

Community Relations Council



Northern Ireland Community Relations Council
Annual Report & Accounts
for the year ended **31 March 2015**

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

For the year ended 31 March 2015

*Presented to the Northern Ireland Assembly
by the Community Relations Council*

October 2015

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This publication is also available at www.nicrc.org.uk

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The Northern Ireland Community Relations Council
Financial Statements for the Year Ended 31 March 2015

The Northern Ireland Community Relations Council

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General Information

Chair	P Osborne
Registered office	Glendinning House 6 Murray Street Belfast BT1 6DN
Auditors	Comptroller and Auditor General Northern Ireland Audit Office 106 University Road Belfast BT7 1EU
Principal bankers	Bank of Ireland Donegall Place Belfast
Charity number	XR16701
Company registration number	NI24026

The Northern Ireland Community Relations Council

Chairman's Foreword

This is a challenging time for everyone, across all sectors, involved in promoting reconciliation and good relations. It was a testing year and there remain many challenges for the future.

In recent years much of the infrastructure of conflict has been dismantled and we are all better off for it. That is a great achievement and we must learn to acknowledge our achievements here; as many people have recognised them internationally.

In 2015 some things became more evident.

The entire physical, structural and attitudinal infrastructure of conflict has not been dismantled, of course. In particular some local communities are held back by those who want to maintain a degree of local control, those who don't want to move on or who want to take communities back. In some areas, people feel inhibited to take part in community life.

Perhaps dismantling these last vestiges of the infrastructure of conflict will be facilitated by the strengthening of the reconciliation infrastructure.

But the reconciliation infrastructure, far from being strengthened, is currently under threat. Resourcing is increasingly scarce and short-term. Despite doing some transformative and courageous work within and between communities, many organisations are struggling to survive and some are going to the wall.

The reconciliation infrastructure is eroded at our peril.

Reconciliation work needs to be re-prioritised and it needs to be supported in the long-term. Outcome focussed resourcing of that work is of paramount importance.

There have been positives this year. We are enjoying a productive and constructive working relationship with the Office of the First and deputy First Minister, and hopefully that relationship can be further strengthened as CRC plays its role as an arm's length body in providing an important link between government and civil society.

We have new, larger and more powerful local authorities than have existed in over 40 years, providing opportunity for joined-up delivery at local level in a way that no one of working age has experienced.

The Stormont House Agreement provided some insight in to dealing with legacy issues and we are waiting a new racial equality strategy which we hope has the potential to kick-start a different and productive working relationship between government and the BME sector.

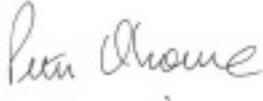
It has been hugely encouraging to witness the spirit, commitment and resolve of the now more than 80 organisations which joined the Common Platform initiative aiming to work with government to produce a strong and impactful racial equality strategy.

A difficult and challenging year it has been; as is to be expected perhaps when promoting good relations and reconciliation in a region still coming out of conflict. But in many ways, we are looking forward to the possibilities ahead.

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In Northern Ireland the expertise and skills exist to make a real difference in the years ahead. Government and civil society, working together, can achieve so much.

As CRC celebrates its 25th anniversary in 2015, we look ahead to the next 25 years with renewed optimism, greater determination and refreshed hope that we will play our part to further embed peace and bear witness to a step change in reconciliation.



P Osborne
Chairman

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Chief Executive's Comment

Change can be a very slow process and nothing about the future is certain or to be taken for granted, therefore perspective is always important. So how are we getting on, taking into account the opportunities and challenges that we have dealt with in the past and knowing some of what lie before us now including the widespread structural changes at local Council, central government and community levels, our financial problem, the changing level of diversity in our community, and our continuing ambivalence about sharing or being separate from each other?

History is punctured with dramatic change that can make a decade almost unrecognisable from the one that preceded or came after it. Fundamental change is often the outcome of death, war, disease, or natural disaster. It is more rarely felt as the outcome of positive social progress over time. For this reason when it comes to sustaining our peace process with good community relations and equality for all, we need to keep a sense of urgency and perspective. The increase in crimes and incidents that have sectarian or racist overtones should caution all of us to remember that we can take nothing for granted. Tensions and divisions that sporadically lead to violence and disturbances in the street should not encourage us to be fatalistic, indifferent or undemanding of our peace process. It is part of the challenge in transforming a deeply divided society. Those of us in the "transition generation" – the ones that lived through the conflict- have a moral responsibility to try, in our life time, to find better ways for people of this region to live with our differences. We must not underestimate the importance of deliberate acts of peace building this far into our peace process. The job is not done. Fatigue and indifference are the great dangers now. We are all bored of talking about peace and we have many other things to worry about. This is the context in which peace can falter.

What will history make of how we have handled the decades after the political agreement? A child that is born as I write this will be ten years old in 2025 and their formative years will already be well advanced. The everyday world of these children is already a work in progress for us and we are already part of their history. There is something important about the realisation that we are making history everyday; not just in the big moments. It allows us to see ourselves from the perspective of those that will come after us and to play our part with a sense of urgency and responsibility. At the individual level it is important to remember that if we all make small changes in our everyday lives it can make a dramatic difference to the social ties across of our society. We have not yet achieved sufficient connectedness in the everyday way we all live here. Making changes in our ordinary daily habits; opening the doors of our schools, churches, sports clubs and social events to connect with those that we wouldn't normally think to involve could lead to the sort of velvet revolution that creates a stronger and more united society. This is the way to show, rather than simply tell, our politicians that we want the change process to happen more quickly. Making a deliberate choice to spend time together socially in our ordinary lives gives everyone some power to play a part in building our future instead of waiting for someone else to make things better and getting frustrated with our politicians and institutions. If we can play our part, hopefully they can also play theirs. We can be the change that we want to see and let history tell how this was the time of a big social transformation in the places our children and grandchildren will belong to and call home.

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During 2014-15, the Community Relations Council continued to play its part and work for positive change on a wide range of the issues, albeit with increasing budgetary pressure.

In this report we are pleased to show the broad range of creative projects and methods used to build and sustain peace and address sectarianism and racism. It is heartening to see the reach of the work, in relation to both the age range of participants and the communities and cultural backgrounds from which they come to build a shared society.

In 2014-15 the Community Relations Council delivered five grant schemes on behalf of the Office of the First Minister and deputy First Minister: the Community Relations and Cultural Diversity Small Grant Scheme; the Core-Funding Grant Scheme; the Pathfinder Scheme; the Media Grant Scheme; and the Publication Grant Scheme. Twenty six organisations received grants from the Core Fund. In addition to the Core Fund Scheme, the Community Relations Council supported over three hundred projects under the other funding programmes dealing with the legacy of the conflict, peace-building, tackling sectarianism and racism, and building good relations in our diverse community. A full list of the grants paid in 2014-15 is provided as an appendix to this annual report. Work is underway to develop electronic mapping mechanisms to visually demonstrate the geographic and thematic reach and impact of our funding schemes.

In addition to providing funding, the Community Relations Council continues to support development and facilitate themed discussions on a wide range of issues, providing advice and a hub for the exchange of learning and best practice among our funded groups and wider networks. In a time of economic uncertainty it is important to maximise the practice of joint working. This may be one of the only ways in which groups can realistically hope to sustain the impact of their work when funding is scarce. It is also important to capture the imagination of a new generation of peace builders to lead the next chapter of the peace process. Our collaboration with Heritage Lottery Fund on the “Decade of Anniversaries” project continues and our workshop and resources fair held on 5th March 2015 in collaboration with the Nerve Centre was particularly well received this year. The annual Live Issues Conference for community relations practitioners was also held in March 2015 once again showcasing good practice and the issues facing local community and voluntary groups. Based on research funded by the Community Relations Council, the keynote address was delivered by Dr Orna Young. The research examines the role and impact, positive and negative, of social media on good relations and sustaining peace. In December 2014 CRC also hosted a conference of the Interface Community Partners and the Department of Justice’s Inter-agency Group on progress in relation to peace walls and interface communities.

At the beginning of April 2015 the eleven new Councils took up their responsibilities and we hope the new structures will be successful. The Community Relations Council continues to have a member of staff working full time on supporting the delivery of the OFMdFM District Council Good Relations Programme. In addition, the Community Relations Council is reviewing what other support it can offer to the Councils in placing good community relations at the core of their work, along with equality, countering sectarianism and racism and protecting minorities.

The annual Community Relations Week was co-ordinated by the Community Relations Council in June 2014. This year the theme was “Building a United Community”. The week included over 200 events organised by voluntary and community groups and public sector bodies as a showcase of good relations practice across all District Council areas.

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As usual the Community Relations Council held a conference on the first day of this high profile week. The theme of the conference was 'Finish the Job' - a quote from a speech made the previous year by former United States President Bill Clinton who urged that outstanding issues in the peace process be addressed.

The second David Stevens Memorial Lecture, with guest speaker Professor John Brewer, saw the presentation of the 2014 Community Relations Awards for Exceptional Achievement to two highly respected community workers, Mary Montague and Chris O'Halloran. To highlight the importance of good civic leadership to community relations, the Community Relations Council also presented a new award to retiring Northern Ireland Assembly Speaker William Hay and previous Lord Mayor of Belfast, Máirtín O'Muilleoir.

Throughout the year the Community Relations Council continued its engagement with minority ethnic and faith communities particularly in relation to establishing shared perspectives and a common platform on the government's forthcoming strategy on racial equality. The public consultation on the draft strategy was launched in June 2014. This followed a spate of race hate crimes and incidents. Therefore the release of the strategy and the start of the consultation were widely welcomed. The First Minister Peter Robinson said at the launch "Nobody should be judged on the colour of their skin, their political or religious background or race." The deputy First Minister stated "The Executive is determined to promote equality, mutual respect and tolerance for all people in society". To be effective the new strategy will need to be based on a robust analysis of the scale of the challenge. Up to date and comprehensive regional and local information should always underpin the government's policy response. Actions to promote racial equality should be aligned across policy development in central and local government with priorities in areas such as education, health, housing, regeneration and culture, arts and leisure. Implementation is always a challenge so the new strategy will need a clear action plan working across government, as well as in small scale projects at the local level. It will also need to be adequately resourced and implementation should be monitored across government so that lessons are learnt early and changes made when necessary. The measure of success will be a change, for the better, in the everyday lived experience of people from minority ethnic backgrounds.

The engagement between policy, practice and reflective evaluation remains at the heart of the work of the Community Relations Council. Evidence based policy comment is vital to well-crafted public policy and service delivery that creates progressive change. Full details of all consultation responses submitted to public bodies during the year are included in the performance review section of this annual report. The Community Relations Council is also monitoring the implementation of the commitments made in the *Together: Building a United Community* policy. In September 2014 we facilitated a number of consultation events to discuss progress on the strategy. We gave evidence on the policy to the inquiry undertaken by the Committee of the Office of the First Minister and deputy First Minister. The OFMdFM led Transition Project to establish the new Equality and Good Relations Commission was suspended in September 2014 to allow for consideration of the underpinning legislation. The review of the delivery mechanisms for community relations funding carried out by the Strategic Investment Board on behalf of the Office of the First and deputy First Minister was completed this year as part of the policy *Together: Building a United Community*. The findings have not yet been made public. We are working with the Office of the First and deputy First Minister to take forward actions outlined in *Together: Building a United Community* under the current structural arrangements and our work plan for next year incorporates many related actions.

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Two years after its publication it is still not possible to tell the extent to which the policy will deliver a progressive and positive improvement in community relationships in the region.

In last year's annual report the Community Relations Council noted the need for robust, unambiguous support for community cohesion across all political and administrative institutions. We said that the new policy needed to be implemented quickly and effectively by the whole of government if we were going to transform aspiration into real and lasting change. The Community Relations Council continues to believe this. During the year we have provided support to the development of a number of the emerging signature programmes of *Together: Building a United Community*. These have the potential to provide useful platforms of inter-agency contact through which the initiatives can be developed and learning routinely shared.

Understanding what works best to build peace and improve community relationships is always an important element of our work. In November 2014 an edition of our research journal *Shared Space* was published in partnership with the World Leadership Alliance - Club de Madrid containing international reflections on the theme of peace monitoring. To enhance our understanding of the experiences of integration and segregation in housing CRC funded research on *Exploring New Residents' Experiences in Mixed Areas of Belfast*. The report, by Dr Clifford Stevenson and Thia Sagherian Dickey from the School of Psychology at Queen's University, was published by CRC in February 2015 and the findings discussed at a public launch in Belfast.

In April 2014 a presentation was made to the Committee of the Office of the First Minister and deputy First Minister on the findings of the third Peace Monitoring Report which was published in April 2014. In October 2014 the Community Relations Council also made a presentation to the Joint Oireachtas Committee on the Implementation of the Good Friday Agreement based on the findings of the third report. The report remains an important source of information that allows us to examine, on the basis of evidence, our journey towards or away from peace. The report continues to gather detailed and statistical evidence across four dimensions - security, equality, political progress and cohesion and sharing. We are again indebted to the many bodies that provided data across these dimensions for the report and we are, as always, grateful to those who serve on the advisory board. The report is available on our web-site along with other valuable research reports. In 2014 we added eight new film clips to our website which reflect on some of the main themes of our work. Our use of social media continues to expand and as means of promoting community relations information and events. Fulfilling our responsibilities under freedom of information, the Community Relations Council responded to 5 requests during 2014-15 and all received responses within the recommended timeframe.

I am grateful to the Chair and members of our Council for their continued commitment to the Community Relations Council. I would especially like to pay tribute to those members that have completed their terms of office this year. I also welcome the new Council members who have joined the Board and I look forward to working with them in the coming years. I am grateful to colleagues in our sponsoring Department for guidance and support during the year. Finally, and as always, I thank my fellow members of staff for their commitment to improving community relations across the region this year.



Jacqueline Irwin,
Chief Executive and Accounting Officer

The Northern Ireland Community Relations Council

Strategic Report

The directors are pleased to present their annual review and financial statements for the year ended 31 March 2015.

Principal Activities

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

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

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

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

Review of activities

The Council takes its planning objectives from “Together: Building a United Community” published by OFMdFM in 2013. The 2015-18 strategic plan for the Community Relations Council is currently under public consultation and it sets out the strategic objectives of the Community Relations Council under four key priorities:

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

The Community Relations Council’s strategic objectives and the organisation’s performance against those objectives 2014-15 are set out below.

T:BUC Priority Area	Key Output Area	PERFORMANCE MEASUREMENT	TIMING AND REPORTING	PERFORMANCE REVIEW
Together: Building a United Community (all priority areas)	1. Develop and implement advocacy strategy	Evidence of a programme of work based on our challenge function to Government departments as laid out in current government policy to maximise the	Advocacy plan in place and implemented by Mar 15	This target was achieved. The Advocacy Plan and thematic priority areas were agreed by Council and an associated plan developed, implemented and progress reviewed

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		<p>community relations impact of government spending across all departments. This will include meetings with :-</p> <ol style="list-style-type: none"> 1. Government departments 2. NDPBs 3. NGOs 4. thematic networks 5. Area based networks <p>Evidence of joint work programme between CRC and ECNI</p> <p>Evidence of joint work with ECNI on the establishment of the new Eq. and GR Commission</p> <p>Evidence of participation in OFMdfM's Eq. and GR Commission Transition Project</p>		<p>by Management Group (fortnightly) and Policy and Communications Committee (bi-monthly). Details of the outputs are recorded throughout this review. Plan for 14-15 is reviewed regularly by the Policy and Communications Committee. Outputs in relation to the advocacy plan include:</p> <ul style="list-style-type: none"> • Managing and supporting the development and delivery of the Interface Community Partners. • Working in partnership with DoJ re: interagency approach to the delivery of interface policy development through ICP engagement with IAG • Developing and delivering regional engagement opportunities for the sector to engage in community relations policy and programme including <ul style="list-style-type: none"> ➤ TBUC, ➤ the OFMdfM Good Relations Funding
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				<p>Review,</p> <ul style="list-style-type: none"> ➤ Peace IV consultation ➤ OFMDFM Committee enquiry into T:BUC ➤ Community Safety Sub-group, ➤ UU interface research and T:BUC enquiry. <ul style="list-style-type: none"> • Working with Rural partners for the inclusion of rural communities in CR policies and programmes including joint management with RCN of the Beyond Belfast Steering Group. • ICP/IAG annual conference <p>Consultation response:</p> <ul style="list-style-type: none"> • Submission to the Committee of OFMDFM inquiry into Building a United Community <p>In addition CRC is a member of the following interagency networks:</p> <ul style="list-style-type: none"> • RCN Beyond Belfast Steering Group • Foyle Interface Forum • Belfast Health Trust Good
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				<p>Relations Steering Group for the development and delivery of the good relations strategy</p> <ul style="list-style-type: none"> • NIHE Consultative Forum Steering Group on Equality • RCN Shared Future Sub-group (merged with Beyond Belfast in Jan 2015) • NICVA Community Relations Forum • Interface Community Partners • Springvale Multi Agency Group • Pathways to Peace – Belfast • T:BUC shared Housing group • T:BUC United Youth Group • T:BUC Tension Monitoring Group • T:BUC summer intervention Group • T:BUC Urban Villages Group • Member of the Racial Equality Panel and Forum, • RES Good Relations Indicators Advisory Group, • Member NI
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				<p>Strategic Migration partnership,</p> <ul style="list-style-type: none"> • Member NI Screen Education Policy Working Group, • Convenes Decade of Anniversaries roundtable, • Member South Belfast Roundtable <p>In addition CRC supported the development of 'Imaging Northern Ireland' an info-graphics project developed by The Detail</p>
Together: Building a United Community (Funding Delivery)	2. Implement regional advocacy and support role with District Councils	<p>Programme of work delivered in line with the arrangements and resources to implement our role with District Councils as laid out in current government policy. This will include:-</p> <ul style="list-style-type: none"> • Evidence that CRC District Council Officer continues to support delivery of the good relations Grant Scheme including annual round of funding; support to District Councils in the 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy.</p> <p>Consultation responses:</p> <ul style="list-style-type: none"> • DOE, Northern Ireland Local Government Code of Conduct for Councillors • Newry & Mourne District

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		<p>development and delivery of GR plans; quarterly monitoring of implementation and expenditure; annual conference; and review and preparation for next year's scheme</p> <ul style="list-style-type: none"> • CRC's other programme areas maintained regular liaison with District Council Good Relations Officers including co-ordination on CRC CR/CD, Pathfinder and Core Grant Schemes and liaison on relevant policy issues • CRC staff assisted OFMdfM with the assessment of all District Council Good Relations Plans for 14/15. • Engagement with Environment Minister and RPA team in DoE in 		<p>Council Review of decision to name Raymond McCreesh Park</p> <ul style="list-style-type: none"> • Craigavon Borough Council Review of Flags Policies – Draft Equality Impact Assessment • DoE Local Government (Community Planning Partners) Order (Northern Ireland) 2015 • DoE Draft Statutory Guidance for the Operation of Community Planning; Local Government Act (NI) 2014 • DoE, The Draft Local Government (Standing Order) Regulations (NI) 2014 and Model Standing Orders <p>Engagement with Environment Minister and RPA team in relation to reform of local Government and good relations based on experience of supported by CRC EU Programme under Peace III and CRC support to OFMdfM's Good Relations Programme</p> <ul style="list-style-type: none"> • CRC District Council Officer continues to be based in
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		<p>relation to reform of local Government and good relations</p>		<p>OFMDFM to support delivery of the good relations Grant Scheme including annual round of funding; support to District Councils in the development and delivery of GR plans; quarterly monitoring of implementation and expenditure; annual conference; and review and preparation for next year's scheme</p> <ul style="list-style-type: none"> • CRC's other programme areas also maintained regular liaison with District Council Good Relations Officers including co-ordination on CRC CR/CD, Pathfinder and Core Grant Schemes and liaison on relevant policy issues • CRC staff assisted OFMDFM with the assessment of all District Council Good Relations Plans for 14/15. • Engagement with District Councils on the
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				decade of anniversaries
Together: Building a United Community (Funding Delivery)	3. Implement role as regional funder.	<ul style="list-style-type: none"> • Evidence of delivery of our role as a funding body in all grant schemes including list of grants made under Core funding, CR/CD and Pathfinder. • Evidence of an active working relationship as regional deliverer of community relations development support • Evidence of a flexible programme of funding capable of meeting long term and immediate needs • 25% of CRC grants in 2014-2015 to be awarded to projects outside of Belfast and Derry. 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <ul style="list-style-type: none"> • CRC Annual Report was published in December 2014 with evidence of full programme of work, including list of grants awarded • All Publications Grants have region wide impact. • 31% of CR/CD Grants awarded to projects outside of Belfast and Derry • 61% of Core Funding Grants awarded to projects outside of Belfast and Derry • 35% of Pathfinder Grants awarded to projects outside of Belfast and Derry • 28% media scheme grants awarded to groups outside Belfast and 100% have NI wide application
Together: Building a	4. Promote sustained trust and	Evidence of a programme focussed on cultural diversity	Op. and Business Plan developed by Mar 2014	This target was achieved.

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<p>United Community (Our Cultural Expression)</p>	<p>good inter-community relations across all public policy at the regional and local level in relation to-</p> <ul style="list-style-type: none"> • Cultural diversity 	<p>that promotes sustained trust and good inter-community relations across all public policy which challenges and supports all sections of our society to work together. This will include:-</p> <ol style="list-style-type: none"> 1. Monitoring relevant assembly business 2. List of relevant consultation responses and advocacy 3. List of relevant grant recipients 	<p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>CRC completed the following work under the theme of cultural diversity -</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy.</p> <p>Consultation responses:</p> <ul style="list-style-type: none"> • OFMDFM, A Sense of Belonging: Delivering Social Change through a Racial Equality Strategy for Northern Ireland 2014-2024 • NI Assembly Commission EQIA on the Review of the Policy on the Flying of the Union Flag at Parliament Buildings <p>Meetings with key Derry CR organisations on the issues of parades and protests, cultural identity and related issues.</p> <p>Engagement with Belfast Apprentice Boys</p>
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			<p>on parading issues.</p> <ul style="list-style-type: none"> • Participated in the OFMdFM grant scheme- MEDF selection process • Comment on draft Racial Equality Strategy • On-going engagement with minority ethnic and faith communities through networking events (2), work on Common Platform (8) and organisation of Racial Equality Strategy Implementation Event (1) and mentoring sessions (13) • Member Racial Equality Panel • Member Migrant Workers Thematic Sub Group (DEL) • Member Northern Ireland Strategic Migration Partnership and social cohesion and integration subgroup and input into proposal for Integration Strategy for NI (Refugee and Asylum Seekers) for use in developing the revised RES. • Member Belfast City Council Tension Monitoring arrangements (monthly) • Member South Belfast Round Table Participated in
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				<p>Stronger Together and Belfast Migrant Forum network</p> <p>In addition CRC funded the development of the following resources –</p> <ul style="list-style-type: none"> • ‘Voices of the New Belfast’ a series of short films by the Educational Shakespeare Company • A diversity animation project by EMBRACE • A short film project on legacy and diversity by Northern Visions
<p>Together: Building a United Community (Our Safe Community)</p>	<p>5.Promote sustained trust and good inter-community relations across all public policy at the regional and local level in relation to- Segregated communities</p>	<p>Evidence of a programme focussed on segregated communities (including evidence of work focussing on community relations in North Belfast) that promotes sustained trust and good inter-community relations across all public policy and challenges and supports all sections of our society to work together.</p> <p>This will include:-</p> <ol style="list-style-type: none"> 1. Monitoring relevant assembly business 2. List of relevant consultation responses and advocacy 3. List of relevant grant recipients 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>CRC completed the following work under the theme of segregated communities -</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy.</p> <p>Consultations:</p> <ul style="list-style-type: none"> • DOE, A Strategic Planning Policy

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				<p>Statement for Northern Ireland (SPPS)</p> <ul style="list-style-type: none"> • Committee on Standards and Privileges, Review of the Code of Conduct and Guide to the Rules Relating to the Conduct of Members • DARD Policy Proposal for Rural Proofing Bill • NIHE Community Safety Strategy 2014-2017 • NIHE, Draft Corporate and Business Plans 2014/15 – 2016/17 <p>Research:</p> <p><i>Exploring New Residents' Experiences of Contact in Mixed Areas of Belfast</i> which was undertaken by Dr Clifford Stevenson and Thia Sagherian Dickey, School of Psychology, QUB.</p> <p>Merger of Shared Future sub-group with Beyond Belfast Steering Group in Jan 2015</p> <p>CRC participates in the DOJ Interagency Group and organises the related meetings of Interface Community Partners.</p> <p>Continued You Tube</p>
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				<p>dissemination of “Springfarm” -Living Together on the Springfarm Estate in Antrim</p> <p>CRC’s Core Funding scheme supports 8 groups working in N Belfast:</p> <ul style="list-style-type: none"> - 174 Trust - Belfast Interface Project - Groundwork - Intercomm - Linc Resource Centre - North Belfast Interface Network - Community Dialogue. - TIDES <p>CRC’s Pathfinder Programme provided interim core funding support to an additional 1 organisation working in N Belfast:</p> <ul style="list-style-type: none"> - Belfast Conflict Resolution Consortium <p>CRC Pathfinder Fund support was awarded to an additional 23 projects addressing the prevention and reduction of inter-face conflict.</p>
Together: Building a United Community (Our Children and Young People)	6.Promote sustained trust and good inter-community relations across all public policy at the regional and	Evidence of a programme focussed on education that promotes sustained trust and good inter-community relations across all public policy which challenges and supports all sections	Op. and Business Plan developed by Mar 2014 Business plan implemented by Mar 15 Monitoring	<p>This target was achieved.</p> <p>CRC completed the following work under the theme of education -</p> <p>CRC monitored Assembly business for Good Relations issues</p>

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	<p>local level in relation to -</p> <ul style="list-style-type: none"> • Education 	<p>of our society to work together. This will include:-</p> <ol style="list-style-type: none"> 1. Monitoring relevant assembly business 2. List of relevant consultation responses and advocacy 3. List of relevant grant recipients 	<p>Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>(including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy.</p> <p>Consultations:</p> <ul style="list-style-type: none"> • Education Committee Inquiry into Shared and Integrated Education • Northern Regional College, Good Relations and Cultural Diversity Policy • DE Shared Education Bill; Sharing Works: A Policy for Shared Education • EQIA Proposal to end the Community Relations, Equality and Diversity (CRED) Earmarked Funding <p>CRC and ECNI jointly presented evidence to the DE Committee in relation to the Inquiry into shared and integrated education</p>
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				<p>Continued partner with Nerve Centre in developing the UU module on commemoration for young people as part of the creative centenaries website. Provided grant aid to the Nerve Centre's history animation project on the Somme and the Easter rising.</p> <p>Provided grant aid to 'Voices of the New Belfast' a series of short films by the Educational Shakespeare Company</p>
<p>Together: Building a United Community (Our Shared Community)</p>	<p>7.Promote sustained trust and good inter-community relations across all public policy at the regional and local level in relation to-</p> <ul style="list-style-type: none"> • Poverty 	<p>Evidence of a programme focussed on poverty (with evidence that at least 15% of CRC grants to go to groups in disadvantaged areas during 2014-2015) that promotes sustained trust and good inter-community relations across all public policy which challenges and supports all sections of our society to work together. This will include:-</p> <ol style="list-style-type: none"> 1. Monitoring relevant assembly business 2. List of relevant consultation responses and advocacy 3. List of relevant grant recipients 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>CRC completed the following work under the theme of poverty and good inter-community relations -</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy.</p> <p>Consultation response:</p> <ul style="list-style-type: none"> • DEL, Enabling Success: A New Strategic

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				<p>Framework to Tackle Economic Inactivity in Northern Ireland – Driving Social Change Through Economic ParticipationNI Executive NI Budget</p> <p>92% of CRC Core Funded Groups are working in areas of high disadvantage (24 groups out of 26)</p> <p>48% of CR/CD Grants went to areas of disadvantage</p> <p>100% of Pathfinder Funding went to areas of disadvantage</p>
<p>Together: Building a United Community (Our Children and Young People)</p>	<p>8.Promote sustained trust and good inter-community relations across all public policy at the regional and local level in relation to-</p> <ul style="list-style-type: none"> • Children and Young People 	<p>Evidence of a programme focussed on young people that promotes sustained trust and good inter-community relations across all public policy which challenges and supports all sections of our society to work together. This will include:-</p> <ol style="list-style-type: none"> 1. Monitoring relevant assembly business 2. List of relevant consultation responses and advocacy 3. List of relevant grant recipients 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>In relation to the community relations issues affecting children and young people –</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy.</p> <p>Consultations:</p>

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				<ul style="list-style-type: none"> • Northern Regional College - Good Relations and Cultural Diversity Policy; • DE - EQIA Proposal to end the Community Relations, Equality and Diversity (CRED) Earmarked Funding; • Hosted fringe event for young people at the annual policy conference '<i>Finish the Job</i>' <p>CRC represented on Shankill Women's Centre research advisory group on shared services</p> <p>CR/CD Grants Scheme supported 81 projects aimed at or significantly involving young people in CR programmes.</p> <p>Pathfinder Scheme supported 18 projects aimed at or significantly involving young people and children in CR programmes.</p>
Together: Building a United Community (Our Shared Community)	9.Promote a vision for good community relations that is widely shared among stakeholders	Evidence of promotion a vision for good community relations that is widely shared among stakeholders including :- 1. Guidance to funded groups on good policy and	Op. and Business Plan developed by Mar 2014 Business plan implemented by Mar 15 Monitoring Reports to Board	This target was achieved. The annual policy conference ' <i>Finish the Job</i> ' held in Belfast in June 2014 IAG/ICP Conference held in December 14 and there were regular

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		<p>practice evidenced by 85% of all funded groups in 2014-15 have achieved in agreed timescales project plans that contribute to a vision of a shared society.</p> <p>2. 2 conferences throughout 2014-2015 aimed at developing a shared vision of reconciliation, tolerance and trust.</p> <p>3. A CRC web-site, Face-book, Twitter updated weekly with current topical material and monthly E-News evidenced by the number of media interventions, visitors to web-site, online followers</p> <p>4. CR Week 2014 delivered</p>	<p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>meetings of both groups throughout the year.</p> <p>Learning pack “Conversation to Transformation” disseminated at appropriate opportunities throughout the year.</p> <p>Live Issues Conference took place on 31st March 2015.</p> <p>3 Funding Seminars (held in Carrickfergus, Bangor and Cookstown) advising on organisational policy and practice in relation to the governance of funds.</p> <p>CR Week delivered (June 2014) on the theme ‘Building a United Community’ with over 200 events and extensive public profile and media coverage including over 200 press or broadcast items.</p> <p>Communications strategy formally linked to Advocacy Plan and regularly reviewed. Performance this year includes:</p> <ul style="list-style-type: none"> • Over 688 press and broadcast items generated throughout the year. • 354 news items placed on CRC website.
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				<ul style="list-style-type: none"> • 119,630 pages viewed on website • 9 issues of CRC E-News produced • 1174 likes on Facebook (up 23%) • 3942 followers on Twitter (up 31%) • 4833 tweets posted • 11,012 views on Youtube (up 33%) • 664 plays on Soundcloud • Themed video clip series on CRC work produced and placed on website and Youtube • Annual report published in Dec 2014 • Inclusion of case studies in webpage promoting best practice in the context of the Decade of Centenaries • Ratified policy responses published on CRC website, and disseminated on CRC E-news bulletin with relevant quick web links. • 100% of Core Funded Groups completed
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				<p>progress Reports</p> <ul style="list-style-type: none"> • 92% of CR/CD Projects completed project plans as evidenced by evaluation returns • 83% of Pathfinder Projects completed project plans as evidenced by evaluation returns.
<p>Together: Building a United Community (Our Safe Community)</p>	<p>1.Promote sustained trust and good inter-community relations across all public policy at the regional and local level in relation to -</p> <ul style="list-style-type: none"> • Sect arian viole nce 	<p>Evidence of a programme focussed on sectarian violence that promotes sustained trust and good inter-community relations across all public policy which challenges and supports all sections of our society to work together. This will include:-</p> <ol style="list-style-type: none"> 1. Monitoring relevant assembly business 2. List of relevant consultation responses and advocacy 3. List of relevant grant recipients 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>In relation to the issue of sectarian violence -</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers).</p> <p>CRC is a member of the following interagency networks:</p> <ul style="list-style-type: none"> • RCN Beyond Belfast Steering Group • Foyle Interface Forum • Belfast Health Trust Steering Group for the development and delivery of the good relations strategy • NIHE Consultative Forum Steering

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				<p>Group on Equality</p> <ul style="list-style-type: none"> • RCN Shared Future Sub-group • NICVA Community Relations Forum • Interface Community Partners • Springvale Multi Agency Group • Pathways to Peace - Belfast • T:BUC shared Housing group • T:BUC United Youth Group • T:BUC Tension Monitoring Group • T:BUC summer intervention Group • T:BUC Urban Villages Group <p>CRC's Core Funding Scheme worked with 13 groups dealing with sectarian violence in areas of high tension:</p> <ul style="list-style-type: none"> • 174 Trust • Ballynafeigh Community Development Association • Belfast Interface Project • Community Relations Forum • Groundwork • REACT • The Junction/Holywell Trust • Interaction
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				<p>Belfast</p> <ul style="list-style-type: none"> • Intercomm • Linc Resource Centre • North Belfast Interface Network • ECF Links • Peace & Reconciliation Group <ul style="list-style-type: none"> • Pathfinder Scheme provided core support to 3 groups working in areas of high: <ol style="list-style-type: none"> 1. Belfast Conflict Resolution Consortium 2. NIAMH 3. Ballynafeigh Comm Dev Assoc • Pathfinder also provided support towards 37 small projects aimed at tackling sectarian violence.
Together: Building a United Community (Our Cultural Expression)	Further develop and implement strategy for role in dealing with the legacy of the conflict	<p>Evidence that CRC is keeping under review our work on the legacy of the past in collaboration with Victims Commission and other relevant bodies.</p> <p>Strategy for our role in dealing with the legacy of the conflict in place and underpinning our work in this area</p>	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following</p>	<p>This target was achieved.</p> <p>During 14/15 CRC hosted a series of Core Funding practitioner discussions on Dealing with the Past.</p> <ul style="list-style-type: none"> • Co-ordination with DOJ and OFMdFM of regional multi agency support,

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		<p>including participation in Peace IV consultation.</p> <p>List of relevant grant recipients</p>	NIAO audit	<p>development and delivery structure for the regeneration of interface/contested space areas.</p> <ul style="list-style-type: none"> • Membership of T:BUC Tension Monitoring sub-group <p>In addition CRC funded the development of the following resources –</p> <ul style="list-style-type: none"> • A short film project on legacy and diversity by Northern Visions • QUB legacy project “Prison Memory Archive – Armagh Prison”
Together: Building a United Community (Our Cultural Expression)	Keep under review role in relation to Victims and Survivors	Evidence of appropriate liaison with the work of the Commission for Victims and Survivors and the new Victims Service	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>No additional activity was undertaken in this area during 2014/15. Therefore after review this was removed from the Operational Plan for 2015/16.</p>
Together: Building a United Community (Our Cultural Expression)	Continue to develop responses to Truth Recovery, Remembering and Healing	<p>Evidence of a programme of work in relation to truth recovery, remembering and healing. This will include:-</p> <p>1. Monitoring relevant assembly</p>	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring</p>	<p>This target was achieved.</p> <p>During 14/15 CRC continued to support truth recovery, remembering and healing as follows -</p> <ul style="list-style-type: none"> • Delivery of Decade

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		<p>business</p> <p>2. List of relevant consultation responses and advocacy</p> <p>3. List of relevant grant recipients</p>	<p>Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>of Centenaries project with Heritage Lottery Fund - including the promotion of principles, development of materials for Decade Web portal , commissioned toolkit on best practice, guidance, DVD, CD and accompanying resources, links, case studies and promoting up and coming events.</p> <ul style="list-style-type: none"> • Organised Creative Centenaries Networking and Good Practice Conference in Titanic with HLF and Nerve Centre. This was attended by 300 participants, 20 information stalls on decade related projects and three exhibitions with 9 workshop sessions. • Dissemination of over 1000 copies of the best practice toolkit and electronic version, flyers, Remembering The Future pamphlet, Remembering 1916 pamphlet • Organised publication of the Remembering 1916 conference report comprising speakers inputs • Signposting DC and Peace Programme staff to facilitators
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			<p>and resources</p> <ul style="list-style-type: none"> • Distributed CDs and DVDs of the RTF Lecture series • Dissemination to District Council, Peace III, Libraries NI networks interested groups, political parties, departments agencies and those who will be organizing and resourcing events – RTF Pamphlet, book marks, flyers on principles and lecture resources, DVD, CD and on line links. • Liaison and participation and input to workshops on Decade of Anniversaries (D of C) for District Council GR Programme, National Museum NI, Living Legacies and Imperial War Museum partner, WWI Commemoration – NI Committee and local groups/events • Organised regular meetings on D of C with public bodies and stakeholders via Roundtable engagement with NIO, OFMdFM and DCAL, DFAT/DAGH and Ireland 2016, in relation to Principles and visioning potential of the
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				<p>DofC project</p> <ul style="list-style-type: none"> • Supported multi faith element to occur in relation to 4th August Outbreak of War St Anne's Cathedral event • Participated in QUB and UU ARHC projects on commemoration by attending seminars <p>In addition CRC funded the development of the following resources –</p> <ul style="list-style-type: none"> • A short film project on legacy and diversity by Northern Visions • QUB legacy project “Prison Memory Archive – Armagh Prison” • Nerve Centre history animation project on the Somme and the Easter rising
Together: Building a United Community (Our Shared Community)	Develop and implement training strategy	<p>Evidence of support delivered for training, mentoring and development of expertise in CR. This will include:-</p> <ol style="list-style-type: none"> 1. Meetings with practitioners 2. Meetings with Core Funded Groups 3. Mentoring and development seminars and conferences 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>In 14/15 this objective was met through the following activity -</p> <ul style="list-style-type: none"> • regular meetings (themed and geographical) with a wide range of practitioners • regular support and development meetings held with all Core funded Groups

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				<ul style="list-style-type: none"> continued with development support provided to grant recipients across all funding programmes including 5 thematic meetings to support peer learning, reflection and evaluation.
Together: Building a United Community (Our Shared Community)	Further develop and implement research strategy	<p>Evidence of a programme of research work and CRC sponsored contributions to the body of research on community relations. This will include:-</p> <ol style="list-style-type: none"> 1. Number of editions of “Shared Space” produced. 2. Number of research grants 3. Themes of commissioned research 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>The following research was commissioned by CRC –</p> <p><i>Exploring New Residents’ Experiences of Contact in Mixed Areas of Belfast</i> which was undertaken by Dr Clifford Stevenson and Thia Sagherian Dickey, School of Psychology, QUB.</p> <p>Publication of one enlarged issue of CRC’s research journal ‘Shared space’ on ‘Peace Monitoring’ in collaboration with World Leadership Alliance –Club de Madrid.</p> <p>In collaboration with the Joseph Rowntree Charitable Trust and the Joseph Rowntree Foundation, CRC published the third NI Peace Monitor in April 2014</p>

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<p>Together: Building a United Community (Our Shared Community)</p>	<p>Increase capacity to evaluate community relations work.</p>	<p>Evidence of a programme of evaluation of community relations work. This will include the number of evaluations undertaken.</p>	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers). CRC also responded to the following government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy:</p> <p>During 14/15 the following evaluation work was undertaken and delivered -</p> <ul style="list-style-type: none"> • 11 Reviews of Core Funded Groups completed • Quarterly monitoring returns and 6 monthly Progress Reporting systems in place. • External review of the Media Grant Scheme with recommendation s for development implemented and evaluation of projects from 11 projects funded over 3 years have been received
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<p>Together: Building a United Community (Our Shared Community)</p>	<p>Annually monitor the state of community relations</p>	<p>Evidence of a programme of work in relation to our role in monitoring the state of community relations as laid out in current government policy, including the number of consultation responses made during the year.</p>	<p>Production of the annual Peace Monitor by March 2015</p> <p>Report to Board and promulgation of findings to relevant stakeholders</p>	<p>This target was achieved.</p> <p>CRC monitored Assembly business for Good Relations issues (including chamber business, committee items, Written & Oral Questions & Answers).</p> <p>CRC also responded to the following government consultations reviewing for GR content and reviewed the Good Relations content of the finalised policy:</p> <ul style="list-style-type: none"> • DOE - Northern Ireland Local Government Code of Conduct for Councillors; • DEL - Enabling Success: A New Strategic Framework to Tackle Economic Inactivity in Northern Ireland – Driving Social Change Through Economic Participation; • Committee on Standards and Privileges - Review of the Code of Conduct and Guide to the Rules Relating to the Conduct of Members; • DOE - A Strategic Planning Policy Statement for
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				<p>Northern Ireland (SPPS);</p> <ul style="list-style-type: none"> • NIHE - NIHE Community Safety Strategy 2014-2017; • DOE - The Draft Local Government (Standing Order) Regulations (NI) 2014 and Model Standing Orders; • NIHE - Draft Corporate and Business Plans 2014/15 – 2016/17; • Education Committee - Inquiry into Shared and Integrated Education; • OFMDFM - A Sense of Belonging: Delivering Social Change through a Racial Equality Strategy for Northern Ireland 2014-2024; • OFMDFM Committee - Submission to the Committee of OFMDFM inquiry into Building a United Community; • Newry & Mourne District Council - Review of decision to name Raymond McCreesh Park;
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				<ul style="list-style-type: none"> • Craigavon Borough Council - Review of Flags Policies – Draft Equality Impact Assessment; • DOE - Local Government (Community Planning Partners) Order (Northern Ireland) 2015; • Northern Regional College - Good Relations and Cultural Diversity Policy; • NI Executive – NI Draft Budget; • NI Assembly Commission - EQIA on the Review of the Policy on the Flying of the Union Flag at Parliament Buildings; • DE - Shared Education Bill; Sharing Works: A Policy for Shared Education; • DE - EQIA Proposal to end the Community Relations, Equality and Diversity (CRED) Earmarked Funding; • DOE - Draft Statutory Guidance for the Operation of
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				<p>Community Planning; Local Government Act (NI) 2014;</p> <ul style="list-style-type: none"> • DARD - Policy Proposals for a Rural Proofing Bill; <p>In April 2014 in collaboration with the Joseph Rowntree Charitable Trust and the Joseph Rowntree Foundation, CRC production of the third NI Peace Monitor which included information on the state of community relations.</p>
<p>Together: Building a United Community (Our Shared Community)</p>	<p>Ensure governance arrangements that enable CRC to fulfil its role in an appropriate, accountable, transparent, safe and fair manner</p>	<p>Governance arrangements in place to enable the CRC to fulfil its role in an appropriate, accountable, transparent, safe and fair manner.</p> <p>Evidence that all public expenditure is allocated and accounted for in a full and proper manner in accordance with the principles of public expenditure in Northern Ireland and in compliance with MPNI guidance and the MSFM</p> <p>Evidence of best practice in accountability and audit matters</p> <ul style="list-style-type: none"> • CRC management of external 	<p>Expenditure monitored and reported to OFMDFM</p> <p>Reports to Finance and General Purposes Committee and the CRC Board</p> <p>NIAO audit complete by Oct 2014</p> <p>Internal audit reports for 14-15</p> <p>Annual report by Dec 2014</p>	<p>This target was achieved.</p> <ul style="list-style-type: none"> • During 14/15 Council and its Committees (including Finance and General Purposes and Audit) met regularly as planned receiving and reviewing officer reports on a wide range of issues including expenditure monitoring. • NIAO audit completed in December 2014 with an un-qualified audit opinion. • Programme of internal audit reviews

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		<p>and internal contracts to reflect best practice</p> <ul style="list-style-type: none"> • All recommendations of external and internal audit acted on in a timely fashion <p>Investigations into any matters of actual or alleged financial or other propriety conducted in a transparent, timely and efficient manner</p>		<p>completed as per audit strategy and receiving a ‘satisfactory’ assurance rating</p> <ul style="list-style-type: none"> • Implementation of all internal and external audits were monitored by the Audit Committee • Annual report for 13/14 produced and published • All investigations into instances of alleged irregularity in funded groups are reported to the CRC Audit Committee and notified to OFMDFM’s for any necessary further investigation.
Together: Building a United Community (Our Shared Community)	Review the number and develop the competence of staff to maximised capacity to deliver role	Evidence that the number and competence of CRC staff has been reviewed in relation to role and business plan, including evidence that all performance appraisals have been completed.	Staff appraisals completed by Mar 15 Staffing level reviewed by Mar 15 in line with savings plan	<p>This target was achieved.</p> <ul style="list-style-type: none"> • The regular review of staff was undertaken as part of annual appraisal process in 2014/15 including a mid-year review • The implications of T:BUC on staffing will be taken into account when appropriate in the transition • Staffing review of CRC commissioned by OFMDFM commenced in Feb 2015.

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<p>Together: Building a United Community (Our Shared Community)</p>	<p>Promote equality and good relations through service delivery and employment practices</p>	<p>Evidence of promotion of equality and good relations through service delivery and employment practices</p> <ul style="list-style-type: none"> • Appointment of members to the CR Council to reflect fair and equal treatment • Distribution of grants to demonstrate fair and equal treatment • Appointment of council staff to reflect fair and equal treatment • Annual production of progress report on Statutory Duties (including Disability Action plan). • Evidence of implementation of a programme of work focussed on development of good relations. 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was achieved.</p> <ul style="list-style-type: none"> • 11 appointments were made to Council Board during 2014-2015. The process was completed under guidance of OCPANI with an OCPANI Independent Assessor on the panel. • All CRC Grant Schemes were publicly advertised through our website and various community networks i.e. through Local District Council CRO's and Good Relations Officers, NICVA. • All community and voluntary based groups had open access to the Schemes. • In addition, various information events on funding opportunities were held throughout the region by all the funding schemes. • Provision is made, when required, for the translation of the
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				<p>application form and guidance notes into other languages as well as for the blind/partially sighted.</p> <ul style="list-style-type: none"> • All grant applications received were processed in accordance with agreed Council practices/operating principles and received fair and equal treatment. • Review/complaints procedures are also in place and published in CRC's website. <p>Note: Pathfinder projects are intended to provide temporary support for a small number of groups working in areas of high conflict. All qualifying projects are agreed by the Council according to strict criteria established in agreement with OFMDFM (Community Relations Unit). Funding can only be extended until the next available opportunity for application by open competition, as described above. This is normally less than one year.</p> <ul style="list-style-type: none"> • Processes for appointment of CRC staff were conducted in line
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				<p>with best practice to comply with legislative requirements of the Equality Commission and employment law in general.</p> <ul style="list-style-type: none"> • During 2014/15, Council conducted recruitment and selection exercises for 1 vacancy. • Appointments for this vacancy was as follows: Protestant: Male 0 Female 0 Roman Catholic: Male 1 Female 0 Neither: Male 0 Female 0 • The Council has the following gender and community background profiles in 2014/15: Males 6, Females 15. Total 21 Protestant Males 2, Catholic Males 4, Neither 0. Total 6
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				<p>Protestant Females 8, Catholic Females 7, Neither 0. Total 15.</p> <p>Protestants 10, Catholics 11, Neither 0. Total 21</p> <ul style="list-style-type: none"> • The Council’s overall P/RC split is 10/11; our P/RC splits Male 2/4 and Female 8/7. • Council will continue to address the need to recruit more males and Protestants to its staff, (by means of welcoming statements) as vacancies for posts arise in the future. • CRC would also like to develop the number of members of staff from a minority ethnic background. • The appointees in 2014/15 were not registered disabled. • Council continues to monitor all data on an annual and triennial basis, as required by the Equality Commission.
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<p>Together: Building a United Community (Our Shared Community)</p>	<p>Maintain efficient and effective delivery of services</p>	<p>Evidence of the efficient and effective delivery of services-</p> <ul style="list-style-type: none"> • Operating within a budget allocation of £3,356 K avoiding overspend and managing under-spend within the tolerance level of 1.5%. • All matters arising from Audit and Accountability issues are implemented • Operational plan delivered and performance monitored • Commitment to the objectives of the Department's Asset Management Strategy by responding to annual request for input to the Asset Management Plan • 75% of all small grant applications processed within 12 weeks of receipt • 90% of core grant applications 	<p>Op. and Business Plan developed by Mar 2014</p> <p>Business plan implemented by Mar 15</p> <p>Monitoring Reports to Board</p> <p>Annual report for 13/14 produced by Nov 14 following NIAO audit</p>	<p>This target was largely achieved.</p> <ul style="list-style-type: none"> • CRC applied a 3% efficiency savings target in 14/15. However it was unable to meet the tolerance target of 1.5% as the under-spend in the year was 2.2%. The under-spend was in relation to grant expenditure returns from funded groups and a review was undertaken to identify problems that might be eradicated for next year. • All internal and external audit recommendations in relation to finance, admin and personnel arising in 2014/15 have been implemented and are monitored for progress by Audit Committee • The Finance and General Purpose Committee maintains an overview of resources and delivery of the Business Plan. • 88% of all small grant
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		<p>processed within 16 weeks of closing date for receipt</p> <ul style="list-style-type: none"> • 90% of media grant applications processed within 12 weeks of receipt • 80% publications grant applications processed within 12 weeks of receipt. 		<p>applications processed within 12 weeks of receipt</p> <ul style="list-style-type: none"> • 100% of core grant applications processed within 16 weeks of closing date for receipt • 100% of Publication Grant applications processed within 12 weeks of receipt • 100% of Media Grants applications processed within 12 weeks of receipt.
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The financial statements of the Community Relations Council have been prepared in accordance with the Accounts Direction issued by OFMdfM.

The Balance Sheet on page 77 shows that the company had a fund deficit of (£744,523) at 31 March 2015 (2014 - £435,371).

The Statement of Financial Activities on pages 75 to 76 indicates that the company had incoming resources of £2,486,171 (2014 - £3,938,144) in the year. Note 2 on page 83 shows OFMdfM as being the sponsor of 99.75% (2014 – 87%) of this income. This income was exceeded by outgoing resources of £3,266,065 by £779,894 (2014 - income was exceeded by outgoing resources of £3,997,867 by £59,723). The majority of the organisation’s reserves are Restricted Reserves. In accordance with NICRC’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.’ In the financial year 2014/2015, OFMdfM, the sponsoring Department, has requested that the Community Relations Council cash reserves at the bank be reduced to a level of £130,000. During the year the Community Relations Council have significantly reduced their cash balance from £1,303,743 to £567,114 in line with this directive.

As required by legislative changes, the company has adopted IAS19, the International Accounting Standard on Employee Benefits. The valuation of the company’s pension scheme at 31 March 2015, for the purposes of IAS19, showed a funding deficit of £980,000 (2014: £548,000).

The Northern Ireland Community Relations Council

Strategic Report (continued)

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.

Gender Diversity

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

	Male No.	Female No.
Council Members	15	8
Employees:		
Grade 6	-	1
DP	3	2
SO	2	4
EO	0	5
AO	1	3
	-----	-----
	6	15
	-----	-----

Risk management

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

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

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

The Northern Ireland Community Relations Council

Strategic Report (continued)

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

1. **Economic** – the ability to attract/retain staff in the current labour market; exchange rates; and the effect of the global economy; and
2. **New policies** - policy decisions creating expectations that challenge the organisation's capacity to deliver

Going Concern

On 23 May 2013, the First and deputy First Ministers published a new Good Relations Strategy, Together: Building a United Community. A key action of the new strategy will be the establishment of an independent and statutorily based organisation to provide advice to Government and to challenge all levels of Government in terms of its performance in improving good relations. This change has the potential for significant impact on the Community Relations Council. The legislation to establish the new commission is under consideration and in advance of the enactment of legislation and any resulting organisational changes OFMdFM will continue to work with Community Relations Council to ensure the continued effective and efficient delivery of a range of community relation roles and responsibilities emanating from the implementation of the Executive's Together Building a United Community strategy.

The Community Relations Council is not aware of any impending changes and Ministers have agreed both the Community Relations Council's Business Plan and opening budget for 2015/16, which has been confirmed by the Department in writing. Based on this, it would be appropriate for CRC to prepare 2015/16 financial statements on a going concern basis.

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. Community Relations Council also participated in a programme of shredding and recycling for which it received a 'Certificate of Environmental Accomplishment'. The Community Relations Council has also reviewed its office space requirements and has reduced these accordingly.



J Irwin - Accounting Officer

Date: 30th September 2015

The Northern Ireland Community Relations Council

Directors' Report

Structure, Governance and Management

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

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

These financial statements have been prepared in accordance with the accounting and disclosure requirements of Companies Act 2006, along with selected disclosures as recommended in the 'Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005)' and the Government Financial Reporting Manual (FRM) and applicable Accounting Standards.

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 23 members and meets bi-monthly. A scheme of delegation is in place and day to day responsibility for provision of services rests with the Chief Executive, Jacqueline Irwin, and the various Programme Committees.

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

Directors

The directors of the company were as follows:

Mr. Peter Osborne (Chairperson)	Mr. Noel McKenna
Ms. Rosie McCorley (resigned 21 May 2014)	Ms. Stella Byrne (resigned 21 May 2014)
Mr. William Gamble (resigned 20 January 2015)	Dr. David Russell
Dr. Jacqueline Witherow	Ms. Kathleen Hanlon
Dr. Jonathan Byrne	Dr. Leon Litvack
Rev. Norman Hamilton	Mr. Robin Morton
Mr. Allan Leonard	Mr. Rory Campbell
Ms Delia Close (appointed 1 st December 2014)	Mr. Joe Law
Mr Jarlath Kearney (appointed 1 st December 2014)	Mr Donald Mackay (appointed 1 st December 2014)
Ms Roisin McGlone (appointed 1 st December 2014)	Ms Sheila McClelland (appointed 1 st December 2014)
Mr Brendan McAllister (appointed 1 st December 2014)	Mr Gerard Deane (appointed 1 st December 2014)
Ms Libby Keys (appointed 1 st December 2014)	Ms Kasia Garbal (appointed 1 st December 2014)
Ms Lorraine Campbell (appointed 1 st December 2014)	Mr Philip Deane (appointed 1 st December 2014)

The Northern Ireland Community Relations Council

Directors' Report (continued)

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

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

Statement of grant making policies

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

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

The Northern Ireland Community Relations Council

Directors' Report (continued)

Research and Development

In 2014-15 activity included two annual conferences, the CR Week campaign, thematic discussion groups with key community relations organisations as well as practitioner forums which promote collaborative working and networking opportunities. The Community Relations Council produces a research journal, *Shared Space*, which publishes recent academic research examining peace-building, conflict resolution and the promotion of good relations. One journal was produced in the 2014-15 year.

Future plans

In May 2013, OFMdFM, published a policy document, Together: Building a United Community which sets out Government's strategic objectives in relation to Community Relations. The future plans of the Community Relations Council will be affected by this in two ways:

1. The establishment of the Equality and Good Relations Commission; and
2. The review of mechanisms for delivery of Community Relations Funding.

OFMdFM has confirmed that it will continue to work with the Community Relations Council in the interim period to ensure the continued effective and efficient delivery of the whole range of community relations roles and responsibilities currently delivered through the Community Relations Council. Any changes to strategic and operational plans will be agreed by Ministers in the usual manner.

Events after the reporting date

A key action of the Together: Building a United Community strategy will be the establishment of an independent and statutorily-based organisation to provide advice to, and to challenge, all levels of Government in terms of its performance in improving good relations. This change has the potential for significant impact on the Community Relations Council which is currently a major administrator of good relations funding. In line with the Management Statement for the Community Relations Council, OFMdFM will use the next planned review of the organisation to inform the detailed arrangements for future funding. It is anticipated that the lead time to complete the structural changes identified in the new Good Relations Strategy and to put into effect the outcomes of relevant reviews and any associated legislative changes may take around two years.

Employee and Council involvement

Northern Ireland Community Relations Council implements its business strategy through its staff. In achieving business objectives the involvement of staff and Council members in planning and decision making is crucial. Staff involvement includes monthly staff meetings and the use of project teams.

Personal data related incidents

Northern Ireland Community Relations Council is required to report on personal data related incidents and accordingly have a control system to meet these responsibilities under Data Protection Act 1998 and the Freedom of Information Act 2000. The control system has been

The Northern Ireland Community Relations Council

Directors' Report (continued)

established to ensure the appropriate handling of personal data and information used for operational and reporting purposes through the development of appropriate strategy and policy. In the 2014/15 year the Northern Ireland Community Relations Council received 5 Freedom of Information (FOI) requests. There were no instances of personal data loss during the period under review.

Sickness absence data

Listed in the table below are the sick absence results for the Northern Ireland Community Relations Council:

	Working Days Lost	Working days lost per staff year	% of available working days lost
2014/15 Including long term absence	104	4.75	2.16
Excluding long term absence	68	3.1	1.41

	Working Days Lost	Working days lost per staff year	% of available working days lost
2013/14 Including long term absence	195	5.76	2.61
Excluding long term absence	73	2.16	0.98

Pensions

The Northern Ireland Community Relations Council participates in a defined benefit pension scheme administered by Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) for all permanent staff. Further details are set out in the Remuneration Report on pages 56 to 58 and the accounting policies on pages 79 to 83.

Off-Payroll Engagements

The Northern Ireland Community Relations Council did not have any off-payroll engagements exceeding £58,200 per annum during the 2014/15 financial year (2014 - £nil).

Reporting of Complaints

The Northern Ireland Community Relations Council's Complaints Policy can be accessed via the website. There have been no reported complaints in the 2014/15 financial year.

Prompt payment policy

The Northern Ireland Community Relations Council is committed to the prompt payment of bills for goods and services received in accordance with the Late Payment of Commercial Debts (Interest) Act 1998. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews conducted during the year to measure how promptly Northern Ireland Community Relations Council paid its bills found that 94% (2014

The Northern Ireland Community Relations Council

Directors' Report (continued)

– 93%) of bills were paid within this standard. It was also noted that 81% (2014 – 83%) of bills were paid within 10 days.

Related parties

Details of the company's related parties are set out in note 20 to the financial statements.

Register of interests

The Chairman, Board of Directors, Chief Executive and Senior Management Team are required to register all interests, direct or indirect, which members of the public might reasonably think could influence their judgment. The register of interests is available for public inspection by contacting the Director of Finance, Administration and Personnel, Northern Ireland Community Relations Council, Glendinning House, 6 Murray Street, Belfast, BT1 6DN.

Corporate Governance

The Governance Statement is set out on pages 59 to 72.

Statement of disclosure of information to the auditors

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

- So far as each director is aware, there is no relevant audit information of which the company's auditors are unaware.
- 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.

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. There was one payment for non-audit work of £1,232 (2014 £nil) made to the Northern Ireland Audit Office in respect of the National Fraud Initiative.

Signed on behalf of the Board of Directors



P Osborne - Chairperson



J Irwin - Accounting Officer

Date: 30th September 2015

The Northern Ireland Community Relations Council

Statement of Accounting Officer's and Directors' Responsibilities

Under the Government Resources and Accounts Act (Northern Ireland) 2001, the Office of the First Minister and Deputy First Minister (OFMdfM) has directed The Northern Ireland Community Relations Council to prepare for each financial year a statement of accounts in compliance with the accounting principles and disclosure requirements of the Companies Act and the Charities SORP, as set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of The Northern Ireland Community Relations Council and of its net incoming/(outgoing) resources, changes in Funds and cashflows for the financial year.

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

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

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 financial statements 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.

The Accounting Officer of OFMdfM 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.

The Northern Ireland Community Relations Council

Remuneration Report

Remuneration Policy

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

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

Directors' Remuneration & Executive Senior Staff Emoluments (audited)

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

	2015 Salary/ Chairpersons Fee £'000	2015 Pension Benefits to nearest * £'000	2015 Total £'000	2014 Salary/ Chairpersons Fee £'000	2014 Pension Benefits to nearest £'000	2014 Total £'000
J Irwin CEO	60-65	19	80-85	60-65	27	85-90
P Osborne Chairman	15-20	-	15-20	0-5 (15-20 Full year equivalent) (appointed 01/01/2014)	-	0-5

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

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

Benefits in Kind

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

The Northern Ireland Community Relations Council

Remuneration Report (continued)

Neither bonus nor Benefits in Kind were paid to the CEO during either the 2014/15 or 2013/14 financial years.

Other than the post of Chair, no other Council Member is remunerated.

Ratio of Median Remuneration to Highest Paid Director (audited)

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

	2015 £'000	2014 £'000
Band of Highest Paid Director's Total Remuneration	60-65	60-65
Median Total Remuneration	28,681	28,475
Ratio	2.18	2.19

The banded remuneration of the highest-paid director in the Community Relations Council in the financial year 2014-15 was £60k-£65k (2013-14 £60k-£65k). This was 2.18 times (2013-14 2.19 times) the median remuneration of the workforce, which was £28,681 (2013-14 £28,475). The ratio has decreased slightly as a result of a reduction in the number of staff employed.

Pension Benefits (audited)

	Accrued Pension at pension age as at 31/03/15 & related lump sum £'000	Real increase in pension & related lump sum at pension age £'000	CETV at 31/03/15 £'000	CETV at 31/03/14 £'000	Real increase in CETV £'000
J Irwin Chief Executive Officer	20-25 <i>Plus lump sum of 30-35</i>	0-2.5 <i>Plus lump sum of (2.5) - 0</i>	395	353	37

Pensions

The Northern Ireland Community Relations Council participates in a defined benefit pension scheme administered by NILGOSC for all permanent staff. The employer makes a contribution of 20% (2014 20%) of basic salary to the NILGOSC pension scheme. The employee does not have to join this scheme. Further details can be found on www.nilgosc.org.uk.

The Northern Ireland Community Relations Council

Remuneration Report (continued)

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

The Cash Equivalent Transfer Value (CETV)

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

The real increase in the value of the CETV

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

Loss of Office

There was no compensation for loss of office (2013/14 £nil).



J Irwin - Accounting Officer

Date: 30th September 2015

The Northern Ireland Community Relations Council

Governance Statement

1. Introduction

This statement is given in respect of Northern Ireland Community Relations Council's Accounts for the year ended 31 March 2015. It outlines the Community Relations Council's governance framework for directing and controlling its functions and how assurance is provided to support me in my role as Accounting Officer for the Community Relations Council.

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

The Community Relations Council is an "arm's length" body of the Office of the First and deputy First Minister (OFMdfM), 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 OFMdfM. This sets out the relationship between the two organisations and defines the financial and administrative framework of the Community Relations Council. The Community Relations Council's primary source of income is grant-in-aid provided by its sponsoring Department, the Office of the First and deputy First Minister (OFMdfM). 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 OFMdfM and the Department of Finance and Personnel (DFP). A joint review of the Management Statement and Financial Memorandum was undertaken and completed in October 2014.

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 *DFP'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.

3. Governance Framework

The Community Relations Council has established key organisational structures which support the delivery of corporate governance:

The Northern Ireland Community Relations Council

Governance Statement (continued)

- Board of Directors;
- Accounting Officer;
- Audit Committee;
- Finance and General Purposes Committee;
- Policy and Communications Committee; and
- Community Initiatives Committee
- Internal Audit function

These key organisational structures within the Community Relations Council's governance framework, along with an overview of their responsibilities and performance in year, are explained in detail in this Governance Statement.

4. Governance Responsibilities and Performance

Accounting Officer

As Accounting Officer, I have responsibility for maintaining a sound system of internal governance that supports the achievement of the Community Relations Council's policies, aims and objectives. I also have responsibility for the propriety and regularity of the public finances awarded to the Community Relations Council and for safeguarding the public funds and assets, in accordance with the responsibilities assigned to me in *Managing Public Money Northern Ireland*.

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

Board of Directors

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

The Board is made up of a maximum of 24 members including the Chairperson, Mr. Peter Osborne. In 2014-15, the Board comprised the following members:

Mr. Peter Osborne (Chairperson)	Mr. Noel McKenna
Ms. Rosie McCorley (resigned 21 May 2014)	Ms. Stella Byrne (resigned 21 May 2014)
Mr. William Gamble (resigned 20 January 2015)	Dr. David Russell
Dr. Jacqueline Witherow	Ms. Kathleen Hanlon
Dr. Jonathan Byrne	Dr. Leon Litvack
Rev. Norman Hamilton	Mr. Robin Morton
Mr. Allan Leonard	Mr. Rory Campbell
Ms Delia Close (appointed 1 st December 2014)	Mr. Joe Law
Mr Jarlath Kearney (appointed 1 st December 2014)	Mr Donald Mackay (appointed 1 st December 2014)
Ms Roisin McGlone (appointed 1 st December 2014)	Ms Sheila McClelland (appointed 1 st December 2014)
Mr Brendan McAllister (appointed 1 st December 2014)	Mr Gerard Deane (appointed 1 st December 2014)
Ms Libby Keys (appointed 1 st December 2014)	Ms Kasia Garbal (appointed 1 st December 2014)
Ms Lorraine Campbell (appointed 1 st December 2014)	Mr Philip Deane (appointed 1 st December 2014)

The Northern Ireland Community Relations Council

Governance Statement (continued)

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

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

The key aspects of the Board's role include:

- setting the strategic direction for the Community Relations Council, including its vision, values and strategic objectives, and overseeing the implementation of the strategic and business plans, performance against its commitments to the Office of the First Minister and the deputy First Minister (OFMdFM) 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 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 Community Relations Council's corporate governance arrangements, including risk management; and
- overseeing and monitoring progress against all of Community Relations Council's equality of opportunity, good relations and human rights obligations.

In line with best practice, the operational procedures of the Board are kept under continuous review. The Chairman has reviewed the number of meetings of the Board and its committees as they relate to the completion of the operational plan for the year. He has also reviewed attendance, chairing of committees and the findings of this year's audit reports and is satisfied with performance for the year. Following a recruitment exercise carried out in September 2014, the skills and experience of the Board has been extended with the appointment of 11 new members on 1st December 2014. There are no significant issues to report.

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

The Northern Ireland Community Relations Council

Governance Statement (continued)

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

The Board held 7 meetings during 2014-15 in May, June, November (x2), December, January and March. The attendance at the meetings is detailed in the table below:

Name	No. of Meetings Attended
Mr. Peter Osborne	7
Ms Jacqueline Witherow	3
Mr. Jonathan Byrne	3
Mr. William Gamble (resigned 20 th January 2015)	5
Mr. David Russell	3
Ms. Kathleen Hanlon	7
Dr. Leon Litvack	5
Mr. Robin Morton	7
Rev. Norman Hamilton	4
Mr. Rory Campbell	5
Mr. Allan Leonard	5
Mr. Joe Law	5
Mr. Noel McKenna	5
Mr Donald Mackay (appointed 1 st December 2014)	2
Ms Delia Close (appointed 1 st December 2014)	2
Mr Jarlath Kearney (appointed 1 st December 2014)	0
Ms Sheila McClelland (appointed 1 st December 2014)	2
Ms Roisin McGlone (appointed 1 st December 2014)	2
Mr Gerard Deane (appointed 1 st December 2014)	1
Mr Brendan McAllister (appointed 1 st December 2014)	1
Ms Kasia Garbal (appointed 1 st December 2014)	2
Ms Libby Keys (appointed 1 st December 2014)	1
Mr Philip Dean (appointed 1 st December 2014)	0
Ms Lorraine Campbell (appointed 1 st December 2014)	2

Board Sub-committees

The Board is supported and advised in its role by four sub-committees. They are:

- Audit Committee
- Finance and General Purposes Committee
- Policy and Communications Committee and
- Community Initiatives Committee

The Northern Ireland Community Relations Council

Governance Statement (continued)

Audit Committee

The purpose of the Audit Committee 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.

Membership of Audit Committee in 2014 -15 comprised a Chairperson and two Members – all are Board Members. The members of the Audit Committee are:

Ms. Stella Byrne	(Chair until May 2014)
Mr. Rory Campbell	(Chair from May 2014)
Mr. William Gamble	(until January 2015)
Mr Donald Mckay	(from December 2014)
Ms Libby Keys	(from January 2015)
Mr Brendan McAllister	(from May 2015)

In addition, Audit Committees are also attended, in an observer capacity, by a representative of Internal Audit, a Northern Ireland Audit Office (NIAO) representative and a representative from the Office of the First Minister and the deputy First Minister. Audit Committee meetings are normally attended by the Accounting Officer, Director of Finance, Admin & Personnel and the Finance Manager, however, the Audit Committee may ask any other officials to attend to assist it with its discussions on any particular matter.

The Committee met four times during 2014-15. All meetings comprised a minimum of two members of the Committee, and were deemed quorate. Audit meetings attendance was as follows:

Name	No. of Meetings Attended
Ms. Stella Byrne	1
Mr. William Gamble	3
Mr. Rory Campbell	3
Mr Donald Mckay	1
Ms Libby Keys	1

In line with good practice, and following the appointment of new members, the Audit Committee will be conducting a self-assessment against the guidelines issued by the National Audit Office during the autumn of 2015. The findings of the self-assessment will be presented to the Board for action as appropriate. The Terms of Reference for the Audit Committee will also be reviewed in the autumn of 2015.

The programme of work of the Audit Committee meetings include:

- review of the corporate risk register;
- scrutiny of the annual accounts;
- consideration of NIAO audit strategy;
- consideration of internal audit strategy;

The Northern Ireland Community Relations Council

Governance Statement (continued)

- review of internal and external audit findings; and
- monitoring of residual audit recommendations.

The staff of the Community Relations Council provided regular reports to the Audit Committee on business planning, risk management and assurance in the organisation. In addition, the Audit Committee considered and commented on individual issues of internal governance and their implications for wider governance arrangements.

The Chairperson of the Audit Committee presents regular reports to the Board throughout the year.

Finance and General Purposes Committee

The Board has established a Finance and General Purposes Committee with the overall objective of oversight, control, challenge and scrutiny on behalf of the Board of financial, staffing and the other assets of the Community Relations Council.

Updates from the Finance and General Purposes Committee are reported to the Board through the Committee Chairman and the Director of Finance, Admin and Personnel. The Finance and General Purposes Committee met six times during the year in May, June, September, December, January and March; membership and attendance was as follows:

Name	No. of Meetings Attended
Mr William Gamble (Chair until January 2015)	4
Ms Jacqueline Witherow (Chair from January 2015)	3
Ms Hazel Francey (resigned December 2014)	3
Mr Tony Kennedy (resigned March 2014 co-opted)	1
Mr Peter Osborne	6
Mr Noel McKenna	3
Mr Jarlath Kearney (appointed December 2014)	1
Ms Shelia McClelland (appointed December 2014)	0
Ms Roisin McGlone (appointed December 2014)	1
Ms Lorraine Campbell (appointed December 2014)	1

Policy and Communications Committee

The Policy and Communications Committee supports the Council in oversight, control, challenge and scrutiny of the policy comment and communications of the Community Relations Council. Formal policy responses are reported to and approved by the Board. The Policy and Communications Committee met 6 times during the year in May, June, September, November, January and March.

Membership and attendance for the Policy and Communications and the Community Initiatives Committees in the period was as follows:

The Northern Ireland Community Relations Council

Governance Statement (continued)

Name	No. of Meetings Attended
Mr. Jonathan Byrne (Chairperson)	5
Mr. William Gamble (resigned January 2015)	4
Mr. Peter Osborne	1
Mr Joe Law	4
Mr. Robin Morton	5
Ms. Kathleen Hanlon	3
Rev. Norman Hamilton	1
Mr Alan Leonard	2
Mr Philip Dean (appointed December 2014)	1
Mr Gerard Deane (appointed December 2014)	1
Mr Brendan McAllister (appointed December 2014)	0

Community Initiatives Committee

The Community Initiatives Committee supports the Council in oversight, control, challenge and scrutiny of the OFMdFM sponsored funding schemes of the Community Relations Council. The committee held 4 meetings in the year and membership and attendance was as follows:

Name	No. of Meetings Attended
Mr. David Russell (Chairperson)	2
Mr Robin Morton	2
Ms. Jacqueline Witherow	1
Dr. Leon Litvack	0
Rev. Norman Hamilton	0
Ms Kasia Garbal (appointed December 2014)	2
Ms Delia Close (appointed December 2014)	1
Ms Libby Keys (appointed December 2014)	2

5. Quality of Data provided to the Board

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

The Northern Ireland Community Relations Council

Governance Statement (continued)

information in advance of the meeting. All statistical and financial information is provided by professionally qualified accountants.

6. Board effectiveness

A review has not been carried out in 2014/15 but one is planned for Autumn 2015/16.

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 Community Relations Council's policies, aims and objectives, and where necessary, are brought to the attention of the sponsoring department, OFMdfM. An important element of the system of internal control is the 'Stewardship Statement' process.

This process requires me, as Accounting Officer, to provide a quarterly stewardship statement to the sponsoring department.

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

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

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

The system of internal control has been in place in the Community Relations Council for the year ended 31 March 2015 and up to the date of approval of the Annual Report and Accounts, and accords with Department of Finance and Personnel 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 Audit Committee meeting and annually at the Board Meeting. The Register:

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

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

The Northern Ireland Community Relations Council

Governance Statement (continued)

The Board approved a revised risk strategy and register in March 2014. The new risk strategy and register are aligned with the Northern Ireland Audit Office publication *Good Practice in Risk Management* and there is now a clearer distinction between strategic and operational risks.

Red and Amber Risks and Mitigation

Risk		Mitigating Action
New Policies (policy decisions creating expectations that challenge the organisation's capacity to deliver)	Red	<p>Membership of OFMdfM Equality and Good Relations Commission Transition Project (suspended by OFMdfM awaiting legislation).</p> <p>Accountability and Liaison meetings with OFMdfM.</p> <p>“Going Concern” statement from OFMdfM for 13-14 included in published Annual Report and Accounts. “Going Concern” statement for 14-15 received from OFMdfM.</p> <p>Awaiting formal notification of the implications for CRC of the outcome of OFMdfM review of CR funding delivery mechanisms.</p> <p>CRC Board has sought assurance from OFMdfM in relation to its liabilities that might arise from the implementation of planned changes related to T:BUC.</p> <p>Advocacy Plan in relation to all relevant policies in place and reviewed regularly at Policy and Communications Committee meetings.</p>
Economic (ability to attract / retain staff in the labour market; exchange rates; effects of global economy)	Amber	<p>Budget for 2015-16 submitted to OFMdfM with Business Plan</p> <p>All staff recruitment considered in advance by F&GP.</p>

The Northern Ireland Community Relations Council

Governance Statement (continued)

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

- The corporate and business planning process:

The Board of the Community Relations Council has drafted a new Strategic Plan which is currently out for consultation. 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 OFMdfM
- HR policies:
HR policies are designed to ensure that the Community Relations Council has the appropriate numbers of staff with suitable skills to meet its objectives; a system is in place for managing attendance at work and levels of absence are reviewed regularly by the Finance and General Purposes Committee and reported to OFMdfM; independent HR guidance supports the organisation in ensuring that it operates in compliance with employment law.
- Budgets & priorities setting including in-year Monitoring processes:
Budgets & priorities setting are in place and reviewed quarterly in association with OFMdfM. The four year cost reduction plan continues to be a risk for the Community Relations Council but this is reviewed regularly by the Finance and General Purposes Committee and the Board.
- The Community Relations Council's Fraud Policy and Response Plan, incorporating arrangements for Whistle Blowing:

The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. In the Annual Report for 2013/14, an update on an investigation into a funded group that was first raised with CRC in the 2011/12 year, reported a possibility of double funding affecting a small grant made by the Community Relations Council and other funds received by the organisation. The Community Relations Council took guidance on the options for clawing back this funding and following guidance from OFMDFM's Fraud Investigation Oversight Group issued an initial clawback letter to the group on 17 April 2014 and a further clawback letter on 23 May 2014. The level of grant aid from Community Relations Council at risk in this case is a maximum of £3,494. In September 2014, the group issued a DS01 (Striking off application by Company) notification to CRC which was forwarded to the Department for consideration by the

The Northern Ireland Community Relations Council

Governance Statement (continued)

Fraud Investigation Oversight Group. In May 2015 CRC were advised that the Department would not be pursuing clawback of the debt and that CRC could now formally submit a request to the Department to write off the debt in CRC's accounts. CRC has now formally submitted that request.

In May 2014, DARD Central Investigation Service alerted the Community Relations Council to a concern raised by a whistle-blower with the Arts Council Northern Ireland. Meetings with funders of the group took place throughout 2014/15. An audit report was commissioned which was inconclusive and the allegations against the group were not substantiated. The case was closed.

In October 2014, the Community Relations Council was contacted by a group it funds to inform of a potential financial irregularity uncovered within the group's finances. The Community Relations Council notified OFMdfM of the concerns raised. Papers were forwarded to the Central Investigations Unit and at their request the Community Relations Council procured an audit. The audit report findings are under review by the Community Relations Council and the auditor and once finalised a final report will issue to the Department for their consideration. Progress on all investigations continues to be monitored by the Audit and Risk Assurance Committee which is attended by NIAO and a representative from OFMdfM.

- **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 Annual Accounts.
- **Service Continuity Plan:**
The plan was updated May 2015.
- **Management of information risks:**
Safeguarding information and its subsequent effective use, is a key element supporting the Community Relations Council in the delivery of its objectives. Central to achieving this is the effective management of information risk. As part of an ongoing process to identify and control risks to information, the Community Relations Council takes assurance on its information arrangements and practices from all internal and external audits. The internal audit plan for 2013-14 included a specific review of information management arrangements and received a satisfactory assurance rating.

Review of Effectiveness

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

The Northern Ireland Community Relations Council

Governance Statement (continued)

With Governance and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Board, and the Audit Committee, and plans to address weaknesses and ensure continuous improvement of the system are in place.

8. Sources of Independent Assurance

The Community Relations Council obtains independent assurance from the following sources:

- Internal Audit

In addition, this year OFMDFM undertook a review of funding processes and procedures. The report of the findings was received in May 2015 and procedures were found to be satisfactory.

Internal Audit

Internal Audit provides independent assurance by giving an independent opinion on the adequacy and effectiveness of the system of internal control to me, as the Accounting Officer and to the Community Relations Council's Audit Committee.

The Community Relations Council's internal audit services are provided by an external audit firm following a competitive tendering exercise and were appointed in March 2015.

Assessing the completeness and effectiveness of the corporate governance arrangements forms part of the internal audit work programme. 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.

The internal audit programme for this year concentrated on a high level review of financial controls included the following reviews:

- Purchasing and procurement
- Travel and subsistence
- Gifts and Hospitality

The Northern Ireland Community Relations Council

Governance Statement (continued)

- Management Accounts
- Fixed Assets

Internal Audit has provided an overall assurance rating of satisfactory for the period.

Northern Ireland Audit Office

The Community Relations Council is also subject to independent scrutiny from the Northern Ireland Audit Office. The Audit Office is independent of Government and is tasked by the Assembly to hold the Northern Ireland Departments and their Agencies 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 and senior officials to account for their actions in relation to the management of public funds.

Data Losses

There were no data losses in year to 31 March 2015.

Significant Issues

Current DFP guidance FD (DFP) 08/14 sets out that a review should be conducted annually to ensure that staff salary maintains the principle of 'no better off, no worse off'. Presently NICRC grosses up the basic salaries of all but one of its employees by 6% to make a contribution to the cost of the employee's superannuation contributions to NILGOSC pension scheme. This was to ensure that staff were not disadvantaged as a result of what was historically higher contributions to the NILGOSC pension scheme compared to the PCSPS(NI). OFMdfM are currently considering the issue of NICRC's payment of 6% gross on top of salary and have advised NICRC to delay submitting a pay remit for 2014/15 until the issue is resolved. Therefore NICRC have not produced the required analysis in compliance with the DFP guidance. NICRC do not have at this point any indication of the timeframe, or what action is being taken, to resolve this issue. NIAO highlighted in their 2013-14 Report to Those Charge with governance that whilst for 2013-14 a pay remit had been approved, going forward NICRC would be required to review the position annually, and procedures should be implemented to ensure compliance with guidance.

Significant Internal Control Problems

There were no significant internal control problems noted in the year to 31 March 2015.

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 Audit Committee, 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

The Northern Ireland Community Relations Council

Governance Statement (continued)

Audit Committee, the Board and OFMdfM. These controls provide reasonable assurance that risks will not occur or if a risk does occurs that it will be detected and corrected in sufficient time to reduce the impact of the risk to tolerable or negligible levels.



J Irwin - Accounting Officer

The Northern Ireland Community Relations Council

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

I certify that I have audited the financial statements of the Northern Ireland Community Relations Council for the year ended 31 March 2015 under the Companies (Public Sector Audit) Order (Northern Ireland) 2013. These comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Accounting Officer, Directors' and auditor

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

Scope of the audit of the financial statements

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

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

Opinion on regularity

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

Opinion on financial statements

In my opinion the financial statements:

- give a true and fair view of the state of the Northern Ireland Community Relations Council's affairs as at 31 March 2015 and of its incoming resources and application of outgoing resources and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006.

The Northern Ireland Community Relations Council

Emphasis of Matter – Pension Liability

In forming my opinion, I have considered the adequacy of the disclosures made in note 1 of the financial statements concerning the uncertainty as to the accuracy of the pension liability figure following the transfer of eight individuals to the Victims and Survivors Service pension scheme – the Principal Civil Service Pension Scheme Northern Ireland. I understand that the bulk transfer terms have not yet been agreed therefore the eventual payment could differ from that used in the calculation of the pension liability recorded in the Northern Ireland Community Relations Council's Balance Sheet. In view of the significance of this uncertainty to the financial statements, I consider that it should be drawn to your attention, but my opinion is not qualified in this respect.

Opinion on other matters

In my opinion:

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

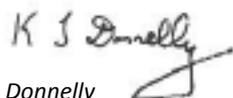
Matters on which I report by exception

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

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

Report

I have no observations to make on these financial statements.



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

6 October 2015

The Northern Ireland Community Relations Council

The Northern Ireland Community Relations Council

Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2015

	Note	Restricted Funds 2015 £	Total Funds 2015 £	Total Funds 2014 £
Incoming resources				
Grants receivable	2	2,485,917	2,485,917	3,936,746
Other income	3	254	254	1,398
Total incoming resources		2,486,171	2,486,171	3,938,144
Resources expended				
Direct charitable expenditure:				
Grants payable	5	1,956,428	1,956,428	2,100,098
Support costs	6	1,097,536	1,097,536	1,619,244
		3,053,964	3,053,964	3,719,342
Other expenditure:				
Administration and management	7	212,101	212,101	278,525
Total resources expended		3,266,065	3,266,065	3,997,867
Net incoming/(outgoing) resources before other recognised gains/(losses)		(779,894)	(779,894)	(59,723)
Other recognised losses				
Actuarial gain/(loss) on defined benefit pension scheme				
	19	(400,000)	(400,000)	131,000
Net movement in funds		(1,179,894)	(1,179,894)	71,277
		Unrestricted Funds 2015	Restricted Funds 2015	Total Funds 2015
	Note	£	£	£
Net movement in funds		-	(1,179,894)	(1,179,894)
Fund balances brought forward at 1 April 2014		49,858	385,513	435,371
Fund balances carried forward at 31 March 2015	16	49,858	(794,381)	(744,523)
		435,371	435,371	435,371

The Northern Ireland Community Relations Council

Statement of Financial Activities (Including Income & Expenditure Account) for Year Ended 31 March 2015

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 79 to 102 form part of these financial statements

The Northern Ireland Community Relations Council

Balance Sheet as at 31 March 2015

	Note	2015 £	2014 £
Fixed assets			
Tangible fixed assets	9	55,975	78,352
Intangible fixed assets	10	12,925	16,056
		-----	-----
		68,900	94,408
Current assets			
Debtors and prepayments	11	55,201	233,982
Cash at bank and in hand	12	567,114	1,303,743
		-----	-----
		622,315	1,537,725
Creditors: amounts falling due within one year	13	(455,738)	(648,762)
		-----	-----
Net current assets		166,577	888,963
Net assets excluding pension liabilities		235,477	983,371
Defined benefit pension liability	19	(980,000)	(548,000)
		-----	-----
Net assets including pension liabilities		(744,523)	435,371
		=====	=====
Funds			
Unrestricted Income Funds	16	49,858	49,858
Restricted Income Funds	16	185,619	933,513
Restricted Pension Reserve	16	(980,000)	(548,000)
		-----	-----
		(744,523)	435,371
		=====	=====

In the view of the Council an exemption from the audit requirements of Part 16 of the Companies Act 2006 is available under section 482 of that Act, since the company meets the Department of Finance and Personnel'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 30th September 2015 and signed on its behalf by:



P Osborne – Chairperson



J Irwin – Accounting Officer

The notes on pages 79 to 102 form part of these financial statements

The Northern Ireland Community Relations Council

Cash Flow Statement for Year Ended 31 March 2015

	Note	2015 £	2014 £
Net cash (outflow)/inflow from operating activities	14	(729,354)	(144,087)
		-----	-----
Returns on investments and servicing of finance			
Bank interest	3	254	1,398
		-----	-----
Capital Expenditure			
Purchase of tangible fixed assets	9	(6,243)	(3,228)
Disposal/transfer of tangible fixed assets	9	-	9,004
Purchase of intangible fixed assets	10	(1,286)	(3,102)
		-----	-----
		(7,529)	2,674
		-----	-----
Increase in cash and cash equivalents		(736,629)	(140,015)
		=====	=====
Opening cash at bank and in hand	12	1,303,743	1,443,758
Increase / (decrease) in cash and cash equivalents	12	(736,629)	(140,015)
		-----	-----
Closing cash at bank and in hand	12	567,114	1,303,743
		=====	=====

The notes on pages 79 to 102 form part of these financial statements

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

1. Accounting policies

These financial statements have been prepared in accordance with the accounting and disclosure requirements of Companies Act 2006, along with selected disclosures as recommended in 'Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005)' and the Government Financial Reporting Manual (FReM) and applicable Accounting Standards.

The principal accounting policies are as follows:

Accounting convention

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

Basis of accounting

Income and expenditure are treated on the accruals basis of accounting. Without limiting the information given, the accounts meet the accounting and disclosure requirements of the Companies Act 2006, 'Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005)' and Accounting Standards issued or adopted by the Accounting Standards Board and accounting and disclosure requirements issued by the Department of Finance and Personnel.

Going Concern

On 23 May 2013, the First and deputy First Ministers published a new Good Relations Strategy, Together: Building a United Community. A key action of the new strategy will be the establishment of an independent and statutorily based organisation to provide advice to Government and to challenge all levels of Government in terms of its performance in improving good relations. This change has the potential for significant impact on the Community Relations Council. The legislation to establish the new commission is under consideration and in advance of the enactment of legislation and any resulting organisational changes OFMdFM will continue to work with Community Relations Council to ensure the continued effective and efficient delivery of a range of community relation roles and responsibilities emanating from the implementation of the Executive's Together Building a United Community strategy.

The Community Relations Council is not aware of any impending changes and Ministers have agreed both the Community Relations Council's Business Plan and opening budget for 2015/16, which has been confirmed by the Department in writing. Based on this, it would be appropriate for CRC to prepare 2015/16 financial statements on a going concern basis.

Income

Income comprises all funding provided to the company for its own purposes. Grants of a revenue nature are recognised as income in the year to which they relate.

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

1. Accounting policies (continued)

Grants of a capital nature are recognised in the Statement of Financial Activities and reflected in general funds which are reduced over the useful economic life of the asset.

Taxation

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

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

Provisions

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

Fixed assets

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

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

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

Intangible fixed assets

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

Grants payable

Grants are treated as paid if they have been authorised for payment by officers at the appropriate level. Grants payable include amounts paid in year and amounts accrued and still to be paid at the balance sheet date.

Employee Benefits

Staff costs must be recorded as an expense as soon as an organisation is obliged to pay them. This includes the cost of any untaken leave at the year end. This cost has been

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015 (continued)

1. Accounting policies (continued)

calculated using the untaken leave per staff member and applying this to their annual salary to calculate the leave balance as at 31 March 2015.

Pension scheme

The company operates a defined benefit pension scheme for its employees. Scheme funds are administered by NILGOSC.

The pension liabilities and assets are recorded in line with IAS19, with a valuation undertaken by an independent actuary. IAS19 measures the value of pension assets and liabilities at the Balance Sheet date, determines the benefits accrued in the year and the interest on assets and liabilities.

The value of benefits accrued is used to determine the pension charge in the Statement of Financial Activities and the expected return on scheme assets and interest cost on scheme liabilities are allocated across the appropriate incoming/outgoing resource categories. The change in value of assets and liabilities arising from asset valuation, changes in benefits, actuarial assumptions, or change in the level of deficit attributable to members is recognised in the Statement of Financial Activities. The resulting pension liability or asset is shown on the Balance Sheet.

In assessing the IAS19 pension liability for the Northern Ireland Community Relations Council accounts at 31 March 2015, the pension scheme Actuary has, at the request of the Community Relations Council, taken account of the transfer of 11 members to the Victims and Survivors Service pension scheme – Principal Civil Service Pension Scheme (PCSPS) based on membership data provided at that time, however, revised membership data was provided to the Actuary in June 2014 which stated that three of the transferring members applied for early payment of their pension from the Fund and employer consent was given to the immediate payment of their pension from NILGOSC. The Actuary has therefore excluded these members for the approximate allowance for the bulk transfer in the year end accounting figures as at 31 March 2015.

The Actuary has allowed for this bulk transfer as a settlement of assets and liabilities on 12 November 2012 and the asset transfer has been calculated on a ‘share of fund’ approach in line with the standard approach adopted by the pension scheme for these types of transfer.

As the bulk transfer terms have not yet been agreed between the NILGOSC and PCSPS pension funds and discussions regarding the assumptions and methodology are at a very early stage the Actuary has advised that the eventual bulk transfer payment could differ to that included in the pension liability disclosed in these accounts.

Resources expended

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

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015 (continued)

1. Accounting policies (continued)

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.

All costs are allocated between the expenditure categories on a basis designed to reflect the use of resources. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis, principally, according to staff numbers.

Operating leases

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

Funds

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

Unrestricted funds

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

Restricted funds

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

Pension Fund

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

Changes in Accounting Policy and Disclosure

The following additional or revised accounting standards and new (or amendments to) interpretations are contained within the Government Financial Reporting Manual (FRM) 2014-15.

- Definition of control (IFRS 10)
- Joint arrangements (IFRS 11)
- Disclosure of interests and risks (IFRS 12)
- Investment entities (IAS 27)
- Associates and joint ventures (IAS 28)

The Community Relations Council considers that these have no impact on its operations.

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015 (continued)

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

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

- Fair value measurement (IFRS 13)

These changes will be mandatory for accounting periods beginning on or after 1 April 2015 or later periods, but which the Community Relations Council has not adopted early. The Community Relations Council considers that these changes are not relevant to or will have minimum impact on its operations. In addition, certain new standards, interpretations and amendments to existing standards have been drafted but not yet issued and will come into effect in accounting periods beginning on or after 1 April 2015. It is not practicable to provide a reasonable estimate of the effect of these standards until a detailed review has been completed.

2. Grants receivable

	Restricted Funds 2015 £	Total Funds 2015 £	Total Funds 2014 £
Continuing Operations:			
OFMDFM - Community Relations Unit			
Community Relations running and programme costs	1,208,637	1,208,637	2,087,387
Core funded grants	1,271,427	1,271,427	1,345,651
SEUPB			
Peace III	5,853	5,853	259,109
International Fund for Ireland			
Community Bridges Programme	-	-	149,863
Joseph Rowntree Charitable Trust	-	-	61,556
Joseph Rowntree Foundation	-	-	33,180
	----- 2,485,917	----- 2,485,917	----- 3,936,746

3. Other Income

	Restricted Funds 2015 £	Total Funds 2015 £	Total Funds 2014 £
Other Income	254	254	1,398
	----- 254	----- 254	----- 1,398

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

4. Particulars of employees	2015	2014
The average number of full time equivalent employees during the year were:	No.	No.
Permanent	19	20
Fixed term	2	11
Agency	2	2
	---	---
	23	33
	==	==
	2015	2014
The costs associated with their employment were:	£	£
Salaries and wages	685,701	1,084,453
Less recoveries in respect of outward secondments	(31,300)	(17,350)
Social security costs	38,215	58,670
Agency staff costs	34,911	20,516
Current service cost	154,000	244,000
Past service cost (incl.curtailments)	10,000	(107,000)
	-----	-----
	891,527	1,283,289
	=====	=====

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
	2015	2015	2015	2014	2014	2014
<£10,000	-	-	-	5	-	5
£10,000-£25,000	-	-	-	2	-	2
Total number of exit packages by type	-	-	-	7	-	7
Total resource cost/ £	-	-	-	£64,956	-	£64,956

No persons (2014 – None) retired early on ill-health grounds. Ill health retirement costs are met by the Pension Scheme and are not included in the table.

The Northern Ireland Community Relations Council

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Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

5. Grants payable	Restricted & Total Funds 2015 £	Restricted & Total Funds 2014 £
Continuing Operations:		
Small Grants Scheme	399,914	486,186
Research	-	30,000
Publications and Media	83,003	78,749
Core Funding	1,268,933	1,319,564
Pathfinder	204,578	185,599
	-----	-----
Total grants payable	1,956,428	2,100,098
	-----	-----

A statement of grant making policies in the Directors' Report provides further information on these grant schemes. Of the grants that have been paid, no grants have been made to individuals (2014 four totalling £17,400).

6. Analysis of resources expended

	Restricted Funds 2015 £	Total Funds 2015 £	Total Funds 2014 £
Support costs continuing operations:			
Salaries and wages	748,260	748,260	1,112,814
Interest on net defined benefit liability	21,000	21,000	28,000
Programme costs	94,590	94,590	177,982
Staff travel and subsistence	11,499	11,499	19,580
Advertising and public relations	6,671	6,671	10,881
Postage and stationery	14,452	14,452	12,631
Light, heat and telephone	23,235	23,235	24,797
Rent, rates and insurance	97,358	97,358	138,841
Repairs and maintenance	13,503	13,503	14,825
Depreciation	33,037	33,037	36,352
Disposal of assets	-	-	1,660
Professional fees	8,112	8,112	10,585
Sundry expenses	4,275	4,275	7,865
HR costs	2,160	2,160	2,922
Chairperson fee	19,384	19,384	19,509
	-----	-----	-----
	1,097,536	1,097,536	1,619,244
	-----	-----	-----

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

7. Administration and management:

	Restricted Funds 2015 £	Total Funds 2015 £	Total Funds 2014 £
Salaries and wages	143,267	143,267	170,475
External Audit services	19,500	19,500	22,500
NFI Fee	1,232	1,232	-
Internal Audit Services	6,550	6,550	7,880
Members and Committee expenses	8,486	8,486	6,034
Foreign exchange loss	27,279	27,279	28,986
Bad debt/ineligible expenditure provision	5,787	5,787	42,650
	----- 212,101 -----	----- 212,101 -----	----- 278,525 -----

Please note that the 2013/14 audit services have been reanalysed but not restated.

The Northern Ireland Audit Office performs the annual statutory audit of the Community Relations Council at a cost of £16,000 (2014 - £22,500). A payment of £1,232 (2014 - £nil) was made to the Northern Ireland Audit Office during the year in relation to the 2014-15 National Fraud Initiative. Other than work on the NFI, the NIAO did not perform any non audit work.

12 Directors (2014 - 11) were paid travelling and subsistence costs totalling £3,393.40 in 2014-15 (2014 - £3,622.07). This is included in the Members and Committee expenses cost above. The Community Relations Council contracts with the International Fund for Ireland, and the Special EU Programmes Body, ended during 2013-14. Included within notes 6 and 7 are administration costs of £nil (2014 - £198,088) and £5,853 (2014 - £281,108) incurred by the Northern Ireland Community Relations Council in the administration of grants funded by the International Fund for Ireland under their Community Bridges Project and the Special European Union Programmes Body under their Peace III programme respectively. Grant payments related to these administrative costs are paid directly by the funders and amount to £nil (2014 - £2.1m) in the year.

8. 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

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

The Community Relations Programme is designed to support voluntary and community organisations in developing community relations work strategically and by enhancing the community relations potential of projects undertaken by funded groups. The following tables summarise the income and expenditure for the operating segments for the years ended 31 March 2015 and 31 March 2014 respectively:

2014-15			
Operating Segment	Community Relations	Contracted	Total
	£'000	Programmes	
		£'000	£'000
Gross expenditure	3,260	6	3,266
Income	2,480	6	2,486
	-----	-----	-----
Total net (expenditure)/ income per SOFA by Operating Segment	(780)	-	(780)
	=====	=====	=====
2013-14			
Operating Segment	Community Relations	Contracted	Total
	£'000	Programmes	
		£'000	£'000
Gross expenditure	3,434	564	3,998
Income	3,433	505	3,938
	-----	-----	-----
Total net (expenditure)/ income per SOFA by Operating Segment	(1)	(59)	(60)
	=====	=====	=====

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

9. Tangible fixed assets

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

	Leasehold Improvements	Computer Equipment	Fixtures and Fittings	Total
Cost:	£	£	£	£
Balance at 1 April 2013	296,179	144,465	92,105	532,749
Addition	-	734	2,494	3,228
Disposals	-	-	-	-
Transfers	-	(9,004)	-	(9,004)
	-----	-----	-----	-----
Balance at 31 March 2014	296,179	136,195	94,599	526,973
	-----	-----	-----	-----
Accumulated depreciation:				
Balance at 1 April 2013	235,197	114,875	71,186	421,258
Charge for year	12,353	13,203	9,151	34,707
Transfers	-	(7,344)	-	(7,344)
	-----	-----	-----	-----
Balance at 31 March 2014	247,550	120,734	80,337	448,621
	-----	-----	-----	-----
Net book value:				
At 31 March 2014	48,629	15,461	14,262	78,352
	=====	=====	=====	=====
At 1 April 2013	60,982	29,590	20,919	111,491
	=====	=====	=====	=====

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

10. Intangible fixed assets

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

	Website	Software	Total
Cost:	£	£	£
Balance at 1 April 2013	14,000	7,191	21,191
Additions	-	3,102	3,102
Written off	-	(7,191)	(7,191)
	-----	-----	-----
Balance at 31 March 2014	14,000	3,102	17,102
	-----	-----	-----
Accumulated amortisation:			
Balance at 1 April 2013	-	6,592	6,592
Charge for year	-	1,645	1,645
Written off	-	(7,191)	(7,191)
	-----	-----	-----
Balance at 31 March 2014	-	1,046	1,046
	-----	-----	-----
Net book value:			
At 31 March 2014	14,000	2,056	16,056
	=====	=====	=====
At 1 April 2013	14,000	599	14,599
	=====	=====	=====

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

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

11. Debtors: amounts due in less than one year	2015 £	2014 £
Grant claw backs	3,831	29,871
SEUPB	19,823	85,218
IFI	-	50,000
Joseph Rowntree Foundation	-	32,008
Other debtors	19,405	18,210
Prepayments	12,142	18,675
	55,201	233,982
	55,201	233,982
	2015 £	2014 £
Analysed between amounts due from:		
Central government bodies	19,405	17,384
Bodies external to government	15,973	131,380
North-South Body	19,823	85,218
	55,201	233,982
	55,201	233,982
12. Cash and cash equivalents	2015 £	2014 £
Balance at 1 April	1,303,743	1,443,758
Net change in cash and cash equivalent balances	(736,629)	(140,015)
	567,114	1,303,743
	567,114	1,303,743

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

During the year ended 31 March 2015, €10,265 (2014 - €306,651) of income was received into the Euro Account on behalf of the EU Programme consortium partner, Pobal, in relation to final payments for Measure 1.2 of the EU programme. All monies received were transferred directly to Pobal and there was no balance of funds remaining at the end of the financial year. This contract ended during 2013-14.

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

13. Creditors: amounts falling due within one year

	2015	2014
	£	£
Grants payable	262,946	314,710
Other creditors	73,751	160,755
Accruals & deferred income	119,041	173,297
	455,738	648,762
	455,738	648,762
Analysed between amounts owed to:		
Central Government Bodies	28,082	119,064
Bodies external to government	427,656	529,698
	455,738	648,762
	455,738	648,762

14. Notes to the cash flow statement

	2015	2014
	£	£
Reconciliation of net (resources expended)/ incoming resources to net cash inflow from operating activities:		
Net incoming/(outgoing) resources	(779,894)	(59,723)
Depreciation/amortisation charge	33,037	36,352
Depreciation on disposal/transfers	-	(7,344)
Decrease in debtors	178,781	72,425
(Decrease) in creditors	(193,024)	(135,399)
Investment income	(254)	(1,398)
<i>Movement in pension scheme deficit:</i>		
- Current service cost	154,000	244,000
- Past service cost (incl. Curtailments)	10,000	(107,000)
- Employer pension contributions	(153,000)	(214,000)
- <i>Net return on pension scheme assets;</i>		
Interest on net defined benefit liability	21,000	28,000
	(729,354)	(144,087)
	(729,354)	(144,087)
Net cash (outflow)/inflow from operating activities	(729,354)	(144,087)

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

15. Net incoming/(outgoing) resources is stated after charging	2015	2014
	£	£
Depreciation of tangible fixed assets	28,620	34,707
Amortisation of intangible fixed assets	4,417	1,645
Auditors' remuneration for 2014/15	16,000	19,000
NFI Fee	1,232	-
Additional Auditors remuneration 2013/14	3,500	4,000
	<u>=====</u>	<u>=====</u>

16. Fund balances

	Unrestricted Funds	Restricted Funds	Pension Reserve	Total
	£	£	£	£
Opening Balance				
At 1 April 2013	98,083	994,011	(728,000)	364,094
Net movement in funds	(48,225)	(60,498)	180,000	71,277
	-----	-----	-----	-----
At 1 April 2014	49,858	933,513	(548,000)	435,371
Net movement in funds	-	(747,894)	(432,000)	(1,179,894)
	-----	-----	-----	-----
Balance at 31 March 2015	<u>49,858</u>	<u>185,619</u>	<u>(980,000)</u>	<u>(744,523)</u>

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

17. Financial Instruments

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

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

18. Commitments under operating leases

At 31 March 2015 the company had annual commitments under non-cancellable operating leases expiring as follows:

	Fixtures & Fittings 2015 £	Fixtures & Fittings 2014 £	Property 2015 £	Property 2014 £
Within one year	-	-	-	-
Greater than one year less than five	-	-	-	-
	-----	-----	-----	-----
	-	-	-	-
	=====	=====	=====	=====

There is an ongoing 3 month commitment on rent leases for Glendinning House which commenced on 1 April 2015. Each 3 month commitment is £13,840 (2014 £55,361 for the year).

19. Commitments under Defined Benefit Pension Scheme

The assets of the pension scheme are held separately from those of the Community Relations Council and are administered by NILGOSC. The pension cost is determined on the advice of independent qualified actuaries. The latest actuarial valuation of the Community Relations Council's liabilities took place at 31 March 2013 and was based on 38 active members. The next full actuarial valuation will be at March 2016.

The scheme is funded and the employer contributions were 20% for the year ended 31st March 2015. From 1st April 2015 employer contributions have remained at 20% of pensionable pay and the Employer expects to pay regular contributions to the Fund for the accounting period ended 31 March 2016 of £148,000 (31 March 2015 - £153,000). The employees' contributions vary between 5.8% and 8.5% of pensionable pay.

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

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

19. Commitments under Defined Benefit Pension Scheme (continued)

Financial Assumptions	31 Mar 2015	31 Mar 2014	31 Mar 2013	31 Mar 2012
Rate of increase in salaries	3.4%	3.9%	5.2%	4.8%
Rate of increase of pensions	1.9%	2.4%	2.8%	2.5%
Rate of CPI inflation	1.9%	2.4%	2.8%	2.5%
Discount rate	3.3%	4.4%	4.5%	4.8%

Asset Allocation

Fair value	31 Mar 2015	31 Mar 2014	31 Mar 2013	31 Mar 2012
	%	%	%	%
Equities	73	74.2	75.6	74
Government bonds	5.7	5.9	10.9	14
Corporate bonds	6.5	6.1	0.5	-
Property	12.6	11.2	7.7	8
Cash	2.0	2.6	4.7	4
Other	0.2	-	0.6	-
Total	100	100	100	100

Demographic Assumptions

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

	31 Mar 2015 Years	31 Mar 2014 Years
Males		
Future lifetime from age 65 (aged 65 at accounting date)	22.2	22.1
Future lifetime from age 65 (aged 45 at accounting date)	24.4	24.3
Females		
Future lifetime from age 65 (aged 65 at accounting date)	24.7	24.6
Future lifetime from age 65 (aged 45 at accounting date)	27.0	26.9

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

19. Commitments under Defined Benefit Pension Scheme (continued)

Reconciliation of funded status to Balance Sheet

	31Mar 2015 £'000	31Mar 2014 £'000	31 Mar 2013 £'000	31 Mar 2012 £'000
Fair value of assets	6,194	5,345	4,720	4,300
Present value of funded defined benefit Liability	<u>7,174</u>	<u>5,893</u>	<u>5,448</u>	<u>4,973</u>
Funded status	(980)	(548)	(728)	(673)
Impact of minimum funding requirement/asset ceiling	-	-	-	-
Asset/ (Liability) recognised on the balance sheet	(980)	(548)	(728)	(673)

Analysis of Amount Charged to Statement of Financial Activities

	Year to 31 Mar 2015 £'000	Year to 31 Mar 2014 £'000
Operating Cost		
Current service cost	154	244
Past service cost (incl. curtailments)	10	(107)
Settlement Gain	-	-
Financing Cost		
Interest on net defined benefit liability	21	28
	-----	-----
Pension expense recognised in Statement of Financial Activities	185	165
	-----	-----
Remeasurement Gains and Losses		
Return on plan assets in excess of that recognised in net interest	(471)	(184)
Actuarial (gains)/losses due to change in financial assumptions	900	(330)
Actuarial (gains)/losses due to change in demographic assumptions	-	(109)
Actuarial losses/(gains) due to liability experience	(29)	492
	-----	-----
Actuarial (gains)/losses recognised in Statement of Financial Activities	400	(131)
	-----	-----
Total amount recognised in Statement of Financial Activities	585	34
	=====	=====

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

19. Commitments under Defined Benefit Pension Scheme (continued)

Movement in Deficit during the year	Year to 31 Mar 2015 £'000	Year to 31 Mar 2014 £'000
Net defined benefit pension liability at the beginning of the year	(548)	(728)
Current service cost	(154)	(244)
Past service cost (incl. curtailments)	(10)	107
Employer contributions	153	214
Interest on the net defined benefit liability	(21)	(28)
Actuarial gains/(losses)	(400)	131
Settlement gain	-	-
	-----	-----
Net defined benefit pension liability at the end of the year	(980)	(548)
	=====	=====

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

	Year to 31 Mar 2015 £'000	Year to 31 Mar 2014 £'000
Opening defined benefit obligation	5,893	5,448
Current service cost	154	244
Interest expense on defined benefit obligation	259	245
Contributions by participants	53	76
Actuarial (gains)/losses on liabilities – financial assumptions	900	(330)
Actuarial (gains)/losses on liabilities – demographic assumptions	-	(109)
Actuarial losses/(gains) on liabilities – experience	(29)	492
Net benefits paid out	(66)	(66)
Past service cost (incl. curtailments)	10	(107)
Settlements	-	-
	-----	-----
Closing defined benefit obligation	7,174	5,893

The Northern Ireland Community Relations Council

Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

19. Commitments under Defined Benefit Pension Scheme (continued)

Changes to the fair value of assets during the period	Year to 31 Mar 2015 £'000	Year to 31 Mar 2014 £'000
Opening fair value of assets	5,345	4,720
Interest income on assets	238	217
Remeasurement gains on assets	471	184
Contributions by the employer	153	214
Contributions by participants	53	76
Net benefits paid out	(66)	(66)
Settlements	-	-
	-----	-----
Closing fair value of assets	6,194	5,345
	=====	=====

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

Active members	54%
Deferred Pensioners	28%
Pensioners	18%

Sensitivity Analysis

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 March 2015 and the projected service cost for the year ending 31 March 2016 is set out below. In each case, only the assumption mentioned is altered; all other assumptions remain the same. For inflation, for example, the Actuary has assumed this will not change the salary inflation figure and will affect pension increases only.

Discount rate assumption

Adjustment to discount rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£'000s)	7,009	7,343
% change in present value of total obligation	-2.3%	2.4%
Projected service cost (£'000s)	164	176
Approximate % change in project service cost	-3.4%	3.5%

Rate of general increase in salaries

Adjustment to salary increase rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£'000s)	7,225	7,123
% change in present value of total obligation	0.7%	-0.7%
Projected service cost (£'000s)	170	170
Approximate % change in project service cost	0.0%	0.0%

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Notes to the Financial Statements for Year Ended 31 March 2015

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19. Commitments under Defined Benefit Pension Scheme (continued)

Rate of increase to pensions in payment and deferred pensions assumption

	+0.1% p.a.	-0.1% p.a
Adjustment to pension increase rate		
Present value of total obligation (£'000s)	7,295	7,056
% change in present value of total obligation	1.7%	-1.7%
Projected service cost (£'000s)	176	164
Approximate % change in project service cost	3.5%	-3.4%

Post retirement mortality assumption*

	-1 year	+1 year
Adjustment to mortality age rating assumption		
Present value of total obligation (£'000s)	7,368	6,981
% change in present value of total obligation	2.7%	-2.7%
Projected service cost (£'000s)	176	164
Approximate % change in project service cost	3.6%	-3.6%

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

20. Related party transactions

During the year the Northern Ireland Community Relations Council has had various material transactions with the Community Relations Unit of OFMDFM which is regarded as a related party.

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

During the year, the following payments (inclusive of VAT where applicable and aggregate value in excess of £1k) were made to organisations related to Directors:

- Hazel Francey was an employee of Belfast City Council who jointly match fund organisations with the Northern Ireland Community Relations Council.
- Kathleen Hanlon was a Board Member of the Belfast Interface Project which received £83,356 under the Core Funding and CRCD schemes.

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- Kathleen Hanlon was the Chief Executive Officer of Ballynafeigh Community Development Association which received £53,809.03 under Core Funding, CRCD and Pathfinder schemes.
- Anthony Kennedy was a member of The John Hewitt Society which received £5,000 under the CRCD scheme.
- Stella Byrne was employed by The Heritage Lottery Fund with which CRC work on issues relating to Commemorations.
- Jonny Byrne was an Associate Director for the Institute of Conflict Research who received £4,480 under the CRCD scheme and £15,000 for research work on Interfaces in the year.
- David Russell was employed by the Northern Ireland Human Rights Commission with which CRC has a Memorandum of Understanding.
- Joe Law was Co-Director and employee of Trademark which received CF grants of £78,589.
- Gerard Deane was a Director of The Junction and an employee of The Holywell Trust. The Junction received £8,774 under the CRCD scheme and Holywell Trust received £8,738 under the CRCD scheme. In a joint arrangement, both organisations received a CF grant of £84,634.
- Brendan McAllister was a member of The Corrymeela Community which received £100,100 under the CF and Pathfinder schemes.
- Roisin McGlone was the CEO of Interaction which received £70,859 of CF grants.
- Allan Leonard was a Director of FCT Belfast NI Ltd which received £5,000 under the CRCD scheme.
- Peter Osborne received £18,000 from the Northern Ireland Community Relations Council in his role as Chairperson of the organisation.

21. Financial Regularity

The fraud policy and response plan details responsibilities regarding the prevention of fraud and the procedures to be followed in the event of a fraud being detected or suspected. The Annual Report highlights cases of suspected fraud or irregularity and how the Community Relations Council is responding to those claims. In the Annual Report for 2013/14, an update on an investigation into a funded group that was first raised with CRC in the 2011/12 year, reported a possibility of double funding affecting a small grant made by the Community

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Notes to the Financial Statements for Year Ended 31 March 2015

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Relations Council and other funds received by the organisation. The Community Relations Council took guidance on the options for clawing back this funding and following guidance from OFMDFM's Fraud Investigation Oversight Group issued an initial clawback letter to the group on 17 April 2014 and a further clawback letter on 23 May 2014. The level of grant aid from Community Relations Council at risk in this case is a maximum of £3,494. In September 2014, the group issued a DS01 (Striking off application by Company) notification to CRC which was forwarded to the Department for consideration by the Fraud Investigation Oversight Group. In May 2015 CRC were advised that the Department would not be pursuing clawback of the debt and that CRC could now formally submit a request to the Department to write off the debt in CRC's accounts. CRC has now formally submitted that request.

In May 2014, DARD Central Investigation Service alerted the Community Relations Council to a concern raised by a whistle-blower with the Arts Council Northern Ireland. Meetings with funders of the group took place throughout 2014/15. An audit report was commissioned which was inconclusive and the allegations against the group were not substantiated. The case was closed.

In October 2014, the Community Relations Council was contacted by a group it funds to inform of a potential financial irregularity uncovered within the group's finances. The Community Relations Council notified OFMDFM of the concerns raised. Papers were forwarded to the Central Investigations Unit and at their request the Community Relations Council procured an audit. The audit report findings have been reviewed by the Community Relations Council and the auditor and a letter detailing recommendations has been sent to the Department. There has been no financial loss to Community Relations Council.

Progress on all investigations continues to be monitored by the Audit and Risk Assurance Committee which is attended by NIAO and a representative from OFMDFM.

22. Additional Disclosures to comply with FReM

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

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

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Notes to the Financial Statements for Year Ended 31 March 2015

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22. Additional Disclosures to comply with FReM (continued)

	Year ended 31 March 2015	Year ended 31 March 2014
	£	£
Income		
SEUPB	5,853	259,109
International fund for Ireland	-	149,863
Joseph Rowntree Charitable Trust	-	61,556
Joseph Rowntree Foundation	-	33,180
Other operating income	254	1,398
	-----	-----
	6,107	505,106
Expenditure		
Grants payable	1,956,428	2,100,098
Support costs	1,097,536	1,636,593
Administration and management	212,101	278,525
	-----	-----
	3,266,065	4,015,216
Net deficit for the year	(3,259,958)	(3,510,110)
Actuarial (loss)/gain on the defined benefit pension scheme	(400,000)	131,000
	-----	-----
Amount transferred to General Fund	(3,659,958)	(3,379,110)
	=====	=====

General Fund note prepared under FReM:

	Year ended 31 March 2015	Year ended 31 March 2014	Year ended 31 March 2013
	£	£	£
Balance at 1 April	435,371	364,094	163,168
Grant in Aid received in year	2,480,064	3,450,388	9,924,804
Net operating cost for year	(3,659,958)	(3,379,111)	(9,723,878)
	-----	-----	-----
Balance at 31 March	(744,523)	435,371	364,094
	=====	=====	=====

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Notes to the Financial Statements for Year Ended 31 March 2015

(continued)

22. Additional Disclosures to comply with FReM (continued)

The FReM requires grant in aid to be reflected in the accounts on a cash basis. Grant in aid received in the note above reflects the cash that was received in the financial year.

23. Events after the reporting date

On 23 May 2013 OFMdFM published a policy document, Together: Building a United Community. A key action of the new Good Relations Strategy will be the establishment of an independent and statutorily-based organisation to provide advice to Government and to challenge all levels of Government in terms of its performance in improving good relations. This change has the potential for significant impact on the Community Relations Council which is currently a major administrator of good relations funding. In line with the Management Statement for the Community Relations Council, OFMdFM will use the next planned review of the organisation to inform the detailed arrangements for future funding. It is anticipated that the lead time to complete the structural changes identified in the new Good Relations Strategy and to put into effect the outcomes of relevant reviews and any associated legislative changes may take around two years.

OFMdFM has confirmed that it will continue to work with the Community Relations Council in the interim period to ensure the continued effective and efficient delivery of the whole range of community relations roles and responsibilities currently delivered through the Community Relations Council. Any changes to business and operational plans will be agreed by Ministers in the usual manner.

24. Contingent Liabilities

NICRC have been asked by their Sponsoring Department OFMdFM to complete a business case for a potential office move although it is not clear if or when this may be approved. If an office move takes place dilapidations costs will be incurred, although no reliable cost can be ascertained at this time.

Date of authorisation for issue

The Accounting Officer authorised the issue of these financial statements on 6th October 2015.

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Grants paid between 1 April 2014 and 31 March 2015

District Council Areas	CRCD and Research	Core Funding	Media and Publications	Pathfinder	Total (£)
All Council areas	24,597.68		19,210.00		43,807.68
Antrim	4,468.72				4,468.72
Ards					
Armagh	27,918.00				27,918.00
Ballymena				500.00	500.00
Ballymoney	8,000.00			1,784.00	9,784.00
Banbridge	2,940.00				2,940.00
Belfast	216,131.58	291,868.96	46,454.73	141,055.26	695,510.53
Carrickfergus	3,423.06				3,423.06
Castlereagh					
Coleraine	3,865.00				3,865.00
Cookstown	8,035.50				8,035.50
Craigavon	12,491.40			2,000.00	14,491.40
Derry	74,600.00	84,634.15	6,800.00	20,405.04	186,439.19
Down	1,710.00				1,710.00
Dungannon					
Fermanagh	1,084.60		5,000.00		6,084.60
Larne	5,000.00			1,200.00	6,200.00
Limavady	4,500.00				4,500.00
Lisburn	10,066.75				10,066.75
Magherafelt	6,002.70				6,002.70
Moyle	1,200.00	92,600.00		7,500.00	101,300.00
Multiple areas	70,365.55	774,849.46		9,840.00	855,055.01
Newry and Mourne	2,000.00				2,000.00
Newtownabbey				19,669.00	19,669.00
North Down					
Omagh	4,812.15				4,812.15
Strabane	2,500.00			5,000.00	7,500.00
Totals (£)	495,712.69	1,243,952.57	77,464.73	208,953.30	2,026,083.29

The Northern Ireland Community Relations Council

Community Relations and Cultural Diversity Grant Scheme Awards 2014-2015

Ref	Group	Summary	Amount Paid (£)
All Council areas			
142511	Spanner in the Works Theatre Company	Play focusing on racial hate crime in NI, exploring associated issues and cultural awareness with community groups.	4,097.68
142568	Healing Through Remembering	Support towards field workers for Day of Reflection project.	1,500.00
Total for All Council areas			5,597.68
Antrim Borough Council area			
142401	Community Relations in Schools (CRIS)	Community Relations Residential in Corrymeela for parents and teachers.	1,468.72
142669	Community Relations in Schools (CRIS)	Project aiming to build the capacity of schools to engage with Community Relations development and change.	3,000.00
Total for Antrim			4,468.72
Armagh City and District Council area			
142352	CAIRDE (Communities in Armagh Investing in Regeneration Diversity and Enterprise)	Examining social exclusion and democratic deficits facing migrant workers and their families in NI.	3,990.00
142394	The John Hewitt Society	Summer School aiming to use the arts to promote understanding and respect between participants from various backgrounds.	5,000.00
142465	The Charles Wood Festival of Music and Summer School	Summer School event aimed at promoting community relations through the medium of music.	2,500.00
142541	Community Relations in Schools (CRIS)	Project aiming to build the capacity of schools to engage with community relations development and change.	1,361.55
142543	REACT	Project aiming to deliver Irish History courses to members of the Orange Order from Killylea.	3,079.71
142545	County Armagh Community Development	Project to stimulate dialogue around religious beliefs and practices by undertaking two cross-community study trips and a residential.	1,350.99
142574	Tommy Makem Festival of Song committee	Festival aiming to promote cultural diversity.	4,190.00

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142578	Markethill Swifts Football Club	Project aiming to promote Markethill as a shared space enabling young people to realize that sport can be a celebration of culture and identity.	2,300.00
142674	Out of the Shadows	Project aiming to promote engagement between former members of the security services and the wider community.	4,145.75
Total for Armagh			27,918.00
Ballymoney Borough Council area			
142343	Ballymoney and District Cultural and Heritage Society	To hold a cross community festival exploring the role of both communities in the Great War.	8,000.00
Total for Ballymoney			8,000.00
Banbridge District Council area			
142569	Accolade (All Communities Art Communication)	Music event aiming to celebrate different musical traditions.	2,940.00
Total for Banbridge			2,940.00
Belfast City Council area			
142350	All Nations Ministries	Community event seeking to promote community relations between different ethnic communities.	736.02
142351	Open Arts	Gamelan Gala - a series of Gamelan workshops exploring cultural diversity.	4,265.94
142353	ArtsEkta	Multi-cultural festival aiming to raise awareness and improve relationships between the full range of communities that make up the present society in Northern Ireland.	10,000.00
142354	Lagan Village Youth and Community Group	Cultural diversity workshops to build relationships between the local community and Hungarian Roma men.	2,450.00
142363	Beyond Skin	WOMAD event celebrating cultural diversity.	3,400.00
142366	Cathedral Quarter Arts Festival	Project aiming to create awareness of different cultures through art promoting shared space and celebrating difference at a local level.	2,500.00
142367	Edgehill Theological College Reconciliation Project	Inter-community event promoting peace building through songs and humour.	1,425.00
142376	Northern Ireland Council for Refugees and Asylum Seekers	Residential seeking to address the needs of a range of minority ethnic communities.	2,920.00
142381	East Belfast Mission	Project to promote the shared heritage of the Irish language primarily with members of the PUL community.	1,151.59

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142382	Embrace NI	Production of an audio resource on cultural diversity to engage young people in discussions around issues of diversity.	3,745.65
142383	Lower Ormeau Residents Action Group	Week of activities celebrating Refugees Week 2014.	2,118.91
142391	Ugandan Community in N.I.	Workshops exploring cultural diversity.	745.18
142392	All Nations Ministries	Time for Peace Conference engaging a range of ethnic communities.	3,544.91
142393	All Nations Ministries	Cultural diversity celebration.	1,092.09
142397	Heel and Ankle Community Theatre Company	An original piece of theatre consisting of short performed narratives relating to contemporary issues affecting the Greater Shankill Road and communities close by.	3,226.94
142411	Organisation of Malayalis in Northern Ireland	Project seeking to encourage all communities to join the Malayali community to celebrate their National Festival ONAM.	2,270.00
142415	The Fellowship of Messines Association	Loyalist, republican and former members of the security forces engaging in two one night residential seminars exploring the theme of peaceful co-existence or perpetual confrontation.☒	2,431.25
142416	Embrace NI	To undertake an evaluation and write up of the work of EMBRACE over the past 10 years.	3,913.67
142417	Anti-Racism World Cup	Inter-Cultural football tournament with workshops promoting dialogue and awareness.	2,400.00
142420	Summer Madness	Inter-church youth event aimed at promoting community relations through engagement with local communities across Belfast.	3,000.00
142422	Ex-Prisoners Interpretive Centre	Project engaging with young people from the PUL community to understand cultural, historical and community identity in preparation for future cross community engagement.	1,866.65
142425	Institute for the Study of Conflict Transformation and Social Justice	An international conference on the theme of 'remembering, forgiving and forgetting'.	2,117.50
142426	Ivorian Community of Northern Ireland	An event to raise awareness of the Ivorian Community in Northern Ireland by showcasing culture and traditions through language, music, fashion and food.	1,316.89
142427	Belfast Print Workshop	Cultural arts project to create artwork to be displayed at Culture Night Belfast.	3,281.07
142428	Women's Information Northern Ireland	Residential and workshops exploring women's engagement in peace-building both within their communities and at political levels.	4,462.50

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142433	Edgehill Theological College	To print and disseminate the 'A Thousand Words' anti-sectarian training resource for community and church groups.	1,345.00
142438	APAC (Associated Photography for Art and Culture)	CR Week event to launch the CRC funded film 'Together in Pieces'.	785.00
142439	Pobal	Roundtable discussion examining best practice in relation to equality and good relations in local councils, including language rights.	750.98
142442	Partisan Productions	CR Week Event aiming to raise awareness and appreciation for the different ethnic communities living in Belfast.	1,641.00
142445	APAC (Associated Photography for Art and Culture)	Project using various art forms to help communities relate to their surrounding environment, culture and social activity.	3,362.80
142448	Giving Life Opportunities to Women (GLOW)	Residential and creative skills workshops to bring together women from divided backgrounds to develop an understanding and respect for other communities and religions.	1,500.00
142449	Whiterock Children's Centre	Project aiming to address the needs of recently settled minority ethnic communities living within West Belfast.	4,220.00
142452	Digital Key	CR Week event to launch new Decade of Centenaries resource.	243.00
142453	Ballynafeigh Community Development Association	Series of events seeking to highlight the peace building work carried out by individuals and organisations.	388.81
142454	Cathedral Quarter Trust	Arts festival showcasing multi-cultural events and promoting Belfast City Centre as a shared space.	5,000.00
142459	Belfast Cleaning Society	Training programme that will provide knowledge and broader practical skills in creating a strong anti-sectarian ethos based on a range of peace and reconciliation themes.	2,400.00
142460	Success Dragon and Lion Dance Association	Cultural diversity educational project for special needs children and their parents.	2,500.00
142461	APAC (Associated Photography for Art and Culture)	Project which uses digital media to create virtual connections beyond impeded visions; 'seeing life on the other side' in a safe, interesting and enjoyable way.	2,240.83
142466	Creative Voices	Joint seminars and events with groups from other traditions and identities in Northern Ireland and the Republic using creative techniques to promote mutual understanding of others.	1,500.00
142468	Aisling Events	Conference promoting excellence, raising awareness of cultural diversity, encouraging tourism and investment and building international partnerships.	4,155.45

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142476	Festival of Fools Ltd	Project using street theatre to promote positive messages around ethnicity and diversity.	1,555.00
142477	Terra Nova Productions	An intercultural theatre production with community workshops exploring themes of immigration and intercultural relationships.	1,497.18
142480	Women's Information Northern Ireland	The delivery of 6 thematic GIG (Geographical Information Group) Roadshows to bring and collect community relations information from women across Northern Ireland.	1,674.75
142485	Arts and Disability Forum	Art project bringing people from different backgrounds together to explore issues of commonality and discuss the lessons of the Holocaust.	5,000.00
142487	An Droichead	Festival to promote awareness and understanding of shared heritage through facilitated discussion, art and music.	2,500.00
142488	Royal York LOL 145 Historical and Cultural Society	Project aiming to develop a greater understanding and appreciation of the Unionist Identity in Northern Ireland.	939.50
142489	St Mary's University College Belfast	Series of public debates examining the theme of contemporary war and human rights.	1,250.93
142490	Forum for Cities in Transition	International conference examining peace building initiatives among and between cities in societies moving from conflict and division.	5,000.00
142501	Arts for All	Project aiming to produce a piece of artwork depicting World War One in partnership with Tiger's Bay Historical Society and Duncairn Young Ambassadors.	1,420.00
142512	Community Arts Partnership	Art project promoting Belfast City Centre as a shared space.	2,352.00
142513	African Caribbean-Community Support Organisation of NI (ACSONI)	To hold a series of intercultural events and workshops to promote and explore African and Caribbean culture and traditions.	3,450.00
142530	Queen's Film Theatre	Film festival designed, programmed and run by a team of young people from different backgrounds addressing youth and cultural diversity.	1,952.39
142531	Carrick Hill Residents' Association	To run programmes for residents to explore their own history, culture and heritage.	1,250.00
142534	Belfast Trust (partnership with different Voluntary and Community Organisations)	Facilitated workshops and production of an art piece to encourage dialogue, mutual understanding respect and values for all identities.	2,500.00

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142535	Ballynafeigh Community Development Association	Event aiming to promote Shared Neighbourhood Week.	1,703.40
142542	Belfast Migrant Centre	Exhibition and workshops to promote cultural diversity and raise awareness of migrants living in Northern Ireland.	2,213.60
142548	British Deaf Association	To deliver a cross-community seminar for Deaf Sign Language users to explore the history of the two main cultures and traditions in Northern Ireland, and a networking event for both deaf and hearing communities.	2,409.03
142562	Institute for Conflict Research	Series of events marking the 150th Anniversary of the Jewish Community moving to North Belfast.	4,480.00
142563	Success Dragon and Lion Dance Association	Chinese New Year Celebration and Cultural Festival.	5,000.00
142570	Arts for All	To deliver a project targeting men from North and West Belfast using art history sessions, creative writing and visual arts to explore the lives, work and impact of Belfast artists John Luke and Gerard Dillon.	3,850.00
142596	LINC Resource Centre	To explore the life and works of Billy Mitchell and review his contribution to the peace process and his understanding of unionist politics and culture in order to use it as a tool for exploring the current crisis in loyalist identity.	985.50
142599	Nigerians Association Northern Ireland	Cultural diversity project aiming to promote awareness of Nigerian Culture in Northern Ireland.	500.00
142601	Belfast Interface Project	Support towards Belfast Interface Group's five year Strategic Plan setting out their future aims, objectives and vision.	1,000.00
142603	PeacePlayers International NI	Sports based diversionary activities aiming to build relationship between young people from differing interface areas and their families.	5,000.00
142604	PeacePlayers International NI	Sports based diversionary activities aiming to build relationships between young people from differing interface areas and their families.	2,500.00
142605	Survivors of Trauma	Series of six structured workshops exploring key events that shaped Irish History and facilitate discussion from alternative perspectives.	1,608.00
142611	Community Dialogue	Pilot project to host six dialogue sessions with women across Belfast in relation to sectarianism and its impact on life.	2,030.00
142621	Integrated Education Fund	To produce a report to disseminate outcomes from the Citizens Panel event addressing the problems of racial tensions in Belfast.	2,000.00

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142624	Public Achievement	Campaign to bring politicians and young people together to have meaningful conversations about elections and issues at stake.	2,500.00
142626	Queen's University Belfast	Series of lectures covering historical events in Ireland 1912 - 1916.	3,505.67
142627	East Belfast Mission	Promote the shared heritage of the Irish language.	2,000.00
142629	Newington Football Club	To develop a good relations plan and increase the capacity of the club to deliver further cross-community work.	2,500.00
142630	Tides Training	Facilitated discussions between the Apprentice Boys of Derry and Parades Commission in the hopes of reducing future tensions.	1,900.00
142632	Community Relations in School (CRIS)	To engage with participants from Ardoyne and Shankill areas to help them become advocates for cross-community work and to launch the 'Buddy-Up' resource to schools throughout Northern Ireland.	2,500.00
142635	Suffolk/Lenadoon Interface Group (SLIG)	Educational project for both traditions to learn more about each other and to dispel misconceptions in relation to cultural traditions of 'the other side'.	1,740.00
142668	Centre for Democracy and Peace Building (CDPB)	Facilitated ethnic music workshops to engage loyalist communities to become more secure in their identity by exploring identities of others.	3,500.00
142670	Markets Development Association	To provide new community activists with the opportunity to complete a training programme in community leadership and political education.	3,000.00
142679	Seaview Enterprises	To allow 30 young adults to undertake an OCN in Diversity in order to help build capacity to challenge divisions within their community.	5,000.00
142686	Women's Resource and Development Agency	To hold a series of regional events that bring women together to explore community relations issues.	3,000.00
142689	Ballynafeigh Community Development Association	Community relations production aiming to highlight the role of grassroots peace-building and its impact on communities and individuals.	1,500.00
142698	Queen's University Belfast	Event seeking to promote debate and understanding around the historical events of 1916.	250.00
142700	Lower Oldpark Community Association	Relationship building project between two residents based groups in Kinnaird/Lower Oldpark interface.	2,500.00
142701	South Belfast Alternatives	Action for Community Transformation (ACT) aims to dispel myths that all PUL communities are racist through intercultural dialogue workshops.	2,500.00

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142706	The Spectrum Centre (Greater Shankill Partnership)	To commission a thought-provoking play for communities across Belfast to attend and participate in two workshops reflecting on the issues that arose within the play.	5,000.00
142707	Linfield Football Club	To deliver four cultural awareness workshops and develop a good relations plan to allow the club to become more inclusive and accessible.	3,200.00
Total for Belfast			216,131.58
Carrickfergus Borough Council area			
142510	Castle Heritage and Community Association	Study trip exploring cultural diversity.	2,490.00
142690	Carrickfergus Borough Churches Forum	Four week discussion course focussing on the concepts of forgiveness for 26 participants from Protestant and Catholic backgrounds.	933.06
Total for Carrickfergus			3,423.06
Coleraine Borough Council area			
142499	Beyond Skin	Event showcasing diversity through the arts and engaging members of the public who wouldn't normally attend community/good relations events.	2,500.00
142559	Millburn Community Association	Cross-community youth project to engage participants from areas of deprivation to gain a better understanding of themselves and their culture, beliefs and traditions.	1,365.00
Total for Coleraine			3,865.00
Cookstown Borough Council area			
142418	Pomeroy Development Projects	Community project exploring cultures through music.	3,995.50
142423	Pomeroy Resource Group	Community courses to build relationships.	4,040.00
Total for Cookstown			8,035.50
Craigavon Borough Council area			
142341	St Vincent De Paul	Community relations residential for vulnerable families, aiming to address issues of division and respect.	2,500.00
142374	REACT	Launch of the Strategic Plan of the Confederation of Ulster Bands.	2,156.20
142375	Rural Community Network	To raise awareness amongst rural dwellers about the importance and significance of Together Building a United Community.	1,955.20
142399	Carleton Street Community Development Association	Cultural study trip aiming to promote greater awareness of community issues.	2,000.00

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142408	Richmount Rural Community Association	Cultural exchange between different communities.	3,000.00
142676	Shankill Parish Caring Association	Series of seminars and events exploring religious beliefs, historical events and their impact on society today.	880.00
Total for Craigavon			12,491.40
Derry City Council area			
142359	The Nerve Centre	Cross-community workshops based on the theme of bonfires leading to a production of a temple and a public light performance.	5,000.00
142368	The Junction and Holywell Trust	Remembering a decade of violence and change 1912 - 1922 using the past to unpack and explore the more recent violence and conflict.	1,228.75
142384	Inter-Faith Northwest	A series of open meetings exploring different faith perspectives.	326.73
142386	Irish Association for Social Cultural and Economic Relations	Panel discussion based on 'Protestant Republicans and Catholic Royalists: Legacies of the Glorious Revolution'.	869.75
142389	North West Migrants Forum	Pilot training course on Investigating and Reporting Hate Crime and Hate Speech online.	3,788.00
142395	The Junction and Holywell Trust	Launch of DiverseCity Community Partnership.	5,000.00
142398	Greater Shantallow Community Arts	A World Cultural Carnival Parade - A Celebration of Derry/Londonderry's rich cultural diversity.	5,000.00
142410	In Your Space	Carnival of Colours 2014 'International Street Theatre Festival' promoting cultural diversity.	4,820.00
142413	ACE	Community Relations Week event exploring cultural diversity.	805.47
142429	COSY Club	To bring people from different communities together to build relations with older people and reduce isolation.	544.81
142430	COSY Club	A cultural quiz for older people from different cultures.	241.60
142431	Rosemount Resource Centre	A capacity building and training programme for staff/volunteers in both mediation and intervention.	2,500.00
142436	REACH Across	A residential - historical visits and OCN training to enable 18 youth leaders in the N/W region of Northern Ireland to improve community relations within and between communities.	2,500.00
142441	Kabalikat in North West	To run a cultural festival reflecting Filipino culture in Derry/Londonderry.	2,500.00
142444	Inner City Activity Group	Creative writing project aimed at recording stories of participants' experiences of Northern Ireland and the conflict.	1,830.00

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142464	NW Playhouse Ltd	Theatre performance aiming to promote discussion and reflection around the Northern Ireland conflict and its impact on individuals and communities.	3,150.00
142472	Inside Out	Residential Conference - Leadership through Intercultural Dialogue: Using 'the international' to advance peace in Northern Ireland.	1,185.60
142475	Millennium Forum /Derry Theatre Trust	Music project aiming to unite young people through different community drumming practices.	2,415.00
142528	An Gaelaras	Facilitated debate to examine the role of art in relation to conflict and peace.	1,800.00
142529	Kerala Association	Onam/New Year Multi-Cultural Events promoting cultural awareness.	2,800.00
142546	The Junction Community Relations Resource and Peace Building Centre	A series of thematic evenings to build confidence within and between Black Minority Ethnic Communities (BME) and build relationships across communities.	1,015.00
142552	Stravaganza Production Company	Project bringing divided communities together to reduce sectarianism racism and intolerance through music and film presentations, discussions and performance around the themes of inclusion and diversity.	2,432.50
142554	The Junction Community Relations Resource and Peace Building Centre	A training programme to help equip participants with the tools to address unresolved issues and legacy of the past.	2,032.15
142607	The Junction Community Relations Resource and Peace Building Centre	Support towards research of memorialisation in the context of violence and contested history in Ireland.	1,525.00
142608	The Junction Community Relations Resource and Peace Building Centre	Production of a publication exploring the impact of the Protestant community on the life and progress of the city of Derry/Londonderry within a violent context which resulted in major trauma for all communities.	1,980.00
142609	Trial of Lundy	Event seeking to promote dialogue and greater understanding of key historical events in Irish history.	5,000.00
142610	The Junction Community Relations Resource and Peace Building Centre	To research and evaluate the ethical and shared remembering project: 1912 - 1922 to help shape the future direction of the project.	1,500.00
142617	Gaslight Media Trust	Support towards a community relations resource for young adults 'Just-Us'.	2,500.00

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142646	Holywell Trust	Production of a publication to promote the past and ongoing work of the DiverseCity Community Partnership.	2,260.00
142671	Creggan Enterprises Limited	To deliver six professional performances of DENIZEN by Dave Duggan with subsequent facilitated discussions on issues raised.	5,000.00
142703	Holywell Trust	To engage participants in the Human Library where they will hear the personal accounts of people from a diverse range of backgrounds.	721.25
142704	Holywell Trust	To engage participants in the City Safari to create opportunities for people from a diverse range of backgrounds to meet one another and visit places in their city they normally wouldn't get to visit.	328.39
Total for Derry			74,600.00
Down District Council area			
142620	Harmony Community Trust	Series of cross-community activities aimed at building relationships between divided communities in North Down.	1,360.00
142688	Castlewellan Churches Forum	Inter-church project aiming to promote dialogue and understanding between church congregations.	350.00
Total for Down			1,710.00
Fermanagh District Council area			
142372	Fermanagh Churches Forum	A series of workshops and activities addressing community relations issues.	1,084.60
Total for Fermanagh			1,084.60
Larne Borough Council area			
142385	Dalriada Festival Committee	Festival aiming to promote good relations within and between divided communities.	5,000.00
Total for Larne			5,000.00
Limavady Borough Council area			
142396	North West Tongues Tones and Tapping	A series of cultural diversity events as part of Community Relations Week.	2,000.00
142616	Roe Valley Residents Association	Project aiming to bring people from different communities together to build relations and explore each other's tradition and cultures through music, art, dance and football.	2,500.00
Total for Limavady			4,500.00
Lisburn City Council area			
142447	Hillsborough International Oyster Festival	A multi-cultural Procession as part of the International Oyster Festival to improve understanding and acceptance of other cultures.	6,950.00

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142634	Greater Dunmurry Positive Relations Partnership	Project aiming to examine a range of historically and religiously important sites across the Dunmurry area linked to Ulster Presbyterianism and the Act of Union.	1,616.75
142680	Poleglass Community Association	To undertake training workshops that will improve residents ability to embrace and recognise the need for a more united and shared society.	1,500.00
Total for Lisburn			10,066.75
Magherafelt District Council area			
142373	Loup Comhaltas Ceoltoiri Eireann	To host a County Fleadh and promote the sharing of Irish language, traditional music, song and dance within the local community.	1,000.00
142491	Maghera Community Forum	Community Festival sharing international and local cultures through the mediums of dance and music.	2,095.70
142572	NW Playhouse Ltd	Intergenerational project to build awareness, instil confidence and educate the PUL community within Leckagh estate about their own history, tradition and culture.	2,907.00
Total for Magherafelt			6,002.70
Moyle District Council area			
142357	Bushmills Village Forum	To produce a series of newsletters for the wider Bushmills area addressing community relations issues.	1,200.00
Total for Moyle			1,200.00
Multiple Council areas			
142342	Farset Youth and Community Development Ltd	Political Think Tank initiative to develop dialogue between loyalists and republicans.	5,000.00
142355	Healing Through Remembering	Support towards a day of reflection recalling those lost as a result of the conflict in Northern Ireland.	1,970.94
142365	Queen's University Belfast	Exploring the legacy of the conflict in Northern Ireland through reading and writing workshops.	3,700.00
142371	Community Dialogue	Two residential programmes and twenty half-day dialogues focusing on the legacy of the past and building a shared future as part of a creative dialogue programme.	7,442.86
142432	LINC Resource Centre	Community relations programme aiming to engage a range of women's organisations in peace building activities.	4,995.60
142458	Irish School of Ecumenics	2014 CONNECT Conferences to provide an opportunity for representatives of community groups to gain new information and share insights on their experiences of working for reconciliation.	2,167.10
142463	Youth Initiatives	Equip 80 young adults with skills and hands-on experience to be leaders in community relations youth work through a training residential weekend.	5,000.00

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142478	Duncrun Cultural Initiative	To train ten individuals to deliver a range of programmes for people from working class loyalist communities across Ballymoney, Coleraine, Ballymena and Derry/Londonderry to generate positive leadership.	1,042.50
142481	Causeway Institute for Peace-building and Conflict Resolution	Community event looking to promote inclusive commemoration of key anniversaries.	4,302.88
142483	Forthspring Inter Community Group	Support towards the implementation of a community action plan for an interface community.	4,011.05
142496	REACT	Project aiming to deliver Irish history courses to participants from Protestant and Catholic backgrounds who are active in their communities.	978.91
142500	Dialogue for Diversity	To mainstream good relations work within the Prison Service.	2,500.00
142505	Northern Ireland Muslim Family Association	To develop a strategic plan for the organisation and deliver a cultural awareness training programme.	2,500.00
142540	The Federation for Ulster Local Studies	To hold a seminar bringing together people from across Ireland to demonstrate the shared aspects of the World War One period and the divergent attitudes that was held throughout the island at that time.	700.00
142547	Ballymoney Community Resource Centre	A Practitioners Forum and Conference on Intimidation for community practitioners to share information and problem solving techniques.	3,300.26
142551	EPIC	Project to undertake a study visit to address the issues of sectarianism and racism with communities from North Ulster and North Down and members of migrant communities.	2,259.44
142555	Kabosh Theatre	Delivering a play to eight community groups looking at issues of dealing with the past.	3,725.00
142580	Dialogue for Diversity	Residential to encourage dialogue between divided communities.	2,382.70
142582	Diversity Challenges	Storytelling project reflecting on the cooperation and interaction between former members of the RUC and An Garda Siochana along the border.	2,500.00
142597	Belfast International Comedy Festival	To hold a festival of ideas and politics designed to celebrate and support the role of the citizen in the political and cultural life of the region.	3,712.96
142619	Belfast Islamic Centre	A programme of activities to raise awareness on Islamic and Muslim culture and promote better tolerance and understanding.	1,174.48
142714	Christ Church	Project aiming to engage young adults in a community relations programme.	4,998.87
Total for Multiple Council areas			70,365.55

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Newry and Mourne District Council area			
142606	Newry and Mourne Carers Limited	To run an eight-week community relations language programme to help the integration of BME participants in the communities where they live and work.	2,000.00
Total for Newry and Mourne			2,000.00
Omagh District Council area			
142358	Creggan Education and Research Services	Cultural workshops and festival aiming to promote greater understanding and integration of minority communities.	2,906.65
142598	Eiri na Greine	Residential to bring ex-political prisoner communities together to build an awareness and understanding of the recent conflict.	1,905.50
Total for Omagh			4,812.15
Strabane District Council area			
142380	Together in Music	A series of shared history workshops exploring musical traditions.	2,500.00
Total for Strabane			2,500.00
Overall Total			476,712.69

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Research Grant Scheme Awards 2014 – 2015

Ref	Group	Summary	Amount Paid (£)
All Council areas			
132323	Dr Orna Young (& Dr Paul Reilly)	An exploration of the role of social media in interactions in relation to protests and parades.	4,000.00
132324	Institute for the Study of Conflict Transformation and Social Justice	To create a documentary record of the flags protest that began in December 2012.	15,000.00
Total for All Council areas			19,000.00
Overall Total			19,000.00

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Core Funding Grant Scheme Awards 2014 – 2015

Ref	Group	Summary	Amount Paid (£)
Belfast City Council area			
142194	Suffolk/Lenadoon Interface Group (SLIG)	Grant for core funding costs to support community relations activity.	29,647.60
142198	North Belfast Interface Network	Grant for core funding costs to support community relations activity.	73,529.54
142200	Ballynafeigh Community Development Association	Grant for core funding costs to support community relations activities.	41,881.82
142201	Belfast Interface Project	Grant for core funding costs to support community relations activities.	82,240.61
142207	Interaction Belfast	Grant for core funding costs to support community relations activities.	64,569.39
Total for Belfast			291,868.96
Derry City Council area			
142214	The Junction/Holywell Trust	Grant for core funding costs to support community relations activities.	84,634.15
Total for Derry			84,634.15
Moyle District Council area			
142204	Corrymeela Community	Grant for core funding costs to support community relations activities.	92,600.00
Total for Moyle			92,600.00
Multiple Council areas			
142192	The 174 Trust	Grant for core funding costs to support community relations activity.	37,699.96
142193	Irish School of Ecumenics	Grant for core funding costs to support community relations activity.	26,759.00
142195	Trademark	Grant for core funding costs to support community relations activity.	78,391.58
142196	Tides Training	Grant for core funding costs to support community relations activity.	46,825.09
142197	Women's Information Northern Ireland	Grant for core funding costs to support community relations activity.	33,521.01
142199	Ballymoney Community Resource Centre	Grant for core funding costs to support community relations activities.	42,716.64
142202	Community Dialogue	Grant for core funding costs to support community relations activities.	48,650.58
142206	Groundwork NI	Grant for core funding costs to support community relations activities.	28,283.99
142208	Intercomm	Grant for core funding costs to support community relations activities.	23,921.35
142209	Partisan Productions	Grant for core funding costs to support community relations activities.	27,587.87

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142210	Peace & Reconciliation Group	Grant for core funding costs to support community relations activities.	64,011.05
142211	REACT	Grant for core funding costs to support community relations activities.	38,517.12
142212	Rural Community Network	Grant for core funding costs to support community relations activities.	43,381.00
142213	St. Columb's Park House	Grant for core funding costs to support community relations activities.	18,365.49
142215	LINC Resource Centre	Grant for core funding costs to support community relations activities.	90,113.31
142217	Training for Women Network	Grant for core funding costs to support community relations activities.	34,663.31
142255	Community Relations in School (CRIS)	Grant for core funding costs to support community relations activities.	37,294.67
142262	Shankill Parish Caring Association	Grant for core funding costs to support community relations activities.	23,574.06
142265	Harmony Community Trust	Grant for core funding costs to support community relations activities.	30,572.38
Total for Multiple Council areas			774,849.46
Overall Total			1,243,952.57

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Media Grant Scheme Awards 2014 – 15

Ref	Group	Summary	Amount Paid (£)
All Council areas			
142517	Nerve Centre	Development of Creative Centenaries as an innovative website highlighting significant events from the Decade of Centenaries in an interactive timeline incorporating video text and images.	3,950.00
142523	Below The Radar/The Detail	Production of a series of infographics that encapsulate key issues facing NI society with the aim of empowering public debate, challenging repetitive disagreements and boosting community relations.	12,000.00
Total for All Council areas			15,950.00
Belfast City Council area			
142519	Queens University	Production of a one-hour long documentary- Armagh Stories: Voices from the Gaol – to disseminate around community and school sectors	5,230.00
142522	Embrace NI	Production of an interactive DVD which will challenge issues of racism and highlight the positive experiences of young people in regard to diversity and integration.	9,900.00
142524	Northern Visions Community TV	Production of a TV Series with community involvement and an opportunity to discuss and exchange positive solutions.	9,381.46
142525	Educational Shakespeare Company Ltd	Production of a series of 12-15 short films centring on the experiences and opinions of immigrants living in Belfast	5,130.00
Total for Belfast			29,641.46
Derry City Council area			
142520	An Gaelaras	Continuation to fund the documentary on the engagement of Londonderry Bands Forum with the All Ireland Fleadh in Derry	2,400.00
Total for Derry			2,400.00
Overall Total			47,991.46

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Publications Grant Scheme Awards 2014 – 2015

Ref	Group	Publication	Amount Paid (£)
All Council areas			
142539	Top Storey Communications	Moving Beyond the Pale - The Church and the Decade of Commemorations	3,260.00
Total for All Council areas			3,260.00
Belfast City Council area			
142345	South Belfast Round Table	Be the Change - Guide to Creating Safe and Inclusive Space	1,575.00
142347	Interaction Belfast	Interface Newsletter	4,650.00
142566	Institute for the Study of Conflict Transformation and Social Justice	The Flag Dispute - Anatomy of a Protest	3,300.27
142602	Ulster Historical Foundation	The Belfast Blitz - The City in the War Years	5,000.00
142710	East Belfast Partnership	Emancipation of the imagination - Forgotten Writers of East Belfast	2,288.00
Total for Belfast			16,813.27
Derry City Council area			
142388	Yes! Publications	Ethical and Shared Remembering: War and Memory	1,500.00
142403	Yes! Publications	Ethical and Shared Remembering: Personalities of the Decade 1912-1922	2,900.00
Total for Derry			4,400.00
Fermanagh District Council area			
142514	County Fermanagh Grand Orange Lodge	Good relations audit consultation and action plan for County Fermanagh Grand Orange Lodge	5,000.00
Total for Fermanagh			5,000.00
Overall Total			29,473.27

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Pathfinder Grant Scheme Awards 2014 – 2015

Ref	Group	Summary	Amount Paid (£)
Ballymena Borough Council area			
132279	Women of St Ergnats and Moneyglass Community	Cultural event to build local community relations.	500.00
Total for Ballymena			500.00
Ballymoney Borough Council area			
142471	Rasharkin Residents Association	Support towards an event seeking to reduce community tensions and the potential for community conflict during the marching season.	1,784.00
Total for Ballymoney			1,784.00
Belfast City Council area			
132301	Annadale Haywood Residents Association	A diversionary programme of work for young people to assist in the reduction of community tension.	354.90
142337	Interaction Belfast	Mobile phone network involving community volunteers representing interface communities.	3,280.00
142362	New Lodge Youth Centre (Ashton Community Trust)	A capacity building, training and mentoring support programme for marginalised young people.	3,301.54
142369	Highfield Residents Association	Diversionary event to reduce potential of community conflict.	2,540.00
142379	Ardoyne Fleadh Project	Diversionary event aiming to reduce the potential of community conflict.	5,000.00
142409	Belfast Unemployed Resource Centre	Cross Community Education and Training Programme for ten young people from interface areas on the shared history of Belfast.	1,452.20
142440	Niamh (Northern Ireland Association for Mental Health)	Project aiming to engage PUL communities in a range of dialogue and support programmes.	15,000.00
142450	Cliftonville Community Regeneration Forum	Detached youth work programme aiming to prevent and reduce community conflict between young people from interface communities.	4,800.00
142451	Cliftonville Community Regeneration Forum	Summer diversionary programme aiming to provide activities for young people living in interface areas.	5,000.00
142455	Belfast Orangefest	Support towards carnival based activities and information leaflets.	4,000.00

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142457	Tar Isteach	Community event aimed at promoting positive community relations and reducing community tensions during the summer period	4,640.00
142469	Tides Training	Project aiming to provide development training to women in key interface areas	4,866.00
142470	Woodvale and Cambrai Youth and Community Association	Project aimed at addressing interface conflict and promoting a positive alternative to contentious cultural expression.	8,000.00
142474	Public Achievement	Community relations development programme for young adults.	12,000.00
142486	Happy Children Charity	Summer intervention programme for young people from interface areas.	4,000.00
142495	Suffolk/Lenadoon Interface Group (SLIG)	Support towards community relations project for interface communities.	10,018.00
142504	Belfast Hussars	Event aiming to raise awareness and to develop relationships between young adults from different ethnic and cultural backgrounds.	560.00
142506	Unionist Centenary Committee	Consultation day to critically analyse the work of the Unionist Centenary Committee to date.	2,390.00
142536	Ballynafeigh Community Development Association	Community relations leadership development programme for shared communities.	18,155.62
142575	Centre for Democracy and Peace Building (CDPB)	Support for Unite Against Hate programme.	15,000.00
142579	Belfast Conflict Resolution Consortium (BCRC)	Development of peace building resource for interface community.	16,697.00
Total for Belfast			141,055.26
Craigavon Borough Council area			
142406	Epworth Methodist Church Bonfire Group	Event aimed at reducing community tensions during key summer period.	2,000.00
Total for Craigavon			2,000.00
Derry City Council area			
142407	Siege Heroes Museum	Project aiming to develop cross-community understanding and dialogue.	4,830.00
142443	Cathedral Youth Club	Summer intervention and diversionary programme aiming to reduce community tension.	4,650.00

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142482	Lincoln Courts Youth & Community Association	Project aiming to provide a cultural programme and activities for young people at risk.	870.00
142544	An Gaelaras	Cultural Diversity programme engaging hard to reach interface communities.	10,055.04
Total for Derry			20,405.04
Larne Borough Council area			
142484	Seacourt Youth Club	Project aiming to increase understanding and tolerance of cultural diversity and cross community relations amongst young people within the local Seacourt and wider Larne area.	1,200.00
Total for Larne			1,200.00
Moyle District Council area			
142364	Corrymeela Community	Community relations residential programme for families within interface communities.	5,000.00
142532	Corrymeela Community	Cross-community programme to address difference and diversity and help understanding between communities.	2,500.00
Total for Moyle			7,500.00
Multiple Council areas			
142356	Charter for Northern Ireland	Good relations event promoting anti-racism and anti-hate crime.	3,680.00
142462	Youth Initiatives	Cross-community summer programme helping young people grow in resilience and find courage and hope that successful lives and a peaceful future are possible.	4,500.00
142564	Tides Training	Project aiming to create better understanding between estranged CNR and PUL communities and statutory agencies through monthly inter-community dialogue sessions.	1,660.00
Total for Multiple Council areas			9,840.00
Newtownabbey Borough Council area			
142344	Community Relations Forum	Support towards 6 month community relations programme of events.	13,119.00
142400	Community Relations Forum	A series of community relations programmes aimed at engaging the local community in peace building activities.	4,050.00
142412	Rathcoole Churches Community Group	Summer intervention programme aimed at reducing the potential for inter-community conflict in the Rathcoole area.	2,500.00
Total for Newtownabbey			19,669.00

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Strabane District Council area			
142414	Border Arts	Cross Community Piping Festival to build cross community relationship in Castledearg	5,000.00
Total for Strabane			5,000.00
Overall Total			208,953.30

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