



COMMUNITY
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Annual Report & Accounts

for the Year Ended **31st March 2021**

**The Northern Ireland Community Relations Council
Annual Report and Accounts for the Year Ended
31st March 2021**

Presented on 9th November 2021

Company Registration No. NI24026
Charity No. 107530

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The Northern Ireland Community Relations Council General Information

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

The Northern Ireland Community Relations Council

Chair's Foreword

By the end of March 2021 we had all witnessed and lived through a full year of the Covid 19 pandemic. The resilience and partnership of our local communities in embracing good relations as a tool to help us with our everyday lives in the midst of a pandemic was abundantly evident. Survival for many communities was the key priority and the coming together of so many communities to meet basic needs in terms of food supply, medicines and contact was truly remarkable.

N. Ireland may have many problems as a society but we quickly realised how dependent we are upon each other for survival. Communities crossed traditional boundaries and interfaces to help each other and in doing so clearly demonstrated how far we have come along the road to peace and reconciliation. As a society we are no longer a binary region of orange and green but a multi-cultural community with many shades of belief and opinion.

We have in some instances found it easier to reach out in the new 'virtual world' to work closely with those from a different persuasion or ethnicity. There are many positive lessons to be learned from this as we make our way back out into the real world thanks to our healthcare workers, frontline workers and scientists. Our values have changed -for the better I hope. Many have lost loved ones through the pandemic and to their families we offer our sincere condolences. We owe it to them to do better in the future with what we have.

Everyday life has changed but we have now seen how our needs also change when everyday life is turned upside down. As Chair of the NI Community Relations Council, I will endeavour over my term to ensure we focus our good relations efforts on making everyday life better for those with whom we engage. In doing so we need to affect real change in attitudes to ensure our communities continue to recognise that their future and those of their children will be best served through working together rather than apart. That does not mean any dilution of individual or collective aspirations but rather a recognition that collectively we can achieve much more than we can apart.

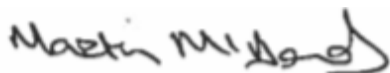
As an arm's length body of government, I am happy to report that CRC's relationship with our sponsor Department, The Executive Office, is strong and mutually beneficial. Over the last year we have continued to deliver both funding and engagement support that both compliments and supports the headline actions within the **T:BUC Strategy**. I would like, on behalf of the Board and staff, to thank TEO colleagues for their support and advice over the last year. In particular I would like to thank Mark Browne (former Deputy Secretary TEO) and congratulate him on his appointment to Permanent Secretary within DE.

I would like to thank my fellow Board colleagues for their support, guidance and constructive challenge over the past year as we provided strategic direction to the CEO and staff in the new virtual board room. The Board is served by our CEO Jacqueline Irwin and an executive team

of staff who very adeptly moved the organisation online at short notice and managed to ensure our funding and support continued to flow to the communities we serve. I would also like to congratulate the groups we funded this year for the way in which they kept delivery flowing through the pandemic while meeting outcome-based targets made all the more difficult in the virtual world. This was truly a remarkable achievement by all concerned.

During the year our long-standing Chair of the Audit and Risk Assurance Committee resigned as Chair. I would like to thank Rory Campbell for all his advice and guidance as Chair and look forward to continuing to work with him across other Board functions. I also wish John McCallister well as he takes up the role of Chair of the committee.

This year's Annual Report gives detail on how we have managed our finances, governance and risk matters in a comprehensive way in line with government requirements. Our performance indicators confirm how we have met our obligations both to our sponsor Department and the local groups we fund.



Martin McDonald

Chair

Community Relations Council

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Chief Executive's Comment

When I wrote about the pandemic in last year's Annual Report I did not imagine that a year later we would still be dealing with that issue. We have been humbled by and grateful for the extraordinary bravery of those who have worked throughout the pandemic to ensure the rest of us are safe and able to get the things we need to survive. The pandemic has been the defining feature of this year and the Community Relations Council continues to extend its deepest sympathy to all those who have lost loved ones and to those who are still dealing with health issues.

In any year the preparation of the Annual Report is a time of reflection on what has been achieved. It is always a pleasure to look back at what we have done because it is easy to forget how far we have travelled in a busy year. This year, more than any before, we are proud of our achievements. We managed to deliver our services in the midst of a pandemic that is still devastating large parts of the world. We also learnt new things that will change how we work in the future. We continued to manage our resources well, accounting for them to the high standard required of public bodies and reported to our sponsoring department and others in a timely and transparent way.

The Community Relations Council continued to provide financial and developmental support despite the obstacles throughout the year. We were inspired by the practical cross community help given by so many of the groups we fund and the creative ways they found to be present and useful to people in the real and virtual world during the pandemic.

As part of our contribution to a sustainable world we continued to develop our on-line processes, moving away from paper-based records. Our online grant management system, developed in 2019-20 enabled us to continue to make grant awards. This was vital to us as an arms-length body of The Executive Office, and a key delivery partner responsible for funding programmes across the region to tackle sectarianism and racism, build good community relationships and deal with the antagonisms that are the legacy of the conflict. 118 organisations and projects received funding totalling £2,103,427 in 2020-21 across our Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme, the Pathfinder Scheme, the Publications and Media Scheme and The Executive Office's North Belfast Strategic Good Relations Programme (NBSGRP). To assist us with our funding work we welcomed a new verification officer.

The challenge of sustaining connection and co-working with our networks during a time of such prolonged social isolation was met with creativity. We continued to be a hub for the exchange of learning and best practice providing on-line development support and

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of funded groups, community practitioners, policymakers and academics attending our on-line events. We welcomed Ministers to our events to hear first-hand how delivery was progressing during the pandemic.

Using our on-line conference facilities, we organised two meetings of the **T:BUC Engagement Forum** during the year on behalf of The Executive Office. The Engagement Forum continues to provide a platform for structured engagement on the **T:BUC strategy**. At each event we welcome speakers involved in the design and delivery of the policy, practitioners working on a variety of themes relevant to the delivery of the policy and academics interested in a variety of aspects of the work. We continue to encourage wide participation in the T:BUC Engagement Forum to reflect the diversity of our community and give voice to the complex weave of perspectives to be found there.

In September we moved **Good Relations Week** online and had 292 events, with something happening in every District Council area. As always we were grateful for the support of a steering group that included representatives from The Executive Office, the Department for Communities, the Department for Justice and the Education Authority. We received a record number of nominations for the Good Relations Awards this year.

In February as part of our **Decade of Centenaries project**, run jointly with the National Lottery Heritage Fund we ran a 3 day on-line resource fair where 30 organisations shared information, advice and materials on marking the centenary in an inclusive way in line with our Principles for Remembering. Links to the materials from the project continue to be distributed widely and are available on our web-site.

We already had a well-established audience on our **website**, **twitter** and **e-news**. These communication channels became even more valued as a source of information and guidance during this difficult year. The subscriber list to our monthly email newsletter increased and now totals over 2,500. During the year we had 7,609 followers on Twitter with post impressions of 663,900 and 3,093 followers on Facebook with a post reach of 692,800. Our website attracted 25,640 users and 64,868 page views.

I would like to thank our Chair, Martin McDonald and the Board members for their support and guidance during the exceptional and challenging year. Thanks to Rory Campbell who this year stepped down as Chair of the Audit and Risk Assurance Committee. We are pleased that he remains a member of the Committee and we welcome John McCallister as the new Chair. I am also grateful to my fellow staff members and our colleagues in The Executive Office.

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The Community Relations Council has learnt a lot this year as we developed ways of delivering services during the pandemic and we will take what we have learnt with us into the future.



Jacqueline Irwin

Chief Executive and Accounting Officer

The Northern Ireland Community Relations Council

Strategic Report

i) Performance Overview

The directors are pleased to present their Annual Report and Accounts for the year ended 31 March 2021. This overview section gives a summary on the creation of the Community Relations Council, its aims and objectives, the risks it currently faces and its achievements over the 2020-21 year.

Principal Activities

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

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

The Board of the Community Relations Council has 9 members, meets every 6 weeks and is supported by the Audit and Risk Assurance Committee and the Finance and General Purposes Committee. The Chief Executive Officer (CEO) of the Community Relations Council is responsible for delivery of the organisation's strategy and is supported by three Directors: Director of Funding and Development, Director of Community Engagement and Director of Finance, Administration and Personnel. The staffing structure of the Community Relations Council is currently made up of 17 employees as presented in the organisation chart shown on [page 12](#). The Community Relations Council encourage and develop employees to enhance the contribution they make to the Community Relations Council's work and the issues important to developing good community relations. Although this is a small team, the Community Relations Council routinely works in partnership across the region with other bodies that have good relations objectives.

The Community Relations Council and the groups that it funds faced a difficult operating environment during 2020-21 due to the challenges presented by Covid 19. This has resulted in fewer projects being funded during the financial year than was originally envisaged however the Community Relations Council delivered a good performance despite the difficult circumstances. Following the government's advice that people should work from home whenever possible the Community Relations Council put into effect business continuity arrangements to mitigate the impact of the Covid 19 to its operations, its employees, funded groups and general public. As a result of those mitigations the Community Relations Council has been able to meet the demands for funding and its services during the 2020-21 financial year.

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Review of activities

Strategic Plan 2020-23

The Community Relations Council takes its planning objectives from “Together: Building a United Community” (T:BUC) published by The Executive Office in 2013. Following public consultation the 2020-23 strategic plan for the Community Relations Council was approved in January 2021 and sets out the strategic objectives of the Community Relations Council in the context of T:BUC. The 2020-23 strategic plan provides the strategic context for the work delivered by the Community Relations Council during 2020-21.

The Community Relations Council promotes good relations among the citizens and communities of Northern Ireland and supports the delivery of the Programme for Government (PfG) and the T:BUC strategy. To fulfil these aims the Community Relations Council focuses on the following areas of activity set out in our 2020-23 Strategic Plan:

- a) Distribution of funding, in collaboration with The Executive Office, to build and support good community relationships
- b) Promotion of learning, best practice and assist good communication between all relevant sectors and Government in the delivery of the T:BUC Strategy and good relations outcomes
- c) Ensuring the efficient and effective use of public resources allocated to it by operating to the highest standard of corporate governance in line with relevant guidance and best practice.

Business Plan 2020-21

The business model employed by the Community Relations Council to ensure delivery of its key priorities and achievement of its objectives is implemented through three key functional activities; Funding and Development, Community Engagement and Finance, Administration and Personnel.

The Community Relations Council’s 2020-21 Business Plan had the following three strategic objectives:

- a) Delivering funding that contributes to sustainable development, well-being and the common good by building and supporting good community relationships.
- b) Supporting effective delivery and learning between all sectors and government to assist implementation of the Programme for Government and T:BUC strategy.
- c) Ensuring the efficient and effective use of allocated resources and public expenditure by ensuring that CRC delivers a well governed, trusted and effective public service.

Risk and Uncertainty

The Community Relations Council, as a community relations development organisation with a funding role, must be prepared to deal with opportunities and risks associated with the nature of its work. The Community Relations Council’s appetite for risk is determined by the belief

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that it is not possible to eliminate risk. There will always be a level of residual risk associated with the work that cannot be eliminated but may be mitigated to an acceptable level.

A series of risks related to delivery of the Community Relations Council's objectives were managed during the year. The Community Relations Council has identified the following as the principal risks and uncertainties facing the organisation at 31st March 2021:

<i>Risk</i>	<i>Impact</i>	<i>Mitigations</i>
Resources - Financial	In developing a business case to implement Department of Finance Pay Remit guidance it has become apparent that employees' pension schemes and pension contributions is a complicated and dynamic area, and as such the financial implications have significant inherent uncertainty.	The Community Relations Council will continue to work with The Executive Office and Department of Finance to achieve full compliance with Department of Finance guidance.
Operations	The impact of central government's Covid 19 arrangements has meant that the Community Relations Council and the groups funded by Community Relations Council are unlikely to deliver the same depth and breadth of work that would be delivered in normal circumstances.	The Community Relations Council continue to apply and update its Covid 19 contingency plan.
Resources - Human Resource	This risk considers issues related to staff morale and actions agreed to resolve these matters.	The Community Relations Council will continue to engage closely with its employees and their representatives to identify and take forward appropriate actions to develop staff morale.

At 31st March 2021 the Community Relations Council reported an amber risk on its risk register related to the absence of Opening Budget Allocation to fund 2021-22 financial year activity. This was resolved on 22nd April with receipt of the 2021-22 Opening Budget Allocation.

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 41 to 47.

The Community Relations Council monitors its performance by comparing actual performance to targeted performance as detailed in the 2020-21 business plan. Performance against business plan targets is reported through the management team to the Finance and General Purposes Committee, Board and The Executive Office. Where comparison between targeted and planned performance has indicated a risk that a business plan objective may not be achieved then mitigating action will be taken and if necessary reported on the risk register.

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Going Concern

On 22nd April 2021 The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2021-22 financial year. The Board is satisfied that the Community Relations Council is a going concern on the basis that it has a reasonable expectation that the Community Relations Council will continue to operate for the foreseeable future. In January 2020-21 the Community Relations Council received Ministerial approval for the **2020-23 Strategic Plan** from The Executive Office. The **2021-22 business plan** is at an advanced stage of preparation and is with The Executive Office officials pending Ministerial approval. The Community Relations Council's Covid 19 emergency arrangements have worked well with no issues to report. The Community Relations Council has introduced working from home for all employees and demand for services has remained consistent. The financial statements are therefore prepared on the going concern basis.

The Restricted Pension Reserve, which is the valuation of the company's pension scheme at 31st March 2021 shows a funding deficit of £3,213,000. The 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. With effect from 1st April 2019, The Executive Office has provided a guarantee to Northern Ireland Local Government Office Superannuation Committee (NILGOSC in respect of the deficit. In the event that the Community Relations Council becomes insolvent or enters into liquidation The Executive Office will pay to NILGOSC any unpaid scheme liabilities. The guarantee mitigates the Community Relations Council's solvency and liquidity risk in respect of the Restricted Pension Reserve.

Summary Performance Appraisal

During the year the Community Relations Council achieved 100% of its key performance indicators (KPIs).

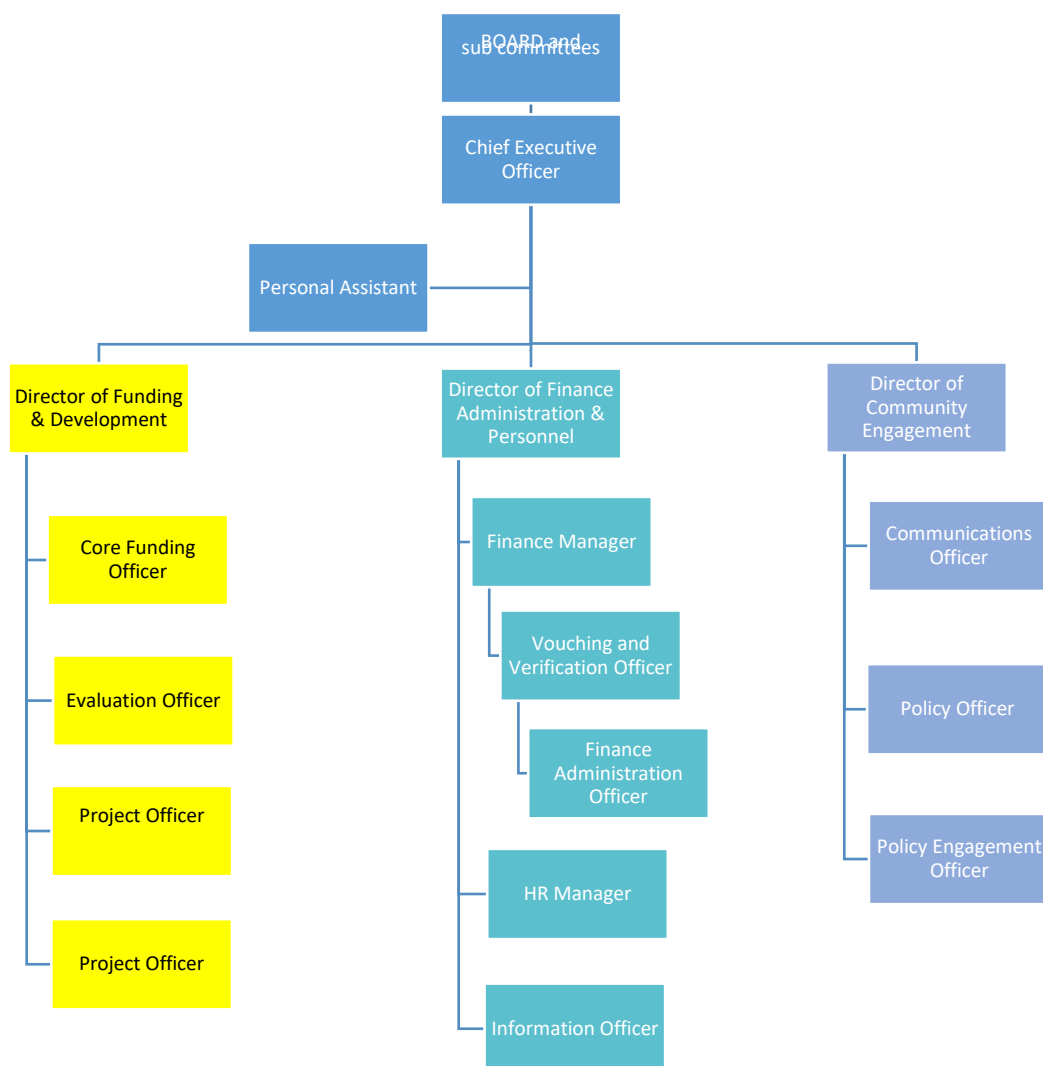
This included the following achievements:

- Successfully mitigated the impact of Covid 19 to meet demand for Community Relations Council's funding and services;
- Total funding of £2,103,427 was made available to community relations organisations and projects;
- All grant applications received were processed on time and in line with grant making procedures;
- Making use of emerging technologies to mitigate the impact of Covid 19 restrictions the Community Relations Council delivered two T:BUC engagement fora and other events;
- 30 events including information seminars and shared learning forums, three thematic briefing papers and four Decades of Centenaries Roundtable meetings were delivered;
- Using video conferencing software the Community Relations Council delivered Good Relations Week 2020, including over 292 events across all council areas and 197 media and news articles over the week;
- The eBulletin and eNews were merged and refreshed into one regular monthly email newsletter. 12 editions of e-news were produced and have received positive feedback;
- The **2020-21 business plan** was fully delivered within budget.

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The Community Relation Council expects that easing of restrictions related to the Covid 19 pandemic will allow for increased good relations activity during the 2021-22 business year but is uncertain when there will be a return to normal social interaction and the future impact of the pandemic on its operations. The continued downward pressures on public sector finance is always a risk to the Community Relations Council being able to deliver its full strategic ambition. Strained relationships and other pressures in the political arena also represent a risk to community relations. These risks are considered as part of the Community Relations Council's risk management process, with additional mitigating actions identified and reported to the Audit and Risk Assurance Committee.

Organisation Chart



ii) PERFORMANCE ANALYSIS

A) Summary

The key undertakings during 2020-21 to deliver on the Community Relations Council's priorities included:

1. The Executive Office funding provided to the Community Relations Council for 2020-21 was distributed to assist with achievement of the Programme for Government (PfG) and T:BUC strategic outcomes;
2. The Community Relations Council supported the implementation of the T:BUC Strategy and related PfG outcomes by providing policy feedback to TEO through a series of events including the T:BUC Engagement Forum, inputting to relevant T:BUC sub-groups and giving guidance on good relations best practice to relevant stakeholders;
3. The Community Relations Council delivered the annual Good Relations week online in collaboration with The Executive Office, the Department for Communities, the Department of Justice and the Education Authority. The week successfully encouraged and celebrated good relations;
4. The Community Relations Council co-ordinated the Decade of Commemoration project and hosted the interagency round-table that ensured information was shared across stakeholders;
5. Project resources continue to be disseminated to share learning and best practice within and between relevant public bodies and the voluntary and community sector;
6. The Community Relations Council delivered its work with a commitment to a public service ethos – transparency, accountability, equality, efficiency including managing ongoing financial pressures in 2020-21;
7. The Community Relations Council implemented changes to its Assurance and Accountability processes; including updates to its risk management strategy, defining its risk appetite, revising the risk register and the introduction of assurance statements and delivery reports at the Directorate Level;
8. The Community Relations Council completed a restructuring of its Vouching and Verification procedures designed to enhance customer service, project development and financial control;
9. Following consultation with its employees the Community Relations Council completed a series of projects to enhance its employee engagement framework.

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The 2020-21 business plan is laid out in the three strategic areas, Funding, T:BUC Engagement and Delivery and Trusted and Effective Public Service and Good Governance.

The performance of the Community Relations Council is set out in the chart below which summarises stages of completion of each of the projects undertaken during 2020-21. Further detail for each project is given on pages 16 to 25.



The Community Relations Council is committed to the Northern Ireland Executive's Sustainable Development Strategy and has introduced policies and practices to encourage efficiency in the use of resources. These include the 100% use of recycled paper and the introduction of multifunction printing/copying/scanning devices which are set to duplex printing. The Community Relations Council is located in Equality House, a modern office building in Belfast that houses other Arm's Length Bodies. In doing so the Community Relations Council makes a contribution to Government targets for better use of its overall estate. The Community Relations Council participates in the Equality House facilities committee with the other Arm's Length Bodies. The Community Relations Council has undertaken a number of projects to move its services online and away from paper based processes. The realisation of the full benefits of these projects was hastened by the move to remote working due to the Covid 19 pandemic. The lack of travel and the use of online conferencing for events has also assisted our contribution to the sustainable development strategy.

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Long Term Expenditure Trend

Long term Expenditure Analysis	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u> Projection
	£'000	£'000	£'000	£'000	£'000
Grants	2,325	2,427	2,115	2,103	2,226
Programme Costs	82	87	79	54	65
Salaries	927	989	841	892	793
Overheads	359	245	263	242	247
Total Expenditure	3,693	3,758	3,299	3,291	3,331

The opening budget allocation has declined by 3.5% since 2017-18, representing a significant reduction in the total financial resource available. Since 2016-17 the Community Relations Council has been allocated £670K for NBSGRP grant awards without receiving additional resource to administer the scheme.

During this period of financial constraint, the Community Relations Council continues to protect, as far as possible, resource being allocated to funded groups by minimising cuts to grants and programme costs. The Community Relations Council awarded £2,103,427 in grants during the 2020-21 financial year being less than a 1% reduction in awards compared to prior year, despite Covid 19 restrictions. The remaining expenditure is 1 % under budget, which is within the expenditure target of 1.5% of final the budget allocation. Despite the reduction in financial resource the total grant funding at the beginning of 2021-22 is projected to be £2,225,749 which is an increase in the share of income allocated to grants and programme activity from 66% to 70%. The Community Relations Council has done this through increasing efficiency by reducing salaries and overheads cost at a quicker rate than grants. The information presented in the Long Term Expenditure Trend analysis, with the exception of 2021-22 projections has been subject to audit.

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B) Detailed Performance Analysis

The directors are pleased to present Detailed Performance Analysis for the year ended 31 March 2021. This analysis section provides detail on the performance of the Community Relations Council by its key functions and objectives during the 2020-21 year.

Key Performance Indicators

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

Programme for Government

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

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

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

Funding and Development

In 2020-21 the Community Relations Council delivered the Community Relations and Cultural Diversity Small Grant Scheme, the Core Funding Grant Scheme, the Pathfinder Scheme, the Publications and Media Scheme and, on behalf of The Executive Office, the North Belfast Strategic Good Relations Programme (NBSGRP). In total 118 organisations and projects received funding totalling £2,103,427 from total applications received of 188.

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Thirty-one organisations received grants totalling £1,289,860 from the Core Fund and ten organisations received grants totalling £625,552 from NBSGRP. In addition to the Core Fund and NBSGRP schemes, the Community Relations Council provided £188,015 in funding to 77 projects from 138 applications received under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations in our diverse community.

Since 1st April 2018, in collaboration with The Executive Office, the Community Relations Council is operating the Code of Practice for Reducing Bureaucracy. During the 2020-21 business year the Community Relations Council moved all of its processes online and agreed procedures that will begin preparation for the introduction of a risk-based approach to verification of expenditure.

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GRANT EXPENDITURE – DISTRICT COUNCIL AREAS (Audited)

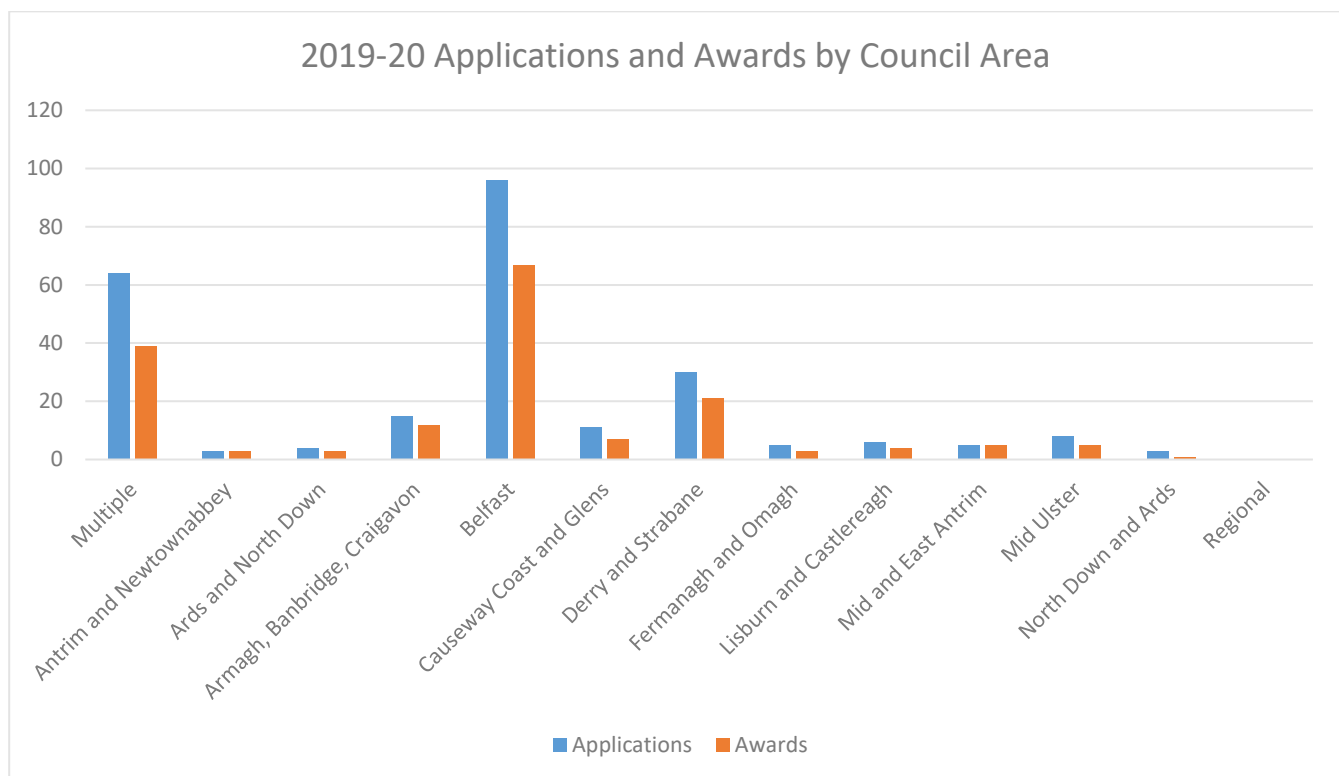
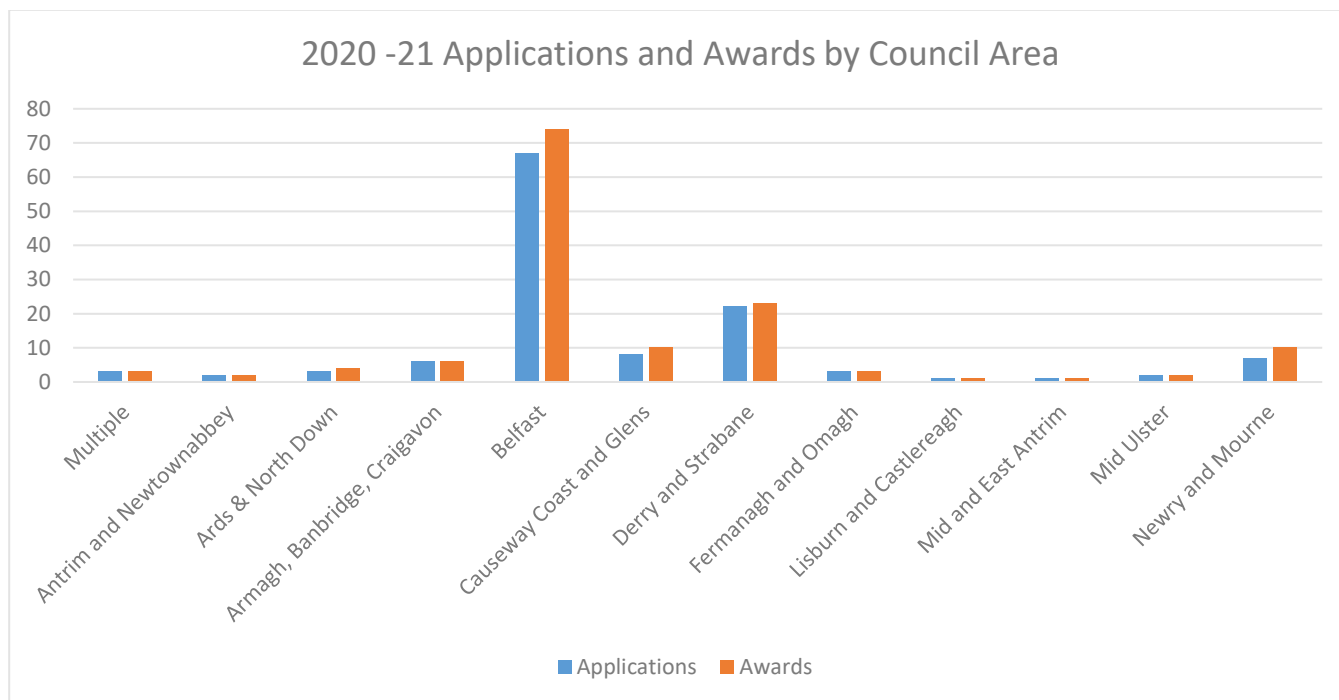
Community Relations Grants Paid between 1st April 2020 and 31st March 2021						
	Core Funding	CRCD	Media	Publications	Pathfinder	Total
	£	£	£	£	£	£
Regional	222,978	37,958	0	0	0	260,936
Antrim and Newtownabbey Borough Council	39,280	3,565	0	1,400	0	44,245
Ards and North Down Borough Council	47,880	2,175	0	0	0	50,055
Armagh City Banbridge and Craigavon Borough Council	106,281	4,641	0	0	0	110,922
Belfast City Council	379,238	36,091	17,634	5,059	2,000	440,022
Causeway Coast and Glens Borough Council	90,055	10,142	0	0	0	100,197
Derry City and Strabane District Council	247,920	29,307	6,438	3,500	0	287,165
Fermanagh and Omagh District Council	39,855	5,975	0	0	0	45,830
Lisburn and Castlereagh City Council	53,042	504	0	0	0	53,546
Mid and East Antrim Borough Council	5,229	3,840	0	0	0	9,069
Mid Ulster Council	49,732	3,068	0	0	0	52,800
Newry Mourne and Down						

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In addition to the funding summarised in the table above The Community Relations Council provided £625,552 to groups engaged in good relations activity through the NBSGRP.

Where there are areas of low grant application the Community Relations Council has put in place welcoming statements to encourage community relations activity.

FUNDING – Applications and Awards by Council Area



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Performance Highlights

FUNDING - Performance Highlights			
Scheme	Applications Processed as planned		Total Funding (Audited)
	Target	Performance	
Core Funding	40	40	£1,289,860
CRC	110	110	£140,934
NBSGRP	11	11	£625,552
Media	7	7	£31,372
Pathfinder	4	4	£5,750
Publications	17	17	£9,959
TOTAL	189	189	£2,103,427

Community Engagement

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

During the year the Community Relations Council coordinated and delivered two Engagement Forum events.

- 15th September 2020 online event was titled "Delivering T:BUC during the pandemic."
- 19th January 2021 online event was titled "Delivering T:BUC through Shared Space."

At both events the Community Relations Council welcomed the participation of Junior Ministers. The Junior Ministers were able to hear first-hand from presenters from a range of sectors on how T:BUC delivery was progressing.

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

We also organise and facilitate Shared Learning Forums for funded groups to meet and learn from each other's practice.

The annual Good Relations Week, co-ordinated by the Community Relations Council took place from 14th September 2020 with the theme of "Celebrating Our Journey, Embracing Our Future". The week is designed to showcase good practice and encourage wide engagement and this year, due to the pandemic, CRC moved the week online. The Community Relations Council was joined on the steering group by The Executive Office, the Department for Communities, the Department for Justice and the Education Authority. Interest in the week also extended across the political spectrum in the region. The launch of the week was supported by Local Authorities many of whom organised a local launch in their areas that included groups funded

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by the Community Relations Council. The launch and the week of activities attracted extensive media coverage as well as coverage in the regional press.

Having received a record number of nominations this year the Good Relations Awards 2021 took place on 31st March. The 2020 Awards presentation was also completed during the 2020-21 business year as the original event, scheduled for March 2020, had to be rescheduled due to Covid 19 restrictions.

This year the eBulletin and eNews were merged into one regular monthly email newsletter. The new refreshed approach has received positive feedback. The Community Relations Council's subscriber list has increased during the year and now totals 2,566 subscribers.

Social media was also used to communicate our messages. The Community Relations Council has 7,609 followers on [Twitter](#) with post impressions of 663,900 and 3,093 followers on [Facebook](#) with a post reach of 692,800. [Our website](#) continues to grow as it provides a valuable resource for information, as well as keeping people up to date with news from the sector. During the year, the [CRC website](#) attracted 25,640 users and had 64,868 page views.

Our collaboration with National Lottery Heritage Fund on the "Decade of Anniversaries" project continued this year with the interagency round table also continuing to meet on a regular basis four times per year. We have had guest key-note presenters at each meeting sharing information and insights on the forthcoming centenary. In February 2021 a focussed multi-stakeholder group planned and delivered a three-day online Resource Fair with 30 organisations sharing information, advice and resource on marking the centenary in line with the Principles for Remembering. The Community Relations Council this year continued its engagement with minority ethnic and faith communities particularly in relation to the Northern Ireland Strategic Migration Partnership.

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T:BUC Engagement and Delivery		Highlights
Objective	Output	
In conjunction with TEO deliver the T:BUC Engagement Forum.	Two meetings of Engagement Forum were delivered on 15th September and 19th January. The planned May 2020 event was cancelled due to Covid 19. Produced a summary report and production of key messages/evaluation document for both events.	Summary and key messages and evaluation documents were completed. Events were well attended with over 200 people taking part in each event. Attendees and participants included TEO ministers, community practitioners, policymakers and academics amongst others.
Influence good relations policy outcomes by inputting to relevant PfG and T:BUC subgroups and providing information and feedback to relevant stakeholders.	Participating in the T:BUC Structures. Provided advice and shared learning opportunities. Guidance on funding requirements to funded groups. Collate and disseminate resources. Contributed to five T:BUC meetings. Delivered four funding information seminars online and produced a funding video. Delivered five online shared learning forums for core funded and North Belfast Strategic Good Relations Programme groups.	During the Covid 19 emergency provided support to funded groups to move to online delivery during periods of lockdown, including delivery of online events, online grant procedures and regular website updates . The First and deputy First Ministers attended the Shared Learning Event in November 2020 to listen to community-based groups funded through the Community Relations Council's Core Funding and NBSGRP outline how they had been progressing work during the pandemic.
Promote Good Relations work through the delivery of Good Relations Week, the Good Relations Award and other activities.	Good Relations Week delivered online during September 2020. The week saw the delivery of a programme of engagement events, lessons learned and best practice with other groups and organisations within and connected to the community relations sector. An evaluation report was produced. The presentation of the 2020 Good Relations Award, which was postponed from March 2020 due to Covid 19 took place during	Over 292 online event listings covering every council area across a range of themes during Good Relations Week 2020. 197 print, online and broadcast media articles about the week. First and deputy First Ministers took part in a photo call at Stormont to mark the beginning of Good Relations Week and Junior Ministers supported the week by recording videos for the launch and the evaluation.

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<p>Co-ordinate and lead on the Decade of Commemorations Project (in collaboration with Heritage Lottery Fund).</p> <p>Engagement and communication with the sector via relevant media</p>	<p>2021 Good Relations Award winners presentation event took place on 31st March 2021.</p> <p>Delivered a three-day online Resource Fair with input from, for example PRONI, QUB, Libraries NI and NMNI, to support organisations and community-based groups in marking the centenary.</p> <p>Project resources continue to be disseminated to share learning and best practice within and between relevant public bodies and the voluntary and community sector.</p> <p>Regularly update various social media platforms. Events eNews produced and circulated widely. News information produced and circulated</p>	<p>Positive feedback received in the event evaluation.</p> <p>27 nominations received for the GR Awards 2021.</p>
<p>Co-ordinate and lead on the Decade of Commemorations Project (in collaboration with Heritage Lottery Fund).</p> <p>Engagement and communication with the sector via relevant media</p>	<p>Delivered a three-day online Resource Fair with input from, for example PRONI, QUB, Libraries NI and NMNI, to support organisations and community-based groups in marking the centenary.</p> <p>Project resources continue to be disseminated to share learning and best practice within and between relevant public bodies and the voluntary and community sector.</p>	<p>The Community Relations Council led the coordination of the project interagency round-table that ensured information was shared across stakeholders.</p> <p>Four roundtable sessions with key-note presentations were held. Resource Fair materials and resource pack available and promoted online.</p> <p>Led a multi-stakeholder planning group to deliver the Resource Fair.</p>
<p>Engagement and communication with the sector via relevant media</p>	<p>Regularly update various social media platforms. Events eNews produced and circulated widely. News information produced and circulated</p>	<p>Twitter Followers: 7,609. Post impressions: 663,900. Facebook Followers: 3,093. Post reach: 692,800 Website Page Views: 64,868. Users 25,640</p>

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Peace Monitoring Report

The Joseph Rowntree Charitable Trust has provided the Community Relations Council a grant award to fund two further editions of the Peace Monitoring Report Production will commence during the 2021-22 business year.

Financial Summary

The Statement of Financial Activities on [page 61](#) indicates that the company had incoming resources of £2,903,526 (2019-20 - £3,535,219) in the year. Note 2 on [page 68](#) shows The Executive Office as being the sponsor of 100% (2019-20– 100%) of this income. In line with the “Charities SORP FRS 102” the Community Relations Council recognises income as it is received and expenditure as it is incurred. As a result income was exceeded by outgoing resources of £3,290,703 by £387,177 (2019-20 – income exceeded outgoing resources of £3,298,725 by £236,494).

The Community Relations Council was allocated a resource budget of £3,169,000 for the year to 31st March 2021 by The Executive Office. This budget funded net resource expenditure of £3,137,703 (excluding actuarial movements on the pension liability which represented 99% of total funding allocated to The Community Relations Council by The Executive Office. The Community Relations Council was also allocated a capital budget of £7,000 for the year to 31st March 2021 by The Executive Office. This budget funded capital expenditure of £5,348.

The Balance Sheet on [page 62](#) shows that the company had a fund deficit of £3,572,618 at 31st March 2021 (2019-20 – deficit of £2,588,441). The organisation’s Restricted Reserve at 31st March 2021 was a deficit of £3,572,618 (2019-20 – deficit of £2,588,441) of which £359,618 was a deficit in the income reserve (2019-20 – a deficit of £125,441). The valuation of the company’s pension scheme at 31st March 2021, for the purposes of IAS19, showed a funding deficit of £3,213,000 (2019-20 - deficit of £2,463,000). This deficit represents the difference between the liabilities of the pension fund and the value of its underlying assets; it does not represent an immediate cash commitment, as the cash flow required to meet the deficit relates to future pension contributions. Therefore, this liability is expected to arise over the long-term rather than in the immediate future. The valuation of the pension schemes assets under IAS19 is different from the triennial actuarial valuation which determines the pension contributions required to reduce the deficit. Current financial projections indicate that the Community Relations Council will be able to make these contributions as they fall due.

In accordance with the Community Relations Council’s Management Statement and Financial Memorandum, cash balances accumulated during the course of the year shall be kept at the minimum level consistent with the efficient operation of the Community Relations Council. A working tolerance of no more than £130,000 at month end is accepted by The Executive Office should claims payments not have been incurred when expected. The Board ensures that the Community Relations Council continues to have sufficient and appropriate assets to meet its liabilities by applying the appropriate accounting treatment for income and expenditure, monitoring historical income and expenditure and by receiving assurance that expenditure is incurred to deliver the annual business plan. As expenditure incurred to deliver the Community Relations Council's business plan has The Executive Office approval and is funded through a grant in aid provided by The Executive Office there is negligible risk of the Community Relations Council not being able to meet liabilities as they fall due. With effect from 1st April

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2019, The Executive Office has provided a guarantee to Northern Ireland Local Government Office Superannuation Committee (NILGOSC) in respect of the 'Restricted Pension Reserve'. In the event that the Community Relations Council becomes insolvent or enters into liquidation The Executive Office will pay to NILGOSC any unpaid scheme liabilities. The guarantee mitigates the Community Relations Council's solvency and liquidity risk in respect of the Restricted Pension Reserve.

Corporate Social Responsibility

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

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

iii) Other matters – Sustainability report

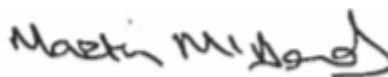
The Community Relations Council is committed to the Northern Ireland Executive’s Sustainable Development Strategy and has introduced policies and practices to encourage efficiency in the use of resources. These include the 100% use of recycled paper and the introduction of multifunction printing/copying/scanning devices which are set to duplex printing. The Community Relations Council is located in Equality House, a modern office building in Belfast that houses other Arm’s Length Bodies. In doing so the Community Relations Council makes a contribution to Government targets for better use of its overall estate. The Community Relations Council participates in the Equality House facilities committee with the other Arm’s Length Bodies. The Community Relations Council has undertaken a number of projects to move its services online and away from paper based processed. The realisation of the full benefits of these projects was hastened by the move to remote working due to the Covid 19 pandemic. The lack of travel and the use of online conferencing for events has also assisted our contribution to the sustainable development strategy.

Through its earlier work in preparation for its **Strategic Plan 2020-23** the Community Relations Council has noted a substantial and growing interest in wider environmental issues, including concerns around climate change, global warming, sustainable development and recycling. In its strategic plan the Community Relations Council notes that the concepts of well-being and the common good provide a link between good relations and a wide range of other issues, including environmental issues. The Community Relations Council will continue to explore the interconnection between good relations and environmental issues. The Community Relations Council has considered its contribution and what opportunities there are for future engagement on environmental issues. The organisation is planning for the introduction of agile working techniques that are blended with office-based working in a manner that has a positive environmental impact.



.....
J Irwin - Accounting Officer

29th October 2021
.....
Date



.....
M McDonald - Chairperson

29th October 2021
.....
Date

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DIRECTORS' REPORT

A) Corporate Governance Report

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

Structure, Governance and Management

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

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

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

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

Organisational Structure

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

The Council has capacity to register 24 members and there was a total of nine members in post during the year. The Council aims to meet every six weeks, holding at least six meetings during any 12-month period. A scheme of delegation is in place and day-to-day responsibility for provision of services rests with the Chief Executive, Jacqueline Irwin, supported by the Senior Management Team. The Senior Management Team consists of the Director of Funding and Development, Director of Community Engagement and Director of Finance, Administration and Personnel.

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

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Directors

The directors of the company at 31st March 2021 were as follows:

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

Board members, including the Chair, are appointed by the Head of the Northern Ireland Civil Service following a recruitment exercise led by The Executive Office in a manner intended to comply fully with guidance from the Office of the Commissioner for Public Appointments in Northern Ireland (OCPANI). All current members took up their positions on 1st June 2019 and were appointed for three years.

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

Statement of Grant Making Policies

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

- **The Community Relations and Cultural Diversity Small Grant Scheme** is intended to help community/voluntary groups in Northern Ireland develop their capacity to engage in community relations work and to enhance the community relations potential of projects they undertake. The maximum award payable for this grant is £10,000.
- **The Core Funding Grant Scheme** is designed to support voluntary and community organisations to develop community relations work in a strategic manner, on a regional basis. Support is specifically targeted at work to combat sectarianism in Northern Ireland on a strategic long-term basis. The amount awarded normally ranges between £20,000 and £85,000.
- **The Publications Grant Scheme** aims to encourage the production and dissemination of publications that will contribute to greater understanding and better community relations in Northern Ireland. The maximum award payable for this grant is £5,000.
- **The Media Grant Scheme** aims to assist with the dissemination of community relations priorities via print, broadcast or other widely accessible media. Normally individual

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awards are between £5,000 and £10,000 but in exceptional circumstances up to but not in excess of £20,000.

- **The Pathfinder Scheme** contributes towards the salary and running costs of organisations or projects which are considered of strategic importance in promoting community relations work in Northern Ireland. The Pathfinder Scheme is not an open scheme to which groups can apply; discussion with the Director of the Funding and Development Programme will precede any proposal made to this scheme. This scheme also supports emergency intervention funding through small project grants.
- **The North Belfast Strategic Good Relations Programme (NBSGRP)** is a funding scheme administered by the Community Relations Council on behalf of The Executive Office. It is a Ministerial scheme and its overall strategy remains with The Executive Office. The key aim of the Programme is to develop relations within and between communities in North Belfast. Responsibility for the administrative aspects of the Programme were transferred to the Community Relations Council during 2016-17. The programme made awards up to £100,000 during the 2020-21 financial year.

Details of the grants awarded during the 2020-21 financial year are shown on [page 18](#).

Community Engagement

The Community Relations Council seeks to promote learning, best practice and good communication between all relevant sectors and government to assist effective implementation of the Programme for Government and T:BUC strategy by:

- Providing development support and engagement opportunities as a hub for the exchange of learning and best practice among our funded groups and wider networks. The relationship between policy, practice and reflective evaluation remains at the heart of the work of the Community Relations Council, well-crafted public policy and effective service delivery depends on it;
- Leading on the coordination and delivery of the **T:BUC Engagement Forum** events that bring together good relations practitioners, voluntary & community sector and government to assist effective implementation of the Programme for Government and T:BUC strategy;
- Co-ordinating the annual **Good Relations Week** which takes place annually in September. The week is designed to showcase good practice and encourage wide engagement and this year, due to the pandemic, the week was moved the week online;
- Co-ordinating the **Good Relations Awards** to highlight exceptional achievement in promoting community relations, intercultural work and peacebuilding in Northern Ireland; and
- Promoting the work and the activities of the Community Relations Council and others within the sector through monthly email newsletters, its [website](#) and social channels.

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Future plans

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

- The Community Relations Council will continue implementation of the 2020-23 Strategic Plan, which has been approved by The Executive Office ministers. The 2020-23 Strategic Plan will build on the Community Relations Council's role as a trusted and critical link between government and all sections of society, continuing to promote good practice in building peace and good relations.
- The organisation will continue to take a co-ordinated approach to grant funding focused on T:BUC priorities and objectives. The organisation will continue to review the distribution of its grants and put in place any necessary mitigations to achieve the goals set out in its [Strategic Plan 2020-23](#).
- The organisation will continue to emphasise an outcomes based approach to delivery and use the revised good relations indicators as the basis of its performance monitoring framework.
- The organisation will continue to deliver a programme of engagement and shared learning. It will also contribute to the T:BUC architecture and thematic groups.
- The Community Relations Council will finalise the *'Partnership Agreement'* with The Executive Office during 2021-22. The *'Partnership Agreement'* will replace the existing Management Statement/Financial Memorandum.
- Following the lifting of Covid 19 restrictions the organisation expects to introduce agile working techniques that are blended with office based working in a manner that is consistent with public health advice and guidance issued by The Executive Office or the Department of Finance.
- The organisation will continue to develop its suite of key performance indicators and targets to enhance strategic decision making and better demonstrate the impact of the work undertaken by the Community Relations Council.

Employee and Board involvement

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

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Personal data related incidents

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

There were no breaches of personal data during the year.

Freedom of Information

During 2020-21 year the Community Relations Council received three Freedom of Information (FOI) requests. All requests were responded to in a timely way and in a manner consistent with the Community Relations Council's publication scheme.

Pensions

The Community Relations Council participates in a defined benefit pension scheme administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) for all permanent staff. Further details are set out in the Remuneration Report on pages 48 to 55, the accounting policies on pages 64 to 68 and commitments under Defined Benefit Pension Scheme in Note 17 on pages 80 to 83.

Reporting of Complaints

The Community Relations Council received one complaint during 2020-21. The complaint related to the format of a published document. The complaint was investigated, upheld and closed by year end.

The Community Relations Council's Complaints Policy can be accessed via the [website \(https://www.community-relations.org.uk/contact-us\)](https://www.community-relations.org.uk/contact-us).

Prompt Payment Policy

The Community Relations Council is committed to the prompt payment of bills for goods and services received in accordance with the Late Payment of Commercial Debts (Interest) Act 1998. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews conducted during the year to measure how promptly the Community Relations Council paid its bills found that 100% (2019-20 – 92%) of bills were paid within this standard. It was also noted that 97% (2019-20 – 90%) of bills were paid within 10 days.

Related Parties

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

Register of interests

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

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Corporate Governance

The Governance Statement is set out on [pages 35](#) to 47.

Auditors

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

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

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

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

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

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

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

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Statement of disclosure of information to the auditors

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

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

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

iii) Governance Statement

1. Introduction

This statement is given in respect of the Community Relations Council's Accounts for the year ended 31st March 2021. It outlines the Community Relations Council's governance framework for directing and controlling its functions and how assurance is provided to support me in my role as Accounting Officer for the Community Relations Council.

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

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

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

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

2. Compliance with Corporate Governance Code

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

At the 31st March 2021 the Community Relations Council is compliant with the Code.

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3. Governance Framework

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

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

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

4. Governance Responsibilities and Performance

Ministers

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

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

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 Community Relations Council has capacity for 24 members and there was a total of nine members in post during the year. The Community Relations Council aims to meet every six weeks, holding at least six meetings during any 12-month period. A scheme of delegation is in

The Northern Ireland Community Relations Council

place and day-to-day responsibility for provision of services rests with the Chief Executive, Jacqueline Irwin, supported by the Senior Management Team.

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

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

The key aspects of the Board's role include:

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

In line with best practice, the operational procedures of the Board are kept under continuous review. The Chair has reviewed the number of meetings of the Board and its committees as they relate to the completion of the business plan for the year. He has also reviewed attendance, chairing of committees and the findings of this year's audit reports and is satisfied with performance for the year. During the year Internal Audit reported that controls designed to mitigate risks associated with board effectiveness and corporate governance provided a satisfactory level of assurance.

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

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On 10th March 2021 the Community Relations Council reconvened the Finance and General Purposes Committee. The roles and responsibilities of the Committee include advising the Board on operations, policies and strategies related to financial management, financial reporting, procurement, facilities, information technology, human resources, information governance, equality matters and other corporate services. The Committee is made up of no more than four members who are appointed by the Board and meets four times per year. The Committee had not met since July 2016 following a recommendation made after a review of the Community Relations Council's governance arrangements by The Executive Office. The Board reconvened the Finance and General Purposes Committee to enable Board meetings to focus on matters of delivery while ensuring that the matters considered by the Finance and General Purposes Committee received appropriate attention.

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 nine meetings during 2020-21 in April, May, July, September, November, December, January, February and March. The attendance at the meetings of directors in post at 31st March 2021 during the year is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Martin McDonald (Chair)	7	9
Mr. Michael McDonnell	6	8
Ms. Claire Harris	7	9
Mr. John McCallister	9	9
Ms. Nisha Tandon	9	9
Ms. Audrey Simpson	9	9
Dr. Máire Braniff	9	9
Mr. Rory Campbell	7	8
Ms Sheila McClelland	5	9

Mr Rory Campbell and Mr. Michael McDonnell sat on the Core Funding Appeals Panel. This resulted in both Mr Rory Campbell and Mr. Michael McDonnell being prevented from attending the Board meeting that considered applications for Core Funding. As a result maximum possible attendance for these members was reduced to eight meetings.

The Audit and Risk Assurance Committee

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

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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 **six times** during the financial year. Membership of the ARAC in 2020-21 comprised a Chairperson and two Members, all of whom are Board Members.

The members of the ARAC during 2020-21 and their attendance at the meetings of directors in post at 31st March 2021 is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Rory Campbell (Chairperson)	6	6
Mr. Michael McDonnell	5	6
Mr. John McCallister	5	6

Assessment of the ARAC was conducted by the Chair of the ARAC after members had completed twelve months of their term as Board members. Examples of the areas considered by the review include: attendance, contribution to risk management, adherence to the code of conduct, relationships and training. The Chair of the ARAC concluded that he was satisfied with their performance. The Chair of the Board undertook a similar assessment of the performance of the Chair of the Committee and this was also deemed satisfactory. In October 2020 the Board held a risk management seminar that resulted in a revised risk strategy, a refined definition of the Board risk appetite, updated the risk register format and introduced assurance statements at the Directorate Level.

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 Report and Accounts;
- consideration of internal audit strategy;
- consideration of NIAO audit strategy;
- review of internal and external audit findings;
- monitoring of residual audit recommendations;
- consideration of potential audit issues arising from grant awards; and
- consideration of risk presented as a result of Covid 19 and public health mitigations.

In April 2021 Mr. Rory Campbell stepped down as Chair of the ARAC and was replaced by Mr. John McCallister. Mr. Rory Campbell continues to be a member of the ARAC.

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The Finance and General Purposes Committee

The role of the Finance and General Purposes Committee is to advise the Board on operations, policies and strategies related to financial management, financial reporting, procurement, facilities, information technology, human resources, information governance, equality matters and other corporate services. The Chair of the Finance and General Purposes Committee provides an update report at each board meeting on these issues.

The Finance and General Purposes Committee met **once** during the financial year. Membership of the Committee in 2020-21 comprised a Chairperson and three Members, all of whom are Board Members.

The members of the Finance and General Purposes Committee during 2020-21 and their attendance at the meetings of directors in post at 31st March 2021 is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Martin McDonald (Chair)	1	1
Mr. Michael McDonnell	1	1
Ms. Nisha Tandon	1	1
Ms. Audrey Simpson	1	1

Assessment of the Finance and General Purposes Committee will be conducted by the Chair of the Committee after members have completed twelve months of their term. Examples of the areas considered by the review include: attendance, contributions to decisions and discussion, adherence to the code of conduct, relationships and training.

On being reconvened during the financial year, the Finance and General Purposes Committee considered and advised senior management on key financial and other operational matters. The programme of work completed during the financial year considered:

- Finance and General Purposes Committee Terms of Reference
- **2020-21 Business Plan delivery**
- Financial Management
- Vouching and Verification
- Procurement
- Pay and Reward
- Staff Engagement
- Equality and Disability Action Plan Updates
- Premises and Facilities Management, including Health and Safety

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Accounting Officer

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

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

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

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 delivery, performance, finance and human resources. Briefing papers on other material issues are provided as they arise. All papers are issued a week in advance of any Board meeting to allow members to review and, where appropriate, to raise questions in advance. The relevant business area attends Board meetings to support discussions or is asked to produce more detailed information in advance of the meeting. All statistical and financial information is provided by professionally qualified accountants. All reports/papers conform to a standard layout to ensure the appropriate focus on key issues. Financial and performance data is extracted from the accounting and operational systems and is therefore subject to regular, planned internal quality assurance checks and independent audits.

6. Board Effectiveness

Assessment of the Board and those Board members was conducted by the Chair after members had completed twelve months of their term. Examples of the areas considered by the review include: attendance, contribution to strategic direction, adherence to the code of conduct, relationships and training. The Chair concluded that he was satisfied with Board performance. The Chair met with TEO's Accounting Officer, Dr. Mark Browne on 9th February 2021 to provide an update on the work of the Community Relations Council.

7. Internal Control and Risk Management

The Community Relations Council has procedures in place to ensure that it identifies its strategic and operational risks and determines a control strategy. As Accounting Officer, I have overall responsibility for the Community Relations Council's corporate business and for ensuring the effective management of the associated risks. All relevant internal control considerations, including any issues of risk, are taken into account with regard to the achievement of the Community Relations Council's policies, aims and objectives, and where necessary, are brought to the attention of the sponsoring department, The Executive Office.

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An important element of the system of internal control is provision of assurance to The Executive Office by way of the Quarterly Assurance Statement. The Community Relations Council's internal control accords with best practice and applicable guidance.

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

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

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

The system of internal control has been in place in the Community Relations Council for the year ended March 2021 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 October 2020. The risk strategy and register are aligned with the Northern Ireland Audit Office (NIAO) publication "Good Practice in Risk Management", with the key risks being reviewed by the management team in advance of being presented to and considered at each meeting of the Audit and Risk Assurance Committee. The Community Relations Council assessed the residual resource risk related to implementation of the Department of Finance Pay Remit guidance as red due to associated issues being uncertain and developing, and therefore implicating on the future financial resources available.

The table below summarises the key risks which have been assessed as red and amber residual risks and were reported at the last meeting of the ARAC during the 2020-21 financial year.

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Risk	Residual Risk Assessment	Mitigating Action
<p><u>Resources - Financial</u></p> <p>In developing a business case to implement Department of Finance Pay Remit guidance it has become apparent that employees' pension schemes and pension contributions is a complicated and dynamic area, and as such the financial implications have significant inherent uncertainty.</p>	Red	The Community Relations Council will continue to work with The Executive Office and Department of Finance to achieve full compliance with Department of Finance guidance.
<p><u>Operations</u></p> <p>The impact of central government's Covid 19 arrangements has meant that the Community Relations Council and the groups funded by CRC are unlikely to deliver the same depth and breadth of work that would be delivered in normal circumstances.</p>	Amber	The Community Relations Council continues to apply and update its Covid 19 contingency plan.
<p><u>Resources - Human Resource</u></p> <p>Refers to the ongoing issues related to staff morale and actions agreed to resolve these matters.</p>	Amber	The Community Relations Council will continue to engage closely with its employees and their representatives to identify and take forward appropriate actions to develop staff morale.

At 31st March 2021 the Community Relations Council reported an amber risk on its risk register related to the absence of Opening Budget Allocation to fund 2021/22 financial year activity. This was resolved on 22nd April with receipt of the 2021/22 Opening Budget Allocation.

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

- The Corporate and Business Planning Process:
The Community Relations Council's Strategic Plan was approved by Ministers in January 2021. The Strategic Plan is supported by annual Business Plans.
- The Performance Management System:
Performance is monitored throughout the year, reviewed annually by the Board and reported to The Executive Office quarterly during Accountability and Liaison Meetings.
- HR Policies:
HR policies are designed to ensure that the Community Relations Council has the appropriate numbers of staff with suitable skills to meet its objectives; a system is in place for managing attendance at work and levels of absence are reviewed regularly by the Board and reported to The Executive Office; independent HR guidance supports the organisation in ensuring that it operates in compliance with employment law.

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- Budgets and Priorities Setting Including In-year Monitoring Processes:
Budgets & priorities setting are in place and reviewed quarterly in association with The Executive Office. Ongoing downward pressure on government budgets continues to be a risk for the Community Relations Council but this is reviewed regularly by the Board.
- The Community Relations Council's Fraud Policy and Response Plan, Incorporating Arrangements for Whistle Blowing:
The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The policy and response plan was reviewed during the year and approved by the Board on 30th May 2020. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. Note 19 on [page 85](#) Financial Regularity provides further information.
- Gifts and Hospitality:
In line with recommended practice, the Community Relations Council has arrangements in place for the management of gifts and hospitality and all are included on a Gifts and Hospitality Register.
- Third Party Organisations:
Related party transactions are reported in the Accounts.
- Service Continuity Plan:
The Community Relations Council reviewed and updated its Business Continuity Plan in January 2018. The Business Continuity Plan was tested in November 2020. Internal audit considered CRC's Business Continuity Planning as part of review of the Community Relations Council's Covid 19 mitigations and found arrangements to be satisfactory.
- Management of Information Risks:
Safeguarding information and its subsequent effective use, is a key element supporting the Community Relations Council in the delivery of its objectives. Central to achieving this is the effective management of information risk. As part of an ongoing process to identify and control risks to information, the Community Relations Council takes assurance on its information arrangements and practices from all internal and external audits. During 2020-21 the Community Relations Council maintained and operated its Information Governance policies and procedures, including Data Protection, Information Security, Records Management and Document Retention.

Review of Effectiveness

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

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of the system of internal control, and plans to address weaknesses and ensure continuous improvement of the control environment are in place.

8. Sources of Independent Assurance

Internal Audit

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

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

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

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

For the year to 31st March 2021, the internal auditors have conducted reviews in line with their Annual Audit Plan covering:

Function	Date of final report	Assurance rating
Covid 19 Arrangements	9th September 2020	Satisfactory
Grants Administration and Distribution,	13th May 2021	Satisfactory
Board Effectiveness and Corporate Governance	13th May 2021	Satisfactory

Internal audit undertook a desk-based review of the Community Relations Council's new grant verification procedures. The review reported that that the procedures have been clearly and comprehensively documented.

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.

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All audit recommendations are implemented on a timely basis and progress is reported during each meeting of the ARAC. Internal Audit completed a progress review of previous Internal Audit recommendations and found all recommendations have been implemented as agreed.

External Audit

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

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

The NIAO audits, certifies and reports on the Accounts in accordance with the requirements of the Companies (Public Sector Audit) Northern Ireland Order 2013, along with selected disclosures as recommended in the 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with Financial Reporting Standard FRS 102 (effective 1 January 2015) and the 2020-21 HM Treasury Financial Reporting Manual.

Data Losses

There were no data losses during the year.

Significant Issues

Current Department of Finance guidance FD (DFP) 09/18 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of 'no better off, no worse off' as a result of their employees' pension contributions. Presently the Community Relations Council increases the basic salaries for all but six employees (whose contracts began after the guidance was issued) by making an additional contribution of 6% on gross earnings to compensate employees for superannuation contributions payable to NILGOSC pension scheme. Of this cost to the Community Relations Council there is uncertainty concerning the regularity of a portion of this 6% totalling £17,519. This arrangement was originally put in place to ensure that employees were not disadvantaged as a result of what were historically higher contributions to the NILGOSC pension scheme compared to the Principal Civil Service Pension Scheme (PCSPS) (NI).

During the 2019-20 financial year The Department of Finance wrote to The Executive Office stating that it is imperative that a business case for full implementation of Department of Finance Pay Remit guidance is prioritised and that options for a longer term solution are considered before the submission of the 2018-19 Pay Remit to The Department of Finance. The Executive Office then met the Community Relations Council's Board to inform them that

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they wished to have received the CRC business case before the close of the 2019-20 financial year. The Board established a sub group to consider the issues, to develop a business case and identify a preferred option to resolve the issues. Following meetings of the sub group a business case with a recommended preferred option was submitted to The Executive Office in March 2020 and then updated on 8th July 2020 following The Executive Office review. Queries and comments were received from The Executive Office during December 2020 and reviewed by the sub group. The Chair met with The Executive Office Accounting Officer, in February 2021, and subsequently wrote to him on 24th February, to seek an agreed and safe way forward on all outstanding matters.

The Community Relations Council submitted the 2018-19 and 2019-20 pay remits during the financial year on request from The Executive Office. The Community Relations Council will submit the 2020-21 pay remit once the Department of Finance has issued the 2020-21 pay award and is invited to do so by The Executive Office. The Community Relations Council understands that The Executive Office and the Department of Finance are considering how to progress the pay remits while a decision is reached on implementation of Department of Finance pay remit guidance and will advise CRC on how to proceed.

Significant Internal Control Problems

There were no significant internal control problems noted in the year to 31st March 2021.

9. Conclusion in relation to Risk Management Status

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

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

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B) Remuneration Report

Remuneration Policy

The appointment and value of remuneration of the Chair is the responsibility of The Executive Office and is carried out in line with the OCPANI guidance on public appointments. The Chair's performance is reviewed by The Executive Office.

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

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

The arrangements for early termination of senior staff are made in accordance with the employment contract of the relevant individual. All current members took up their positions on 1st June 2019 and were appointed for three years. The Chair took up position on 1st June 2019 following appointment by The Executive Office. Early termination, other than for misconduct, would result in the individual receiving compensation. During the year, no early termination payments were paid.

The Memorandum of Association and Articles of Association of the Community Relations Council makes provision for the Chair and other members to be remunerated. In October 2017 the Community Relations Council received approval from the Charity Commission NI to remunerate the Board and the Chair. On 16th April 2019 the Board approved amendments to the Articles of Association to allow The Executive Office to make appointments to the Board.

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Remuneration (including salary) and Pension Entitlements (audited)

The following directors, who were in post at 31st March 2021, and senior staff received emoluments directly from the Community Relations Council during the year.

	2020-21 Salary/ Chair's Fee	2020-21 Pension Benefits * to nearest	2020-21 Total	2019-20 Salary/ Chair's Fee	2019-20 Pension Benefits * to nearest	2019-20 Total
	£'000	£'000	£'000	£'000	£'000	£'000
J Irwin CEO	65-70	29	95-100	65-70	50	115 - 120
M McDonald (Chairperson)	5 - 10	-	5 - 10	5 - 10	-	5 - 10
C Harris	0 - 5	-	0 - 5	0 - 5	-	0 - 5
J McCallister	0 - 5	-	0 - 5	0 - 5	-	0 - 5
N Tandon	0 - 5	-	0 - 5	0 - 5	-	0 - 5
A Simpson	0 - 5	-	0 - 5	0 - 5	-	0 - 5
M Braniff	0 - 5	-	0 - 5	0 - 5	-	0 - 5

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

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

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

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Benefits in kind

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

Neither bonus nor benefits in kind were paid to the Chair or the Chief Executive during either period. The Community Relations Council offers its employees gym membership up to the maximum value per annum of £200. During the 2020-21 year, two employees were compensated for a benefit received in March 2020 at a cost of £188 (2019-20 – one employee at a cost of £75).

No Community Relations Council employee received a benefit in kind greater than £123 during the financial year.

Ratio of Median Remuneration to Highest Paid Director (audited) Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

	2020-21	2019-20
Band of Highest Paid Director's Total Remuneration (£'000)	65-70	65-70
Median Total Remuneration (£)	29,595	29,595
Ratio	2.28	2.28

The banded remuneration of the highest-paid director in the Community Relations Council in the financial year 2020-21 was £65k-£70k (2019-20: £65k- £70k). This was 2.28 times (2019-20: 2.28 times) the median remuneration of the workforce, which was £29,595 (2019-20: £29,595). Salaries for employees at the Community Relations Council range from £20k-£25k to £65k-£70k.

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

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Pension Benefits (audited)

	Accrued Pension at pension age as at 31/03/2021 & related lump sum £'000	Real increase (decrease) in pension & related lump sum £'000	CETV at 31/03/2021 £'000	CETV at 31/03/2020 £'000	Real increase in CETV £'000
J Irwin	33,492	1,569	684	652	24
Chief Executive Officer					

Compensation for loss of office (audited)

No members of staff received compensation for loss of office or exit packages during the year ended 31st March 2021.

Pensions

Introduction

The Community Relations Council participates in a defined benefit pension scheme administered by NILGOSC for all permanent staff. The employer makes a contribution of 19.5% (2019-20: 23%) of basic salary to the NILGOSC pension scheme. The employee does not have to join this scheme. Further details can be found on www.nilgosc.org.uk.

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

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

Funding / Governance Arrangements of the LGPS

The funded nature of the LGPS requires participating employers and their employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. Information on the framework for calculating contributions to be paid is set out in the LGPS Regulations (Northern Ireland) 2014 and the Fund's Funding Strategy Statement. The last actuarial valuation was at 31 March 2019 and the contributions to be paid until 31 March 2023 resulting from that valuation are set out in the Fund's, Rates and

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Adjustments Certificate. The Northern Ireland Local Government Officers' Superannuation Committee (The Committee) is responsible for the governance of the Fund.

Assets

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

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

Asset Volatility

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

Changes in Bond Yield

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

Inflation Risk

The majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to a higher liability value. The assets are not perfectly correlated with inflation meaning that an increase in inflation will increase the deficit.

Life Expectancy

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

Exiting Employers

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

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The Real Increase in the Value of the CETV

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

Sickness Absence Data

The total number of working days lost through sickness during the period by the Community Relations Council staff was 78.5 days. This represented 2.1% of available working days for the Community Relations Council employees, of which 1.1% was due to long term sickness absence. 88% of Community Relations Council employees had attendance of 90% or higher. Sickness absence during the previous financial year was 140 days, representing 4% of available working days.

Staff Composition

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

	Male No.	Female No.
Council Members	4	5
Employees:		
Grade 6	0	1
DP	3	0
SO	2	3
EO	2	4
AO	1	1
Total	8	9

An analysis of staff cost is provided in Note 3 on [page 69](#).

Staff Turnover

The Community Relations Council's staff turnover during the financial year was nil (2019-20: nil). The Community Relations Council completed a restructuring of its Vouching and Verification procedures with the appointment of a Vouching and Verification Officer in October 2020.

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Consultancy

The Community Relations Council did not incur expenditure related to consultancy during the 2020-21 financial year.

Employees Matters

The Community Relations Council provides equal opportunities to its employees and are committed to the principle of equality for all Section 75 groups. This includes only having regard to the aptitudes and abilities of persons and in doing so apply employment policies that are fair, equitable and consistent with the needs of the business. The Community Relations Council's equal opportunities policy aim is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly. The recruitment and selection of staff for the Community Relations Council is designed to ensure that applicants are treated in a fair and consistent manner, that the best person is appointed and to provide a reasonable adjustment for suitable persons whenever requested.

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

There were no significant Health and Safety issues during the year that were directly related to the operations of the Community Relations Council and all minor issues are recorded and are available for inspection. The Community Relations Council operated its business continuity arrangements throughout the year to mitigate the impact of Covid 19 on the health and safety of its employees. During the year the Community Relations Council completed a Health and Safety audit and a Fire Risk Assessment. Following each review minor recommendations were made and have since been implemented.

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

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

During the 2018-19 business year, The Executive Office engaged Department of Finance's Business Consultancy Services (BCS) to evaluate the loading of current non - senior management posts, considered out of role activities being carried out that are not associated with the Community Relations Council's strategic direction and considered whether roles are aligned correctly within new Community Relations Council's directorates. Following consultation with The Executive Office, the Community Relations Council's management have implemented all recommendations made and completed other actions emerging as a result of the review.

The Northern Ireland Community Relations Council

Off-Payroll Engagements

The Community Relations Council had no off-payroll engagements during the 2020-21 financial year (2019-20: £nil).



.....
J Irwin – Accounting Officer

29th October 2021

.....
Date

The Northern Ireland Community Relations Council

C Assembly Accountability and Audit Report

Overview

Regularity of Expenditure (audited)

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

As described on pages 46 to 47, the Community Relations Council is working with The Executive Office and the Department of Finance to resolve uncertainty concerning the regularity of an additional contribution of 6% on gross earnings for employee's superannuation contributions payable to the NILGOSC pension scheme totalling £17,519.

Fees and Charges (audited)

The Community Relations Council did not earn an income through fees or charges during the 2020-21 financial year.

Remote Contingent Liabilities (audited)

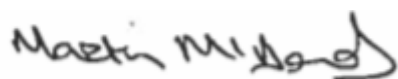
No remote contingent liabilities are known to have existed at the 31st March 2021.

Losses and Special Payments (audited)

	2020-21	2019-20
Total Number of Losses	0	0
Value of Losses	£0	£0

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

Signed on behalf of the Board of Directors.



.....
M McDonald – Chairperson

29th October 2021

.....
Date



.....
J Irwin – Accounting Officer

29th October 2021

.....
Date

The Northern Ireland Community Relations Council

NORTHERN IRELAND COMMUNITY RELATIONS COUNCIL

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

Opinion on financial statements

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2021 under the Companies (Public Sector Audit) Order (Northern Ireland) 2013. The financial statements comprise: the Statement of Financial Activities; Balance Sheet; Statement of Cash Flows; Companies (Public Sector Audit) Order (Northern Ireland) 2013; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Generally Accepted Accounting Practice.

I have also audited the information in the Directors' Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2021 and of its total incoming resources and expenditure of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006.

Opinion on regularity

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

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate. My staff and I are independent of Northern Ireland Community Relations Council in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2019, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that Northern Ireland Community Relations Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

The Northern Ireland Community Relations Council

The going concern basis of accounting for Northern Ireland Community Relations Council is adopted in consideration of the requirements set out in the Government Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

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

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

I have nothing to report in this regard.

Opinion on other matters

In my opinion:

- the parts of the Directors' 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
- the Strategic Report and Directors Report have been prepared in accordance with applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Northern Ireland Community Relations Council and its environment obtained in the course of the audit, I have not identified material misstatements in the Strategic Report and Directors Report. 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 Directors' Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by law are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

The Northern Ireland Community Relations Council

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- the preparation of the financial statements and for being satisfied that they give a true and fair view.
- such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
- assessing the Northern Ireland Community Relations Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by Northern Ireland Community Relations Council will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

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

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

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

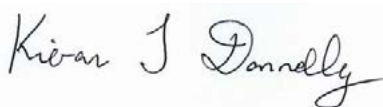
- obtaining an understanding of the legal and regulatory framework applicable to the Northern Ireland Community Relations Council through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included governing legislation and any other relevant laws and regulations identified;
- making enquires of management and those charged with governance on Northern Ireland Community Relations Council's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of Northern Ireland Community Relations Council's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition and the posting of unusual journals;

The Northern Ireland Community Relations Council

- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate, testing of journal entries and reviewing internal audit reports;
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and investigating significant or unusual transactions made outside of the normal course of business; and
- applying tailored risk factors to datasets of financial transactions and related records to identify potential anomalies and irregularities for detailed audit testing.

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

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



*KJ Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
1 Bradford Court
Upper Galwally
Belfast
BT8 6RB*

3rd November 2021

The Northern Ireland Community Relations Council

Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2021

		Restricted Funds	All Restricted and Unrestricted Funds
	Note	2020-21 £	2019-20 £
Income and endowments from:			
Donations and Legacies	2	2,903,526	3,535,219
Total		----- 2,903,526	----- 3,535,219
Expenditure on:			
Charitable activities	5	3,290,703	3,298,725
Total		----- 3,290,703	----- 3,298,725
Net income/(expenditure) before tax for the reporting period		(387,177)	236,494
Tax payable		-	-
Other recognised gains/(losses):			
Actuarial gain /(loss) on defined benefit pension scheme	17	(597,000)	(1,400,000)
Net movement in funds		----- (984,177)	----- (1,163,506)
Reconciliation of funds:			
Fund balances brought forward at 1 April		(2,588,441)	(1,424,935)
Net movement in funds		(984,177)	(1,163,506)
Fund balances carried forward at 31st March	14	----- (3,572,618)	----- (2,588,441)

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 64 to 85 form part of these Accounts

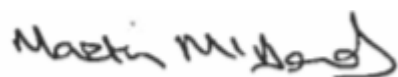
The Northern Ireland Community Relations Council

Balance Sheet as at 31st March 2021

	Note	2020-21 £	2019-20 £
Fixed assets			
Tangible fixed assets	7	24,443	24,149
Intangible fixed assets	8	19,929	26,420
		-----	-----
		44,372	50,569
Current assets			
Debtors and prepayments	9	34,046	74,722
Cash at bank and in hand	10	32,509	93,156
		-----	-----
		66,555	167,878
Liabilities			
Creditors: amounts falling due within one year	11	(470,545)	(343,888)
		-----	-----
Net current assets or (liabilities)		(403,990)	(176,010)
Total assets less current liabilities		(359,618)	(125,441)
Defined benefit pension liability	17	(3,213,000)	(2,463,000)
		-----	-----
Total net liabilities		(3,572,618)	(2,588,441)
		=====	=====
The funds of the charity			
Restricted Income Funds	14	(359,618)	(125,441)
Restricted Pension Reserve	14	(3,213,000)	(2,463,000)
		-----	-----
Total charity funds		(3,572,618)	(2,588,441)
		=====	=====

In the view of the Board 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 29th October 2021 and signed on its behalf by:



.....
M McDonald – Chairperson



.....
J Irwin – Accounting Officer

The notes on pages 64 to 85 form part of these Accounts

The Northern Ireland Community Relations Council

Cash Flow Statement for Year Ended 31st March 2021

		2020-21	2019-20
	Note	£	£
Cash flows from operating activities			
Net cash (used in) / provided by operating activities	12	(57,002)	96,735
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	7	(3,645)	(10,399)
Purchase of intangible fixed assets	8	-	(4,500)
		-----	-----
Net cash (used in) investing activities		(3,645)	(14,899)
		-----	-----
Change in cash and cash equivalents in the reporting period		(60,647)	81,836
Opening cash and cash equivalents at 1st April	10	93,156	11,320
		-----	-----
Closing cash and cash equivalents at 31st March	10	32,509	93,156
		=====	=====

The Northern Ireland Community Relations Council

Notes to the Accounts for Year Ended 31st March 2021

1. Accounting policies

These Accounts have been prepared in accordance with the accounting and disclosure requirements of the Companies Act 2006, along with selected disclosures as recommended in the Charities Statement of Recommended Practice (SORP) (FRS 102). The particular policies adopted by the Community Relations Council for the year ended 31st March 2021 are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

The principal accounting policies are as follows:

Accounting convention

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

Basis of accounting

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

Going Concern

On 22nd April 2021 The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2021-22 financial year. The Board is satisfied that the Community Relations Council is a going concern on the basis that it has a reasonable expectation that the Community Relations Council will continue to operate for the foreseeable future. In January 2020-21 the Community Relations Council received Ministerial approval for the 2020-23 Strategic Plan from The Executive Office. The 2021-22 business plan is at an advanced stage of preparation and is with The Executive Office officials pending Ministerial approval. The Community Relations Council continues to monitor how the business is being impacted by Covid 19. The Community Relations Council has introduced working from home for all employees and demand for services has remained consistent. The financial statements are therefore prepared on the going concern basis.

The Northern Ireland Community Relations Council

Income

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

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

Taxation

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

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

Provisions

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

Fixed assets

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

Fixtures and fittings	5 years
Computer equipment	5 years

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

Intangible fixed assets

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

The Northern Ireland Community Relations Council

Debtors

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

Cash and cash equivalents

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

Creditors

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

Grants payable

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

Financial Instruments

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

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

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

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

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

Employee Benefits

Staff costs must be recorded as an expense as soon as an organisation is obliged to pay them. This includes the cost of any untaken leave at the year end. This cost has been calculated using the untaken leave per staff member and applying this to their annual salary to calculate the leave balance as at 31st March 2021.

The Northern Ireland Community Relations Council

Redundancy and termination benefits

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

Pension

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

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

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

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

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

Actuarial gains and losses are recognised in the SOFA.

Expenditure

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

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

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

Operating leases

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

Funds

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

Restricted funds

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

The Northern Ireland Community Relations Council

Pension Fund

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

Changes in Accounting Policy and Disclosure

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

IFRS 16 Leases replaces IAS 17 Leases and is effective with EU adoption from 1st January 2019. In line with the requirements of the FReM, IFRS 16 will be implemented, as interpreted and adapted for the public sector, with effect from 1st April 2022. The Community Relations Council's Memorandum of Terms of Occupation expired on July 2021 and was replaced by a new Memorandum of Terms of Occupation covering the period until July 2026. From April 2022 it is expected that the value of the lease, currently estimated at £218,405, will be capitalised from when IFRS 16 is effective and released to the Statement of Financial Activity as a depreciation charge over the lease term. The 2022-23 depreciation charge is estimated at £50,401. An interest charge, calculated in line with HM Treasury Public Expenditure System guidance on Discount Rates for leases under IFRS 16, will be calculated at the outset and charged to the Statement of Financial Activity annually. The 2022-23 interest charge is estimated at £1,440.

Charities SORP (FRS 102) Charitable Activities

Expenditure on charitable activities is reported as a functional analysis of the work undertaken by the Community Relations Council in note 5 on pages 72 to 73. The key activities of the Community Relations Council being grant making, policy, communication, cultural diversity, district council development and production of the Peace Monitoring Report. Under these headings are included grants payable and costs of activities performed directly by the charity, together with associated support costs.

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

2. Income from donations and legacies and charitable activities

	Restricted Funds 2020-21 £	Total Funds 2020-21 £	Total Funds 2019-20 £
<u>Donations and legacies</u>			
Grant in Aid from The Executive Office	2,903,526	2,903,526	3,535,219
	-----	-----	-----
	2,903,526	2,903,526	3,535,219
	-----	-----	-----

The Northern Ireland Community Relations Council

3. Analysis of Staff Costs

	Permanent Staff	Others	Board	2020-21	2019-20
	£	£	£	Total £	Total £
Wages and Salaries	604,569	17,529	13,200	635,298	599,053
Social security costs	52,184	-	71	52,255	50,280
Employers pension cost					
<u>Analysed as:</u>					
Current service cost	204,615	-	-	204,615	192,048
Total Staff Cost	861,368	17,529	13,271	892,168	841,381

The difference between the current service cost in the staff costs note and the amount included in the pension scheme note (note 17) is due to the difference between the estimated employer pension contributions notified to the actuary for valuation purposes and the actual amount incurred.

Average number of persons employed

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

	Permanent Staff	Others	Chair	2020-21	2019-20
				Total	Total
Total	16	0	1	17	18

On a headcount basis there were 17 (2019-20: 16) full time members of staff employed during the period. One (2019-20: 1) member of staff was employed part time. On average no one was engaged via a recruitment agency (2019-20: 1).

The Northern Ireland Community Relations Council

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
	2020-21	2020-21	2020-21	2019-20	2019-20	2019-20
< 10,000	-	-	-	-	-	-
10,000- 25,000	-	-	-	-	-	-
25,000- 50,000	-	-	-	-	-	-
50,000- 100,000	-	-	-	-	-	-
Total number of exit packages by type	-	-	-	-	-	-
Total resource cost/ £	-	-	-	-	-	1,985
Actuarial Movement in Pension Net Liability	-	-	-	-	-	-
Total	-	-	-	-	-	1,985

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. The table above shows the total cost of exit packages agreed and accounted for in 2020-21 (2019-20: £1,985). £1,036 exit costs were paid in 2020-21 (2019-20: £2,325). The year of departure was 2017-18 when £115,207 was paid. Where the Community Relations Council has agreed early retirements, the additional costs are met by the Community Relations Council and not by NILGOSC. Ill-health retirement costs are met by the pension scheme and are not included in the table. No persons (2019-20: None) retired early on ill-health grounds.

Remuneration of key management

As reported in the Remuneration Report on [pages 48 to 55](#), one member of staff received a salary within the band £65k - £70k.

Employers Contribution to Defined Benefit Scheme

The Community Relations Council made contributions to NILGOSC, a defined benefit pension scheme, totalling £107,785 (2019-20: £131,407).

The Northern Ireland Community Relations Council

4. Grant expenditure

	Grants payable	Support costs	2020-21 Total
Grants schemes	£	£	£
Small grants schemes	140,934	152,488	293,422
Publications and Media	41,331	11,831	53,162
Core Funding	1,289,860	180,751	1,470,611
Pathfinder	5,750	3,287	9,037
North Belfast Strategic Fund	625,552	46,009	671,561
	2,103,427	394,366	2,497,793
	£	£	£
	224,556	160,825	385,381
	26,073	3,706	29,779
	1,208,679	163,048	1,371,727
	49,405	13,340	62,745
	605,880	29,645	635,525
	2,114,593	370,564	2,485,157

A statement of grant making policies in the Directors' Report provides further information on these grant schemes. Of the grants that have been paid, none of the grants have been made to individuals (2019-20: None).

The Northern Ireland Community Relations Council

5. Analysis of Expenditure on Charitable Activities

Key Activities	Activities Undertaken Directly	Grant Funding Activities	Support Cost	Total 2020-21
	£	£	£	£
Funding and Development	291,842	2,103,427	394,366	2,789,635
Community Engagement	238,157	-	262,911	501,068
Total	529,999	2,103,427	657,277	3,290,703

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

The Northern Ireland Community Relations Council

5. Analysis of Expenditure on Charitable Activities (continued)

Analysis of Support Costs

2020-21 Support Costs	Funding and Development £	Community Engagement	Basis of Allocation
Facilities	28,930	19,287	Per Capita
HR	53,773	35,849	Per Capita
IT	66,625	44,416	Per Capita
Finance	91,656	61,104	Per Capita
Governance	153,382	102,255	Per Capita
	-----	-----	
Function Total	394,366	262,911	
	-----	-----	

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

The Northern Ireland Audit Office (NIAO) performs the annual statutory audit of the Community Relations Council at a cost of £22,000 (2019-20: £20,130). There was an amount payable to the NIAO at the 31st March 2021 of £1,250 for the National Fraud Initiative (2019-20: £Nil). The NIAO did not perform any non-audit work.

One director (2019-20: 9) was paid travelling and subsistence costs totalling £169 in 2020-21 (2019-20: £1,805). This is included in the Governance costs above.

The Northern Ireland Community Relations Council

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

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

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

The Northern Ireland Community Relations Council

7. Tangible fixed assets

	Computer Equipment £	Fixtures and Fittings £	Total £
Cost:			
Balance at 1st April 2020	46,232	66,547	112,779
Additions	11,312	771	12,083
	-----	-----	-----
Balance at 31st March 2021	57,544	67,318	124,862
	-----	-----	-----
Accumulated depreciation:			
Balance at 1st April 2020	32,556	56,074	88,630
Charge for year	4,702	7,087	11,789
	-----	-----	-----
Balance at 31st March 2021	37,258	63,161	100,419
	-----	-----	-----
Net book value:			
At 31st March 2021	20,286	4,157	24,443
	=====	=====	=====
At 1st April 2020	13,676	10,473	24,149
	=====	=====	=====

	Computer Equipment £	Fixtures and Fittings £	Total £
Cost:			
Balance at 1st April 2019	38,607	66,547	105,154
Additions	7,625	-	7,625
	-----	-----	-----
Balance at 31st March 2020	46,232	66,547	112,779
	-----	-----	-----
Accumulated depreciation:			
Balance at 1st April 2019	28,223	48,602	76,825
Charge for year	4,333	7,472	11,805
	-----	-----	-----
Balance at 31st March 2020	32,556	56,074	88,630
	-----	-----	-----
Net book value:			
At 31st March 2020	13,676	10,473	24,149
	=====	=====	=====
At 1st April 2019	10,384	17,945	28,329
	=====	=====	=====

The Northern Ireland Community Relations Council

8. Intangible fixed assets

	Software Licences	Total
	£	£
Cost:		
Balance at 1st April 2020	33,164	33,164
Additions	-	-
	-----	-----
Balance at 31st March 2021	33,164	33,164
	-----	-----
Accumulated amortisation:		
Balance at 1st April 2020	6,744	6,744
Charge for year	6,491	6,491
	-----	-----
Balance at 31st March 2021	13,235	13,235
	-----	-----
Net book value:		
At 31st March 2021	19,929	19,929
	=====	=====
At 1st April 2020	26,420	26,420
	=====	=====

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

The Northern Ireland Community Relations Council

9. Debtors: amounts due in less than one year	2020-21	2019-20
	£	£
Grant claw backs	20,715	55,125
Other debtors	90	-
Prepayments	13,241	19,597
	-----	-----
	34,046	74,722
	=====	=====

10. Cash and cash equivalents

	2020-21	2019-20
	£	£
Balance at 1st April	93,156	11,320
Net change in cash and cash equivalent balances	(60,647)	81,836
	-----	-----
Balance at 31st March	32,509	93,156
	=====	=====

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

11. Creditors: amounts falling due within one year

	2020-21	2019-20
	£	£
Grants payable	316,281	231,841
Other creditors	20,421	17,735
Accruals & deferred income	133,843	94,312
	-----	-----
	470,545	343,888
	=====	=====

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12. Notes to the cash flow statement		2020-21	2019-20
		£	£
Reconciliation of net income to net cash flow from operating activities			
Net incoming resources	Note	(387,177)	236,494
Adjustments for:			
Depreciation/amortisation charge	7&8	18,280	17,846
Decrease in debtors	9	32,237	(53,011)
Increase in creditors	11	126,658	(181,368)
Capital costs not processed through the Statement of Financial Activity		-	2,774
<i>Movement in pension scheme deficit:</i>			
Current and past service cost	17	205,000	191,000
Less: Employer pension contributions	17	(108,000)	(140,000)
Interest on net defined benefit liability	17	56,000	23,000
		-----	-----
Net cash provided by / (used in) operating activities		(57,002)	96,735
		=====	=====
13. Net income is stated after charging		2020-21	2019-20
		£	£
Depreciation of tangible fixed assets		11,789	11,805
Amortisation of intangible fixed assets		6,491	6,041
Auditors' remuneration for 2020-21		22,000	20,130
National Fraud Initiative fee		1,250	-
		=====	=====

The cost incurred in respect of Statutory Audit fees during the year ended 31st March 2021 was £22,000.

The Northern Ireland Community Relations Council

14. Fund balances - Outline summary of fund movements

Fund name	Fund balances brought forward £	Income £	Expenditure £	Gains and Losses £	Fund Balance Carried forward £
Restricted Fund	(125,441)	2,903,526	(3,137,703)	-	(359,618)
Pension Reserve	(2,463,000)	-	(153,000)	(597,000)	(3,213,000)
Total Funds	<u>(2,588,441)</u>	<u>2,903,526</u>	<u>(3,290,703)</u>	<u>(597,000)</u>	<u>(3,572,618)</u>

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

With effect from 1st April 2021, The Executive Office has put in place a guarantee in respect of the pension liabilities of the Community Relations Council.

15. Financial Instruments

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

16. Commitments under operating leases

At 31st March 2021 the company had annual commitments under non-cancellable operating leases expiring as follows:

	Property 2020-21 £	Property 2019-20 £
Within one year	32,460	87,564
Greater than one year and less than five	-	29,188
	<u>32,460</u>	<u>116,752</u>

The Community Relations Council is committed to a tenancy agreement that began on 1st July 2016. While the agreement is not technically a lease it does create an ongoing annual commitment of £32,460 until July 2021 of rent and facilities payments for its current office facilities within Equality House. A new Memorandum of Terms of Occupation covering the period to 31st July 2026 is in place from 1st August 2021. The guidance on accounting for leases changes from 1st January 2022, details of which can be found in [note 1](#).

The Northern Ireland Community Relations Council

17. Commitments under Defined Benefit Pension Scheme

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

The scheme is funded and the employer contributions were 19.5% for the year ended 31st March 2021 (2019-20: 23%). From 1st April 2021 employer contributions remain at 19.5% of pensionable pay and the employer expects to pay regular contributions to the Fund for the accounting period ended 31st March 2022 totalling £112,000 (31st March 2021: £108,000). The employees' contributions vary between 6.5% and 8.5% of pensionable pay. As required by The Charities SORP (FRS 102), the defined benefit liabilities have been measured using the projected unit credit method. The tables below state the actuarial assumptions upon which the valuation of the scheme was based.

Key Assumptions	2020-21	2019-20	2018-19
Discount rate	2.1%	2.3%	2.5%
CPI Inflation	2.7%	2.0%	2.1%
Pension increases	2.7%	2.0%	2.1%
Pension accounts revaluation rate	2.7%	2.0%	2.1%
Salary increases	4.2%	3.5%	3.6%

Asset Allocation	2020-21 %	2019-20 %
Equities	46.3%	42.6
Property	8.9%	10.0
Government bonds	23.6%	26.1
Corporate bonds	12.1%	12.6
Cash	5.3%	4.7
Other	3.8%	4.0
Total	100	100

The Northern Ireland Community Relations Council

Mortality Assumptions

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

	2020-21	2019-20
	Years	Years
Males		
Member aged 65 at accounting date	21.9	21.8
Member aged 45 at accounting date	23.3	23.2
Females		
Member aged 65 at accounting date	25.1	25.0
Member aged 45 at accounting date	26.5	26.4

Reconciliation of funded status to Balance Sheet

	2020-21	2019-20
	£	£
Fair value of assets	8,370,000	6,771,000
Present value of funded defined benefit obligation	(11,583,000)	(9,234,000)
	-----	-----
Funded status	(3,213,000)	(2,463,000)
Unrecognised asset	-	-
	-----	-----
Liability recognised on the balance sheet	(3,213,000)	(2,463,000)
	-----	-----

Amounts recognised in the Statement of Financial Activities

	2020-21	2019-20
	£	£
Operating Cost		
Current service cost	205,000	191,000
Financing Cost		
Interest on net defined benefit liability	56,000	23,000
	-----	-----
Pension expense recognised in the Statement of Financial Activities	261,000	214,000
	-----	-----

Amounts recognised in other comprehensive income

Assets gains/(losses) arising during the period	1,492,000	(2,025,000)
Liability gains/(losses) arising during the period	(2,089,000)	625,000
	-----	-----
Total amount recognised in other comprehensive income	(597,000)	(1,400,000)
	-----	-----

The Northern Ireland Community Relations Council

Movement in Deficit during the year	2020-21	2019-20
	£	£
Net defined benefit pension liability at the beginning of the year	(2,463,000)	(989,000)
	-----	-----
Current service cost	(205,000)	(191,000)
Employer contributions	108,000	140,000
Interest on the net defined benefit liability	(56,000)	(23,000)
Actuarial (losses)/gains	(597,000)	(1,400,000)
	-----	-----
Net defined benefit pension liability at the end of the year	(3,213,000)	(2,463,000)
	=====	=====

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

	2020-21	2019-20
	£	£
Opening defined benefit obligation	9,234,000	9,586,000
	-----	-----
Current service cost	205,000	191,000
Interest expense on defined benefit obligation	211,000	238,000
Contributions by participants	43,000	40,000
Actuarial losses/(gains) on liabilities	2,089,000	(625,000)
Net benefits paid out	(199,000)	(196,000)
	-----	-----
Closing defined benefit obligation	11,583,000	9,234,000
	=====	=====

Changes to the fair value of assets during the period

	2020-21	2019-20
	£	£
Opening fair value of assets	6,771,000	8,597,000
	-----	-----
Interest income on assets	155,000	215,000
Remeasurement (losses)/gains on assets	1,492,000	(2,025,000)
Contributions by the employer	108,000	140,000
Contributions by participants	43,000	40,000
Net benefits paid out	(199,000)	(196,000)
	-----	-----
Closing fair value of assets	8,370,000	6,771,000
	=====	=====

The Northern Ireland Community Relations Council

Actual return on assets	2020-21	2019-20
	£	£
Interest income on assets	155,000	215,000
Gain/(loss) on assets	1,492,000	(2,025,000)
	-----	-----
Actual return on assets	1,647,000	(1,810,000)
	=====	=====

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

Active members	34%
Deferred Pensioners	36%
Pensioners	30%

The Northern Ireland Community Relations Council

18. Related party transactions

During the year the Community Relations Council has had various material transactions with the Good Relations and Governance Branch of The Executive Office which is regarded as a related party. The Community Relations Council received a total of £2,903,526 (2019-20: £3,535,219) in Grant in Aid from The Executive Office during 2020-21.

ECNI is regarded as a related party since it is an Arm's Length Body of The Executive Office. The Community Relations Council relocated premises to Equality House on 23rd March 2016. The amount paid to ECNI during the 2020-21 financial year totalled £110,526 (2019-20: £113,084).

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

- Claire Harris is a Board member of Belfast Interface Project, which was in receipt of a grant under the CRCD programme of £4,000 (2019-20: £839).
- Nisha Tandon is Executive Director of ArtsEkta, which was in receipt of a grant under the CRCD programme of £6,500 (2019-20: £15,000 over 2 grants).

The Northern Ireland Community Relations Council

19. Financial Regularity

Following examination of documents received from a group funded through the Core Funding Scheme for vouching in relation to funding paid during the 2016-17 period, the Community Relations Council noted a bank statement which appeared to indicate receipts attributed to HMRC but in fact had been credited to another account operated by the funded group and not to HMRC. The Community Relations Council reported this to the Executive Office in October 2019. The Executive Office then referred the matter to the Group Fraud Investigation Service (GFIS) for further investigation.

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

During 2020-21 the Community Relations Council continued to work closely with The Executive Office to bring the investigation to a close in a safe manner. In March 2021 the Community Relations Council confirmed that the group was no longer operating, was no longer registered as a charity with the Northern Ireland Charities Commission and that conditions of the letter of offer allowed associated liabilities to lapse. Following confirmation, the ARAC agreed to close the investigation.

No other cases of financial irregularity that required investigation by the Community Relations Council occurred in the 2020-21 financial year.

20. Events after the reporting date

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

21. Contingent Liabilities

No contingent liabilities are known to have existed at the 31st March 2021.

Date of authorisation for issue

The Accounting Officer authorised these Accounts for issue on 3rd November 2021.

The Northern Ireland Community Relations Council

Appendix 1

Additional Disclosures to comply with FReM

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

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

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

Statement of Comprehensive Net Expenditure

		2020-21 £	2019-20 £
	Note		
Income		-	-
		-----	-----
Total Operating Income		-	-
Expenditure			
Staff costs	3	892,168	841,381
Exit Packages	3	-	1,985
Grant expenditure	4	2,103,427	2,114,593
Purchase of goods and services	App 1	220,269	285,675
Depreciation and impairment charges	App 1	18,280	17,846
Other Operating Expenditure	App 1	56,559	37,245
		-----	-----
Total Operating Expenditure		3,290,703	3,298,725
Net Expenditure for the year		(3,290,703)	(3,298,725)
Other Comprehensive Expenditure			
Actuarial gain/(loss) on defined benefit pension scheme	17	(597,000)	(1,400,000)
		-----	-----
Comprehensive Net Expenditure for the year		(3,887,703)	(4,698,725)
		=====	=====

The Northern Ireland Community Relations Council

Statement of Financial Position as at 31 March 2021

		2020-21 £	2019-20 £
	Note		
Non-current assets			
Property, plant and equipment	7	24,443	24,149
Intangible assets	8	19,929	26,420
		-----	-----
Total non-current assets		44,372	50,569
Current assets			
Trade and other receivables	9	34,046	74,722
Cash and cash equivalents	10	32,509	93,156
		-----	-----
Total current assets		66,555	167,878
		-----	-----
Total assets		110,927	218,447
		-----	-----
Current liabilities			
Trade and other payables	11	(470,545)	(343,888)
		-----	-----
Total current liabilities		(470,545)	(343,888)
		-----	-----
Total assets less current liabilities		(359,618)	(125,441)
		-----	-----
Non-current liabilities			
Defined benefit pension liability	17	(3,213,000)	(2,463,000)
		-----	-----
Total assets less total liabilities		(3,572,618)	(2,588,441)
		=====	=====
Taxpayers' equity and other reserves			
General fund	14	(3,572,618)	(2,588,441)
		-----	-----
Total Equity	14	(3,572,618)	(2,588,441)
		=====	=====

The Northern Ireland Community Relations Council

Statement of Cash Flows for the year ended 31st March 2021

		2020-21 £	2019-20 £
Cash flows from operating activities	Note		
Net Operating Cost		(3,290,703)	(3,298,725)
Adjustments for:			
Depreciation/amortisation charge	7/8	18,280	17,846
(Increase)/Decrease in debtors	9	32,237	(53,011)
(Decrease)/Increase in creditors	11	126,658	(181,368)
Capital costs not processed through the Statement Of Financial Activities		-	2,774
<i>Movement in pension scheme deficit:</i>			
- Current service cost	17	205,000	191,000
- Employer pension contributions	17	(108,000)	(140,000)
- Interest on net defined benefit liability	17	56,000	23,000
		-----	-----
Net cash outflow from operating activities		(2,960,528)	(3,438,484)
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	7	(3,645)	(10,399)
Purchase of intangible fixed assets	8	-	(4,500)
		-----	-----
Net cash inflow/(outflow) from investing activities		(3,645)	(14,899)
		-----	-----
Cash flows from financing activities			
Grants from sponsoring department	2	2,903,526	3,535,219
		-----	-----
Net financing		2,903,526	3,535,219
		-----	-----
Net decrease in cash and cash equivalents in the period		(60,647)	81,836
		-----	-----
Cash and cash equivalents at the beginning of the period		93,156	11,320
		-----	-----
Cash and cash equivalents at the end of the period		32,509	93,156
		=====	=====

The Northern Ireland Community Relations Council

Statement of Changes in Taxpayers' Equity for the year ended 31st March 2021

		General Fund £	Taxpayers' Equity £
Balance at 31st March 2019		(1,424,935)	(1,424,935)
Grant-in-aid from The Executive Office	2	3,535,219	3,535,219
Comprehensive Net Expenditure for the year	App. 1	(3,298,725)	(3,298,725)
Actuarial Gain/(Loss) for year	17	(1,400,000)	(1,400,000)
		-----	-----
Balance at 31st March 2020		(2,588,441)	(2,588,441)
Grant-in-aid from The Executive Office	2	2,903,526	2,903,526
Comprehensive Net Expenditure for the year	App. 1	(3,290,703)	(3,290,703)
Actuarial Gain/(Loss) for year	17	(597,000)	(597,000)
		-----	-----
Balance at 31st March 2021		(3,572,618)	(3,572,618)
		=====	=====

The Northern Ireland Community Relations Council

Other Operating Costs

Purchase of goods and services	Note	2020-21 £	2019-20 £
Programme costs		54,068	79,473
Postage, stationery and photocopier costs		923	10,550
Telephone		3,959	3,523
Rentals under operating leases		85,824	92,850
Repairs and maintenance		27,761	37,366
Professional fees		5,180	7,155
Sundry expenses		2,940	3,576
HR costs		7,464	24,377
External audit services		23,250	20,130
Internal audit services		8,900	6,675
		-----	-----
		220,269	285,675
		-----	-----
Depreciation and impairment charges			
Depreciation	7	11,789	11,805
Amortisation	8	6,491	6,041
		-----	-----
		18,280	17,846
		-----	-----

Other Operating Expenditure		2020-21 £	2019-20 £
Staff travel and subsistence		390	7,733
Members and Committee expenses		169	6,512
Interest on net defined pension liability	17	56,000	23,000
		-----	-----
		56,559	37,245
		-----	-----

The Northern Ireland Community Relations Council

Appendix 2: Grants Paid in 2020-21

Core Funding Scheme 2020 – 2021

Reference	Organisation	Summary	District Council	Amount Paid
Armagh, Banbridge, Craigavon				
CF20/100166	Shankill Parish Caring Association	Grant for core funding costs to support community relations activity.	Armagh, Banbridge, Craigavon	34,066.09
CFC20/2019	REACT	Grant for core funding costs to support community relations activity.	Armagh, Banbridge, Craigavon	38,312.07
Total for Armagh, Banbridge, Craigavon				72,378.16
Belfast				
CFC20/2024	East Belfast Mission	Grant for core funding costs to support community relations activity.	Belfast	46,958.69
CF20/100138	Falls Community Council	Grant for core funding costs to support community relations activity.	Belfast	32,689.57
CFC20/2031	Falls Women's Centre	Grant for core funding costs to support community relations activity.	Belfast	27,467.27
CF20/100102	Forthspring Inter Community Group	Grant for core funding costs to support community relations activity.	Belfast	32,233.80
CFC20/2017	Intercomm	Grant for core funding costs to support community relations activity.	Belfast	26,850.09
CF20/100147	North Belfast Interface Network	Grant for core funding costs to support community relations activity.	Belfast	28,193.92
CFC20/2015	Shankill Women's Centre (SWC)	Grant for core funding costs to support community relations activity.	Belfast	30,361.40
Total for Belfast				224,754.74
Causeway Coast and Glens				
CF20/100152	Building Communities Resource Centre	Grant for core funding costs to support community relations activity.	Causeway Coast and Glens	44,435.01
Total for Causeway Coast and Glens				44,435.01
Derry and Strabane				
CFC20/2020	St Columb's Park House	Grant for core funding costs to support community relations activity.	Derry and Strabane	44,310.39
CFC20/2029	The Churches Trust Ltd	Grant for core funding costs to support community relations activity.	Derry and Strabane	36,584.71

The Northern Ireland Community Relations Council

CF20/100133	An Gaeláras Limited	Grant for core funding costs to support community relations activity.	Derry and Strabane	28,363.87
CFC20/2032	Londonderry Bands Forum	Grant for core funding costs to support community relations activity.	Derry and Strabane	61,883.97
Total for Derry and Strabane				171,142.94
Multiple				
CFC20/2030	Community Relations in Schools (CRIS)	Grant for core funding costs to support community relations activity.	Multiple	79,316.68
CFC20/2035	Early Years - the organisation for young children	Grant for core funding costs to support community relations activity.	Multiple	75,027.26
CF20/100112	Irish FA Foundation	Grant for core funding costs to support community relations activity.	Multiple	25,694.56
CF20/100140	Irish School of Ecumenics	Grant for core funding costs to support community relations activity.	Multiple	20,390.56
CFC20/2036	Partisan Productions	Grant for core funding costs to support community relations activity.	Multiple	30,364.51
CFC20/2016	Springboard Opportunities Limited	Grant for core funding costs to support community relations activity.	Multiple	52,001.00
CF20/100161	TIDES Training	Grant for core funding costs to support community relations activity.	Multiple	55,927.34
CFC20/2022	Women's Resource and Development Agency	Grant for core funding costs to support community relations activity.	Multiple	29,999.96
CFC20/2021	Youth Initiatives NI	Grant for core funding costs to support community relations activity.	Multiple	25,147.54
CFC20/2023	Youth Link	Grant for core funding costs to support community relations activity.	Multiple	45,080.06
CFC20/2034	PeacePlayers International - Northern Ireland	Grant for core funding costs to support community relations activity.	Multiple	50,463.81
CFC20/2033	Nerve Centre	Grant for core funding costs to support community relations activity.	Multiple	13,212.00
CFC20/2018	North West Play Resource Centre	Grant for core funding costs to support community relations activity.	Multiple	31,847.32
CFC20/2026	The Junction Community Relations & Peace Building Initiative	Grant for core funding costs to support community relations activity.	Multiple	80,122.99

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CFC20/2028	Rural Community Network	Grant for core funding costs to support community relations activity.	Multiple	39,887.37
CFC20/2027	The Corrymeela Community	Grant for core funding costs to support community relations activity.	Multiple	63,800.00
CF20/100144	Trademark Training	Grant for core funding costs to support community relations activity.	Multiple	58,866.12
			Total for Multiple	777,149.08
			Overall Total	1,289,860.13

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Community Relations/Cultural Diversity Grant Scheme 2020 - 2021

Reference	Organisation	Summary	District Council	Amount Paid
Ards and North Down				
CRCD20\2064	North Down Cricket Club	The group is running a programme for under 18s and their families. This will explore cultural differences and build tolerance and understanding of others cultures, in a safe environment which will build new friendships using the power of sport and learning.	Ards and North Down	2,175.00
Total for Ards and North Down				2,175.00
Armagh, Banbridge and Craigavon				
CRCD20\2016	REACT	The group are bringing together people from both sides of the community in the Darkley area. The project will involve a walk through the forest and the surrounding area, where the participants will learn the history of the area up to the present day.	Armagh, Banbridge, Craigavon	473.73
CRCD20\2022	Playing for the Future	Playing for the future are delivering a 6 week good relations course using football to inspire young people between 12 and 14 to be responsible and cohesive members of their community. The weekly sessions will consist of 1 hour of football and a 1 hour workshop on good relations. The course will also include a 3 day residential to Limerick for experiential site visits and football with a partner group in Limerick.	Armagh, Banbridge, Craigavon	940.00
CRCD20\2096	Bannside Community Group	Bannside Community Group are planning to look at the differences in different cultures in Northern Ireland, as we come out of lockdown. They will arranging guest speakers and encouraging community cohesion.	Armagh, Banbridge, Craigavon	1,575.00
Total for Armagh, Banbridge and Craigavon				2,988.73
Belfast				
CRCD20\2024	Soul Studio Belfast	Soul Studio Belfast are linking with Belfast Community Organisations and Providers to deliver a community relations arts, dance and music programme taking place over 12 weeks. The programme will be delivered online and in person when restrictions allow. The programme will involve PUL, CNR and BME communities learning about each others beliefs, backgrounds and	Belfast	2,347.47

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		traditions through the medium of arts, dance and music.		
CRCD20\2053	Multi-Ethnic Sports And Cultures Northern Ireland (MSCNI)	The group plan to bring young people together from various community backgrounds to explore culture and educational stories. This will give an insight into how people from other cultures lived before they lived in Northern Ireland. The group plan to use social media to reach a wider audience to create awareness of different cultures and use sport as a medium to help people integrate with other communities.	Belfast	1,986.60
CRCD20\2124	Imagine Belfast	The Imagine Belfast Festival of Ideas & Politics took place 22-28 March 2021 with at least 80 events involving approximately 5,000 people in performances, debates, discussions and workshops in at least 25 venues across Belfast. Now in its 7th year, the festival has effectively engaged significant and diverse sections of the community in discussion on cultural diversity and good relations issues. Events will focus on a range of issues including dealing with the past, racism, the centenary of NI, partition and reconciliation issues.	Belfast	6,610.00
CRCD20\2142	East Belfast Mission	East Belfast Mission is launching their second animated video in the "Ulster Gaelic, It's yours too" project (Ivor's story) as part of a series funded by CRC Media Grant. They want to use an experienced social media consultant to ensure strong engagement and impact on a cross community basis. This will ensure the video reaches a wide audience during lockdown.	Belfast	1,000.00
CRCD20\2043	Youth Initiatives NI	Youth Initiatives is running a good-relations project which will bring 40x 14-20 yr-olds together from Catholic, Protestant and Ethnic Minority Communities across Belfast. Participants will engage through creative arts and good relations workshops allowing them to explore their own and others' cultures, beliefs and traditions in a safe positive relational environment. These COVID-friendly pod workshops will provide opportunity for significant relationships to develop while increasing their acceptance of and respect for diversity.	Belfast	5,780.00

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CRCD20\2020	North Belfast Principal Group	The Celebrating Difference Trek will involve schools and communities joining together to participate in a 2 week programme (October 2020) centred in 25 interface schools (primary, secondary, special, controlled, maintained, Irish speaking and integrated) where there has been significant community unrest, tensions and intolerance. The programme will address some of the issues above through the use of targeted educational material and interactive activities to better promote more inclusive and tolerant communities.	Belfast	2,178.00
CRCD20\2041	All Nations Ministries	All Nations Ministries is planning to bring together a two part panel consisting of representatives of the BAME community and white people in N. Ireland to challenge and discuss issues centred around race and unconscious bias. The aim of this two part panel is to educate and create awareness for both communities and to listen to how people experience these issues. These sessions will be filmed and distributed online during community relations week, with the hope of it becoming an educational resource.	Belfast	1,730.00
CRCD20\2055	Shankill Women's Centre (SWC)	This project is a continuation of a previously CRC funded project from last year which is working towards the development of a West Belfast Women's Network made up of PUL and CRN women to parallel the Greater North Belfast Women's Network which has been established for over 11 years. The future vision is to combine both networks when the women are ready and choose to do so. This project will be made up of network meetings, dialogues on topical themes chosen by the women, a residential with associated work relating to the creation of a development plan.	Belfast	1,830.00
CRCD20\2133	APAC	This research & development project focuses on promoting online exhibitions and bespoke digitally produced publication activities. From January to March 2021, APAC developed connections with 200 households at Interface areas by piloting the door to door delivery of a bespoke "Zine". There was a virtual 12-week exhibition at APAC's online galleries promoted	Belfast	2,316.00

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		to the Belfast public at large. The “Zine” and the exhibition will contain a textual and photographic narrative explaining APAC’s celebrated Citizens wallpaper project and how Belfast residents can engage with its forthcoming Belfast 2021/22 developments: • ART & the SECRET GARDENS • CENTENARY 21		
Total for Belfast				25,778.07
Causeway Coast and Glens				
CRCD20\2008	Tapp Friens Community Group	Tapp Friens have developed this project entitled 'Alternative Twelfth.' In light of the current pandemic, the group is keen to help support members and friends, with a varied programme of activities that will help to commemorate the Twelfth during the Covid 19 crisis. This project will contain a community relations element and will encourage participation, shared learning and commemoration.	Causeway Coast and Glens	1,400.00
CRCD20\2049	Building Communities Resource Centre	VOICES will create opportunities for dialogue, training and expression on history and current GR issues themed on Peace, Racism, NI Centenary, Commemorations, Intercultural Competency and Civic Lobbying in order to engender attitudinal change, acceptance and understanding of difference, in an accurate portrayal of the past and present to enable learning for the community to journey into a stable and safe future.	Causeway Coast and Glens	5,500.00
Total for Causeway Coast and Glens				6,900.00
Derry and Strabane				
CRCD20\2009	North-West Cultural Partnership	The project recruited a facilitator/mentor to support 12 focus groups across the Derry/Strabane District Council area, to feed into a major piece of research exploring lack of engagement across the Protestant/Unionist/Loyalist community.	Derry and Strabane	2,100.00
CRCD20\2018	Holywell Trust	Holywell Trust will relaunch Fingerpost (formerly the city’s longest running community magazine) as a series of interconnected activities – a website with social media presence, a podcast and a series of Fingerpost Day events.	Derry and Strabane	3,997.66
CRCD20\2026	The Inside Out Programme	The Last Human! Goodbye EU implications for intercultural	Strabane Derry and	4,711.00

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		dialogue, peace-building and reconciliation in the UK!" is a two-day conference that will mark the end of an era by exploring and reflecting upon the UK's decision to leave the EU and the implications it has for intercultural dialogue, peace-building and reconciliation.		
CRCD20\2035	Greater Shantallow Community Arts	An Fleadh Doire Mór is a Traditional Irish Arts Festival which will provide direct access to, and celebrate, the Irish arts within disadvantaged and divided communities in the Outer North region of Derry City and beyond. The innovative programme of events will engage hundreds of direct participants and reach a wide range of audiences through the delivery of 20 individual arts events. These events directly embrace cultural expression, promote good community relations and reconciliation through participation in the arts and strengthen cultural diversity across a wide range of art forms whilst developing shared spaces.	Derry and Strabane	6,840.00
CRCD20\2057	St. Columb's Park House	SCPH will host an event everyday during Good Relations Week to, launch their strategic plan outlining their intentions for their peace work going forward. They will seek new partnerships and collaborations to work together for peace. Engage practitioners in critical debate about how their work within the peace sector can address systemic issues relating to mental health and climate change. Ask good questions of the people we would like to work with in the future to ensure we are meeting need and capturing wisdom. Demonstrate a model of peace work that is holistic	Derry and Strabane	2,500.00
CRCD20\2076	Rural Housing Association	Diversity Explorers Packs (created by ArtsEkta) will be delivered to primary schools in the DCSDC area (Strabane, Plumbridge, Sion Mills, Victoria Bridge & Newtownstewart). These packs will celebrate diversity & encourage learning about cultures from around the world. Pupils will explore cultures inc. India, China, Africa, Spain, Poland etc. through arts and crafts, recipes and online resources. Following completion of the programme a cultural event will be held at each school or if lockdown	Derry and Strabane	2,380.00

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		measures require - a digital event will be held online showcasing dance and music from around the world.		
CRCD20\2128	An Gaeláras Limited	The Droichead Project will provide a 10 week Irish Language Taster Programme via Zoom, facilitated by an experienced Irish Language teacher. It will be marketed as a programme specifically designed to support people from communities where learning Irish is not traditional or may even be controversial (for example, communities described as broadly Unionist or PUL.)	Derry and Strabane	400.00
CRCD20\2151	An Gaeláras Limited	The project will utilise the participation of current learners from their outreach classes and create a short film about their experiences learning Irish so far. The project will focus on those from communities where Irish is not traditionally learned, particularly those from a broadly Unionist background. The film will be shared online and used as a tool to encourage others to consider learning, to challenge myths and perceptions about who learns Irish and the cultural narrative that exists around the language.	Derry and Strabane	2,300.00
Total for Derry and Strabane				25,228.66
Fermanagh and Omagh				
CRCD20\2112	Ederney Community Development Trust	Ederney Community Development Trust are delivering an 8 week sports good relations programme for 40 young people aged between 12 and 15 years of age. The programme consists of six pillars, GAA taster sessions, Soccer taster sessions), two good relations workshops, two joint coach education workshops. (12 coaches in total) and a concluding celebration event and small sided games tournament.	Fermanagh and Omagh	2,300.00
CRCD20\2141	Together in Music	Together in Music, will organise and run a series of 8 pre-recorded cross community projects based in the neutral and shared space of The Strule Arts Centre in Omagh. The central element of the broadcasts will be a discussion by local clergy representing the 2 main traditions . These discussions will be based on the dogma that divides and the divinity that unites the two main Christian traditions.	Fermanagh and Omagh	1,760.00

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		There will be an Arts element with poetry, short stories and visual arts that are representative of the 2 communities. The centenary of Northern Ireland will also be included.		
Total for Fermanagh Omagh				4,060.00
Mid and East Antrim				
CRCD20\2037	Drumalis	The project aims through education in knowledge and skills to empower a cross-community, cross-sectoral group of people to engage actively with public theology or applied social ethics and to contribute through the praxis of civic and social responsibility to a more ethical, just, compassionate and peaceful society. A wider public will also be informed through audio-visual presentations and thus empowered for significant civic engagement.	Mid and East Antrim	2,840.00
Total for Mid and East Antrim				2,840.00
Mid Ulster				
CRCD20\2098	Fivemiletown District Cultural & Sports Association	In Northern Ireland the Battle of the Boyne is very much a divisive issue, being erroneously perceived as a victory of one community over another. This project will bring together a community group to produce two short animation videos (for distribution via social media) which will explore and explain the wider European significance of the event. The first video will be entitled 'The Bigger Picture', the second 'Something for everyone to Celebrate'	Mid Ulster	2,400.00
Total for Mid Ulster				2,400.00
Multiple				
CRCD20\2032	North West Tongues, Tones and Tapping	A series of cross-cultural workshops, seminars, performances and events. This will be followed by an appropriate event to celebrate the entire range of activities of the week.	Multiple	2,000.00
CRCD20\2129	North West Migrants Forum	The aim of the project is to empower women from BME backgrounds – collectively and individually – to challenge the inequalities they face. The voices of BME women are largely absent from public and political spaces. The project will provide a supportive and inclusive environment to enable women to develop leadership skills so they can	Multiple	2,500.00

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		participate more fully and contribute to decisions about their lives and develop an action plan for improved community relations.		
CRCD20\2131	Community Relations in Schools (CRIS)	CRIS have commenced the preliminary stages of a Strategic Planning process that has been guided by best practice. This project will ultimately guide the organisational and programmatic development of CRIS, boosting their CR/GR reach, as they enter into a new phase, which involves significant scaling of work in communities as well as influence at the systems/ policy level.	Multiple	4,000.00
CRCD20\2047	Falls Women's Centre	Falls Women's Centre, Shankill Women's Centre and Queens Park Women's Group will bring together 24 women from both communities to participate in a drama project based on their own experiences over the past 30 years, and their hopes for the future. Making use of shared spaces to allow the women to explore their experiences and commonalities, the project will directly address community relations issues around the legacy of the past, shared history and moving forward to a shared future. Three short seven-minute plays will be filmed and premiered in GR week.	Multiple	5,464.98
CRCD20\2050	Quotidian - Word on the Street Limited	The group are building a website for their project so that they can create and sustain their work with communities, create online exhibitions, and use it to provide connection on an ongoing basis with the people they work with, to build a platform for engagement, learning, participation, sharing stories, information and as a hub for creativity. They will showcase an exhibition of photographs and creative writing for Good Relations Week 2020. And also produce an online event for International Migrants Day & provide online workshops. Over the past few years Artsawonder has facilitated discussions amongst	Multiple	5,500.00
CRCD20\2125	Artsawonder	significant members of the three Abrahamic faiths to come together from Ireland North and South and Britain to pursue a conversation not with the aim of seeking, still less enforcing consensus, but rather fostering a Higher Quality of Disagreement. The gathering built	Multiple	1,960.00

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		some improbable relationships which bridged the divide between the groups of believers and created a sense of common purpose and an environment conducive to addressing contentious but common concerns.		
CRCD20\2147	Museum of the Troubles Initiative (MOTI)	The aim, in cooperation with local community groups, is to create a museum and peace complex, on or close to the Peace Line that divides the Lower Shankill and the Lower Falls, Belfast. The museum presents the histories of the “Troubles” and the Irish Peace process for people in Northern Ireland, the Republic, Britain, and beyond. ‘Peace’ is taken in its broadest sense to include peace groups, anti-violence initiatives and the resilience of people during the conflict, in addition to the high politics of peace during the 1990s .	Multiple	2,125.00
CRCD20\2099	Mandarin Speakers Association Derry	Deliver Chinese New Year celebration event, Chinese language lessons and cultural awareness workshops to local communities and schools. Including an art workshop in local schools and Youth Clubs to participate in China international art competition and showcase their pieces at an Art Exhibition in Holywell and North West Regional College.	Multiple	2,000.00
CRCD20\2058	Youth Initiatives NI	Youth Initiatives plan on hosting an outdoor screening of Tellyscope, a piece of work produced by a group of young people from Catholic, Protestant and BME young people aged 14-20yrs. This screening will provide a platform for our young people to share with friends and family what they really care about and the issues that impact them today.	Multiple	1,514.00
CRCD20\2068	The Churches Trust Ltd	The Churches Trust is producing of a film based on a guided tour of the Columba Heritage Trail (CHT) which is taking place during Good Relations week. This tour will be given by an artist who will outline the collaborative cross community experience of the development and the peace and reconciliation themes that are a fundamental part of the public art pieces along the CHT.	Multiple	5,735.00
CRCD20\2006	The Corrymeela Community	The project will utilise contested heritage landscapes and artifacts as tools for communities to dialogue, share perspectives and develop	Multiple	2,500.00

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		inclusive approaches to addressing the past and building a shared future. The course will increase capacity within the heritage and community sectors to develop and extend contested heritage approaches within their provision. Twenty leaders will participate in two residentials and a full day of training that focuses on: ethical approaches to the past; identity, culture & conflict; multiple narratives; and developmental evaluation.		
CRCD20\2007	ArtsEkta	The Belfast Mela is Northern Ireland's largest celebration of cultural diversity, usually held annually in Botanic Gardens. However, due to the Covid 19 pandemic, ArtsEkta was unable to deliver the 14th annual Belfast Mela in its original format. To mark the festival, they held a week long virtual celebration online from 24th - 30th August. This included a programme of online performances, talks, workshops and other interactive digital activities to promote cultural diversity in Northern Ireland.	Multiple	6,500.00
CRCD20\2019	Foundation for Forgiveness and Reconciliation	The group is creating a podcast series profiling peacemakers, activists and artists from both sides of the conflict here in N.I and from other contexts of conflict around the world. The series will be a set of interviews discussing issues that have arisen from our shared history, stories and methodology of peace making, community building and reconciliation.	Multiple	5,000.00
CRCD20\2027	Irish School of Ecumenics	Church Fora CONNECT conferences take place biannually. The conferences bring together representatives of Church Fora and other inter-church groups from across Northern Ireland to share experiences and learnings in their work to promote reconciliation, an end to sectarianism and racism, a shared and safe community. The theme of June CONNECT Conference 2020 is 'Life Post Covid 19: A Search for Meaning and Moral Values' The Church Fora Newsletter profiles the work of individual Fora and provides opportunities for practitioners to have their say,	Multiple	780.00

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		reflect on their work, and highlight activities. The Newsletter is distributed on region wide basis.		
CRCD20\2046	Politics in Action	A recent survey of almost eight hundred 11-25 year olds across Northern Ireland found that mental health, fear and boredom were the top three issues which young people in NI are concerned about during the current pandemic. The challenge of dealing with Covid-19 affects us all. But it also offers our communities an opportunity to collaborate and find shared solutions.	Multiple	4,000.00
CRCD20\2048	Belfast Interface project (BIP)	BIP have moved into the second year/phase two of the project See-u-Through. They have developed a community toolkit in the form an App and are developing a local interface network which will promote collaborative community planning and economic development. These will include a pioneering new "in App" collaborative building mode for interface communities and include participatory tools for consultation with local government. This innovative toolkit will be an important resource for promoting positive interfacing and will allow communities to address histories of conflict empowering "Shared Futures"	Multiple	4,000.00
CRCD20\2108	Centre for Democracy and Peace Building	To build upon their successful One Thousand Paper Cranes Project, the group have developed Hiroshima Resilience Project - a virtual tour and lesson about Hiroshima, which pairs live online presenters/facilitators with virtual technology to tell the story of Hiroshima, before, during and after the atomic bombing. The 75 min workshop helps participants to think deeply about the concept of peace-building, diversity, and resilience and its role in their own lives and communities.	Multiple	3,000.00
CRCD20\2134	Beyond Skin	A project will engage 100 girls/women from a diversity of communities (open to all ages) referencing the Northern Ireland centenary. The 100 participants through virtual workshops will create 100 creative expressions reflecting their thoughts of belonging and identity as citizens in Northern Ireland.	Multiple	2,500.00

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		The participants will produce pages for a book.		
CRCD20\2145	Thrive Ireland	The group plan a series of virtual encounters, through workshops on the themes of Remembering and Memorial, Grief and Forgiveness and Social and Personal Responsibility with input from peace and reconciliation specialists from Rwanda, Kenya and Zimbabwe and response and reflection from Northern Ireland representatives. Thrive Ireland is the lead partner with Contemporary Christianity and the South East Fermanagh Foundation.	Multiple	2,133.00
CRCD20\2159	Training for Women Network	Eirene and Pax: Women of Peace Festival is a non-partisan series of online and in-person workshops, dialogues, and events aimed at celebrating women of Northern Ireland and their unique contributions to culture, community and politics. Events will include non-partisan political, cultural presentations that lead to dialogues: -theatre and drama performances on social justice -Music and dance -informational workshops/lectures	Multiple	3,920.00
Total for Multiple				67,131.98
Newry, Mourne and Down				
CRCD20\2013	Schomberg Society Kilkeel Limited	This project will create a 'virtual' 11th July Celebration in Kilkeel. With all 11th Bonfires and associated celebrations cancelled, this project will help enhance community relations by creating an opportunity for everyone to participate in a virtual 11th July celebration. This will include a 'Virtual Bonfire' created with SpotLights and accompanying Fireworks Display. The community will be encouraged to enjoy these celebrations safely from the doorsteps of their homes at a specific time on the 11th Night. This project aims to remove the possibility of any other unofficial bonfires taking place, which could be hugely damaging to community relations.	Newry, Mourne and Down	2,000.00
Total for Newry, Mourne and Down				2,000.00
A/C Adjustment				567.95
Overall Total				140,934.49

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North Belfast Good Relations Fund 2020 - 2021

Reference	Organisation	Summary	District Council	Amount Paid
NBF20/2007	Ardoyne Youth Enterprises	Support costs towards good relations projects in North Belfast	Belfast	79,998.50
NBF20/2006	Ashton Centre	Support costs towards good relations projects in North Belfast	Belfast	71,235.25
NBF20/2001	Ballysillan Community Forum	Support costs towards good relations projects in North Belfast	Belfast	51,251.52
NBF20/2002	Cliftonville Community Regeneration Forum	Support costs towards good relations projects in North Belfast	Belfast	103,951.22
NBF20/2004	Greater Whitewell Community Surgery	Support costs towards good relations projects in North Belfast	Belfast	44,999.65
NBF20/2009	Intercomm	Support costs towards good relations projects in North Belfast	Belfast	88,000.00
NBF20/2008	Ligoniel Development Association	Support costs towards good relations projects in North Belfast	Belfast	54,928.42
NBF20/2003	Mount Vernon Community Development Forum	Support costs towards good relations projects in North Belfast	Belfast	21,582.00
NBF20/2005	Shankill Women's Centre (SWC)	Support costs towards good relations projects in North Belfast	Belfast	90,000.00
NBF20/2010	The Vine Centre	Support costs towards good relations projects in North Belfast	Belfast	18,769.32
			A/C Adjustment	836.00
			Overall Total	625,232.27

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Pathfinder Grant Scheme 2020 - 2021

Reference	Organisation	Summary	District Council	Amount Paid
Belfast				
PF20\20004	RCITY YOUTH CIC	This project will deliver a 16 week project for 50 young people aged 14-16 years. An initial four weeks of activities will focus on small scale social action projects alongside personal and social development workshops. These will be delivered pre Christmas (Nov-Dec 2020) and support young people to build cross-community friendships. The remaining 12 weeks will focus on specific good relations workshops. Workshops will provide opportunities for stereotypes to be broken down, tolerance to be increased and sectarian hate and associated ASB to be reduced.	Belfast	5,000.00
Total for Belfast				5,000.00
Newry, Mourne and Down				
PF20\20003	Schomberg Society Kilkeel Limited	The project aims to address/tackle the issues which are barriers to improving community relations in the Greater Mournes through delivering a series of 24 Dialogue and Discussion events. These Dialogue & Discussion events will be delivered to representatives from the PUL & CNR communities and will address four community relations themes. This includes delivering Dialogue & Discussions to tackle the issues of conflict with the PSNI, to tackle the issue of flags, emblems and symbols being erected in contentious areas, fears surrounding the impact of Brexit upon our communities and fears/disrespect surrounding both Irish and Ulster-Scots Language in the Mournes.	Newry, Mourne and Down	3,750.00
Total for Newry, Mourne and Down				3,750.00
Accounting Adjustment				(3,000)
Overall Total				5,750.00

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Media Grant Scheme 2020 – 2021

Reference	Name	Summary	District Council	Amount Paid
Belfast				
Media20/20009	Northern Visions	An engagement process with community groups involved in community relations work and peace building to deliver a series of six discussion programmes for NVTV, Belfast's local public service channel	Belfast City Council	9,995.00
Total for Belfast				9,995.00
Derry and Strabane				
Media20/20010	Holywell Trust	Following the success of the Forward Together Podcast, which received support through both the 2018 & 2019 Media Grant Schemes, Holywell Trust will continue and deepen the conversations that have been started through a third series of the podcast. During this new series they will carry out 18 new interviews.	Derry and Strabane	6,437.68
Total for Derry and Strabane				6,437.68
Multiple				
Media20/20002	AvilaMedia	The group will undertake a range of filmed and written interviews with community organisations/groups, showcasing how different communities are coming/have come together to address ongoing needs throughout the pandemic period. We feel it necessary to bring awareness and reflect upon the impactful work undertaken over the crisis.	Multiple	5,560.65
Media20/20006	Integrated Education Fund	By using short film the project will amplify the voices of young people who have experienced integrated education by considering: Exploring the myths of integrated education What they believe are the perceptions of an integrated education? How does it approach the contentious and divisive issues affecting Northern Ireland society?	Multiple	3,500.00
Total for Multiple				9,060.65
Newry, Mourne and Down				
Media20/20008	The Light Theatre Company	Filming and editing the two parts of the Border Stories performance for online dissemination. The Emigrant Woman's Tale performed by Csilla Toldy poet and Fil Campbell musician is a 50 minutes long show. Bananas! is a short one-woman play about homelessness and immigration issues performed by Vicky Blades.	Newry Mourne and Down	5,350.00
Media20/20012	Newry.ie CIC	The group will expand on the successful Diverse City project funded by CRC in 2018 with more stories. Their showcase of Newry's new residents saw up to 6000 views.	Newry Mourne and Down	1,950.00

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		Additionally they'll commission 2 regular news columns from 2 different communities. These will be a permanent fixture and a useful resource.	
Total for Newry, Mourne and Down			7,300.00
A/C Adjustment			-1,421.00
Overall Total			31,372.33

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Publications Grant Scheme 2020 – 2021

Reference	Organisation	Book Title	District Council	Amount Paid
Antrim and Newtownabbey				
Pubs20/207	For Your Freedom and Ours	For Your Freedom & Ours - Model of Good Practice	Antrim and Newtownabbey	1,400.00
Total for Antrim and Newtownabbey				1,400.00
Derry and Strabane				
Pubs20/209	Guildhall Press	Creggan Today	Derry and Strabane	3,500
Total for Derry and Strabane				3,500
Pubs20/205	Integrated Education Fund	Transforming Education - Collated Volume	Multiple	3,500.00
Pubs20/228	Youth Initiatives NI	Youth Initiatives Good Relations Resource Handbook	Multiple	1,558.94
Total for Multiple				5,058.94
Overall Total				9,958.94





**COMMUNITY
RELATIONS
COUNCIL**

Equity | Diversity | Interdependence

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