

ANNUAL REPORT

& ACCOUNTS

FOR YEAR ENDING 31 MARCH 2022



**COMMUNITY
RELATIONS
COUNCIL**

Equity | Diversity | Interdependence

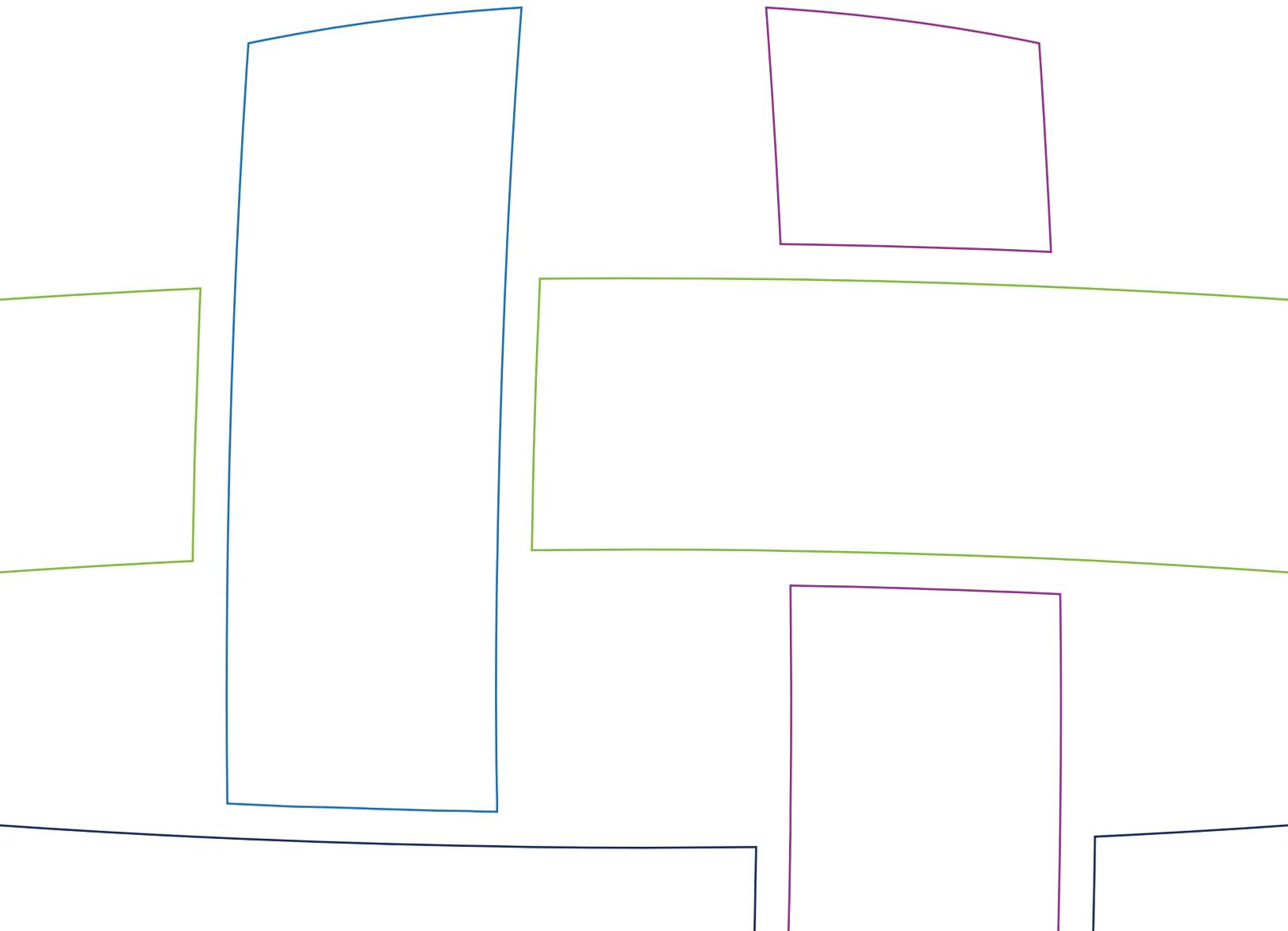


Company Registration No. NI24026

Charity No. 107530

The Northern Ireland Community Relations Council
Annual Report and Accounts for the Year Ended 31st March 2022

Presented to The Northern Ireland Assembly by the Community Relations Council on 20th
December 2022





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for the Year Ended 31st March 2022**

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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

As we end the 2021/22 financial year it is appropriate to reflect back upon another successful year for The Community Relations Council (CRC) in its efforts to continue peacebuilding and social cohesion across our society as part of Governments TBUC (Transforming and Building a United Community) Strategy delivered through the NI Executive Office (TEO). The Chief Executive, Jacqueline Irwin has covered the advances made in her annual report and I would like to take this opportunity to thank her and all our staff for their collective input into enabling CRC to meet its targets over the last year.

The resilience of the many community groups we assist, both financially and with technical assistance, must be recognised as a resource that is pivotal to all our futures -both rural and urban. Despite the arrival of a further devastating surge of Covid the groups we support have managed to use the 'virtual world of delivery' to their advantage and in many cases exceed the outputs and targets set by our grant structures.

This year has seen our relationship with our sponsor department TEO develop and strengthen further. The introduction of a new Permanent Secretary, Denis McMahon to TEO has been most welcomed and provides new leadership and drive to us all as we approach the review of the TBUC Strategy. Collaboratively I am sure our joint efforts will bring a strong policy framework to guide us in future years as we navigate our way towards a cohesive and peaceful society.

The collapse of the NI Executive in February 2022 has unfortunately seen us take a step back in political stability. This coupled with Brexit issues, the aftermath of the pandemic, the cost of living, global instability with war in Ukraine and rising energy prices will require us all to work collaboratively to address the issues impacting upon 'our everyday life' in the months and years ahead. Social cohesion was never as important to N Ireland as it is now so we must build upon the significant advances we have made in the past to guide us through the difficult times ahead.

This year sees the first 3-year term for myself, as Chair, and my fellow board members come to a close. The journey to perform as an Arm's Length Body of government under a robust governance regime has been successfully navigated and I would like to thank my fellow board members for all their support and help over the last three years. As I reflect back, I am confident we now have a strong team at board level who bring a diverse range of skills and ability to the board table.



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I am delighted as Chair to present this year's Annual Report which 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



Chief Executive's Comment

The Community Relations Council is an arms-length body of The Executive Office, and a key delivery partner responsible for funding programmes across the region to tackle sectarianism, racism, the hostility that is a legacy of the conflict, and to build good community relationships. The work of the Community Relations Council in 2021-22 was undertaken during the second year of the pandemic and the adaptations we made in 2020-21 have become our normal mode of service delivery this year. As this report demonstrates, 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 changes to our way of delivery have protected services and staff and we recognise how fortunate we have been to be able to do so. We remain hugely grateful to those who remained on the front line due to the nature of their work and we extend sympathy to those who have lost loved ones or are still dealing with health issues.

Despite the uncertainty about how Covid-19 will affect us in the future, the organisations we fund have adapted to meet the needs of the community in rural and urban settings. In doing so, they have shown how good community relationships are vital to the delivery of other services. We continue to be inspired by the energy and commitment they have shown and the practical ways in which they are supporting people. The alignment of good relations with the practical delivery of services in other areas of concern to the community is not new but it will be even more essential as we face into the economic uncertainty of 2022-23.

As a society we face other challenges too. Political stability has been set back with the aftermath of Brexit and the collapse of the NI Executive. The war in Ukraine has increased global instability. The futility of war is sadly once again visible for all to see, however important the issues underpinning it. Scarce resources, time and attention are taken up with conflict. Negotiation and diplomacy get harder as war takes hold but sooner or later a negotiated settlement must be reached. The search for common ground and shared humanity is vital as we turn to face the planet's environmental challenges.

2022-23 will also see us move into a more hybrid way of working as the pandemic restrictions are lifted. We will welcome the opportunity to safely meet again with colleagues in the community relations network. At the same time, we are trying to ensure that we plan service delivery in a sustainable way that pays due attention to the need to help prevent the worst excesses of the environmental catastrophe the planet is facing. In community relations work we already know that small actions taken by large numbers of people can bring about positive change. We will apply the same logic to playing our part in the environmental challenge. As part of our contribution to a more sustainable world we continued to develop our on-line processes and have largely completed our move away from paper-based records. Our online grant management system enabled us to fund 129 organisations and projects that received funding totalling £2,251,976 in 2021-22 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).



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Our role as a hub for the exchange of learning and best practice continued in 2021-22. We provided on-line development and engagement opportunities to our funded groups, community practitioners, policymakers, academics, and wider networks. Using our on-line conference facilities, we organised 3 meetings of the Together: Building a United Community (T:BUC) Engagement Forum on behalf of The Executive Office. This continues to be a platform for structured engagement between those involved in the design of the policy and practitioners working on various aspects of delivery. The complex weave of perspectives necessary to reflect the diversity of our community is represented in the themes and participation in the Forum.

Good Relations Week 2021 was again held online with an agenda of 334 events. The steering group included representatives from The Executive Office, the Department for Communities, the Department for Justice, the Education Authority, Nerve Centre, Libraries NI, Cathedral Quarter Trust, and T:BUC Young Ambassadors. We are grateful to them and everyone who contributed to making the week such a success.

This year we took time to evaluate our Decade of Centenaries project which is run jointly with the National Lottery Heritage Fund. The project is now over a decade old, and the evaluation has helped us reflect on what we have achieved together with those who took part in the roundtable discussions which have been a constant and valued feature of the work. Our Principles for Remembering and useful resources from the project are available on our website. Our communication channels including the website, twitter and e-news continue to be well used. Our website attracted 25,640 users and 64,868 page views. We have 2,357 subscribers to our monthly email newsletter, 7,784 followers on Twitter with post impressions of 663,900 and 3,093 followers on Facebook with a post reach of 692,800.

I am grateful to our Chair, Martin McDonald and the Board members for their support and guidance during the year. I am also grateful to my fellow staff members for their commitment to achieving our goals and for their team spirit. The Community Relations Council is also grateful to colleagues in The Executive Office, our work could not be done without their valued support.

Jacqueline Irwin

Chief Executive and Accounting Officer



Strategic Report

i) Performance Overview

The directors are pleased to present their Annual Report and Accounts for the year ended 31 March 2022. 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 2021-22 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 continue to face a difficult operating environment during 2021-22 due to the continuing challenges presented by Covid 19. CRC has continued to deliver all funding streams, and hold all events online, and delivered a good performance despite the difficult circumstances. Following the government's continued advice that people should work from home whenever possible the Community Relations Council maintained its 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 2021-22 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 2021-22.

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 2021-22

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 2021-22 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 2022:

<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.
Resources - Human Resources	This risk considers the Impact of delay implementing annual pay awards on CRC's ability to retain staff, and on staff morale.	The Community Relations Council received notice from TEO in March 2022 that the outstanding Pay Remits had been approved. All outstanding back pay has been processed and paid in March's pay packed.
Resources -HR	This risk refers to the ongoing issues related to staff morale, actions agreed to resolve these matters and the impact these issues may have on CRCs capacity to deliver the outcomes envisaged in CRCs annual business plan and triennial strategic plan	CRC established an Implementation Group to consider and plan for the resolution of the issues identified. An implementation report is provided at each Board meeting; no concerns have been raised.
Resources - Information, Legal-regulatory, Relationships, Reputation	This risk considers issues associated with a Freedom of Information request relating to the Bonfire Scoping Exercise. There is a risk that CRC fails to comply with the Freedom of Information Act or guidance issued by the Information Commissioner's Office (ICO) or to correctly apply the available exemptions	CRC will seek and act in accordance with legal advice. CRC will collate all related documents and make other preparations as advised by



		its legal advisor in advance of request from ICO
Resources - HR	This risk considers the implications of the current incumbent of the Director of Finance, Administration & Personnel, and Finance Manager positions departure, the implications of CRC being unable to attract suitable candidates for these roles and to manage the transitional period	CRC working with recruitment agency to fill post. Use of temporary staff when necessary

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 48.

The Community Relations Council monitors its performance by comparing actual performance to targeted performance as detailed in the 2021-22 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.

Going Concern

The Executive Office wrote to the Community Relations Council confirming that funding had been secured for the 2022-23 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 2022-23 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 2022 shows a funding deficit of £2,386,000. 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.



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Summary Performance Appraisal

During the year the Community Relations Council achieved delivery of 21 key performance indicators (KPIs).

This included the following achievements:

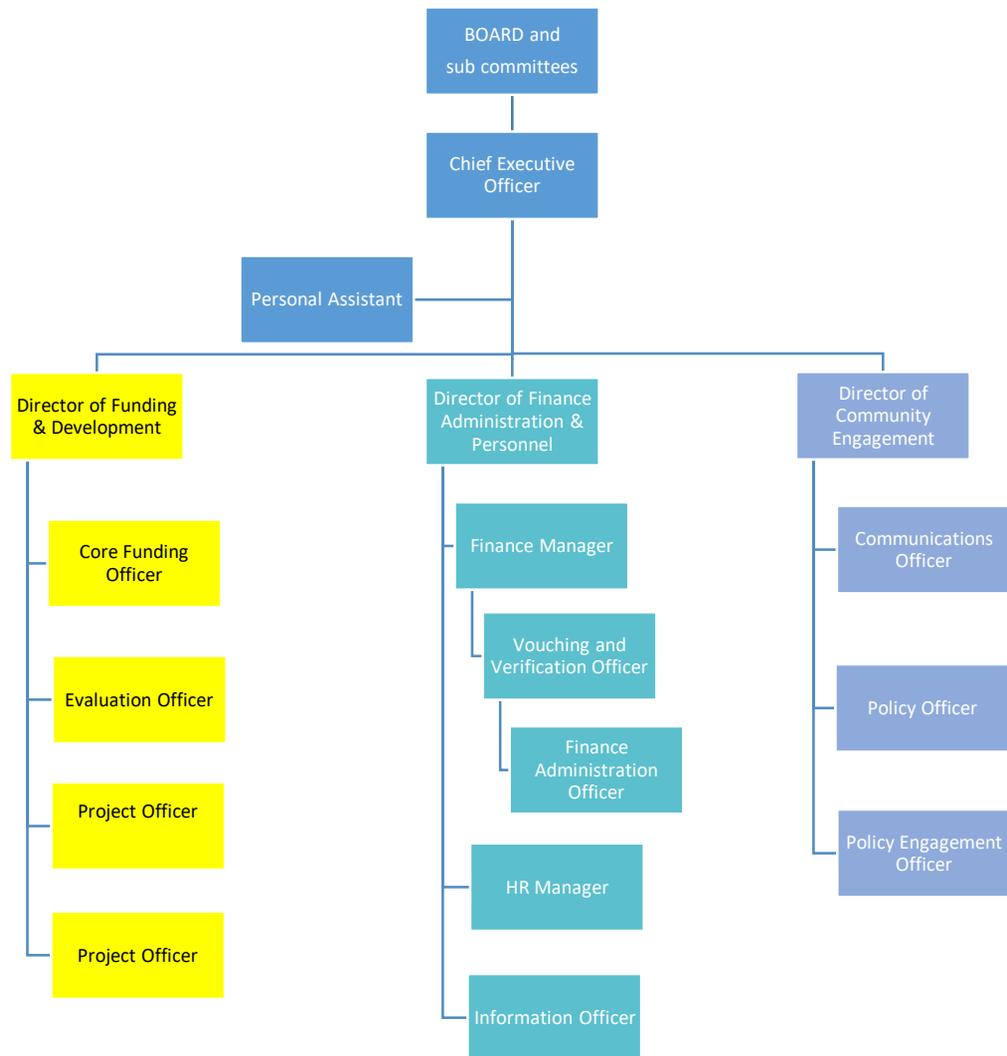
- 100% of applications for 2022/23 Core Funding has been processed within the agreed timescale. A total of 29 awards have been made with a value of £1,188,301
- A total of 118 CR/CD small grants, Media, and Publications grants applications were received and processed within agreed timescale.
- Over the year 513 people attended the 3 Together: Building a United Community Engagement Forums, 42% new attendees, with 90% rating the Engagement Forum as good, very good or excellent.
- The annual engagement survey showed an increase in recognition of the CRC name and logo.
- A new Decade of Centenaries Principles website and toolkit was developed.
- Compared with industry standard of 22%, 42% of CRC Newsletter subscribers are highly engaged in and regularly open the monthly eNews.
- CRC's Internal Audits all received a 'satisfactory' opinion. These reports related to: HR Management; Grants and Administration; Community Engagement. Only priority three recommendations were received, and these have been followed up.
- 89% annual budget allocated to funding and engagement activities

The Community Relation Council expects that easing of restrictions related to the Covid 19 pandemic will allow for increased good relations activity during the 2022-23 business year but is uncertain when there will be a return to normal social interaction and what will be the future impact of the pandemic on its operations. The continued downward pressures on public sector finance are 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.



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Organisation Chart





ii) PERFORMANCE ANALYSIS

A) Summary

The key undertakings during 2021-22 to deliver on the Community Relations Council's priorities included:

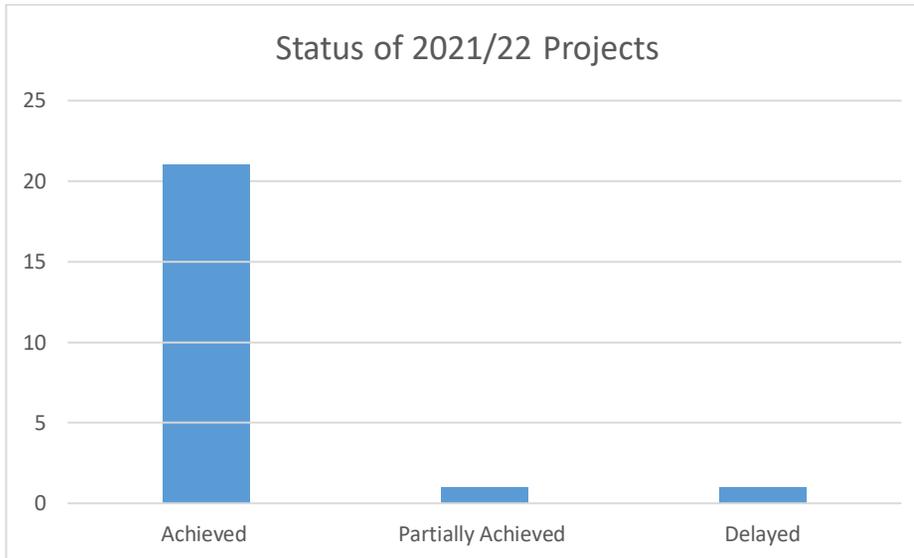
1. The Executive Office funding provided to the Community Relations Council for 2021-22 was distributed to assist with achievement of the Programme for Government (PfG) and T:BUC strategic outcomes;
2. The Community Relations Council supported the implementation of the T:BUC Strategy and related PfG 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 2021-22;
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 implemented its new Vouching and Verification procedures, following a review in 2020/21. The new system was 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 2021-22 business plan was 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 2021-22. 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 Community Relations Council appointed an Environmental Champion who aims to improve and monitor the sustainability and environmental goals of the organisation. Since then the Board has received and approved a paper setting out a strategy to improve CRC's environmental impact by: introducing a 'Digital First' policy to publications; eliminating the purchase or single use plastic; continue to implement a paperless office; explore the option of becoming a 'FairTrade' office; add criteria to the procurement policy relating to sustainability and environmental standards. 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.



Long Term Expenditure Trend

Long term Expenditure Analysis	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022/23 Projection</u>
	£'000	£'000	£'000	£'000	£'000
Grants	2,427	2,115	2,103	2,252	2,250
Programme Costs	87	79	54	76	80
Salaries	989	841	892	979	850
Overheads	245	263	242	296	300
Total Expenditure	3,758	3,299	3,291	3,603	3480

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 £2,252k in grants during the 2021-22 financial year being 7.5% more than prior year, despite Covid 19 restrictions. The remaining expenditure is 25% over budget due to the payment of staff back pay which was accrued over the last 4 years at £126,032. Normal salary costs of £853k are 10% under budget.



B) Detailed Performance Analysis

The directors are pleased to present Detailed Performance Analysis for the year ended 31 March 2022. This analysis section provides detail on the performance of the Community Relations Council by its key functions and objectives during the 2021-22 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.



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Funding and Development

In 2021-22 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, organisations and projects received funding offers of £2,251,976 from total of 173 applications received.

Twenty nine organisations received grants awards of £1,88,301 from the Core Fund and ten organisations received grants totalling £335,927 from NBSGRP. In addition to the Core Fund and NBSGRP schemes, the Community Relations Council provided £727,748 in funding to 91 projects from 118 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 2021-22 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 to date – District Council Areas 2021 - 2022

	Core	CRCD	Media	North Belfast	Pathfinder	Publications	Total
Regional	359,263.65	22,831.50	8,300		8,060.90	1,600	400,056.05
Ards and North Down		3,200.00					3,200.00
Belfast	140,518.37	54,386.21		355,927	16,428.00		567,259.58
Derry City and Strabane	129,718.89	38,276.97					167,995.86
Lisburn and Castlereagh City		1,565.00					1,565.00
Mid Ulster		5,840.00					5,840.00
Total	1,188,301	688,558	8,300	355,927	29,290	1,600	2,251,976

NB: Multiple Councils – the grant was awarded for projects taking place in 2 – 4 District Council areas

Regional Councils – the grant was awarded for projects taking place in 5 – 11 District Council areas

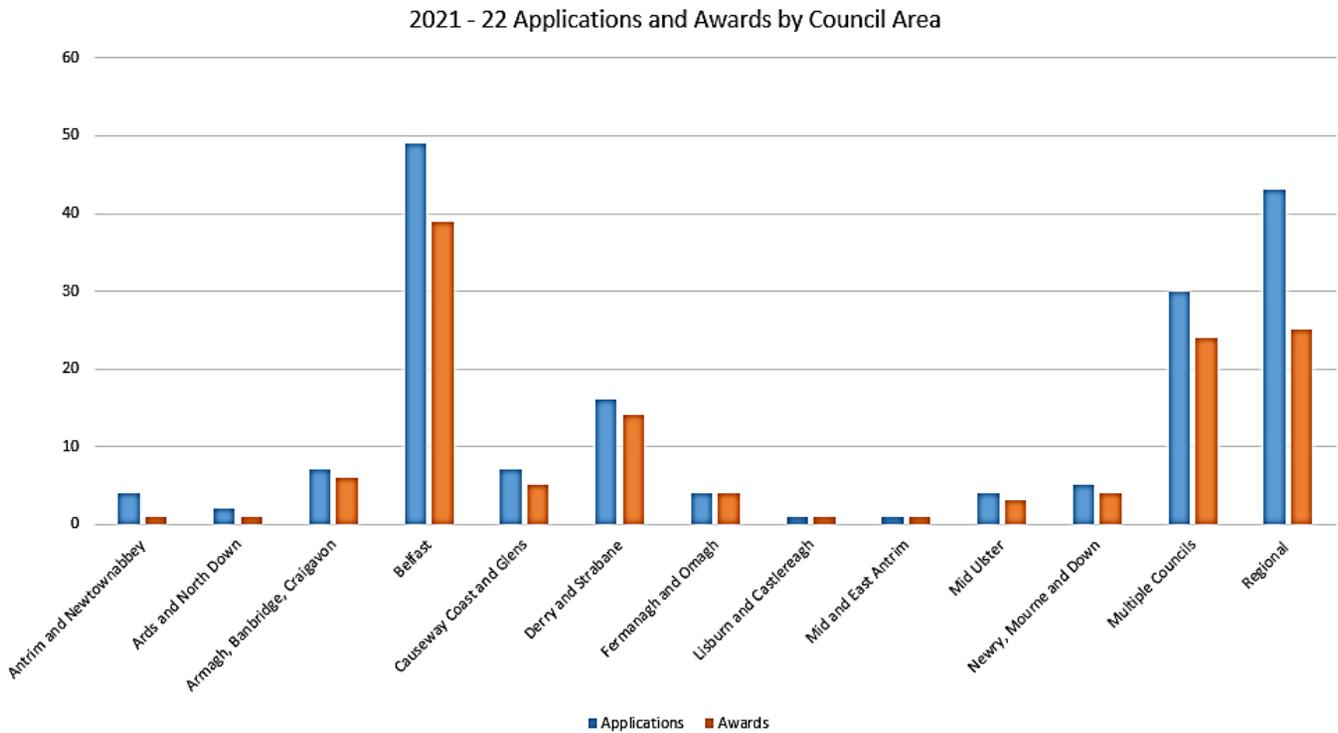




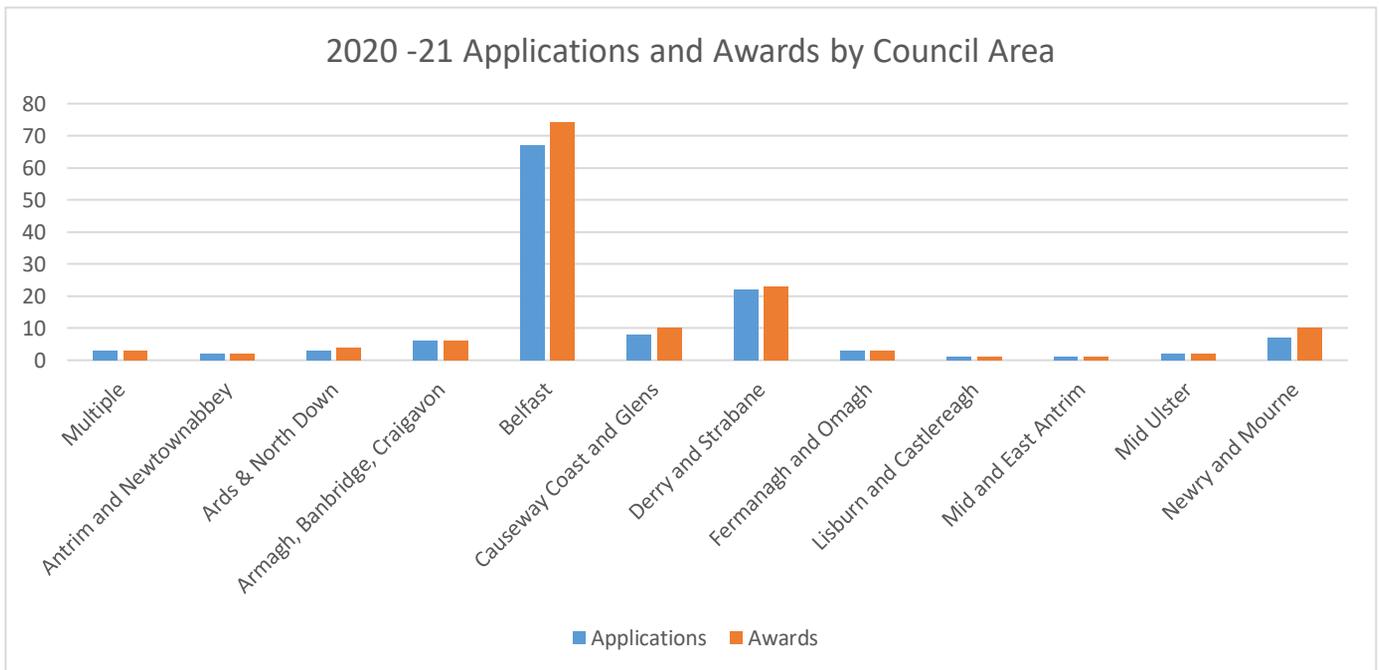
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Where there are areas of low grant application the Community Relations Council has put in place welcoming statements to encourage community relations activity.

FUNDING – Applications and Awards by Council Area



For comparison: 2020/21 Applications and Awards by Council Area





Performance Highlights

FUNDING - Performance Highlights			
Scheme	Applications Processed as planned		Total Funding
	Target	Performance	
Core Funding	45	45	£1,188,301
CRCD	92	92	£688,558
NBSGRP	10	10	£335,927
Media	7	7	£8,300
Pathfinder	8	8	£29,290
Publications	11	11	£1,600
TOTAL	173	173	£2,251,976

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 three Engagement Forum events.

- 18th May 2021 online event was titled "Our Safe Community."
- 21st September 2021 online event was titled "Good Relations Across the Atlantic."
- 1st March 2022 online event was titled "Engaging with the Business Sector."

Community Relations Council welcomed the participation of Junior Ministers at the Engagement Forum in May. Both First and deputy First Ministers attended and spoke at the Engagement Forum in September. Dr Jayne Brady Head of the Northern Ireland Civil Service attended and spoke at the March event. The three Engagement Forums provided the opportunity for Ministers and Senior Civil Servants 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 a series of 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 20th September 2021 with the theme of "Brighter Days Ahead". The Week is designed to showcase good practice and encourage wide engagement. The Community Relations Council was joined on the steering group by The Executive Office, the Department



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for Communities, the Department for Justice, the Education Authority, Libraries NI, The Cathedral Quarter Trust and The Nerve Centre. The launch of the week was supported by Local Authorities many of whom organised a local launch in their areas that included groups funded by the Community Relations Council. The launch and the week of activities attracted extensive media coverage as well as coverage in the regional press.

The 2022 Good Relations Awards presentation took place on 30th March 2022. There were eight Awards in total. Awardees were recognised for their Good Relations work across the four T:BUC themes and specifically work in health, sports, education and heritage work.

The email newsletter, eNews, has been issued every month during the year. The eNews covers CRC and T:BUC funding opportunities, as well as sharing stories of community-based groups and organisations who are working hard to build united communities at the local level.

Social media was also used to communicate our messages. The Community Relations Council has grown its Twitter and Facebook followers to 7,790 followers on Twitter and 3,673 followers on Facebook. 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 26,672 users and had 64,528 page views.

In September 2021, during Good Relations Week, CRC launched a new website titled www.ourpeaceourstories.com. This website showcases stories and examples of how local people are building peace across the region. CRC also started to develop a video series titled "Peacemakers". These materials and resources are designed to highlight how good relations is delivered in everyday life in local communities.

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 their work. In February 2022 an event to reflect on the Decade of Centenaries and the Principles for Remembering in Public Space took place. The event was attended by a broad audience including community, voluntary and public sector participants. 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.

During the year the contract was awarded for the next Peace Monitor Report. Subsequently the research team have been meeting regularly with the Research Advisory Group to develop and deliver the Report.

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T:BUC Engagement and Delivery		Highlights
Objective	Output	
In conjunction with TEO deliver the T:BUC Engagement Forum.	<p>Three meetings of Engagement Forum were delivered on 18th May 2021, 21st September 2021 and 1st March 2022.</p> <p>Produced a summary report and production of key messages/evaluation document for both events.</p>	<p>Summary and key messages and evaluation documents were completed.</p> <p>Events were well attended with over 120 people taking part in each event. Attendees and participants included TEO ministers, community practitioners, policy makers and academics amongst others.</p> <p>Over the year 513 people attended the 3 Engagement Forums.</p> <p>42% of attendees at the three T:BUC Engagement Forums were new.</p> <p>90% of attendees at the T:BUC EF rated the events as good or very good.</p>
Influence good relations policy outcomes by inputting to relevant PFG and T:BUC subgroups and providing information and feedback to relevant stakeholders.	<p>Participating in the T:BUC Structures.</p> <p>Provided advice and shared learning opportunities.</p> <p>Guidance on funding requirements to funded groups.</p> <p>Collate and disseminate resources.</p> <p>Delivered four funding fairs.</p> <p>Delivered eight online Shared Learning Events for core funded and North Belfast Strategic Good Relations Programme groups.</p>	<p>During the Covid 19 emergency CRC continued to provide support to funded groups including delivery of online events, online grant procedures, regular website updates, social media posts and the monthly eNews.</p> <p>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.</p> <p>Shared Learning event delivered online on 30th March focussing on the T:BUC review. 52 people attended.</p>



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		<p>Delivered a Shared Learning event on 15th March with the Tackling Paramilitarism Programme Team. 75% of participants rate the Shared Learning Events as very good, very good or excellent overall.</p>
<p>Promote Good Relations work through the delivery of Good Relations Week, the Good Relations Award and other activities.</p>	<p>Good Relations Week delivered in a hybrid format during September 2021. 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. 2022 Good Relations Award presentation event took place on 30th March 2022.</p>	<p>334 event listings covering every council area across a range of themes during Good Relations Week 2021. 257 print, online and broadcast media articles about the week. Positive feedback received in the event evaluation. 8 people recognised for their peacebuilding efforts and contribution through the 2022 Good Relations Awards.</p>
<p>Co-ordinate and lead on the Decade of Commemorations Project (in collaboration with Heritage Lottery Fund).</p>	<p>Delivered an event to reflect on the Decade of Centenaries work and highlight the successful Principles for Remembering In Public Space. 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. Four roundtable sessions with presentations from groups delivering work on the decades were held. Decades material, including a refreshed toolkit were promoted on a new website www.principlesforremembering.com</p>
<p>Engagement and communication with the sector via relevant media platforms.</p>	<p>Regularly update various social media platforms. News information produced and circulated widely. 12 Monthly eNews produced and distributed. Two new websites developed. Peacemaker video content created.</p>	<p>Twitter Followers: 7,790. Post impressions: 284,300 Facebook Followers: 3,673. Post reach: 536,900 Website Page Views: 64,528. Users 26,672 Email marketing subscribers: 2,360 Visit www.ourpeaceourstories.com Visit www.principlesforremembering.com Peacemaker videos on CRC website and YouTube channel</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 commenced during the 2021-22 business year. An author was appointed following an open tender process. The authors have begun work on the report and plan to present a final draft in 2022. £20,000 of the funds received from the Joseph Rowntree Charitable Trust have been treated as deferred income and are included within Accruals & Deferred Income on the Balance Sheet in the 2021-22 financial year.

Financial Summary

The Statement of Financial Activities on page 62 indicates that the company had incoming resources of £3,239,861 (2020-21 - £2,903,526) in the year. Note 2 on page 69 shows The Executive Office as being the sponsor of 99.5% (2020-21 100%) 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 £3,602,728 by £362,867 (2020-21 – income exceeded outgoing resources of £3,290,703 by £387,177)

The Community Relations Council was allocated a resource budget of £3,370,000 for the year to 31st March 2022 by The Executive Office. This budget funded net resource expenditure of £3,370,000 (excluding actuarial movements on the pension liability) which represented 100% of total funding allocated to The Community Relations Council by The Executive Office. The Community Relations Council was also allocated a capital budget of £10,000 for the year to 31st March 2022 by The Executive Office. This budget funded capital expenditure of £10,000.

The Balance Sheet on page 63 shows that the company had a fund deficit of £2,866,485 at 31st March 2022 (2020-21 – deficit of £3,572,618). The organisation’s Restricted Reserve at 31st March 2022 was a deficit of £2,866,485 (2020-21 – deficit of £3,572,618) of which £480,485 was a deficit in the income reserve (2020-21 – a deficit of £359,618). The valuation of the company’s pension scheme at 31st March 2022, for the purposes of IAS19, showed a funding deficit of £2,386,000 (2020-21 - deficit of £3,213,000). 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,



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monitoring historical income and expenditure and by receiving assurance that expenditure is incurred to deliver the annual business plan. As expenditure incurred to deliver the Community Relations Council's business plan has The Executive Office approval and is funded through a grant in aid provided by The Executive Office there is negligible risk of the Community Relations Council not being able to meet liabilities as they fall due. With effect from 1st April 2019, The Executive Office has provided a guarantee to Northern Ireland Local Government Office Superannuation Committee (NILGOSC) in respect of the 'Restricted Pension Reserve'. In the event that the Community Relations Council becomes insolvent or enters into liquidation The Executive Office will pay to NILGOSC any unpaid scheme liabilities. The guarantee mitigates the Community Relations Council's solvency and liquidity risk in respect of the Restricted Pension Reserve.

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.



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iii) Other matters – Sustainability report

The Community Relations Council is committed to the Northern Ireland Executive’s Sustainable Development Strategy and has introduced policies and practices to encourage efficiency in the use of resources. These include the 100% use of recycled paper and the introduction of multifunction printing/copying/scanning devices which are set to duplex printing. The Community Relations Council is located in Equality House, a modern office building in Belfast that houses other Arm’s Length Bodies. In doing so the Community Relations Council makes a contribution to Government targets for better use of its overall estate. The Community Relations Council participates in the Equality House facilities committee with the other Arm’s Length Bodies. 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 appointed an Environmental Champion who aims to improve and monitor the sustainability and environmental goals of the organisation. Since then the Board has received and approved a paper setting out a strategy to improve CRC’s environmental impact by: introducing a 'Digital First' policy to publications; eliminating the purchase or single use plastic; continue to implement a paperless office; explore the option of becoming a 'FairTrade' office; add criteria to the procurement policy relating to sustainability and environmental standards. The organisation has put in place a Hybrid Working Policy (which will be implemented when the guidance to work from home is lifted). This will be blended with office-based working in a manner that has a positive environmental impact. The Community Relations Council will continue to explore the interconnection between good relations and environmental issues.

.....
J Irwin - Accounting Officer

.....
M McDonald - Chairperson

14th December 2022
.....
Date

14th December 2022
.....
Date



DIRECTORS' REPORT

A) Corporate Governance Report

i) Trustee's and Directors' Report

Structure, Governance and Management

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

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

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

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

Organisational Structure

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

The Council has capacity to register 24 members and there 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 2022 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.



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- The Media Grant Scheme aims to assist with the dissemination of community relations priorities via print, broadcast or other widely accessible media. Two projects were supported this year.
- 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 2021-22 financial year.

Details of the grants awarded during the 2021-22 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 also draft its new Strategic Plan.
- 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 implement the '*Partnership Agreement*' with The Executive Office during 2022-23. The '*Partnership Agreement*' replaces the previous Management Statement/Financial Memorandum.
- The organisation expects to introduce Hybrid Working techniques 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.

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 General Data Protection Regulation (GDPR) and the Data Protection Act 2018 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 2021-22 year the Community Relations Council received two 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 49 to 55, the accounting policies on pages 64 to 69 and commitments under Defined Benefit Pension Scheme in Note 17 on pages 79 to 82.

Reporting of Complaints

The Community Relations Council received no complaints during 2021-22.

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 96% of bills were paid within this standard. It was also noted that 92% of bills were paid within 10 days.

Related Parties

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

Register of interests



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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.

Corporate Governance

The Governance Statement is set out on pages 35 to 48.

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 (FRoM) 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 FRoM 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.



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 2022. 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 2022 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



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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 2020/21 an Internal Audit report concluded 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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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 ten meetings during 2021-22 in April, June, July, August, September, October, December, February and March. The attendance at the meetings of directors in post at 31st March 2022 during the year is detailed in the table below:

Name	No of Meetings Attended	Total Possible Attendance
Mr. Martin McDonald (Chair)	10	10
Mr. Michael McDonnell	9	9
Ms. Claire Harris	3	4
Mr. John McCallister	8	10
Ms. Nisha Tandon	9	10
Ms. Audrey Simpson	8	10
Dr. Máire Braniff	7	10
Mr. Rory Campbell	8	9
Ms Sheila McClelland	7	10

Ms C Harris was on maternity leave for a portion of 2021/22 and returned to the Board in March 2022.

Mr Rory Campbell and Mr. Michael McDonnell volunteered to sit 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 nine meetings.

The Audit and Risk Assurance Committee

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

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

The ARAC met seven times during the financial year. Membership of the ARAC in 2021-22 comprised a Chairperson and two Members, all of whom are Board Members.

The members of the ARAC during 2021-22 and their attendance at the meetings of directors in post at 31st March 2022 is detailed in the table below:



Name	No of Meetings Attended	Total Possible Attendance
Mr. John McCallister (Chairperson)	7	7
Mr. Michael McDonnell	7	7
Mr. Rory Campbell	6	7

Assessment of the ARAC was conducted by the Chair of the ARAC at the end of the 2021/22 financial year. The Chair noted that during that year the Committee reviewed the Risk Register at every meeting; received the NIAO Report to Those Charged with Governance; oversaw the implementation of a number of audit recommendations; received 'satisfactory' rated reports from the internal auditors on their review of 'Human Resources', 'Grant Administration', and 'Communications and Engagement'. The Chair of the ARAC concluded that he was satisfied with their performance.

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.

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 2021-22 comprised a Chairperson and three Members, all of whom are Board Members.

The members of the Finance and General Purposes Committee during 2021-22 and their attendance at the meetings of directors in post on 31st March 2022 is detailed in the table below:



Name	No of Meetings Attended	Total Possible Attendance
Mr. Martin McDonald (Chair)	3	3
Mr. Michael McDonnell	3	3
Ms. Nisha Tandon	2	3
Ms. Audrey Simpson	3	3

Assessment of the Finance and General Purposes Committee was conducted by the Chair of the Committee at the end of the financial year. The Chair noted that during the year, the Committee: reviewed CRC's performance against the Business Plan, quarterly; reviewed and approved a number of policies; and received and approved the 2020/21 Annual Report and Accounts. The Chair was satisfied with the performance of the Committee.

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:

- 2021-22 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

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. 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 Mr Gareth Johnston on 15th February 2022 to provide an update on the work of the Community Relations Council and complete an appraisal of his performance as Chair.

7. Internal Control and Risk Management

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

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

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

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



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The system of internal control has been in place in the Community Relations Council for the year ended March 2022 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.

During 2021/22 The Audit and Risk Assurance Committee reviewed the risk strategy and register. 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 2021-22 financial year.

<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.



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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.
Resources - Human Resources	This risk considers the Impact of delay implementing annual pay awards on CRC's ability to retain staff, and on staff morale.	The Community Relations Council received notice from TEO in March 2022 that the outstanding Pay Remits had been approved. All outstanding back pay has been processed and paid in March's pay packed.
Resources -HR	This risk refers to the ongoing issues related to staff morale, actions agreed to resolve these matters and the impact these issues may have on CRCs capacity to deliver the outcomes envisaged in CRCs annual business plan and triennial strategic plan	CRC established an Implementation Group to consider and plan for the resolution of the issues identified. An implementation report is provided at each Board meeting; no concerns have been raised.
Resources - Information, Legal-regulatory, Relationships, Reputation	This risk considers issues associated with a Freedom of Information request relating to the Bonfire Scoping Exercise. There is a risk that CRC fails to comply with the Freedom of Information Act or guidance issued by the Information Commissioner's Office (ICO) or to correctly apply the available exemptions	CRC will seek and act in accordance with legal advice. CRC will collate all related documents and make other preparations as advised by its legal advisor in advance of request from ICO
Resources - HR	This risk considers the implications of the current incumbent of the Director of Finance, Administration & Personnel, and Finance Manager positions departure, the implications of CRC being unable to attract suitable candidates for these roles and to manage the transitional period	CRC working with recruitment agency to fill post. Use of temporary staff when necessary

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.



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- HR Policies:
HR policies are designed to ensure that the Community Relations Council has the appropriate numbers of staff with suitable skills to meet its objectives; a system is in place for managing attendance at work and levels of absence are reviewed regularly by the Board and reported to The Executive Office; independent HR guidance supports the organisation in ensuring that it operates in compliance with employment law.
- Budgets and Priorities Setting Including In-year Monitoring Processes:
Budgets & priorities setting are in place and reviewed quarterly in association with The Executive Office. Ongoing downward pressure on government budgets continues to be a risk for the Community Relations Council but this is reviewed regularly by the Board.
- The Community Relations Council's Fraud Policy and Response Plan, Incorporating Arrangements for Whistle Blowing:
The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. Note 19 on page 83 Financial Regularity provides further information.

Two Whistleblowing incidents occurred at CRC in 2021/22. Each was processed and reported as set out in the procedures. No fraud was detected in these cases, and they were closed down, in agreement with The Executive Office.

- 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 March 2022. The Business Continuity Plan was tested in November 2021. 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 2021-22 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 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.

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For the year to 31st March 2022, the internal auditors have conducted reviews in line with their Annual Audit Plan covering:

Function	Date of final report	Assurance rating
	30th March 2022	Satisfactory
	29th March 2022	Satisfactory
	1st April 2022	Satisfactory

The Internal Audit completed a review of the 'Grants Administration and Distribution' and made no recommendations for improvements. This review was marked as 'satisfactory', along with the review of 'Human Resources Management', and 'Communications and Engagement'.

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

All audit recommendations are 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 2021-22 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 £19,373.30. 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 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 received notice in March 2022 of the approval of all outstanding Pay Remits. The 2018/19, 2019/20, 2020/21, and 2021/22 Pay Remits were all processed and paid to all affected staff (current and previous) on 24th March 2022.

No communication has been received from The Executive Office in relation to resolving the implementation of Department of Finance guidance FD (DFP) 09/18.

Significant Internal Control Problems

There were no significant internal control problems noted in the year to 31st March 2022.



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9. Conclusion in relation to Risk Management Status

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

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



B) Remuneration Report

Remuneration Policy

The appointment 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.

Remuneration (including salary) and Pension Entitlements (audited)

The following directors, who were in post at 31st March 2022, and senior staff received emoluments directly from the Community Relations Council during the year.



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	2021-22 Salary/ Chair's Fee	2021-22 Pension Benefits * to nearest	2021-22 Total	2020-21 Salary/ Chair's Fee	2020-21 Pension Benefits *	2020-21 Total
	£'000	£'000	£'000	£'000	£'000	£'000
J Irwin CEO	75-80	36	110-115	65-70	29	95-100
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.*

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.



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No Community Relations Council employee received a benefit in kind greater than £200 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.

	2021-22	2020-21
Band of Highest Paid Director's Total Remuneration (£'000)	75-80	65-70
Median Total Remuneration (£)	32,733	29,525
Ratio (mid point)	2.37	2.28
Percentage Increase/Decrease	15.77%	0%

The banded TOTAL remuneration of the highest-paid director in the Community Relations Council in the financial year 2021-22 was £75-80k (2020-21: £65k- £70k). This was an increase of 15.77% since 2020-21 and 2.37 times (2020-21 2.28) the median remuneration of the workforce, which was £32,733 (2020-21 £29,525). Salaries for employees at the Community Relations Council range from £25k-£30k to £75k-£80k.

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

Pension Benefits (audited)

	Accrued Pension at pension age as at 31/03/2022 & related lump sum £	Real increase (decrease) in pension & related lump sum £	CETV at 31/03/2022 £	CETV at 31/03/2021 £	Real increase in CETV £
J Irwin Chief Executive Officer	35,491	961	716	685	31

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 2022.



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 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



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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.

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 164 days. This represented 3.9% of available working days for the Community Relations Council employees, of which 2.5% was due to long term sickness absence. Sickness absence during the previous financial year was 78.5 days, representing 1.9% 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	2	0
SO	2	3
EO	2	3
AO	1	1
	-----	-----
Total	7	8
	-----	-----

An analysis of staff cost is provided in Note 3 on page 69.

Staff Turnover

At the end of this financial year, Community Relations Council had 2 full time permanent vacancies.

Consultancy

The Community Relations Council did not incur expenditure related to consultancy during the 2021-22 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



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I 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.

Off-Payroll Engagements

The Community Relations Council had no off-payroll engagements during the 2021-22 financial year (2020-21: £nil).

.....
J Irwin – Accounting Officer

14th December 2022

.....
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 page 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 £19,373.30

Fees and Charges (audited)

The Community Relations Council did not earn an income through fees or charges during the 2021-22 financial year.

Remote Contingent Liabilities (audited)

No remote contingent liabilities are known to have existed at the 31st March 2022.

Losses and Special Payments (audited)

	2021-22	2020-21
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

14th December 2022

.....
Date

.....
J Irwin – Accounting Officer

14th December 2022

.....
Date



NORTHERN IRELAND COMMUNITY RELATIONS COUNCIL

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

Opinion on financial statements

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2022 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; 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 2022 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 and Regularity of Public Sector Bodies 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 that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, 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.



The Northern Ireland Community Relations Council

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 disclosed in the financial statements any identified any material uncertainties that relating to events or conditions that, individually or collectively, may cast significant doubt about 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 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 Northern Ireland Community Relations Council

- 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; and
- 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.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement Accounting Officer 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 the Companies (Public Sector Audit) Order (Northern Ireland) 2013.



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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;
- 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



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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.

Report

I have no observations to make on these financial statements.

Dorinnia Carville

Comptroller and Auditor General

Northern Ireland Audit Office

106 University Street

BELFAST

BT7 1EU

19/12/2022



The Northern Ireland Community Relations Council

Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2022

		Restricted Funds	All Restricted and Unrestricted Funds
	Note	2021-22 £	2020-21 £
Income and endowments from:			
Donations and Legacies	2	3,224,987	2,903,526
Secondments		14,874	
Total		3,239,861	2,903,526
Expenditure on:			
Charitable activities	5	3,602,728	3,290,703
Net income/(expenditure) before tax for the reporting period		(362,867)	(387,177)
Tax payable		-	-
Other recognised gains/(losses):			
Actuarial gain /(loss) on defined benefit pension scheme	17	1,069,000	(597,000)
Net movement in funds		706,133	(984,177)
Reconciliation of funds:			
Fund balances brought forward at 1 April		(3,572,618)	(2,588,441)
Net movement in funds		706,133	(984,177)
Fund balances carried forward at 31st March	14	(2,866,485)	(3,572,618)

The Northern Ireland Community Relations Council



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 88 form part of these Accounts

Balance Sheet as at 31st March 2022

	Note	2021-22 £	2020-21 £
Fixed assets			
Tangible fixed assets	7	21,664	24,443
Intangible fixed assets	8	14,496	19,929
		-----	-----
		36,160	44,372
Current assets			
Debtors and prepayments	9	32,214	34,046
Cash at bank and in hand	10	115,529	32,509
		-----	-----
		147,743	66,555
Liabilities			
Creditors: amounts falling due within one year	11	(664,388)	(470,545)
		-----	-----
Net current assets or (liabilities)		(516,645)	(403,990)
Total assets less current liabilities		(480,485)	(359,618)
Defined benefit pension liability	17	(2,386,000)	(3,213,000)
		-----	-----
Total net liabilities		(2,866,485)	(3,572,618)
		=====	=====
The funds of the charity			
Restricted Income Funds	14	(480,485)	(359,618)
Restricted Pension Reserve	14	(2,386,000)	(3,213,000)
		-----	-----
Total charity funds		(2,866,485)	(3,572,618)
		=====	=====

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 14th December 2022 and signed on its behalf by:

.....
M McDonald – Chairperson

.....
J Irwin – Accounting Officer



The Northern Ireland Community Relations Council

The notes on pages 64 to 83 form part of these Accounts

Cash Flow Statement for Year Ended 31st March 2022

		2021-22	2020-21
	Note	£	£
Cash flows from operating activities			
Net cash (used in) / provided by operating activities	12	89,561	57,002
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	7	(5,042)	(3,645)
Purchase of intangible fixed assets	8	(1,500)	(-)
		-----	-----
Net cash (used in) investing activities		(6,542)	(3,645)
		-----	-----
Change in cash and cash equivalents in the reporting period		83,020	(60,647)
Opening cash and cash equivalents at 1st April	10	32,509	93,156
		-----	-----
Closing cash and cash equivalents at 31st March	10	115,529	32,509
		=====	=====

The notes on pages 64 to 83 form part of these Accounts

Notes to the Accounts for Year Ended 31st March 2022

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 2022 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.



The Northern Ireland Community Relations Council

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 2021 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.

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.

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.



The Northern Ireland Community Relations Council

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 2022.

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.

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 £206,421, 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 £108,243. 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 2021-22 £	Total Funds 2021-22 £	Total Funds 2020-21 £
<u>Donations and legacies</u>			
Grant in Aid from The Executive Office	3,224,987	3,224,987	2,903,526
	----- 3,224,987 -----	----- 3,224,987 -----	----- 2,903,526 -----

3. Analysis of Staff Costs

	Permanent Staff £	Others £	Board £	2021-22 Total £	2020-21 Total £
Wages and Salaries	573,540	24,976	12,012	610,528	635,298
Social security costs	66,673	-	-	66,673	52,255
Employers pension cost					
<u>Analysed as:</u>					
Current service cost	301,663	-	-	301,663	204,615
Total Staff Cost	----- 941,876 -----	----- 24,976 -----	----- 12,012 -----	----- 978,864 -----	----- 892,168 -----



The Northern Ireland Community Relations Council

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	2021-22 Total	2020-21 Total
Total	16	0	1	17	17

On a headcount basis there were 16 (2020-21 17) full time members of staff employed during the period. One (2020-21: 1) member of staff was employed part time. On average no one was engaged via a recruitment agency (2020-21: 0).

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
	2021-22	2021-22	2021-22	2020-21	2020-21	2020-21
< 10,000	-	-	-	-	-	-
10,000- 25,000	-	-	-	-	-	-
25,000- 50,000	-	-	-	-	-	-
50,000- 100,000	-	-	-	-	-	-
Total number of exit packages by type	-	-	-	-	-	-
Total resource cost/ £	-	-	-	-	-	-
Actuarial Movement in Pension Net Liability	-	-	-	-	-	-
Total	-	-	-	-	-	-

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 2021-



The Northern Ireland Community Relations Council

2 (2020-21: £0). £0 exit costs were paid in 2021-22 (2020-21: 0). No persons (2020-21: None) retired early on ill-health grounds.

Remuneration of key management

As reported in the Remuneration Report on pages 49 to 55, one member of staff received a salary within the band £75k - £80k.

Employers Contribution to Defined Benefit Scheme

The Community Relations Council made contributions to NILGOSC, a defined benefit pension scheme, totalling £126,663 (2020-21: £107,785).

4. Grant expenditure

	Grants payable	Support costs	2021-22 Total
Grants schemes	£	£	£
Small grants schemes	688,558	163,684	852,242
Publications and Media	9,900	12,700	22,600
Core Funding	1,188,301	194,022	1,382,323
Pathfinder	29,290	3,528	32,818
North Belfast Strategic Fund	335,927	49,387	385,314
	2,251,976	423,321	2,675,297
	£	£	£
Small Grants Scheme	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

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 (2020-21: None).



5. Analysis of Expenditure on Charitable Activities

Key Activities	Activities Undertaken Directly	Grant Funding Activities	Support Cost	Total 2021-22
	£	£	£	£
Funding and Development	332,240	2,251,975	423,321	3,007,536
Community Engagement	284,024	-	311,168	595,192
Total	616,264	2,251,975	734,489	3,602,728

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



The Northern Ireland Community Relations Council

5. Analysis of Expenditure on Charitable Activities (continued)

Analysis of Support Costs

2021-2022 Support Costs	Funding and Development £	Community Engagement £	Basis of Allocation
Facilities	25,941	19,424	Per Capita
HR	60,187	44,632	Per Capita
IT	75,614	58,166	Per Capita
Finance	92,769	61,846	Per Capita
Governance	168,810	127,101	Per Capita
	-----	-----	
Function Total1	423,321	311,169	
	-----	-----	

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	
	-----	-----	

The Northern Ireland Audit Office (NIAO) performs the annual statutory audit of the Community Relations Council at a cost of £23,000 (2020-21: £22,000). There was no fee paid to National Fraud Initiative at the 31st March 2022 (2020-21: £Nil). The NIAO did not perform any non-audit work.

One director was paid travelling and subsistence costs totalling £45 in 2021-22 (2020-21: £169) This is included in the Governance costs above.

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 Northern Ireland Community Relations Council



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.

7. Tangible fixed assets

	Computer Equipment	Fixtures and Fittings	Total
Cost:	£	£	£
Balance at 1st April 2021	57,544	67,318	124,862
Additions	1,128	3,914	5,042
	-----	-----	-----
Balance at 31st March 2022	58,672	71,232	129,904
	-----	-----	-----
Accumulated depreciation:			
Balance at 1st April 2021	37,258	63,161	100,419
Charge for year	5,396	2,425	7,821
	-----	-----	-----
Balance at 31st March 2022	42,654	65,586	108,240
	-----	-----	-----
Net book value:			
At 31st March 2022	16,018	5,646	21,664
	=====	=====	=====
At 1st April 2021	20,286	4,157	24,443
	=====	=====	=====
	Computer	Fixtures	
	Equipment	and	
	£	Fittings	Total
	£	£	£
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 2019	32,556	56,074	88,630
Charge for year	4,702	7,087	11,789
	-----	-----	-----
Balance at 31st March 2020	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
	=====	=====	=====



8. Intangible fixed assets	Software Licences	Total
	£	£
Cost:		
Balance at 1st April 2021	33,164	33,164
Additions	1,500	1,500
	-----	-----
Balance at 31st March 2022	34,664	34,664
	-----	-----
Accumulated amortisation:		
Balance at 1st April 2021	13,235	13,235
Charge for year	6,933	6,933
	-----	-----
Balance at 31st March 2022	20,168	20,168
	-----	-----
Net book value:		
At 31st March 2022	14,496	14,496
	=====	=====
At 1st April 2021	19,929	19,929
	=====	=====
	Software Licences	Total
	£	£
Cost:		
Balance at 1st April 2020	33,164	33,164
Additions	0	0
	-----	-----
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
	=====	=====



The Northern Ireland Community Relations Council

9. Debtors: amounts due in less than one year	2021-22	2020-21
	£	£
Grant claw backs	6,898	20,715
Other debtors	-	90
Prepayments	25,316	13,241
	<u>32,214</u>	<u>34,046</u>

10. Cash and cash equivalents	2021-22	2020-21
	£	£
Balance at 1st April	32,509	93,156
Net change in cash and cash equivalent balances	83,020	(60,647)
	<u>115,529</u>	<u>32,509</u>

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

11. Creditors: amounts falling due within one year	2021-22	2020-21
	£	£
Grants payable	519,037	316,281
Other creditors	46,154	20,421
Accruals	99,197	133,843
	<u>664,388</u>	<u>470,545</u>

Deferred Income	2021-22	2020-21
	£	£
Amount deferred in year	20,000	-
	<u>20,000</u>	<u>-</u>



12. Notes to the cash flow statement		2021-22	2020-21
		£	£
Reconciliation of net income to net cash flow from operating activities			
Net incoming resources	Note	(362,868)	(387,177)
Adjustments for:			
Depreciation/amortisation charge	7&8	14,754	18,280
Decrease in debtors	9	1,832	32,237
Increase in creditors	11	193,843	126,658
Capital costs not processed through the Statement of Financial Activity		-	-
<i>Movement in pension scheme deficit:</i>			
Current and past service cost	17	286,000	205,000
Less: Employer pension contributions	17	(111,000)	(108,000)
Interest on net defined benefit liability	17	67,000	56,000
		-----	-----
Net cash provided by / (used in) operating activities		89,561	(57,002)
		=====	=====
13. Net income is stated after charging		2021-22	2020-21
		£	£
Depreciation of tangible fixed assets		7,821	11,789
Amortisation of intangible fixed assets		6,933	6,491
Auditors' remuneration		23,000	22,000
National Fraud Initiative fee		-	1,250
		=====	=====

The cost incurred in respect of Statutory Audit fees during the year ended 31st March 2022 was £23,000.



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	(359,618)	3,239,861	(3,360,728)	-	(480,485)
Pension Reserve	(3,213,000)	-	(242,000)	1,069,000	(2,386,000)
Total Funds	(3,572,618)	3,239,861	(3,602,728)	1,069,000	(2,866,485)

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 2022 the company had annual commitments under non-cancellable operating leases expiring as follows:

	Property 2021-22	Property 2020-21
	£	£
Within one year	88,466	32,460
Greater than one year and less than five	206,421	-
	-----	-----
	294,887	32,460
	=====	=====

The Community Relations Council is committed to a tenancy agreement that began on 1st April 2016. While the agreement is not technically a lease it does create an ongoing annual commitment of £88,466 until July 2026 of rent and facilities payments for its current office facilities within Equality House and therefore should be disclosed as an operating lease for the purpose of financial reporting.



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 2022 (2020-21: 19.5%). 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 £111,000 (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	2021-22	2020-21	2019-20
Discount rate	2.7%	2%	2%
CPI Inflation	3.0%	3%	2%
Pension increases	3.0%	3%	2%
Pension accounts revaluation rate	3.0%	3%	2%
Salary increases	4.5%	4%	4%

Asset Allocation	2021-22	2020-21
	%	%
Equities	40.6%	46.3%
Property	10.9%	8.9%
Government bonds	24.1%	23.6%
Multi Asset Credit	12.9%	0%
Corporate bonds	1.8%	12.1%
Cash	6.2%	5.3%
Other	3.5%	3.8%
Total	100%	100%



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

	2021-22	2020-21
	Years	Years
Males		
Member aged 65 at accounting date	21.8	21.9
Member aged 45 at accounting date	23.2	23.3
Females		
Member aged 65 at accounting date	25.0	25.1
Member aged 45 at accounting date	26.4	26.5

Reconciliation of funded status to Balance Sheet

	2021-22	2020-21
	£	£
Fair value of assets	8,660,000	8,370,000
Present value of funded defined benefit obligation	(11,046,000)	(11,583,000)
	-----	-----
Funded status	(2,386,000)	(3,213,000)
Unrecognised asset	-	-
	-----	-----
Liability recognised on the balance sheet	(2,386,000)	(3,213,000)
	-----	-----

Amounts recognised in the Statement of Financial Activities

	2021-22	2020-21
	£	£
Operating Cost		
Current service cost	286,000	205,000
Financing Cost		
Interest on net defined benefit liability	67,000	56,000
	-----	-----
Pension expense recognised in the Statement of Financial Activities	353,000	261,000
	-----	-----

Amounts recognised in other comprehensive income

Assets gains/(losses) arising during the period	161,000	1,492,000
Liability gains/(losses) arising during the period	908,000	(2,089,000)
	-----	-----
Total amount recognised in other comprehensive income	1,069,000	(597,000)
	-----	-----



Movement in Deficit during the year	2021-22	2020-21
	£	£
Net defined benefit pension liability at the beginning of the year	(3,213,000)	(2,463,000)
Current service cost	(286,000)	(205,000)
Employer contributions	111,000	108,000
Interest on the net defined benefit liability	(67,000)	(56,000)
Actuarial (losses)/gains	1,069,000	(597,000)
Net defined benefit pension liability at the end of the year	(2,386,000)	(3,213,000)

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

	2021-22	2020-21
	£	£
Opening defined benefit obligation	11,583,000	9,234,000
Current service cost	286,000	205,000
Interest expense on defined benefit obligation	242,000	211,000
Contributions by participants	44,000	43,000
Actuarial losses/(gains) on liabilities	(908,000)	2,089,000
Net benefits paid out	(201,000)	(199,000)
Closing defined benefit obligation	11,046,000	11,583,000

Changes to the fair value of assets during the period

	2021-22	2020-21
	£	£
Opening fair value of assets	8,370,000	6,771,000
Interest income on assets	175,000	155,000
Remeasurement (losses)/gains on assets	161,000	1,492,000
Contributions by the employer	111,000	108,000
Contributions by participants	44,000	43,000
Net benefits paid out	(201,000)	(199,000)
Closing fair value of assets	8,660,000	8,370,000



Actual return on assets	2021-22 £	2020-21 £
Interest income on assets	175,000	155,000
Gain/(loss) on assets	161,000	1,492,000
	-----	-----
Actual return on assets	336,000	1,647,000
	=====	=====

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%

18. Related party transactions

During the year the Community Relations Council has had various material transactions with the Good Relations and Governance Branch of The Executive Office which is regarded as a related party. The Community Relations Council received a total of £3,224,987 (2020-21: £2903,526) in Grant in Aid from The Executive Office during 2021-22.

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 2021-22 financial year totalled £120,597 (2020-21: £110,526).

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 CRCDC programme of £nil (2020-21: £4,000).
- Nisha Tandon is Executive Director of ArtsEkta, which was in receipt of a grant under the CRCDC programme of £9,084.24 (2020-21: £6,500).



19. Financial Regularity

No cases of financial irregularity that required investigation by the Community Relations Council occurred in the 2021-22 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 2022.

Date of authorisation for issue

The Accounting Officer authorised these Accounts for issue on 19th December 2022.

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

		2021-22	2020-21
		£	£
	Note		
Income		14,874	-
		-----	-----
Total Operating Income		14,874	-
Expenditure			
Staff costs	3	978,864	892,168
Exit Packages	3	-	-
Grant expenditure	4	2,251,976	2,103,427
Purchase of goods and services	App 1	289,968	220,269
Depreciation and impairment charges	App 1	14,754	18,280
Other Operating Expenditure	App 1	67,166	56,559
		-----	-----
Total Operating Expenditure		3,602,728	3,290,703
Net Expenditure for the year		(3,587,854)	(3,290,703)
Other Comprehensive Expenditure			
Actuarial gain/(loss) on defined benefit pension scheme	17	1,069,000	(597,000)
		-----	-----
Comprehensive Net Expenditure for the year		(2,518,854)	(3,887,703)
		=====	=====



Statement of Financial Position as at 31 March 2022

		2021-22 £	2020-21 £
	Note		
Non-current assets			
Tangible Fixed assets	7	21,664	24,443
Intangible assets	8	14,496	19,929
		-----	-----
Total non-current assets		36,160	44,372
Current assets			
Trade and other receivables	9	32,214	34,046
Cash and cash equivalents	10	115,529	32,509
		-----	-----
Total current assets		147,743	66,555
		-----	-----
Total assets		183,903	110,927
		-----	-----
Current liabilities			
Trade and other payables	11	(664,388)	(470,545)
		-----	-----
Total current liabilities		(664,388)	(470,545)
		-----	-----
Total assets less current liabilities		(480,485)	(359,618)
		-----	-----
Non-current liabilities			
Defined benefit pension liability	17	(2,386,000)	(3,213,000)
		-----	-----
Total assets less total liabilities		(2,866,485)	(3,572,618)
		=====	=====
Taxpayers' equity and other reserves			
General fund	14	(2,866,485)	(3,572,618)
		-----	-----
Total Equity	14	(2,866,485)	(3,572,618)
		=====	=====



Statement of Cash Flows for the year ended 31st March 2022

		2021-22	2020-21
		£	£
Cash flows from operating activities	Note		
Net Operating Cost		(3,602,729)	(3,290,703)
Adjustments for:			
Depreciation/amortisation charge	7/8	14,754	18,280
(Increase)/Decrease in debtors	9	1,832	32,237
(Decrease)/Increase in creditors	11	193,843	126,658
Capital costs not processed through the Statement Of Financial Activities		-	-
<i>Movement in pension scheme deficit:</i>			
- Current service cost	17	286,000	205,000
- Employer pension contributions	17	(111,000)	(108,000)
- Interest on net defined benefit liability	17	67,000	56,000
		-----	-----
Net cash outflow from operating activities		(3,150,301)	(2,960,528)
		-----	-----
Cash flows from investing activities			
Purchase of tangible fixed assets	7	(5,042)	(3,645)
Purchase of intangible fixed assets	8	(1,500)	-
		-----	-----
Net cash inflow/(outflow) from investing activities		(6,542)	(3,645)
		-----	-----
Cash flows from financing activities			
Grants from sponsoring department	2	3,224,987	2,903,526
Secondment Income		14,874	
		-----	-----
Net financing		3,239,861	2,903,526
		-----	-----
Net decrease in cash and cash equivalents in the period		83,019	(60,647)
		-----	-----
Cash and cash equivalents at the beginning of the period		32,509	93,156
		-----	-----
Cash and cash equivalents at the end of the period		115,528	32,509
		=====	=====



Statement of Changes in Taxpayers' Equity for the year ended 31st March 2022

		General Fund £	Taxpayers' Equity £
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)
Grant-in-aid from The Executive Office	2	3,224,987	3,224,987
Comprehensive Net Expenditure for the year	App. 1	(3,587,854)	(3,587,854)
Actuarial Gain/(Loss) for year	17	1,069,000	1,069,000
		-----	-----
Balance at 31st March 2022		(2,866,485)	(2,866,485)
		=====	=====



Other Operating Costs

Purchase of goods and services	Note	2021-22	2020-21
		£	£
Programme costs		76,230	54,068
Postage, stationery and photocopier costs		614	923
Telephone		3,385	3,959
Rentals under operating leases		88,466	85,824
Repairs and maintenance		45,493	27,761
Professional fees		24,348	5,180
Sundry expenses		234	2,940
HR costs		19,991	7,464
External audit services		23,000	23,250
Internal audit services		8,207	8,900
		289,968	220,269
Depreciation and impairment charges			
Depreciation	7	7,821	11,789
Amortisation	8	6,933	6,491
		14,754	18,280

Other Operating Expenditure		2021-22	2011-22
		£	£
Staff travel and subsistence		45	390
Members and Committee expenses		121	169
Interest on net defined pension liability	17	67,000	56,000
		67,166	56,559



Appendix 2: Grants Paid in 2021-22

Core Grant Scheme Awards 2021 – 2022

NB: Multiple Councils – the grant was awarded for projects taking place in 2 – 4 District Council areas
Regional Councils – the grant was awarded for projects taking place in 5 – 11 District Council areas

Reference	Name	Project Description	Paid to Date
Antrim and Newtownabbey			
CF21/100016	Community Relations Forum	Grant for core funding costs to support community relations activity.	37,678.89
Total for Antrim and Newtownabbey			37,678.89
Armagh, Banbridge, Craigavon			
CFC21\3027	Shankill Parish Caring Association	Grant for core funding costs to support community relations activity.	31,780.84
Total for Armagh, Banbridge and Craigavon			31,780.84
Belfast			
CFC21\3015	Forthspring Inter Community Group	Grant for core funding costs to support community relations activity.	32,776.50
CFC21\3020	North Belfast Interface Network	Grant for core funding costs to support community relations activity.	28,685.05
CF21/100018	Intercomm	Grant for core funding costs to support community relations activity.	28,048.15
CF21/100026	East Belfast Mission	Grant for core funding costs to support community relations activity.	51,008.67
Total for Belfast			140,518.37
Causeway Coast and Glens			
CFC21\3018	Building Communities Resource Centre	Grant for core funding costs to support community relations activity.	43,642.57
Total for Causeway Coast and Glens			43,642.57



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Derry and Strabane			
CFC21\3016	St. Columb's Park House	Grant for core funding costs to support community relations activity.	44,443.75
CF21/100027	The Churches Trust Ltd	Grant for core funding costs to support community relations activity.	58,532.45
CF21/100039	An Gaeláras Limited	Grant for core funding costs to support community relations activity.	26,742.69
Total for Derry and Strabane			129,718.89
Multiple			
CFC21\3014	PeacePlayers International - Northern Ireland	Grant for core funding costs to support community relations activity.	50,463.81
CFC21\3017	Falls Community Council	Grant for core funding costs to support community relations activity.	33,049.00
CFC21\3021	Trademark Training	Grant for core funding costs to support community relations activity.	58,279.58
CFC21\3022	Shankill Women's Centre (SWC)	Grant for core funding costs to support community relations activity.	30,478.78
CFC21\3028	Community Relations in Schools (CRIS)	Grant for core funding costs to support community relations activity.	78,978.49
CF21/100014	Springboard Opportunities Limited	Grant for core funding costs to support community relations activity.	51,781.02
CF21/100017	North West Play Resource Centre	Grant for core funding costs to support community relations activity.	36,415.47
CF21/100031	The Corrymeela Community	Grant for core funding costs to support community relations activity.	68,026.58



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CF21/100053	Early Years - the organisation for young children	Grant for core funding costs to support community relations activity.	72,729.58
Total for Multiple			480,202.31
Regional			
CFC21\3023	Irish FA Foundation	Grant for core funding costs to support community relations activity.	27,339.31
CFC21\3024	Youth Link	Grant for core funding costs to support community relations activity.	36,219.28
CFC21\3025	TIDES Training	Grant for core funding costs to support community relations activity.	56,007.06
CFC21\3026	Irish School of Ecumenics	Grant for core funding costs to support community relations activity.	29,602.47
CF21/100029	Youth Initiatives NI	Grant for core funding costs to support community relations activity.	28,411.76
CF21/100032	The Junction/Holywell Trust Core Funding Partnership	Grant for core funding costs to support community relations activity.	78,780.46
CF21/100036	Rural Community Network	Grant for core funding costs to support community relations activity.	57,132.95
CF21/100037	Nerve Centre	Grant for core funding costs to support community relations activity.	13,458.88
CF21/100044	Partisan Productions	Grant for core funding costs to support community relations activity.	32,311.48
Total for Regional			359,263.65
Overall Total			1,222,805.52

Community Relations Cultural Diversity Grant Scheme Awards 2021 – 2022

- NB:** **Multiple Councils** – the grant was awarded for projects taking place in 2 – 4 District Council areas
- Regional Councils** – the grant was awarded for projects taking place in 5 – 11 District Council areas



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Reference	Name	Project Description	Paid to Date
Ards and North Down			
CRC21/31010	North Down Cricket Club	Cultural Awareness Programme for under 18s to explore cultural differences, build tolerance and improve understanding of others' cultures.	3,200.00
Total for Ards and North Down			3,200.00
Armagh, Banbridge, Craigavon			
CRC21/31014	The 1825 Project Ltd	Good Relations training programme for young people and older people collectively to enable the establishment of peer led programmes to encourage positive community relations.	1,592.97
CRC21/31051	Millennium Court Portadown 2000	Community relations art and sculpture workshops to enable residents in Portadown to explore different cultures through creative arts initiatives.	3,455.43
CRC21/31053	The John Hewitt Society	Support towards The Annual John Hewitt Summer School which will provide platforms for debate and discussion to explore key political and cultural issues of the day.	4,000.00
CRC21/31068	NI Hyatt Ltd	Support towards the Al Taaleem Weekend Arabic Culture and Language School to deliver a programme promoting Arabic culture and language to school age children from all backgrounds through learning and social connections.	2,278.14
CRC21/31074	Richmount Rural Community Association	Cultural diversity programme bringing together local communities including the Bulgarian community to learn, celebrate and share histories and culture with a view to developing mutual respect.	1,645.00
Total for Armagh, Banbridge, Craigavon			12,971.54



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Belfast			
CRCD21/31007	Cre8 Theatre	Good relations programme for children, using a live performance based puppet project to promote cultural awareness.	4,820.13
CRCD21/31020	Artsekta	Support towards the 15 th Belfast Mela which celebrates NI's diverse communities through many forms of music, dance, food, language and art.	5,250.00
CRCD21/31032	Warehouse Project	Support towards a good relations programme for young people living in interface areas of North and West Belfast.	3,996.00
CRCD21/31101	Hobby Horse Family Project	Support towards a programme to help children from different interface communities understand difference through the use of stories and puppets.	700.00
CRCD21/31128	St. Peters Immaculata Youth Centre	Support towards the groups Ambassadors Programme which is a cross-community programme working with 9 – 12 year olds and 13 – 16 year olds from the Lower Falls and Lower Shankill communities.	537.38
CRCD21/31165	Colin Neighbourhood Partnership	Support towards CR programme bringing together a group from PUL and CNR communities to extend their knowledge of each others cultures, beliefs, traditions while learning to respect opinions from other communities.	898.93
CRCD21/31191	Imagine Belfast	Support towards the annual Imagine! Belfast Festival of Ideas and Politics which will include 150 online and physical events involving at least 8000 people in performances, debates, discussions in venues across Belfast. The Event will focus on a range of issues including dealing with the past, racism, segregation and reconciliation issues.	3,000.00
CRCD21/31194	Summer Madness	In Person AND Digital – app project which aims to provide a tool to facilitate wider engagement of young people in the reconciliation journey.	1,450.00
CRCD21/31017	Woodvale Cricket Club	Support towards programme of activities for under 18s living in the upper Shankill/Ardoyne interface. The programme will explore cultural difference and build tolerance and understanding of others' cultures by bringing young people and their families together in a safe environment using the power of sport and learning.	2,800.00
CRCD21/31042	Highfield Residents Association	Support towards a series of cross-community and diversionary activities aimed at reducing tensions along a key interface and promoting	£1,966.51



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		on-going good relations work with neighbouring communities.	
CRCD21/31055	APAC	Delivery of "Art & the Secret Gardens" programme to encourage participants to reflect on the value of Art for diversity and emphasises the power of green activity for urban health and well-being.	2,330.00
CRCD21/31075	East End Great War Society	CR Programme looking back at the partition of Ireland in 1921, it's impact at the time, it's impact now and what might the next 100 years have in store.	4,750.00
CRCD21/31083	EPIC	Bursary support towards attendance at the British Irish Association Conference which offers a unique access opportunity to a wide range of policy influencers in both the political and community sectors in both Great Britain and Ireland.	594.96
CRCD21/31092	Horn of Africa People's Aid Northern Ireland	"Good Relations Week" event aiming to bring together 5 communities living in the Belfast area over the period of 5 evenings involving will be those originating from Yemen, Sudan, Somalia, Eritrea and Northern Ireland. The aim of the programme is to bring people from these communities together and educate them on their culture through food, music and a key note speaker.	3,225.00
CRCD21/31096	Multi-Ethnic Sports And Cultures Northern Ireland (MSCNI)	Support towards a GR based festival involving children and young people from different backgrounds including Asylum and Refugees.	1,805.36
CRCD21/31109	ArtsEkta	Support towards a cultural diversity programmes aimed at creating a floating installation which represents the diverse experiences of the communities.	3,798.24
CRCD21/31129	Women United	An 8- week good relations programme involving women from North & West Belfast.	735.35
CRCD21/31130	Lagan Village Youth and Community Group	Cultural Diversity Festival project aiming to raise awareness and promote relationships with the various ethnic communities living in the local community.	1,970.00
CRCD21/31150	Belfast South Community Resources	Cultural awareness programme aimed at participants from Belfast Asian Women's Academy and Belfast South Centre Resources.	1,544.00
CRCD21/31153	Green Shoot Productions	Community Theatre Project based in the Tigers Bay area that will enable	5,000.00

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		exploration of issues of cultural identity, interfaces, bonfires, sectarianism, drugs, unemployment, etc. Leaving the community with an increased sense of community belonging through the celebration of cultural diversity.	
CRCD21/31161	Fighting Words Northern Ireland	Support towards 5 GR based workshops for 50 young people from after-school groups from different communities in Belfast.	3,214.35
Total for Belfast			54,386.21
Causeway Coast and Glens			
CRCD21/31036	Dervock & District Community Association	Support towards the development of CR programmes to run over the period of the Twelfth Holidays and which will encourage community engagement, community inclusion and build on good relations within the local area.	1,750.00
CRCD21/31049	Building Communities Resource Centre	Lifting Horizons programme aimed at addressing community relations issues to address social and infrastructure needs in the villages of Mosside, Stranocum, Dervock, Armoy and Bushmills Villages in Causeway Coast and Glens Borough.	4,843.17
CRCD21/31158	Moneydig Rural Network	Cultural diversity event aimed at raising awareness and appreciation of the different communities now living in the local area.	2,500.00
Total For Causeway Coast and Glens			9,093.17
Derry and Strabane			
CRCD21/31006	An Gaeláras Limited (Cultúrlann Uí Chanáin)	Support towards the Droichead Project which will provide on-line Irish Language Programmes specifically designed to support people from communities where learning Irish is not traditional or may even be controversial.	1,775.00
CRCD21/31028	Greater Shantallow Community Arts	Fleadh Dhoire Mhór 2021 Irish Arts Festival which aimed to provide direct access to, and celebrate, the Irish arts within disadvantaged and divided communities in the Outer North region of Derry City and beyond.	7,000.00
CRCD21/31037	Priorians Hockey Club	A GR programme for 40 young people aged between 11-14, where they engage in sporting, team-building and good relations workshop activities.	1,060.00
CRCD21/31064	North West Migrants Forum (NWMF)	Inter-Community Practice Summer School aiming to bring together young people from different	7,020.00



		backgrounds who are new to solution focused practices with leading change makers from around N. Ireland to discuss the policies and practices that could make the Island of Ireland an inclusive society that respects and appreciates diversity	
CRCD21/31069	The Churches Trust Ltd	Support towards a two part programme involving a GR focused camp exploring the peace and reconciliation themes fundamental to the Columba story. The second part will be a showcase event highlighting the GR work delivered during Covid as part of Good Relations Week.	3,684.87
CRCD21/31081	Sole Purpose Productions	Support towards a Festival of Theatre for Social Change which will highlight the groups work and will engage local communities in theatre and discussions on peace building, exploring contentious issues and building connections between communities.	4,800.00
CRCD21/31085	Holywell Trust	A day-long conference showcasing three of the good relations work projects delivered by the organisation - Our Forward Together, Future Relationship Conversations and Fingerpost projects. This interactive conference will engage local schools to encourage participation of young people.	1,035.00
CRCD21/31086	Towards Understanding and Healing	TUH will engage young people and adults in the DCSDC area in creative writing process/ competition inspired by the late Lyra McKee's statement: "It won't always be like this- it's going to get better." Participants invited to write good relations themed short stories and/or journalistic pieces which actively reflect Lyra's optimistic statement and her commitment to inclusivity.	3,124.90
CRCD21/31089	Derg Valley Arts & Leisure	Support towards Tartan Festival involving local pipe bands from both communities; Scottish and Irish Dancers; Ulster Scots and Irish speakers reciting poetry and song.	1,000.00
CRCD21/31132	In Your Space Circus	GR programmes aiming to merge Good Relations themes with 'Play' delivered through the medium of Circus skills contributing to In Your Spaces Circus's Play Strategy.	4,757.20



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CRCD21/31171	Lincoln Courts Youth and Community Association	Good Relations programme aimed at developing a greater understanding, forging stronger links and focus on breaking down sectarian stereotypes between young people from Lincoln Courts, Clooney Estate, Bonds Street and the Triangle areas which constitute the Greater Waterside area(s) of Derry City & Strabane District Council.	3,020.00
Total for Derry and Strabane			38,276.97
Fermanagh and Omagh			
CRCD21/31012	Hungarian Association of Northern Ireland	Support towards running a number of events which will enable engagement with other ethnic groups and the building of positive relationships.	160.00
CRCD21/31016	Omagh Ethnic Communities Support Group	CR programme which will entail the organization of 3 significant social/cultural celebrations to showcase and highlight the diversity of the different ethnic minority communities living and working within the Fermanagh & Omagh District Council Area.	2,050.90
CRCD21/31026	Together in Music	Delivery of The Culture Show "Our Shared Community" project which includes a range of discussions between diverse communities on challenging CR issues.	3,400.00
CRCD21/31066	Community Rhythms	CR project aimed at using percussion and rhythm as tools for positive engagement between different communities.	1,903.79
Total for Fermanagh and Omagh			7,514.69
Lisburn and Castlereagh			
CRCD21/31188	Youth Initiatives Lisburn	Support towards the IGNITE programme for young women from different communities in the Lisburn Area designed to bring them together to build relationships and friendships based on trust and mutual respect.	1,565.00
Total for Lisburn and Castlereagh			1,565.00
Mid and East Antrim			
CRCD21/31009	Drumalis	The project aims to empower a cross-community, cross-sectoral group of people to engage actively with public theology or applied social ethics and to contribute to a more ethical, just, compassionate and peaceful society.	3,372.00
Total for Mid and East Antrim			3,372.00



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Mid Ulster			
CRCD21/31033	Powerstone Entertainment	Support towards programme that seeks to explore a child's experience of migration through the development of a 10min film.	3,300.00
CRCD21/31071	Ulster Defence Regimental Association	Support towards a 9 day exhibition telling the stories of the men and women who served in in the Ulster Defence Regiment. The initiative is aimed at creating better understanding for young people from different community backgrounds about the history of the UDR.	2,380.00
CRCD21/31104	Newmills Playgroup	Support towards a project bringing together children from different community backgrounds to meet, have fun and make friends.	160.00
Total for Mid Ulster			5,840.00
Multiple Councils			
CRCD21/31022	Dialogue For Diversity	Support towards GR project which brings together participants from different backgrounds to take part in facilitated dialogue sessions on various good relations themes.	4,436.00
CRCD21/31023	PeacePlayers International - Northern Ireland	CR training programme aimed at equipping a new generation of young people with the knowledge, skills and confidence to build peace and reconciliation.	2,500.00
CRCD21/31060	MACHA Productions	Support towards a series of events around a curated exhibition of writings, short movement film, and two one act plays about women's lives in 1980's Belfast and in 1960s N.Ireland including post-show speakers for 3 venue tour.	1,250.00
CRCD21/31067	TADA Rural Support Network	A multicultural networking event to bring together a diverse range of cultures to promote understanding, respect and engagement with all sections of the community.	3,925.00
CRCD21/31077	EMSONI - Ethnic Minority Sports Organisation NI	Support towards cultural diversity festival event marking the end of an 8 week intercommunity social development football tournament between 15 communities within Northern Ireland.	3,280.00
CRCD21/31078	North West Tongues, Tones and Tapping	A series of cross-cultural workshops, seminars, performances and events.	2,000.00
CRCD21/31079	REACH Across	Support towards an accredited community relations course for 20 youth and community workers that will conclude with a weekend of	3,380.00



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		education visits to historical and shared space sites, connected to past conflicts and reconciliation initiatives.	
CRCD21/31094	All Nations Ministries	Support towards 3 roadshow events for newly arrived asylum seekers/refugees which will involve a tour element, cultural presentations and workshops that tackle issues around race and hate crime.	1,508.17
CRCD21/31105	Falls Women's Centre	Support towards a CR programmes called 'Brighter Days Ahead: Women celebrating a shared future'. The project will allow participants to share their story/experiences through story-telling, poetry readings, drama.	700.00
CRCD21/31131	Family Comfort NI	CR programme aiming to create opportunities with range of activities and events for people of different ages, beliefs, culture and religion to come together to exchange and share ideas that will boost self-confidence, mental wellbeing and increase local support networks.	2,098.75
CRCD21/31133	Community Relations in Schools (CRIS)	Support towards the production of reconciliation indicators to monitor and evaluate the impact of CRIS's work & to guide how they advise schools to further develop peacebuilding, good relations, and collaboration at a local level.	3,240.00
CRCD21/31148	Mandarin Speakers Association Derry	Chinese New Year celebration event, to include Chinese language lessons and cultural awareness workshops for local communities and schools	3,150.00
CRCD21/31167	Terra Nova Productions	CR arts based programmes involving 60 participants from North Down and East Belfast to work with a team of minority and migrant artists to explore key events from European history and unpack its resonance for Northern Ireland today.	2,400.00
CRCD21/31183	Beyond Skin	Good relations programme aiming to enable opportunities for musicians/artists in asylum seeking or refugee status to to meet settled /indigenous communities for learning in an aim to build relationships and trust.	1,750.00
Total for Multiple Councils			35,617.92
Newry, Mourne and Down			
CRCD21/31029	Schomberg Society Kilkeel Limited	This project will create a 'virtual' 11th July Celebrations to deliver 'virtual' activities and online events to enhance community relations at	2,500.00



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		this time when tensions are often high. The project will provide online talks and workshops to improve community relations, as well as producing and distributing a good relations educational leaflet, which aims to dispel some of the negative stereotypes often associated with the 11th July Bonfire period.	
CRCD21/31056	Artsawonder	Artsawonder intends to organise an on-line "Music of Healing" event bringing together people from different religious faiths for interviews, music and songs. The aim is to ease religious, political and community tensions through an increased knowledge and awareness of other faiths, traditions and cultures.	4,947.50
CRCD21/31102	The Edge Youth & Community Centre	To provide the opportunity for women to explore their identity, heritage, history, values and beliefs as individuals with the aim to build positive relationships through opening dialogue.	1,100.00
Total for Newry, Mourne and Down			8,547.50



Regional			
CRCD21/31041	Foundation for Forgiveness and Reconciliation	Support towards a new podcast series profiling peacemakers, activists and artists from both sides of the conflict in N.I and from other contexts of conflict around the world to discuss how peace and reconciliation work can be developed and supported.	4,580.00
CRCD21/31045	The Corrymeela Community	Support towards a CR training programmes bringing together twenty participants to focus on: ethical approaches to the past; identity, culture & conflict; multiple narratives; and developmental evaluation.	2,595.00
CRCD21/31063	NI Youth Forum	A GR programme engaging with (500 YP from NI and 500 from the Republic) to gauge their thoughts, feelings, and concerns on good relations issues followed by the production of a detailed report of the findings.	1,239.00
CRCD21/31072	All Nations Ministries	Support towards the creation of a 5-episode video and podcast conversation that explores the issues that young people of colour who have grown up in NI, or currently live in NI currently experience. .	4,275.00
CRCD21/31084	Youth Initiatives NI	Support towards a volunteer leadership training and development programme for young people aged 16 to 25 from West Belfast, East Belfast, Lisburn, Downpatrick, Banbridge and Derry/ Londonderry to explore the changing needs of leadership in NI and how they can be agents of changes in their communities.	4,417.50
CRCD21/31097	The Bright Umbrella Drama Co.	Support towards the My Place, Our Future' project commemorating 100 years of N.Ireland through film and public performance accompanied by audience discussion and Q&A sessions.	1,100.00
CRCD21/31100	AvilaMedia	Support towards the "Community-21" project highlighting the work of community sector organisations in continuing to support communities over the Covid-19 pandemic.	350.00
CRCD21/31106	Irish Council of Churches	Support towards a podcast series involving the leadership of the 4 main churches around issues of identity and belonging, in conversation with invited guests from different backgrounds.	2,975.00



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CRCD21/31127	Rural Community Network	Support towards CR project focused on the volunteers, workers and practitioners in the rural peacebuilding sector to explore the impact of the pandemic on the work of those in rural communities, building resilience within the sector, self care and reflective practice.	1,300.00
Total for Regional			22,831.50
Overall Total			203,216.50

North Belfast Grant Awards 2021 - 2022

Reference	Name	Short Description	Paid to Date
Belfast			
NBF21/34001	Greater Whitewell Community Surgery	Support costs towards good relations projects in North Belfast	49,000.00
NBF21/34002	Ashton Centre	Support costs towards good relations projects in North Belfast	95,000.00
NBF21/34003	Ballysillan Community Forum	Support costs towards good relations projects in North Belfast	54,000.00
NBF21/34004	Ardoyne Youth Enterprises	Support costs towards good relations projects in North Belfast	39,999.50
NBF21/34005	Cliftonville Community Regeneration Forum	Support costs towards good relations projects in North Belfast	108,000.00
NBF21/34007	Ligoniel Improvement Association	Support costs towards good relations projects in North Belfast	27,500.00
NBF21/34009	The Vine Centre	Support costs towards good relations projects in North Belfast	9,963.50
NBF21/34010	Shankill Women's Centre (SWC)	Support costs towards good relations projects in North Belfast	90,000.00
Total for Belfast			473,463.00

Pathfinder Grant Awards 2021 – 2022

- NB: Multiple Councils** – the grant was awarded for projects taking place in 2 – 4 District Council areas
- Regional Councils** – the grant was awarded for projects taking place in 5 – 11 District Council areas



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Reference	Name	Short Project Description	Paid to Date
Belfast			
PF21\32004	Falls Women's Centre	Support towards maintaining the post of FWC Good Relations Training and Development Officer, in order to deliver a range of training/development programmes for women, such as Dealing with the Past, Women in Political Life, community development, mediation skills, shared history, creative arts and confidence building. Support will also enable the organisation to host a one-off events throughout the year that enable women to come together to discuss current issues such as the role women can play in creating a shared and equal society.	13,848.00
PF21\32015	Blackmountain Shared Space Project	Support towards on-going engagement and discussions with community representatives within both the republican and loyalist communities of the Greater Blackmountain Area.	2,580.00
Total for Belfast			16,428.00
Causeway Coast and Glens			
PF21\32013	Building Communities Resource Centre	Support towards the 'Dervock Development Programme for Positive Engagement,' which will provide opportunities for participants to explore culture and heritage, undertake study visits and deliver educational workshops looking at the history of politics in Northern Ireland.	4,797.90
Total for Causeway Coast and Glens			4,797.90
Regional			
PF21\32005	Londonderry Bands Forum	Support towards the good relations activities of the Londonderry Bands Forum in the DSDC area helping to build relationships across all communities while at the same time challenging misconceptions and preconceptions through education and dialogue. Support will also enable the group to deliver a programme of work with the bands community and local pre and post primary schools and community organisations.	24,641.06
Total for Regional			24,641.06
Overall Total			45,866.96



Media Grant Scheme 2021 - 2022

NB: Multiple Councils – the grant was awarded for projects taking place in 2 – 4 District Council areas
Regional Councils – the grant was awarded for projects taking place in 5 – 11 District Council areas

Reference	Name	Project Description	Paid to Date
Regional			
Media21/36003	Ross McClean	The short film will follow the friendship of young amateur boxers from distinct cultural backgrounds living in East Belfast. The film explores the experiences of participants in relation to their sense of place, different cultural and ethnic traditions and how the pursuit of a common goal can enable positive relationships to be formed.	7,500.00
Media21/36011	Diana Cheung	Chirish - Northern Chirish is a short documentary film about the Chinese-Irish (Chirish) & Northern Irish community from the perspective of the 2nd & 3 rd generations and will explore the themes of culture and identity, sense of belonging, racism and immigration.	12,500.00
Overall Total			20,000.00

Publications Grant Scheme 2021 - 2022

NB: Multiple Councils – the grant was awarded for projects taking place in 2 – 4 District Council areas
Regional Councils – the grant was awarded for projects taking place in 5 – 11 District Council areas



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Reference	Name	Book Title	Paid to Date
Regional			
Pubs/2133002	Reclaim the Agenda	Phenomenal Women-Reclaim the Agenda 2010-2020	2,000.00
Pubs/2133012	Shared Future News	What Does Northern Ireland Mean to You?	1,700.00
Overall Total			3,700.00

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. Additionally they'll commission 2 regular news columns from 2 different communities. These will be a permanent fixture and a useful resource.	Newry Mourne and Down	1,950.00
Total for Newry, Mourne and Down				7,300.00
A/C Adjustment				-1,421.00
Overall Total				5879.00

