for Glendinning House. Each 3 month commitment was £13,840.

#### **18. Commitments under Defined Benefit Pension Scheme**

The assets of the pension scheme are held separately from those of the Community Relations Council and are administered by NILGOSC. The pension cost is determined on the advice of independent qualified actuaries. The latest actuarial valuation of the Community Relations Council's liabilities took place at 31 March 2013. During the year ended 31<sup>st</sup> March 2014, 15 staff members left the Community Relations Council. The actuary took account of this significant change in staff numbers when preparing the pension report as at 31<sup>st</sup> March 2014. A full actuarial valuation of the NILGOSC scheme as at 31<sup>st</sup> March 2016 is due.

The scheme is funded and the employer contributions were 20% for the year ended 31<sup>st</sup> March 2016 (20% - 2015-16). From 1<sup>st</sup> April 2016 employer contributions have remained at 20% of pensionable pay and the Employer expects to pay regular contributions to the Fund for the accounting period ended 31 March 2017 of £136,000 (31 March 2016 - £148,000). The employees' contributions vary between 5.8% and 8.5% of pensionable pay.

As required by IAS19, the defined benefit liabilities have been measured using the projected unit credit method. The tables below state the IAS19 actuarial assumptions upon which the valuation of the scheme was based.

<b>Financial Assumptions</b>	<b>31 Mar 2016</b>	<b>31 Mar 2015</b>	<b>31 Mar 2014</b>	<b>31 Mar 2013</b>
Rate of increase in salaries	3.3%	3.4%	3.9%	5.2%
Rate of increase of pensions	1.8%	1.9%	2.4%	2.8%
Rate of CPI inflation	1.8%	1.9%	2.4%	2.8%
Discount rate	3.5%	3.3%	4.4%	4.5%

**Asset Allocation**

<b>Fair value</b>	<b>31 Mar 2016</b>	<b>31 Mar 2015</b>	<b>31 Mar 2014</b>	<b>31 Mar 2013</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Equities	71.9	73	74.2	75.6
Government bonds	5.7	5.7	5.9	10.9
Corporate bonds	6.4	6.5	6.1	0.5
Property	13.2	12.6	11.2	7.7
Cash	2.3	2.0	2.6	4.7
Other	0.5	0.2	-	0.6
	-----	-----	-----	-----
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Reconciliation of funded status to Balance Sheet**

	<b>31 Mar 2016</b>	<b>31 Mar 2015</b>	<b>31 Mar 2014</b>
		<b>(restated)</b>	<b>(restated)</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fair value of assets	7,099,000	6,782,000	5,864,000
Present value of funded defined benefit Liability	<u>7,434,000</u>	<u>7,638,000</u>	<u>6,280,000</u>
Funded status	(335,000)	(856,000)	(416,000)
Impact of minimum funding requirement/asset ceiling	-	-	-
	-----	-----	-----
Asset/ (Liability) recognised on the balance sheet	<u>(335,000)</u>	<u>(856,000)</u>	<u>(416,000)</u>
	-----	-----	-----

<b>Analysis of Amount Charged to Statement of Financial Activities</b>	<b>Year to 31 Mar 2016</b>	<b>Year to 31 Mar 2015 (restated)</b>
	<b>£</b>	<b>£</b>
<b>Operating Cost</b>		
Current service cost	141,000	154,000
Past service cost (incl. curtailments)	-	10,000
<b>Financing Cost</b>		
Interest on net defined benefit liability	26,000	15,000
	<u>167,000</u>	<u>179,000</u>
<b>Pension expense recognised in Statement of Financial Activities</b>		
<b>Remeasurement Gains and Losses</b>		
Return on plan assets in excess of that recognised in net interest	31,000	(517,000)
Actuarial (gains)/losses due to change in financial assumptions	(523,000)	965,000
Actuarial losses/(gains) due to liability experience	(65,000)	(34,000)
Actuarial losses/(gains) due to change in demographic assumptions	-	-
	<u>(557,000)</u>	<u>414,000</u>
<b>Actuarial (gains)/losses recognised in Statement of Financial Activities</b>		
<b>Total amount recognised in Statement of Financial Activities</b>	<u><b>(390,000)</b></u>	<u><b>593,000</b></u>
	=====	=====

<b>Movement in Deficit during the year</b>	<b>Year to 31 Mar 2016</b>	<b>Year to 31 Mar 2015 (restated)</b>
	<b>£</b>	<b>£</b>
<b>Net defined benefit pension liability at the beginning of the year (originally stated)</b>	<b>(856,000)</b>	<b>(548,000)</b>
Prior period adjustment	-	132,000
Net defined benefit pension liability at the beginning of the year (restated)	(856,000)	(416,000)
Current service cost	(141,000)	(154,000)
Past service cost (incl. curtailments)	-	(10,000)
Employer contributions	131,000	153,000
Interest on the net defined benefit liability	(26,000)	(15,000)
Actuarial gains/(losses)	557,000	(414,000)
<b>Net defined benefit pension liability at the end of the year</b>	<b>(335,000)</b>	<b>(856,000)</b>

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

	<b>Year to 31 Mar 2016</b>	<b>Year to 31 Mar 2015 (restated)</b>
	<b>£</b>	<b>£</b>
<b>Opening defined benefit obligation (originally stated)</b>	<b>7,638,000</b>	<b>5,893,000</b>
Prior period adjustment	-	387,000
Opening defined benefit obligation (restated)	7,638,000	6,280,000
Current service cost	141,000	154,000
Interest expense on defined benefit obligation	252,000	276,000
Contributions by participants	57,000	53,000
Actuarial (gains)/losses on liabilities – financial assumptions	(523,000)	965,000
Actuarial losses/(gains) on liabilities – experience	(65,000)	(34,000)
Actuarial (gains) / losses due to changes in demographic assumptions	-	-
Net benefits paid out	(66,000)	(66,000)
Past service cost (incl. curtailments)	-	10,000
<b>Closing defined benefit obligation</b>	<b>7,434,000</b>	<b>7,638,000</b>

<b>Changes to the fair value of assets during the period</b>	<b>Year to 31 Mar 2016 £</b>	<b>Year to 31 Mar 2015 (restated) £</b>
<b>Opening fair value of assets (originally stated)</b>	<b>6,782,000</b>	<b>5,345,000</b>
Prior period adjustment	-	519,000
	-----	-----
Opening fair value of assets (restated)	6,782,000	5,864,000
Interest income on assets	226,000	261,000
Remeasurement gains on assets	(31,000)	517,000
Contributions by the employer	131,000	153,000
Contributions by participants	57,000	53,000
Net benefits paid out	(66,000)	(66,000)
	-----	-----
<b>Closing fair value of assets</b>	<b>7,099,000</b>	<b>6,782,000</b>
	=====	=====

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

Active members	54%
Deferred Pensioners	28%
Pensioners	18%

#### **Sensitivity Analysis**

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 March 2016 and the projected service cost for the year ending 31 March 2017 is set out below. In each case, only the assumption mentioned is altered; all other assumptions remain the same.

#### **Discount rate assumption**

Adjustment to discount rate	<b>+0.1% p.a.</b>	<b>-0.1% p.a</b>
Present value of total obligation (£ s)	7,263	7,609
% change in present value of total obligation	-2.3%	2.4%
Projected service cost (£ s)	126	136
Approximate % change in project service cost	-3.7%	3.8%

#### **Rate of general increase in salaries**

Adjustment to salary increase rate	<b>+0.1% p.a.</b>	<b>-0.1% p.a</b>
Present value of total obligation (£ s)	7,478	7,390
% change in present value of total obligation	0.6%	-0.6%
Projected service cost (£ s)	131	131
Approximate % change in project service cost	0.0%	0.0%

**Rate of increase to pensions in payment and deferred pensions assumption**

Adjustment to pension increase rate	<b>+0.1% p.a.</b>	<b>-0.1% p.a</b>
Present value of total obligation (£ s)	7,565	7,306
% change in present value of total obligation	1.8%	-1.7%
Projected service cost (£ s)	136	126
Approximate % change in project service cost	3.8%	-3.7%

**Post retirement mortality assumption**

Adjustment to mortality age rating assumption*	<b>-1 year</b>	<b>+1 year</b>
Present value of total obligation (£ s)	7,626	7,242
% change in present value of total obligation	2.6%	-2.6%
Projected service cost (£ s)	136	126
Approximate % change in project service cost	3.8%	-3.8%

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

**Demographic Assumptions**

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

	<b>31-Mar-16</b>	<b>31-Mar-15</b>
	<b>Years</b>	<b>Years</b>
<b>Males</b>		
Future lifetime from age 65 (aged 65 at accounting date)	22.3	22.2
Future lifetime from age 65 (aged 45 at accounting date)	24.5	24.4
<b>Females</b>		
Future lifetime from age 65 (aged 65 at accounting date)	24.8	24.7
Future lifetime from age 65 (aged 45 at accounting date)	27.2	27

**Prior Period Adjustment**

As described in Note One: Accounting Policies, page 95; in assessing the IAS19 pension liability for the Northern Ireland Community Relations Council for the financial years from 31 March 2013, the pension scheme Actuary had included an approximate allowance for the transfer of eight members' accrued benefits to the Victims and Survivors Service pension scheme – Principal Civil Service Pension Scheme (PCSPS) based on membership data provided at that time.



## 19. Related party transactions

During the year the Northern Ireland Community Relations Council has had various material transactions with the Community Relations Unit of The Office of the First and deputy First Minister (now The Executive Office) which is regarded as a related party.

The ECNI is regarded as a related party since it is an Arm's Length Body of The Office of the First and deputy First Minister (now The Executive Office). The Community Relations Council relocated premises to Equality House on 23<sup>rd</sup> March 2016. At 31 March 2016 a balance was accrued for rent due to the ECNI of £2,174. As part of the relocation arrangements, the ECNI procured a telephony switch on behalf of The Community Relations Council at a cost of £2,820. This amount was invoiced to The Community Relations Council, is included within Creditors at the 31 March 2016 and was paid after the year end.

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

- Kathleen Hanlon was a Board Member of the Belfast Interface Project which received £79,873 (2015- £82,356.38) under the Core Funding scheme and £nil (2015 - £1,000) under the CRCD scheme.
- Kathleen Hanlon was the Chair of Ballynafeigh Community Development Association which received £41,932.5 (2015- £41,881.82) under the Core Funding scheme, £nil (2015 - £2,842.21) under the CRCD scheme and £nil (2015 - £9,085) under the Pathfinder scheme.
- Dr David Russell was employed by the Northern Ireland Human Rights Commission with which CRC has a Memorandum of Understanding.
- Joe Law was Co-Director and employee of Trademark which received Core Funding grants of £74,657 (2015- £75,589). The accounts include an accrual of £10,000 for a Pathfinder grant for the 2015/16 year.
- Gerard Deane was a Board Member of The Junction and an employee of The Holywell Trust. The Junction received £3,885 (2015- £8,774) and the accounts included an accrual at 31 March 2016 of £3,402.50 under the CRCD scheme. The Junction also received £811 (2015 - £nil) under the Pathfinder scheme. The Holywell Trust received £nil (2015 - £8,738) under the CRCD scheme. In a joint arrangement, both organisations received a Core Funding grant of £104,771 (2015 - £84,634).

- Dr Leon Litvack was an employee of Queens University Belfast which received £3,540 (2015 - £12,526.49) under the CRCDD scheme and the accounts include an accrual of £1,841.50 under the CRCDD scheme for the 2015/16 year. They also received £495 under the Pathfinder scheme (2015- £nil) and the accounts include an accrual of £495 for the 2015/16 year. Queens University Belfast also received £nil (2015- £5,230) under the Media grant scheme for the 2015/16 year and £nil (2015 - £3,300.27) under the Publications grant scheme.
- Kasia Garbal has a close personal connection with an individual involved with Trademark. Trademark received Core Funding grants of £74,657 (2015 - £75,589). The accounts include an accrual of £10,000 for a Pathfinder grant for the 2015/16 year.
- Brendan McAllister was a member of The Corrymeela Community which received £3,000 (2015 - £nil) under the CRCDD scheme, £5,000 under the Media grant scheme (2015 - £nil), £nil (2015 - £92,600) under the Core Funding scheme, and £nil (2015 - £7,500) under the Pathfinder scheme. The accounts include an accrual of £5,000 under the Media grant scheme for the 2015/16 year.
- Peter Osborne received £18,000 (2015 - £18,000) from the Northern Ireland Community Relations Council in his role as Chairperson of the organisation.

## 20. Financial Regularity

The Community Relations Council's Fraud Policy and Response Plan, incorporating arrangements for Whistle Blowing:

The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. In the Annual Report for 2014-15, an update on an investigation into a funded group that was first raised with the Community Relations Council in the 2011-12 year, reported a possibility of double funding affecting a small grant made by the Community Relations Council and other funds received by the organisation. The Community Relations Council took guidance on the options for clawing back this funding and following guidance from The Office of the First and deputy First Minister (now The Executive Office) Fraud Investigation Oversight Group issued an initial clawback letter to the group on 17 April 2014 and a further clawback letter on 23 May 2014. The level of grant aid from Community Relations Council at risk in this case is a maximum of £3,494. In September 2014, the group issued a DS01 (Striking off application by Company) notification to the Community Relations Council which was forwarded to the Department for consideration by the Fraud Investigation Oversight Group. In May 2015 the Community Relations Council were advised that the Department would not be pursuing clawback of the debt and that the Community Relations Council could now formally submit a request to the Department to write off the debt in the Community Relations Council's accounts. The Community Relations Council formally submitted that request and approval to write off the debt was given by the Departmental Executive Office on 18th April 2016.

In October 2014, the Community Relations Council was contacted by a group it funds to inform of a potential financial irregularity uncovered within the group's finances. The Community Relations Council notified The Office of the First and deputy First Minister (now The Executive Office) of the concerns raised. Papers were forwarded to the Central Investigations Unit and at their request the Community Relations Council procured an audit. The final draft of the report was issued to The Office of the First and deputy First Minister (now The Executive Office) at the end of June for their review and during September 2015 the Community Relations Council wrote to The Office of the First and deputy First Minister (now The Executive Office) outlining the appropriate steps following the report recommendations.

The Office of the First and deputy First Minister (now The Executive Office) contacted The Community Relations Council and requested that the organisation confirm whether The Community Relations Council consider there to be "sufficient evidence to warrant further investigation on the basis of suspected fraud". The Community Relations Council are seeking updates from other funders.

## **21. Additional Disclosures to comply with FReM**

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

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

**Statement of Comprehensive Net Expenditure**

		<b>Year ended 31 March 2016</b>	<b>Year ended 31 March (restated) 2015</b>
	<b>Note</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
SEUPB		-	5,853
Joseph Rowntree Charitable Trust	2	8,000	-
Bank Interest	3	70	254
		-----	-----
Total Operating Income		8,070	6,107
<b>Expenditure</b>			
Staff costs	4	891,042	910,911
Grant expenditure	5	1,797,411	1,956,428
Purchase of goods and services	21a	301,408	291,638
Depreciation and impairment charges	21a	48,997	33,037
Other Operating Expenditure	21a	54,784	68,051
		-----	-----
Total Operating Expenditure		3,093,642	3,260,065
Net Expenditure for the year		(3,085,572)	(3,253,958)
<b>Other Comprehensive Expenditure</b>			
Actuarial (loss)/gain on the defined benefit pension scheme	18	557,000	(414,000)
		-----	-----
<b>Comprehensive Net Expenditure for the year</b>		<b>(2,528,572)</b>	<b>(3,667,958)</b>
		=====	=====

## Statement of Financial Position as at 31 March 2016

	Note	2016 £	2015 (restated) £	2014 (restated) £
<b>Non-current assets</b>				
Tangible fixed assets	8	41,639	55,975	78,352
Intangible fixed assets	9	8,969	12,925	16,056
<b>Total non-current assets</b>		<b>50,608</b>	<b>68,900</b>	<b>94,408</b>
<b>Current assets</b>				
Debtors and prepayments	10	19,164	55,201	233,982
Cash at bank and in hand	11	596,581	567,114	1,303,743
<b>Total current assets</b>		<b>615,745</b>	<b>622,315</b>	<b>1,537,725</b>
<b>Total assets</b>		<b>666,353</b>	<b>691,215</b>	<b>1,632,133</b>
<b>Current liabilities</b>				
Creditors: amounts falling due within one year	12	(483,887)	(455,738)	(648,762)
<b>Total current liabilities</b>		<b>(483,887)</b>	<b>(455,738)</b>	<b>(648,762)</b>
<b>Total assets less current liabilities</b>		<b>182,466</b>	<b>235,477</b>	<b>983,371</b>
<b>Non-current liabilities</b>				
Defined benefit pension liability	18	(335,000)	(856,000)	(416,000)
<b>Total assets less total liabilities</b>		<b>(152,534)</b>	<b>(620,523)</b>	<b>(567,371)</b>
<b>Taxpayers' equity and other reserves</b>				
General fund		(152,534)	(620,523)	(567,371)
<b>Total Equity</b>		<b>(152,534)</b>	<b>(620,523)</b>	<b>(567,371)</b>

**Cash flow statement prepared under FReM**

		<b>2016</b>	<b>2015</b>
		<b>£</b>	<b>(restated)</b>
			<b>£</b>
<b>Cash flows from operating activities</b>	<b>Note</b>		
Net Operating Cost		(3,085,572)	(3,253,958)
Adjustments for:			
Depreciation/amortisation charge		48,997	33,037
Gain on disposal of non-current assets		(62)	
Decrease in debtors	10	36,037	178,781
Increase/(decrease) in creditors	12	28,149	(193,024)
Less movements in payables for capital items not passing through the Net Expenditure Account		(23,496)	-
<i>Movement in pension scheme deficit:-</i>			
- Current service cost	18	141,000	154,000
- Past service cost (incl. Curtailments)		-	10,000
- Employer pension contributions	18	(131,000)	(153,000)
- <i>Net return on pension scheme assets;</i>			
- Interest on net defined benefit liability		26,000	15,000
		-----	-----
<b>Net cash provided by (used in) operating activities</b>		<b>(2,959,947)</b>	<b>(3,209,164)</b>
		-----	-----
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(7,147)	(6,243)
Purchase of intangible fixed assets		-	(1,286)
		-----	-----
<b>Net cash provided by (used in) investing activities</b>		<b>(7,147)</b>	<b>(7,529)</b>
		-----	-----
<b>Cash flows from financing activities</b>			
Grants from sponsoring department	2	2,996,561	2,480,064
		-----	-----
<b>Net cash provided by (used in) financing activities</b>		<b>2,996,561</b>	<b>2,480,064</b>
		-----	-----
<b>Change in cash and cash equivalents in the reporting period</b>		<b>29,467</b>	<b>(736,629)</b>
		-----	-----
<b>Cash and cash equivalents at 1 April 2015</b>		<b>567,114</b>	<b>1,303,743</b>
		-----	-----
<b>Cash and cash equivalents at 31 March 2016</b>		<b>596,581</b>	<b>567,114</b>
		=====	=====

## Statement of Changes in Taxpayers' Equity for the year ended 31 March 2016

	General Fund	Taxpayers' Equity
	£	£
<b>Balance at 31 March 2014</b>	<b>435,371</b>	<b>435,371</b>
Prior period adjustment	132,000	132,000
<b>Balance at 31 March 2014 restated</b>	<b>567,371</b>	<b>567,371</b>
Changes in taxpayers' equity for 2014-2015		
Grant-in-aid from OFMdfM (now TEO)	2,480,064	2,480,064
Comprehensive Net Expenditure for the year	(3,667,958)	(3,667,958)
<b>Balance at 31 March 2015</b>	<b>(620,523)</b>	<b>(620,523)</b>
Changes in taxpayers' equity for 2015-2016		
Grant-in-aid from OFMdfM (now TEO)	2,996,561	2,996,561
Comprehensive Net Expenditure for the year	(2,528,572)	(2,528,572)
<b>Balance at 31 March 2016</b>	<b>(152,534)</b>	<b>(152,534)</b>

## 21a Other Operating Costs

Purchase of goods and services	Note	2016 £	2015 £
Programme costs		87,863	94,590
Advertising and Public Relations		3,710	6,671
Postage and stationery		20,408	14,452
Light, heat and telephone		19,719	23,235
Rent, rates and insurance		100,101	97,358
Repairs and maintenance		44,150	13,503
Professional fees		(5,685)	8,112
Sundry expenses		5,913	4,275
HR costs		2,895	2,160
External audit services		16,500	19,500
NFI fee		-	1,232
Internal audit services		5,834	6,550
		<b>301,408</b>	<b>291,638</b>
<b>Depreciation and impairment charges</b>			
Depreciation	8	45,041	28,620
Amortisation	9	3,956	4,417
		<b>48,997</b>	<b>33,037</b>

<b>Other Operating Expenditure</b>	<b>2016</b>	<b>2015 (restated)</b>
	<b>£</b>	<b>£</b>
Staff travel and subsistence	7,285	11,499
Members and Committee expenses	8,382	8,486
Gain on disposal of assets	(62)	-
Foreign exchange gain/(loss)	(6,644)	27,279
Interest on net defined pension liability	26,000	15,000
Ineligible expenditure written off	19,823	5,787
	<b>54,784</b>	<b>68,051</b>

### 21b: Effect of Prior Period Adjustment on Additional Disclosures to comply with FReM

The effect of the prior period adjustment to pension scheme liabilities as described in Note 1 Accounting Policies on the Additional Disclosures to comply with FReM is shown below:

	<b>At 31<sup>st</sup> March 2015 As originally stated £</b>	<b>Prior Year Adjustment £</b>	<b>At 31<sup>st</sup> March 2015 As restated £</b>
<b>Statement of Comprehensive Net Expenditure:</b>			
<b>Expenditure:</b>			
Other Operating Expenditure	74,051	(6,000)	68,051
<b>Other Comprehensive Expenditure</b>			
Actuarial gain/(loss) on the defined benefit pension scheme	(400,000)	(14,000)	(414,000)
<b>Statement of Financial Position:</b>			
Defined benefit pension liability	(980,000)	124,000	(856,000)
<b>Cash Flow Statement Prepared Under FReM</b>			
Net Operating Cost	(3,259,958)	6,000	(3,253,958)
Interest on net defined liability	21,000	(6,000)	15,000
<b>Changes in Tax Payer's Equity</b>			
Balance at 31 <sup>st</sup> March 2015	(744,523)	124,000	(620,523)



**22. Losses and Special Payments**

	2015-16	2014-15
Total Number of Losses	1	0
Value of Losses	19,823	0

The single loss during 2015-16 was for an abandoned claim. There were no other losses during the year.

No special payments were made during the year.

**23. Events after the reporting date**

None

**24. Contingent Liabilities**

No contingent liabilities are known to have existed at the 31<sup>st</sup> March 2016.

**Date of authorisation for issue**

The Accounting Officer authorised these Accounts for issue on 16th December 2016.



## Grants paid between 1 April 2015 and 31 March 2016

District Councils	CRCD	Core Funding	Media and Publications	Pathfinder	Total (£)
All Councils	2,169.00		3,950.00	3,450.00	9,569.00
Antrim and Newtownabbey	12,077.22	32,546.95		3,221.97	47,846.14
Ards and North Down	3,622.50				3,622.50
Armagh City, Banbridge and Craigavon	29,431.02	63,540.11		3,000.00	95,971.13
Belfast	150,802.55	305,559.94	17,567.00	89,063.54	562,993.03
Causeway Coast and Glens	9,435.00	42,430.20			51,865.20
Derry City and Strabane	44,873.34	111,607.96	17,869.09	5,811.25	180,161.64
Fermanagh and Omagh	4,883.00				4,883.00
Lisburn and Castlereagh					
Mid and East Antrim	2,478.00				2,478.00
Mid Ulster	3,761.43				3,761.43
Multiple	74,791.48	686,019.47	27,780.00	14,673.40	803,264.35
Newry Mourne and Down	4,758.48	31,076.38			35,834.86
Totals	<b>343,083.02</b>	<b>1,272,781.01</b>	<b>67,166.09</b>	<b>119,220.16</b>	<b>1,802,250.28</b>

## Community Relations and Cultural Diversity Grant Scheme 2015 - 2016

Ref	Group	Summary	Amount Paid (£)
<b>All Councils</b>			
152856	Community Dialogue	Develop a unified peace-building strategy during a 2 day residential.	1,046.00
152859	Irish School of Ecumenics	Hold 2 CONNECT conferences and produce newsletter for distribution.	1,123.00
<b>Total for All Councils</b>			<b>2,169.00</b>
<b>Antrim and Newtownabbey Borough Council</b>			
152807	Ballycarry Community Association	Community Festival engaging participants to learn about other cultures.	1,150.00
152972	1st Carrickfergus Ladies Somme Society	Explore Ulster Scots and the cultural influence of Ulster Scots on Ireland/Northern Ireland.	1,599.42
152985	Donaghmore District Community Association	Interactive programme using the arts to engage with both sides of the local community to promote tolerance, trust and understanding.	2,067.00
152998	Randalstown Arches Association	To bring together a group of women from different religious backgrounds on a tour of Belfast Murals and a residential to Corrymeela.	2,260.80
153058	War Years Remembered	Project promoting engagement between different communities around shared history 1916.	5,000.00
<b>Total for Antrim and Newtownabbey</b>			<b>12,077.22</b>
<b>Ards and North Down Borough Council</b>			
152802	Kilcooley Women's Centre	Four good relations events engaging with a diverse range of communities.	1,830.00
153011	Beyond Skin	Diversity training to enhance the capacity of individuals to undertake CR activities.	1,792.50
<b>Total for Ards and North Down</b>			<b>3,622.50</b>
<b>Armagh City Banbridge and Craigavon Borough Council</b>			
152763	Shankill Parish Caring	Residential bringing senior figures together from the four main Christian denominations to look at commonalities and differences and finding unity in diversity.	1,955.00
152821	REACT	To work with men from marginalised Loyalist communities to build their confidence and increase their knowledge. The group aims to show them how a community should work together for the good of everyone and the positive role they can play in this and that engagement with those from other communities is not to be feared.	1,069.00

152830	REACT	Working with the Armagh Bands Forum, Ulster Human Rights Watch and Schmidt Consulting the aim of this project is to develop a business plan which will be used to apply for funding for a capacity building project in the PUL community. The capacity building project will include the development of skills which can be used to address issues of conflict in a peaceful manner.	3,000.00
152839	Charles Wood Festival and Summer School	Charles Wood Festival and Summer School comprises 30 events - more than a third being educational covering a wide range of musical traditions, forms and styles.	1,000.00
152899	Centre for Cross Border Studies	Development of a New Common Chapter.	2,671.28
152900	Markethill Swifts Football Club	Facilitative programme exploring sport, culture and identity.	523.50
152904	Richmount Rural Community Association	Cultural Exchange Trip.	1,747.58
152915	Shankill Parish Caring Association	Cultural Trip to Dublin.	705.00
152918	Armagh Rhymers Educational & Cultural Organisation	Residential to look at ways on how to adapt the play 'Release' to make it more accessible to community groups.	2,770.00
152974	Big Telly Theatre Company	A programme of workshops and a Multi-Cultural Festival in Lurgan.	4,000.00
153017	Loughgall Football Club	Enhance inclusive perspectives of club through CR activities.	1,540.00
152741	St Vincent De Paul	To promote understanding between different communities and improve good relations in the Craigavon area.	1,000.00
152832	Drumbeg Residents Association	To provide opportunities for young adults to gain for themselves knowledge, skills and experience to reach their full potential as valued individuals.	1,000.00
152916	The 1825 Project	To encourage older people to learn with and from each other promoting a positive message of encouraging a shared society.	2,079.63
152969	Lurgan Youth Annexe	Good Relations Training Workshops for young people.	420.00
153019	REACT	To deliver an Irish History Course to participants who are active in their communities from both traditions.	3,950.03
<b>Total for Armagh City, Banbridge and Craigavon</b>			<b>29,431.02</b>
<b>Belfast City Council</b>			
142854	ArtsEkta	To create an iconic, transformational moment that inspires and thrills through an accessible free audience focused outdoor arts event placing community participation and skills development at its core.	4,000.00

<b>152737</b>	Cathedral Quarter Trust	Arts festival showcasing multi-cultural events and promoting Belfast City Centre as a shared space.	5,000.00
<b>152746</b>	Women In Faith	Annual Programme of activities to explore divisive issues and promote respect for difference and diversity.	1,000.00
<b>152754</b>	Community Arts Partnership	Art project promoting Belfast city centre as a shared area.	2,449.92
<b>152756</b>	Northern Ireland Council for Refugees and Asylum Seekers	To bring together a range of ethnic backgrounds for a cultural exchange and residential to gain understanding of Northern Irish cultures and traditions whilst maintaining pride in their own identity.	2,500.00
<b>152766</b>	Highfield Residents Association	Week of activities for residents of all ages aimed at reducing tensions leading up to the Whiterock Parade on 27th June 2015.	1,900.00
<b>152770</b>	Survivors of Trauma	Residential activity and study trips to explore shared history and cultures by examining 'what connects us.'	1,761.54
<b>152772</b>	Lower Ormeau Residents Action Group	Week of activities celebrating refugee week 2015.	2,383.84
<b>152777</b>	Lagan Village Youth and Community Group	Workshops for participants from Inner East Belfast and Short Strand to better understand each other's culture to help contribute to a shared future.	1,500.00
<b>152781</b>	ArtsEkta	Belfast Mela 2015.	7,500.00
<b>152783</b>	Philippines Unified Support Organization - Northern Ireland (PUSO-NI)	Celebration of the Philippines 117th Independence Day with cultural performances and activities.	1,000.00
<b>152784</b>	174 Trust	Strengthen relationships with local communities by raising the profile of the organisation to the wider city.	5,000.00
<b>152796</b>	Success Dragon and Lion Dance Association	Chinese Moon and Lantern Festival 2015.	2,000.00
<b>152806</b>	Sudanese Community Association NI	Develop shared dialogue on Sudanese customs and cultures to improve understanding.	1,050.00
<b>152809</b>	The Fellowship of Messines Association	Constructing conversations about the future of British and Irish identities.	1,450.00
<b>152810</b>	Organization of Malayalis in Northern Ireland	Bring together participants from different traditions to celebrate Malayali cultural festival.	1,000.00
<b>152811</b>	St Mary's University College Belfast	Engagement with women around human rights issues in the context of NI society.	1,091.50
<b>152813</b>	NI Children's Enterprise	Training facilitators in community relations facilitation.	2,630.00
<b>152814</b>	Summer Madness	Supporting young adults to develop their values beliefs and traditions in a 5 day festival event.	1,500.00

<b>152817</b>	History Hub Ulster	To engage with North Belfast residents to explore understanding of culture and links to the past.	1,000.00
<b>152818</b>	Alexandra Presbyterian Church	Touring exhibitions of Castleton Lanterns project.	1,354.31
<b>152819</b>	Anti-Racism World Cup	Three day festival with intercultural workshops bringing together people from different cultural backgrounds.	2,000.00
<b>152823</b>	Institute for the Study of Conflict Transformation and Social Justice	The Winter School aims to highlight the progress that has been made in Northern Ireland in moving away from armed conflict and the challenges that remain as we aim to build a sustainable peaceful society.	2250.00
<b>152829</b>	Women's Information Northern Ireland	Establishment of GIGS and delivery of GIGS roadshows plus design and production of promotional materials.	1,756.60
<b>152836</b>	Queen's Film Theatre	The project facilitates the coming together of young people to get to know one another in a safe environment and work as part of a team on a film project and showcase a Festival event.	1,000.00
<b>152837</b>	Lower Shankill Community Association	Through classes and study visits educate 10 residents of Lower Shankill about seminal events in Irish history and facilitate discussion around legacy.	743.00
<b>152838</b>	Giving Life Opportunities to Women (GLOW)	To bring women together from divided communities to explore different cultures and religions increasing understanding and acceptance of diversity.	1,425.00
<b>152862</b>	Aisling Events	Conference promoting excellence, raising awareness of cultural diversity by encouraging tourism and investment and building international partnerships.	2,000.00
<b>152876</b>	Forthspring Inter Community Group	To implement a visioning and planning process amongst staff and board members - develop a 5 year plan for the organisation.	5,000.00
<b>152884</b>	NIACRO	Support for people who have been experiencing intimidation and harassment because of their ethnicity.	2,350.00
<b>152892</b>	Success Dragon and Lion Dance Association	Chinese New Year Celebration and Cultural Festival.	5,000.00
<b>152894</b>	Dunmurry Community Association	Community Event aimed at bringing together members of diverse communities to promote better understanding and relationships.	1,540.00
<b>152896</b>	Arts for All	Activities exploring stories from 1915 - 1950 in the Docks area and the contribution of women at social, economic and political levels.	1,000.00
<b>152897</b>	British Red Cross	To provide a vehicle for participants to take up ethical leadership roles within their local community promoting peace and reconciliation.	2,090.00
<b>152905</b>	Falls Community Council	Project promoting activities to encourage a sustained positive engagement within interface communities.	1,808.00
<b>152907</b>	St Peter Immaculata Youth Centre	Shared History Training Programme course for staff to enable delivery of cross-community training.	2,500.00

<b>152908</b>	CRAIC NI	Project to bring people together to explore the extent of sectarianism between conflicts in NI and Rwanda.	3,733.96
<b>152910</b>	Creative Voices	Carry out an oral history project on the lives of Winifred Carney and George McBride.	2,000.00
<b>152921</b>	Centre for Democracy and Peace Building (CDPB)	To develop a good practice guide to promote Music Unite as a successful model to encourage bands from different traditions to undertake shared projects.	2,300.00
<b>152922</b>	Community Relations in School (CRIS)	Bursaries to enable two CRIS development staff to attend the Holidays Matter Annual Conference.	914.91
<b>152923</b>	Prisons Memory Archive	To launch and screen a new film Armagh Stories: Voices from the Gaol to explore how we re-visit the past with discussion and an exploration about experiences in the prison.	951.50
<b>152962</b>	East Belfast Mission	Promote the links between Gaelic and Scots cultures and languages.	890.00
<b>152964</b>	Community Dialogue	Creative Dialogue Programme.	4,763.25
<b>152966</b>	Linen Hall Library	Series of events exploring the Easter Rising and the Battle of the Somme.	3,059.22
<b>152967</b>	MACHA Productions	Establish a Community Theatre Group to explore issues of sectarianism, racism and exclusion.	4,272.60
<b>152970</b>	Brassneck Theatre Company	Development of a script and new play that will address CR issues.	2,000.00
<b>152978</b>	Belfast International Comedy Festival	Festival of ideas and politics which is designed to celebrate and support the role of the citizen in the political and cultural life of the region.	5,000.00
<b>152982</b>	Holy Trinity Youth Centre	Good Relations programme to commemorate and educate participants on the events and impacts of the Somme and 1916 Easter Rising.	4,000.00
<b>152987</b>	St John Vianney Youth Club	Cultural awareness programme.	2,798.00
<b>152988</b>	Lower Oldpark Community Association	Relationship building project between two residents based groups in Kinnaird/Lower Oldpark Interface.	3,465.40
<b>152993</b>	Beat Carnival	Art for Cultural Celebration Festival 2016.	4,120.00
<b>152997</b>	Feile An Phobail	A series of lectures in 2016 examining the Easter Rising from different community perspectives as part of Feile an Phobail.	4,100.00
<b>153005</b>	Linfield Football Club	To deliver 4 strategic planning workshops and develop activities/projects to allow the club to become more inclusive and accessible to people of all backgrounds.	1,200.00
<b>153006</b>	Suffolk/Lenadon Interface Group (SLIG)	Educational project to enable local residents from Suffolk/Lenadon Interface and beyond to learn more about each other and develop solutions to transform relations across the interface and city.	1,630.00
<b>153007</b>	Prime Cut Productions	Community Relations arts workshops with communities located adjacent to Girdwood Community Hub.	4,640.00

<b>153008</b>	Prime Cut Productions	Art Workshops to develop relationships with communities around Lough Neagh and surrounding areas.	2,500.00
<b>153012</b>	Women's Information Northern Ireland	To deliver seminars and workshops on the role of women in 1916 historical events.	3,011.00
<b>153018</b>	African Caribbean-Community Support Organisation of NI (ACSONI)	To enable members of the wider community to learn about the facts and realities of African culture and the contributions made by African and Caribbean people to civic life in Northern Ireland.	1,250.00
<b>153024</b>	Contemporary Christianity NI Ltd	1916 - A Hundred Years On public debate.	5,000.00
<b>153056</b>	TIDES Training & Consultancy	Training programme and residential for Twaddell Women's Group.	1,669.00
<b>Total for Belfast</b>			<b>150,802.55</b>
<b>Causeway Coast and Glens Borough Council</b>			
<b>152743</b>	Ballymoney & District Cultural & Heritage Society	Study visit to Enniskillen to explore places of historic interest, to extend participants knowledge and understanding of other cultures and beliefs.	2,310.00
<b>152804</b>	Bendooragh Apprentice Boys Cultural Society	Promote greater understanding of both traditions by visiting places of historical interest in Derry/Londonderry.	1,000.00
<b>152983</b>	Roe Valley Residents Association	Community Relations Programme looking at the history of NI.	4,500.00
<b>142357</b>	Bushmills Village Forum	To produce a series of newsletters for the wider Bushmills area addressing CR Issues.	625.00
<b>152857</b>	Beyond Skin	Address issues of identity and sectarianism through workshops for young people.	1,000.00
<b>Total for Causeway Coast and Glens</b>			<b>9,435.00</b>
<b>Derry City and Strabane District Council</b>			
<b>152768</b>	An Gaelaras Limited	A Theatre production about Identity and culture.	1,500.00
<b>152797</b>	Greater Shantallow Community Arts	A world cultural carnival parade - a celebration of Derry/Londonderry's rich cultural diversity.	4,000.00
<b>152801</b>	In Your Space	The creation of an art installation for the Carnival of Colours 2015 - International Street Theatre Festival.	2,440.00
<b>152826</b>	Rural Area Partnership in Derry (RAPID)	To develop a strong level of understanding and celebrating diversity among over 60s living in rural Derry/Londonderry to help the group move towards a shared and better future for all.	2,600.00



152866	The Junction Community Relations Resource and Peace Building Centre	A series of workshops based on gender based violence and the conflict in NI.	1,995.00
<b>152867</b>	Christ Church	Project aiming to engage young adults in a CR programme.	4,522.51
<b>152890</b>	Active Citizens Engaged	Programme of events to build community relations.	1,795.58
<b>152893</b>	North West Migrants Forum	A residential to facilitate open and honest discussions on the reality of cultural diversity in NI.	3,444.00
<b>152895</b>	Blue Eagle Productions	Project to create a resource for use in workshops to encourage dialogue around sensitive CR issues.	2,500.00
<b>152901</b>	The Churches Trust	A shared history event as part of CR Week 2015.	428.00
<b>152902</b>	The Junction	CR Week Conference 2015.	462.53
<b>152909</b>	St. Columb's Park House	Cultural Evening.	460.00
<b>152912</b>	REACH Across	A contact residential for historical visits and OCN training to enable 18 youth leaders in the N/W region of NI to improve community relations within and between communities.	2,500.00
<b>152913</b>	The Junction	Splintered Memory workshops to link the work of academics and grassroots practitioners.	4,830.00
<b>152917</b>	Templemore Great War History Society	The development of educational resources exploring the contribution of both communities in WW1.	2,800.00
<b>152926</b>	Nerve Centre	Artist in Residence Programme for Creative Centenaries Exhibition.	2,500.00
<b>152927</b>	Nerve Centre	Programme launch for Creative Centenaries Exhibition Events & Outreach Programme.	2,500.00
<b>152963</b>	Waterside Women's Centre	To develop the capacity for ethnic minority women to become more connected in their new communities by addressing barriers and engaging with indigenous women.	1,240.00
<b>153000</b>	Sai Pak Chinese Community Association	Celebration of Chinese New Year.	2,355.72
<b>Total for Derry City and Strabane</b>			<b>£44,873.34</b>
<b>Fermanagh and Omagh District Council</b>			
<b>152753</b>	Fermanagh Churches Forum	A series of workshops and activities addressing community relations issues.	1,332.00
<b>152977</b>	Expac North Ltd	A series of talks and discussions exploring Northern Ireland's History.	295.00
<b>152833</b>	Creggan Education and Research Services (CERS)	Series of one-day workshops building up to a multi-cultural celebration.	1,050.00

<b>152903</b>	Edenderry Rural Community Group	Workshops and cultural trip to build local community relations.	1,506.00
<b>152965</b>	Together in Music	Cultural evening exploring different musical traditions.	700.00
<b>Total for Fermanagh and Omagh</b>			<b>4,883.00</b>
<b>Mid and East Antrim Borough Council</b>			
<b>152803</b>	Cairncastle LOL 692 Community and Cultural Group	Ulster Scots Bluegrass, Cross Community & Folk Festival.	2,478.00
<b>Total for Mid and East Antrim</b>			<b>2,478.00</b>
<b>Mid-Ulster Council</b>			
<b>152924</b>	Pomeroy Resource Group	Community Courses to build relationships.	820.00
<b>152932</b>	Northern Ireland Rural Women's Network (NIRWN)	Conference exploring Women's Suffrage and Community Relations.	2,591.43
<b>152934</b>	Pomeroy Women's Institute	St Patrick's Cultural Night.	350.00
<b>Total for Mid-Ulster</b>			<b>3,761.43</b>
<b>Multiple Councils</b>			
<b>152735</b>	APAC (Associated Photography for Art and Culture)	Project showcasing the 'Looking through wall' production in neutral venues in Belfast and interview residents living on each side of the walls.	1,800.00
<b>152736</b>	Community Dialogue	Deliver two residentials and twenty five half day dialogues focusing on the legacy of the past and building a shared future as part of a creative dialogue programme.	5,000.00
<b>152742</b>	APAC (Associated Photography for Art and Culture)	Project using art forms to help the community relate to their surrounding environment through cultural and social activity.	2,000.00
<b>152744</b>	Diversity Challenges	To run a conference with local and international delegates to provide learning opportunities for those working on storytelling as a way to deal with the past.	2,000.00
<b>152745</b>	Gig'n The Bann Festival Committee	Community Festival aiming to promote Irish and Ulster Scots traditions through music and dance.	1,250.00
<b>152747</b>	The John Hewitt Society	Annual five-day festival of culture and creativity in Armagh.	5,000.00
<b>152748</b>	Crossfire Trust	Craft development programme to enable participants to explore different cultures, beliefs and traditions.	1,479.98

<b>152750</b>	Harmony Community Trust with International Voluntary Service	Seminar exploring reconciliation through cross community panel discussions to provide inspiration for participants to develop their own steps to reconciliation and peacebuilding.	1,131.00
<b>152757</b>	Forthspring Inter Community Group	Engaging communities affected by the conflict through storytelling.	2,500.00
<b>152759</b>	Arts for All	Programme of activities exploring stories from 1915 - 1950 in the docks area and the significant contribution of women at social, economic and political levels.	1,200.00
<b>152762</b>	Aras Colmcille - The St Columba Heritage Centre	Cross-community event celebrating St Columba's day exploring common themes and shared heritage with participants from both sides of the interface.	1,820.00
<b>152771</b>	Belfast Metropolitan College	Community Development Summer School 2015.	1,520.00
<b>152778</b>	Foyle Women's Information Network	Conference looking at peace, power and patriarchy to tackle issues facing women in the world today.	2,500.00
<b>152799</b>	Northern Ireland Muslim Family Association	Cultural Awareness training programme to combat negative opinion about Muslim culture.	1,600.00
<b>152825</b>	Ballymoney Community Resource Centre	Organise and deliver a conference on inclusion and cohesion during CR week 2015.	2,320.21
<b>152843</b>	Women's Information Northern Ireland	Host a major conference for all women involved in GIG - to encourage networking, sharing, learning education and engagement.	2,314.71
<b>152845</b>	Institute for Conflict Research	Training programme to provide opportunities for the participants to engage with aspects of their own and others shared history, commemoration, culture, heritage and memorialisation.	4,784.87
<b>152847</b>	Corrymeela Community	The Art of Participatory Leadership Training Programme as a 4 day residential for those in existing or developing good relations leadership roles.	1,500.00
<b>152869</b>	Corrymeela Community	Three day good relations festival of alternatives in Music, Theology, Arts and Politics.	1,500.00
<b>152870</b>	Ballymoney Community Resource Centre	Activities aimed at promoting 3 of the TBUC Themes - Shared Community, Safe Community and Cultural Expression.	3,486.68
<b>152873</b>	Rural Community Network	Project to complement the current ongoing Galvanising the Peace conversations.	621.40
<b>152874</b>	Northside 50+ Club	Promote greater understanding of both traditions by visiting places of historical interest.	1,000.00
<b>152875</b>	ArtsEkta	Multi-cultural festival to raise awareness and improve relationships between a range of participants.	4,900.00
<b>152877</b>	Kerala Association	Three areas will be covered by the project - Children's Club Activities, Onam Ponnadam and Allamkali.	2,000.00

<b>152878</b>	Children in Crossfire	Pilot training project for 10 young community leaders from diverse backgrounds.	2,913.99
<b>152880</b>	Punjabi Cultural Association	Celebration of Diwali - event to celebrate and educate on the Indian culture.	1,748.79
<b>152882</b>	All Nations Ministries	Musical Exchange Festival 2015.	1,060.00
<b>152930</b>	Healing Through Remembering	Resource materials for legacy work dealing with the past.	2,274.85
<b>152931</b>	Healing Through Remembering	Field workers day of reflection.	1,300.00
<b>152984</b>	Summer Madness	To build a sense of wider community cohesion during a period of commemorations that could be inherently divisive and polarizing.	2,500.00
<b>153055</b>	Trial of Lundy	Project aiming to re-examine a key historical figure and the range of community perspectives surrounding them and their role in the Siege of Derry.	3,700.00
<b>153060</b>	Euroclio	23 <sup>rd</sup> Annual Professional Development and Training Conference 'Re-imagining Remembrance – Dealing with the Legacy of a Violent Past in History and Heritage Education'.	4,065.00
<b>Total for Multiple</b>			<b>£74,791.48</b>
<b>Newry Mourne and Down District Council</b>			
<b>152800</b>	Iarchimi Ard Mhacha Theas	Pageant exploring the concepts contained within the 1916 Irish Proclamation with input from PUL and CNR communities.	1,000.00
<b>152994</b>	Accolade (All Communities Art Communication)	The Sound of Colours -The Taste of Music Stage 1.	2,390.00
<b>153003</b>	Newry City Athletic Football Club	Good relations training and development of operational plan.	1,000.00
<b>152996</b>	Castlewellan Churches Forum	Shared Heritage project - A talk on Ancient Celtic Church.	368.48
<b>Total for Newry, Mourne and Down</b>			<b>4,758.48</b>
<b>Overall Total</b>			<b>343,083.02</b>

## Core Funding Grant Scheme 2015 – 2016

Ref	Group	Summary	Amount Paid (£)
<b>Antrim and Newtownabbey Borough Council</b>			
152664	Community Relations Forum	Grant for core funding costs to support community relations activity.	32,546.95
<b>Total for Antrim and Newtownabbey</b>			<b>32,546.95</b>
<b>Armagh City Banbridge and Craigavon Borough Council</b>			
152592	Shankill Parish Caring Association	Grant for core funding costs to support community relations activity.	24,912.60
152722	REACT	Grant for core funding costs to support community relations activity.	38,627.51
<b>Total for Armagh City, Banbridge and Craigavon</b>			<b>63,540.11</b>
<b>Belfast City Council</b>			
152591	Suffolk/Lenadoon Interface Group (SLIG)	Grant for core funding costs to support community relations activity.	29,647.60
152593	North Belfast Interface Network	Grant for core funding costs to support community relations activity.	67,707.44
152637	Charter for Northern Ireland	Grant for core funding costs to support community relations activity.	50,671.89
152665	Prime Cut Productions	Grant for core funding costs to support community relations activity.	25,019.97
152720	LINC Resource Centre	Grant for core funding costs to support community relations activity.	90,580.53
152729	Ballynafeigh Community Development Association	Grant for core funding costs to support community relations activity.	41,932.51
<b>Total for Belfast</b>			<b>305,559.94</b>
<b>Causeway Coast and Glens Borough Council</b>			
152727	Ballymoney Community Resource Centre	Grant for core funding costs to support community relations activity.	42,430.20
<b>Total for Causeway Coast and Glens</b>			<b>42,430.20</b>
<b>Derry City and Strabane District Council</b>			
152649	NW Playhouse Ltd	Grant for core funding costs to support community relations activity.	28,008.82
152650	An Gaelaras Limited	Grant for core funding costs to support community relations activity.	28,139.24
152657	Londonderry YMCA	Grant for core funding costs to support community relations activity.	35,704.90
152721	St. Columbs Park House	Grant for core funding costs to support community relations activity.	19,755.00
<b>Total for Derry City and Strabane</b>			<b>111,607.96</b>

<b>Multiple Councils</b>			
<b>152584</b>	Irish School of Ecumenics	Grant for core funding costs to support community relations activity.	23,259.00
<b>152585</b>	Trademark	Grant for core funding costs to support community relations activity.	74,656.87
<b>152586</b>	Intercomm Belfast	Grant for core funding costs to support community relations activity.	23,123.36
<b>152587</b>	Tides Training	Grant for core funding costs to support community relations activity.	59,956.32
<b>152594</b>	Women's Information Northern Ireland	Grant for core funding costs to support community relations activity.	34,149.19
<b>152643</b>	Community Arts Partnership	Grant for core funding costs to support community relations activity.	27,405.65
<b>152653</b>	Institute for Conflict Research	Grant for core funding costs to support community relations activity.	24,894.05
<b>152717</b>	Training for Women Network Ltd	Grant for core funding costs to support community relations activity.	34,131.92
<b>152718</b>	Community Relations in School (CRIS)	Grant for core funding costs to support community relations activity.	52,297.00
<b>152719</b>	Community Dialogue	Grant for core funding costs to support community relations activity.	48,747.27
<b>152723</b>	Groundwork NI	Grant for core funding costs to support community relations activity.	27,850.32
<b>152725</b>	The Junction/Holywell Trust	Grant for core funding costs to support community relations activity.	104,771.00
<b>152726</b>	Rural Community Network	Grant for core funding costs to support community relations activity.	43,264.30
<b>152728</b>	Belfast Interface Project	Grant for core funding costs to support community relations activity.	79,872.72
<b>152731</b>	Partisan Productions	Grant for core funding costs to support community relations activity.	27,640.50
<b>Total for Multiple</b>			<b>686,019.47</b>
<b>Newry Mourne and Down District Council</b>			
<b>152724</b>	Harmony Community Trust	Grant for core funding costs to support community relations activity.	31,076.38
<b>Total for Newry Mourne and Down District Council</b>			<b>31,076.38</b>
<b>Overall total</b>			<b>1,272,781.01</b>

## Media Grant Scheme 2015 – 2016

Ref	Group	Summary	Amount Paid (£)
<b>All Councils</b>			
142517	Nerve Centre	<i>Creative Centenaries</i> is an innovative website highlighting significant events from the Decade of Centenaries incorporating a calendar of events, video, text and image resources.	3,950.00
<b>Total for All Councils</b>			<b>3,950.00</b>
<b>Belfast City Council</b>			
152786	Digital Key	<i>Bicycles, Barracks and Bandoliers</i> a web based resource that uses artefacts to chronicle the history of policing in the north of Ireland which will be hosted in the Policing Museum and on the web.	10,000.00
<b>Total for Belfast</b>			<b>10,000.00</b>
<b>Derry City and Strabane District Council</b>			
142520	An Gaelaras Limited	Continuation to fund the documentary on the engagement of Londonderry Bands Forum with the All Ireland Fleadh in Derry.	2,400.00
152785	Verbal Arts Centre NI Ltd	Vox Pix the production of a series of animated short films with young people in Derry/Londonderry and Strabane exploring issues of policing and civil society for use as an educational resource.	10,729.09
152787	Towards Understanding & Healing	<i>Inconspicuous Gallantry</i> – short films based on the testimony of Ulster Defence Regiment families in North and West Tyrone to promote discussion and understanding of the legacy of the conflict within the UDR community in north and west Tyrone.	2,500.00
<b>Total for Derry City and Strabane</b>			<b>15,629.09</b>
<b>Multiple Councils</b>			
152775	Schomberg Society Kilkeel Ltd	<i>Dinnae Hou! Yer Wheesht?</i> Production of 4 short audio/visual and radio podcasts segments relating to flags, identity, parades, female perceptions, and Ulster Scots culture and identity based on interviews with young people active in a range of groups in the Kilkeel area.	4,000.00
152789	Corrymeela Community	<i>The Future is behind Us</i> Film and education guide dealing with the legacy of the Troubles through the real life stories of people through focusing on their individual choices and behaviours when they felt they did not	5,000.00

		stand up to a perceived injustice.	
<b>152791</b>	The Detail	<i>Imaging NI</i> continuation of the research and dissemination to spark debate on the issues of cultural identity, and the legacy of the Troubles using infographics that appeared on every major town and city.	10,000.00
<b>Total for Multiple</b>			<b>19,000.00</b>
<b>Overall Total</b>			<b>48,579.09</b>



## Publications Grant Scheme 2015 – 2016

Ref	Group	Summary	Amount Paid (£)
<b>Belfast City Council</b>			
152795	Integrate NI	Free multicultural newspaper (2 issues) for 16+ in Northern Ireland embracing cultural diversity.	4,468.00
152820	CultureHUB Magazine	Special print of the magazine to celebrate Community and Cultural Awareness Week One Place Many People.	1,935.00
153025	Committee on the Administration of Justice	Guide targeted at those involved in parades and protests - all those with an interest in public order policing.	1,164.00
<b>Total for Belfast</b>			<b>7,567.00</b>
<b>Derry City and Strabane District Council</b>			
152971	The Junction	Book to set the Easter Rising in context - will be used as an educational resource.	2,240.00
<b>Total for Derry City and Strabane</b>			<b>2,240.00</b>
<b>Multiple Councils</b>			
152760	African Caribbean Chamber of Commerce NI (ACCCNI)	Magazine to highlight the Afro Caribbean business and international trade opportunities for both the local Irish business and Afro Caribbean business.	4,400.00
152886	Maghera Historical Society	Publication of first issue of a magazine which will contribute to a better understanding of cultural diversity in NI - looking at history and heritage.	1,500.00
152928	Northern Ireland Interfaith	Guidelines to assist organisations to plan implement and evaluate events that are aimed at people from diverse faith communities.	2,880.00
<b>Total for Multiple</b>			<b>8,780.00</b>
<b>Overall Total</b>			<b>18,587.00</b>

## Pathfinder Grant Scheme 2015 – 2016

Ref	Group	Summary	Amount Paid (£)
<b>All Councils</b>			
152860	Dialogue for Diversity	Ten workshops and an overnight residential to engage Loyalists in dialogue around cultural diversity.	3,450.00
<b>Total for All Councils</b>			<b>3,450.00</b>
<b>Antrim and Newtownabbey Borough Council</b>			
152769	Tar Isteach	Community event aimed at promoting positive community relations, cultural diversity and reducing community tensions during the summer period.	2,241.97
152782	North Belfast Partnership	Civic empowerment training for young people from both sides of the community.	980.00
<b>Total for Antrim and Newtownabbey</b>			<b>3,221.97</b>
<b>Armagh City Banbridge and Craigavon Borough Council</b>			
152898	Conflict Resolution Services (Ireland)	Scoping study for a creating space project.	3,000.00
<b>Total for Armagh City, Banbridge and Craigavon</b>			<b>3,000.00</b>
<b>Belfast City Council</b>			
152740	North Belfast Principals Group	A programme of cultural awareness and learning activities to promote understanding between parents and community representatives in North Belfast.	1,500.00
152751	Crusaders Youth Academy	To enhance the knowledge of cultural diversity by volunteer coaches who will promote good relations within football training and outreach activities.	915.00
152761	Ardoyne Fleadh Project	Cultural and diversionary events for the Ardoyne.	1,615.00
152764	Charter for Northern Ireland	To create relationships and break down barriers using cultural celebrations in East Belfast over the July cultural festival period.	1,240.00
152815	Youth Initiatives	Cross Community summer programme helping young people to cross boundaries, have hope and aspiration and inspire appreciation for diversity, reconciliation and shared lives.	2,410.00
152822	Queen's Film Theatre	QFT will present four screenings with introductions and two panel discussion events entitled 'Voices of Change' in association with NI Council for Ethnic Minorities. The season of films focus on occupation and refugees providing opportunities for audiences to explore, debate and learn about equality and diversity in Northern Ireland and beyond.	990.00

152840	Woodvale and Cambrai Youth and Community Group	To develop positive expressions to traditional 11th July celebrations.	3,000.00
152841	PeacePlayers International NI	Improve inter-group attitudes and equip young participants with an increased awareness and issues related to sectarianism and racism in NI.	4,000.00
152844	Ballymac Friendship Trust	To create diversionary activity over the summer months to educate youth on theirs and others history and culture.	1,500.00
152851	Educational Shakespeare Company Ltd	Gain a greater audience for Voices of the New Belfast - short films about people from different ethnic backgrounds who have chosen to settle in Belfast.	1,190.00
152855	LINC Resource Centre	Cultural diversity workshops for PUL communities.	2,390.00
152883	North Belfast Interface Network	Provide practical support to those living in interface areas.	2,216.54
152891	Black Mountain Shared Space	Salary Costs for key adviser to BMSS project.	4,410.00
152933	174 Trust	Salary Costs support CR work within North Belfast.	20,000.00
152959	174 Trust	Project to provide a range of CR training for management and staff at the new Duncairn complex.	5,000.00
152960	174 Trust	Project aiming to engage with a range of communities through the promotion and development of CR initiatives.	5,000.00
153023	Groundwork NI	Salary costs for four months to March 2016.	19,437.00
153057	TIDES Training & Consultancy	Community development programme in Shankill area - restorative practice.	2,250.00
153059	Trademark	Salary costs to bridge funding gap.	10,000.00
<b>Total for Belfast</b>			<b>89,063.54</b>
<b>Derry City and Strabane District Council</b>			
152865	The Junction Community Relations Resource and Peace Building Centre	Project to undertake 4 workshops exploring the connection between memory and corrective practice.	811.25

<b>152914</b>	Gaslight Media Trust	CR Resource aiming to engage young people in peace building activities.	5,000.00
<b>Total for Derry City and Strabane</b>			<b>5,811.25</b>
<b>Multiple Councils</b>			
<b>152779</b>	Maiden City Festival	Week-long festival providing an opportunity for inclusiveness in Derry/Londonderry.	3,000.00
<b>152808</b>	Youth Initiatives	Equip 80 young leaders with skills and hands on experience to be leaders in CR youth work through two joint training residential weekends.	2,214.00
<b>152824</b>	Epworth Methodist Church Bonfire Group	Community events in and around 11th July Bonfire.	500.00
<b>152828</b>	Centre for Democracy and Peace Building (CDPB)	To engage a diverse cohort of international youth in global leadership through four curricular areas along with cross-cultural teams and experiential learning opportunities.	2,922.20
<b>152834</b>	Shankill Road Defenders	For people to develop a greater understanding of different cultures and work with artists from diverse backgrounds whilst addressing stereotypes that are associated with loyalist bands.	1,500.00
<b>152848</b>	Springfarm & District Community Association	Support towards maintaining a community facility within a shared housing community.	1,537.20
<b>152852</b>	Inter Ethnic Forum	Creation of a temporary Intercultural Open Space made of fabric in the auditorium of the Braid Art Centre in Ballymena.	1,500.00
<b>152871</b>	Border Arts	Piping Festival in Castlederg to bring pipers from both communities together.	1,500.00
<b>Total for Multiple</b>			<b>14,673.40</b>
<b>Overall Total</b>			<b>119,220.16</b>





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