

**Clanrye Group Ltd**

Company Registration Number - IP266

**Directors' Annual Report for the year ended 31 March 2023**

The Directors present their Report and Accounts for the year ended 31st March 2023, which also comprises the Directors Report.

**Reference and administrative details*****The charity name.***

The legal name of the charity is:- Clanrye Group Ltd.

The charity is also known by its operating name, Clanrye Group Ltd.

***The charity's areas operation and UK charitable registration.***

The charity is registered in Northern Ireland with the Charity Commission in Northern Ireland (CCNI) with charity number NIC102608.

The charity does not operate in any overseas jurisdictions.

***Legal structure of the charity***

The Charity is governed by the rules of the Cooperative and Communities Benefits Societies Act 2018 and is regulated by the Financial Conduct Authority (FCA). The Charity is managed by a Committee of Directors. All the Committee members are individuals and are members of the Society. The Committee are considered the Directors of Clanrye Group.

There are no restrictions in the governing documents on the operation of the Charity or on its investment powers other than those imposed by Charity Law.

The directors are all individuals

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**The principal operating address, telephone number, email and web addresses of the charity are:-**

Slieve Gullion Courtyard  
89 Drumintee Road, Killeavey  
Newry, BT35 8SW  
Telephone 02830898119

Email Address [info@clanryegroup.com](mailto:info@clanryegroup.com) Web address [clanryegroup.com](http://clanryegroup.com)

The registered office of the charity is the same as the operating address shown above.

**The Directors in office on the date the report was approved were:-**

Ciaran Rafferty (Chairperson)  
Collette Rafferty (Secretary)  
Anne McConville  
Nicholas McCrickard  
Jerome Mullen  
Suzanne Murdock

**The following persons served as Directors during the year ended 31 March 2023 :-**

The Directors who served as Directors in the reporting period were shown as above. There were no changes during the year or in the period between the year end and the approval of the accounts.

**Objects and activities of the charity**

***The purposes of the charity as set out in its governing document.***

***Clanrye Group Mission Statement***

Clanrye Group will support people to make positive changes to improve their lives. We will empower individuals and families to constructively contribute to the economy and the community in which they live.

***Clanrye Group Vision***

Clanrye Group's vision is that the communities in which we operate will benefit from a highly skilled and dedicated team with excellent support for those in the community who need it most. It will be a place where the people we support are cared for and developed to be the best that they can be, to strengthen skills, increase employability and improve the quality of life for all.

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#### ***Clanrye Group Values***

##### ***Making a difference***

In terms of what we do and how this has positive impact on the communities we support.

##### ***Quality and Excellence***

Delivering a highly professional service that cares for and develops our participants to be the best they can be.

##### ***People First***

In terms of our commitment to supporting our customers, our staff and the local community. Commitment built on a healthy work ethic, teamwork and strong leadership.

##### ***Innovation***

Across the organisation, driving new and better ways of serving the local community.

##### ***Partnership Approach***

We believe partnership working creates a positive, empowering and supportive relationship with everyone working together towards improving the lives of people within our community. Our experience to date has indicated that public, private, community and voluntary sector all have a part to play.

##### ***Inclusiveness***

An open, fair, accountable organisation that allows everyone irrespective of their differences to feel welcomed and valued for their contributions.

##### **Strategic Aims and objectives**

To develop and deliver services on behalf of people in our Communities.

To ensure that the organisation is recognised across Northern Ireland as an advocate for the empowering of communities to improve their social and economic environment.

To maintain effective and sustainable governance and management arrangements.

To influence policy and decision makers at all levels to ensure that all people in our communities are given the same opportunities as others to grow and develop and to lead an active and healthy life.

To develop sustainable funding arrangements using community development and social investment models to ensure maximum impact.

To continuously monitor and measure the impact of Clanrye's Group work to ensure this message is received at all levels of society.

To build strong links with the community, private and public sector to achieve strategic aims and objectives.

To expand our digital learning platforms to ensure our offering reaches new service users, increasing our capacity to offer new, more and high-level qualifications to people in our communities.

#### ***The main activities undertaken in relation to those purposes during the year.***

##### **Employability Programmes**

· **Clanrye Family Foundations** (ESF Programme) A support and referral programme, which helps those families or individuals aged 16-65 who are not in employment, education or training, address individual barriers which prevent them from participating fully in their communities. Participants receive individual support and guidance from the Family Foundations team to become more confident and progress to the best version of themselves that they can possibly be. A range of support and opportunities are available to include individual and family support, training, employability, support from specialist services and agencies.

· **Clanrye Positive Directions** (ESF Programme) – offers training, employment opportunities and holistic support for people with a disability aged 16-65 to enable them to develop and acquire the necessary skills, experience and qualifications to progress to further education/training, employment or self-employment.

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- **Training For Success (TFS)** - training for young people (16 – 22) who require additional help with learning to progress towards education, training or employment. The programme offers occupational experience in the following vocational areas; ICT, Retail, Horticulture along with Essential Skills Literacy and Numeracy.
- **Skills for Life and Work (SfL&W)** – an interim programme replacing TFS commenced in September 2021 providing training for young people with a disability or requiring additional help with learning and need work experience along with qualifications at Level 1 or Entry Level. This programme is for 16-22 year olds (up to 24 years of age for those with in-care background). Participants will undertake qualifications in Essential Skills Literacy, Numeracy and ICT along with vocational qualifications in Retail, Horticulture, Construction and Catering in partnership with SRC.
- **Work Start** - A 12 week programme specifically for individuals seeking employment, a better career, or for those who want to build their skills and become more confident and employable. Each individual is assigned a Work Coach and provided with one-to-one support and mentoring, CV Development, Job Search techniques, Interview Support & Skills, Basic IT/Digital Skills and Social Media, Confidence Building/Personal Development and Wraparound Support.
- **Regener8** – is an initiative funded by the International Fund for Ireland (IFI). A Personal Youth Development Programme (PYDP) for young people aged 16 – 24 years who are in danger or becoming involved in paramilitarism/criminal activity. The aim of this programme is to take each young person on a journey to build capacity and to enable them to make the right decisions based on knowledge. Regener8 is a cross community based in Newry with a recruitment net extending across the South Down areas.

This programme offers participants the opportunity to enhance Personal Development, Practical and Work Skills Development, and an opportunity to design and deliver a community project. The participants also have an opportunity to gain additional qualifications and training (CSR card, Manual handling, driving licence application and driver theory training to enhance job opportunities).

- **Disability Support Services (DSS)** – provides specialist disability support to participants with a disability on the Training for Success (TFS), Skills for Life and Work (SfL&W) and Apprenticeship NI Programmes across Northern Ireland. Support is provided across 5 lots: Cognition and Learning; Social, Emotional, Behavioural and Well-being; Speech, Language and Communication Needs; Sensory; Physical Needs.

#### Community Development Programmes

- **Spring Social Prescribing** - connects people with non-medical activities within their community to help improve their health and well-being. The social prescribing approach enables health and social care professionals, community development workers and GPs to refer an individual to a Social Prescriber. The individual will link with the Social Prescriber to discuss their issues and will co-produce a social prescribing plan to empower individuals to be more proactive in managing their health and wellbeing in the future. This service operates across the Southern Trust Area. Funded by National Lottery Community Fund.
- **Be Active** - is a physical activity programme for over 18's based in the Newry, Downpatrick and Kilkeel areas. Our coaches run classes and group activities, independently and through local leisure centres, which can be booked through the Be Active app.
- **Carers First** – is a support service for unpaid adult carers in the Newry & Mourne, Craigavon & Banbridge and Armagh & Dungannon areas providing advocacy, advice and guidance, individual and personal support, healthy living activities, personal development and a range of training and employability activities.
- **Social Supermarket** - Led by the Strategic Stakeholder Forum (SSF) in Newry, Mourne and Down, Clanrye Group in collaboration with partners in the voluntary and community sector set up a pilot Social Supermarket (SSM) for 100 people for the period January to March 2023. This is a government funded initiative that aims to be the next step up from a foodbank in that it provides a person with access to low-cost store cupboard essentials to support their weekly shop and wraparound service that helps people to help themselves out of food poverty and financial hardship.

**Healthy Living Centre Alliance** - Clanrye Group is a member of the Healthy Living Centre Alliance which is an award-winning network of 29 community-led health improvement organisations based in areas of high health inequalities throughout the north of Ireland, both rural and urban. Clanrye Group operate in the Southern HLCA providing leadership, capacity building and addressing key risk factors leading to poor health in communities in the Newry area.

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#### **Resources**

Clanrye Group operated a hybrid approach during this period and adapted its resources through the creation of online technology (Microsoft Office platforms to include Teams and SharePoint and the online meeting portal Zoom) which allowed seamless integration of all provision and continuity of services.

Programmes are delivered in centres across the Newry, Mourne & Down and Armagh, Banbridge & Craigavon District Council areas as follows;

Slieve Gullion Courtyard, 89 Drumintec Road, Newry, BT35 8SW (Headquarters)  
Drumalane Mill, The Quays, Newry, BT35 8QS (3 centres within the Mill)  
Mayfair Business Park, Garvaghy Road, Portadown, BT62 1EH  
Armagh Business Centre, 2 Loughgall Road, Armagh, BT61 7NH  
St Patrick's Drive, 2-4 St Patrick's Drive, Downpatrick, BT30 6NE

Clanrye Group employed 122 staff and 28 volunteers throughout the year. The organisation invested heavily in supporting staff and participants emotional and mental health to improve health and well-being through physical activity, peer support and one-to-one mentoring.

*The main activities undertaken during the year to further the charity's purpose for the public benefit.*

#### **Provision, Achievements and Impact**

Clanrye Group deliver a range of programmes which fall under the umbrella of either 'Employability' or 'Community Development'.

Programmes deliver training, holistic support, interventions and advocacy in welcoming, caring and safe environments and are specifically targeted at those furthest removed from the labour market, tackling disadvantage, social exclusion and poverty. The organisation delivers an individualised tailored provision making an impact on health/wellbeing, employment, education and training.

The services and support provided includes;

- Personal and family support and advocacy.
- Training and development - developing life and vocational skills, accredited and non-accredited courses and qualifications.
- Enrichment activities - developing soft, personal and transferable skills.
- Employability support - work placements and experience with employers or community projects; support to source, secure and remain in employment.
- Health and wellbeing activities and support to address physical and mental health and wellbeing.
- Advice, support and advocacy service for unpaid careers.

Differences we make:

- Removing barriers for personal growth and improvement
- Improved social inclusion and family relations.
- Skills development.
- Qualification achievements.
- Progression to employment, self-employment, volunteering, further/higher education.
- Increased self-worth, confidence, soft and transferable skills.
- Improved mental and physical wellbeing.
- Lower dependence on benefits and statutory services.
- Increased engagement in the community.

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#### Participants Journey

##### Case Study 1

###### Training for Success/Skills for Life and Work

Ciara had a diagnosis of moderate learning disability and global development delay, her difficulties compounded by childhood trauma, attachment issues and recurrent mental health issues including depression and self-harm. Ciara presented with challenging behaviours, restlessness, easily distracted, poor attention and listening skills. Clanrye Group staff role modelled appropriate interaction skills and challenged inappropriate interaction to promote positive peer behaviours. Intensive one-to-one support enabled Ciara to develop strong, positive relationships with staff and colleagues and to develop positive coping strategies which really helped her manage thoughts, feelings, behaviours, and her ability to re-focus. Ciara excelled at Clanrye Group and achieved a wide array of Level 1 and Level 2 qualifications and was nominated as 'Literacy Student of the Year' during TFS graduation 2023.

Ciara progressed onto the Southern Regional College undertaking higher level training.

##### Case Study 2

###### Family Foundations

Petro presented with poor English speaking skills and was looking for work. To address the initial language barrier the Family Mentor referred him to the migrant centre to do ESOL English lessons. Following this the Career Mentor then supported them with work on job searching, CV skills and interview techniques. While all of this was going on the participant's action plan had identified a full time employment role as a cleaner. While this is only one example it is typical of the team approach employed to address the holistic needs of an individual to enable them to achieve their goals.

##### Case Study 3

###### Positive Directions

John is a 20 year old with a physical disability who joined Positive Directions to further his interest in computing. He successfully achieved Level 1 and 2 ICT qualifications and attributed this achievement to individual pace of delivery and the one-to-one support from the Tutor. Along his journey this participant overcame independence issues, and with support from staff in navigating bus timetables and routes, he no longer relied on his mother for transport and gained the confidence to travel independently. An assessment of his needs informed an action plan which resulted in his enhancing his social skills. Through several group excursions, mental health issues were addressed along with collaborating with specialist external services and participation in a range of enrichment activities. A progression route was planned which allowed this participant's journey with Clanrye to culminate in a successful progression to further education in the local FE college where he is undertaking a Level 3 ICT qualification.

##### Case Study 4

###### Regener8

Viki commenced the Regener8 programme in June 2022, since this she has gained a number of qualifications, secured a flat of her own and stopped using drugs. With the support of the programme Viki continues to make sound decisions that are truly benefiting her life and in turn helping her Mental Health. Viki is currently working towards completing two additional qualifications before she completes the Regener8 programme.

##### Case Study 5

###### Social Supermarket

Katherine is a single mother of 3 children, 2 of them have disabilities and the older one, a teenager, has mental health issues and recently survived an attempt to take his own life. Katherine is also a carer for her elderly mother, who lives with her.

Katherine became a Social Supermarket participant as she was experiencing difficulties with the cost of living increases. During her time on the programme Katherine benefitted from a short course in Mental Health Awareness. She availed of the opportunity to be involved in the Social Cafés, cooking on a budget classes, and a Community Advice Session on 'Managing your Finances' received a donated air fryer to help reduce energy costs and had 6 sessions with MyMy counselling services.

Katherine commented that the vouchers received from the Social Supermarket were "one less thing to worry about on a weekly basis," she knew there would be food for her family at a time when they were experiencing vast life challenges and difficulties.

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**Structure, Governance and Management of the Charity**

Clanrye Group is managed by a Board of voluntary Directors who have been carefully chosen based on the wide range of unique skills and expertise they can bring to the organisation.

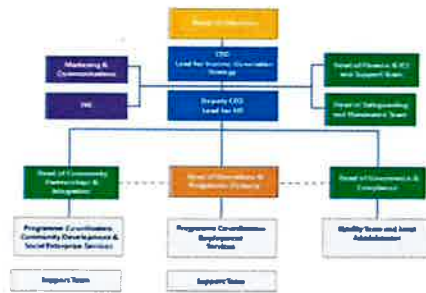
A skills audit is carried out annually on the Board and any deficient skills are identified. Board members then agree on potential candidates who could fill skills gaps and the individuals identified are encouraged to put their name forward for appointment.

All Board members give their time voluntarily and receive no benefits from the organisation.

The Board of Directors consists of 6 members. The members meet on a bi-monthly basis along with the CEO, DCEO and Finance Director and are responsible for the strategic direction and governance of the organisation.

The day-to-day running of the organisation has been delegated to the Senior Management Team which consists of designated Heads of all the main functions of Clanrye Group, CEO, DCEO. Heads of the main functions includes: Head of Programmes, Head of Quality & Compliance, Head of Community Partnerships & Integration, Head of Communications & Business Development, Head of Finance & IT, Head of Safeguarding. The Senior Management Team operates under the direction of the CEO and DCEO and meet collectively on a six weekly basis, reporting individually on a weekly basis. The CEO reports directly to the Board of Directors by telephone, written communication and at Board Meetings.

**Clanrye Group Organisation Chart**



**Financial review**

Bankers Bank of Ireland - 12 Trevor Hill, Newry, Co. Down, BT34 1DT  
 Solicitors Rafferty & Co. Hill Street, Newry, Co. Down, BT34 1DG  
 Auditors Fitzpatrick & Kearney Ltd - 10c Marcus Square, Newry, Co. Down, BT34 1AE

The financial position of the charity at 31 March 2023 and comparatives for the prior period, as more fully detailed in the accounts, can be summarised as follows:-

	2023	2022
	£	£
Net income	(348,919)	(78,703)
Called up share capital	8	8
Unrestricted Revenue Funds available for the general purposes of the charity	531,218	880,137
Restricted Revenue Funds	3,080	3,080
<b>Total Funds</b>	<b>534,306</b>	<b>880,147</b>

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#### *Financial review of the position at the reporting date, 31 March 2023 .*

The Directors consider the financial performance by the charity during the year to have been satisfactory and note the external challenges ahead for the coming year which needs careful management and consideration.

#### *Policies on reserves.*

The Directors consider it important to retain strong reserves to allow the charity to operate in a constantly changing and often difficult environment. Clanrye Group considers its reserves as those funds which are freely available to spend on any of the charity's purposes and calculates its reserves as unrestricted funds, less fixed assets, less designated funds. At the end of March 2023 the reserves stood at £534,306.. Clanrye Group will endeavour to maintain the equivalent to 4 months of its total income as available reserves. This allows for the late receipts of claims from funders. At the balance sheet date Clanrye Groups debtors amounted to £834,509, this was sustained because large reserves were held. The reserves policy is regularly reviewed by the Directors to assess the internal/external factors which are likely to influence reserves.

#### *Availability and adequacy of assets of each of the funds*

The Board of Directors is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

#### **Employment of disabled persons**

Clanrye Group actively encourages people with disabilities to apply for positions with the group and during the year approximately 12% of all those employed had some degree of disability.

#### **Third party indemnity provisions**

Clanrye Group carries professional indemnity insurance as standard.

#### **Details of The Auditor**

Mr Ben Reynolds  
Fitzpatrick & Kearney Ltd  
Chartered Accountants & Statutory Auditors  
10c Marcus Square  
Newry  
Co. Down  
BT34 1AE

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

The directors state that so far as each of the directors at the time this report was approved are aware:-

- a) There is no relevant audit information of which the auditors are unaware, and
- b) The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and establish that the auditors are aware of that information.

Clarify Group Ltd

Company Registration Number - IP166

## Directors' Annual Report for the year ended 31 March 2023

### Statement of the Directors' Responsibilities

The charity's directors are responsible for the preparation of the accounts in accordance with the terms of the Co-operative & Community Benefit Societies Act (NI) 1969, the Charities (Northern Ireland) Act 2008, as amended and The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015.

In particular the Co-operative & Community Benefit Societies Act (NI) 1969 and charity law require the Board of Directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:-

- to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law);
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The law requires that the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for the year.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Co-operative and Community Benefit Societies Act (Northern Ireland) 1969. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are also responsible for the contents of the Directors' report, and the statutory responsibility of the auditor in relation to the Directors' report is limited to examining the report and ensuring that the report is consistent with the figures disclosed in the financial statements.


### Method of preparation of accounts - Small company provisions

The financial statements are set out on pages 10 to 38.

The financial statements have been prepared implementing the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2015, (as amended by the Bulletin issued in October 2018 and applicable to all accounting periods beginning on or after 1st January 2019), (The SORP), and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016).

This report was approved by the board of directors on 13th September 2023.

  
Miss Collette Rafferty  
Director

  
Nicholas McCrickard  
Director

  
Ciaran Rafferty  
Director