

Clanrye Group Ltd

Company Registration Number - IP266

Directors' Annual Report for the year ended 31 March 2024

The Directors present their Report and Accounts for the year ended 31st March 2024, 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 Web address 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
Anne McConville
Nicholas McCrickard (Secretary)
Jerome Mullen
Suzanne Murdock
Brian Doran

The following persons served as Directors during the year ended 31 March 2024 :-

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

Who We Are

Established in 1982, Clanrye Group is a community organisation providing help and support to people who want to make positive life changes. Clanrye Group is a leading provider of high-quality programmes and services for people with a diverse range of needs and barriers and furthest removed from the labour market. A range of 'Employability' and 'Community Development' programmes are available and delivered utilising an individualised tailored wraparound approach to include health and wellbeing initiatives, training and skills development, accredited qualifications and employability support.

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

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.

Quality and Excellence

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

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 they can be, to strengthen skills, increase employability and improve the quality of life for all.

Values

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.

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

Employability Programmes

- EmployMe
- Training for Success (TfS)
- Skills for Life and Work (SfLW)
- Dormant Accounts
- Regener8
- Disability Support Services (DSS)
- Get Work Ready

Community Development Programmes

- Spring Social Prescribing
- Carers First
- Social Supermarket
- Healthy Living Centre Alliance

Collaboration

Clanrye Group has promoted a collaborative approach and has worked with a range of bodies and services for the benefit of every participant. They have included:

- Newry, Mourne and Down Strategic Stakeholder Forum (SSF)
- Newry, Mourne and Down District Council (NMDdc)
- Southern Regional College (SRC) & South Eastern Regional College (SERC)
- Southern Health & Social Care Trust (SHSCT) & South Eastern Health & Social Care Trust (SEHSCT)
- Northern Ireland Council for Voluntary Action (NICVA)
- Disability Employment Services (DES) Stakeholders Forum
- Department for Communities (DfC)
- Department for the Economy (DfE)
- Public Health Authority (PHA)
- Local Commissioning Group
- Joint Forum between Government and Community Sector NI
- Healthy Living Centre Alliance (HLCA)
- Newry Chamber of Commerce
- Local Employers
- Regional colleges and training organisations
- Specialist agencies.

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Employability Programmes

Employ Me - is an employability project providing training, employment and wraparound support for economically inactive people aged 16+ to reduce job related barriers, develop skills, achieve qualifications, enhance employability and quality of life with a view to progressing to employment/self-employment.

Clanrye Group is working in partnership with Southern Regional College, Community Advice Newry Mourne and Down, and Women's Aid Armagh Down to deliver Employ Me.

Funded by UK Government and Levelling Up

Key Achievements

- 917 individuals supported throughout the year
- 282 participants secured full-time employment
- 487 Qualifications and Course achieved
- 330 participants progressed to further education or training
- 99% of participants reported they are enjoying the Employ Me programme
- 99% of participants report they are satisfied with the support received from staff to date.
- 97% are confident that Employ Me will help them to reach their goals.

"From day one I was welcomed by members of the Employ Me team. I am truly grateful for the Employ Me programme – I would not be where I am today without it".

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 - 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.

Funded by DfE (Department for Economy)

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Key Achievements

- 180 individuals supported throughout the year
- 77% of leavers within this year progressed to further education, training or employment
- 84 Skills Development activities with outcomes of Connect, Be Active, Take Notice, Keep Learning & Give
 - 73 projects resulting in a multitude of skills obtained including team work, communication, confidence, planning, organisation, safety, community partnership, hand eye coordination
 - 169 achievements over the 6 targeted areas i.e. Literacy, Numeracy, ICT, Personal Development, Employability & Vocational qualifications
- 73 students started a work placement during that time
- 98% said they were satisfied with the level of support they have received from staff over the past 6 months.
- 95% felt confident that Clanrye Group would help them to achieve their goals.
- 97% said they felt safe and secure on their programme.
- 97% rated their satisfaction with the programme as Excellent, Good or Very Good.
- 95% feel there is enough support in their local community for their health & wellbeing.

Dormant Accounts - Clanrye Group have recently been successful in securing funding from the National Lottery Dormant Accounts Fund for the development of a Learner Management System (LMS) to enhance their learner's experience.

Clanrye Group are currently working in collaboration with local IT service provider company GemNet to source and implement their new system.

The LMS aims to support a broad range of educational needs using interactive learning, self-directed study, technology enhanced learning methods and portfolio building. It will support Clanrye Group participants in developing their progression opportunities to education and employment through development of their educational and employability profiles. Implementation of this system will not replace the one-to-one support Clanrye Group has always provided to its participants but rather will improve the quality of what they offer and how they provide it.

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Regener8 – A Personal Youth Development Programme (PYDP) for young people aged 16 – 25 years who are in danger of 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.

In April 2023 Clanrye Group secured funding for a second PYDP in the Downpatrick area for a further 15 young people.

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).

Funded by International Fund for Ireland (IFI), Managed by Rural Action

Key Achievements

- 19 individuals were supported
- 21% of completers gained employment
- 100% of completers achieved an accredited qualification

Individuals availed of:

- 10 x Personal Development workshops delivered by specialist services
- 7 x Team Building Activities
- 5 x Good Relations Workshops and 7 x Cultural Diversity visits

"Before the programme I was very cut off from the world and people my age. I've met new friends and they all from different community background than me. I'd never mixed with people from the other side and think this has helped me understand points of view much better. I feel like I'm more in control of my own life now, and know that I can have a positive future. The programme has been great."

Disability Support Services (DSS) – Clanrye Group's Disability Support Service (DSS) provides specialised support for young people (aged 16-22) on the Skills for Life and Work and Apprenticeship NI Programmes across Northern Ireland.

We offer Pre-Entry Training Support to individuals interested in joining the Skills for Life & Work or Apprenticeships NI programmes. This support is specifically designed for those referred by Careers Service NI, with a focus on individuals with disabilities or those who may have a statement of educational need (SEN), before embarking on the programme.

We also collaborate with the various Training Contractor to enhance the support provided to participants with disabilities during their training while on the above programmes.

Key Achievements

- 611 participants were supported throughout the year.
- Delivered approximately 4,000 specialist support hours per month throughout Northern Ireland.

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Get Work Ready - is 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.

Funded by NMDdc Labour Market Partnership and Department for Communities (DfC)

Key Achievements

- 63% of individuals participating on Get Work Ready secured permanent employment an increase of 10% on the previous programme.
- 66% of individuals were still in employment after 3 months of leaving the programme.
- 100% of evaluation responses rated the support as excellent or very good.

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 operated across the Southern Trust Area until September 2023 when the funding ceased.

A replacement funding stream to continue this programme is currently being sought after.

Funded By National Lottery Community Fund Departments of Agriculture, Environment and Rural Affairs.

Key Achievements

- 37 urban clients supported with 222 intervention sessions
- 17 rural clients supported with 136 intervention sessions
- 70% decrease in GP visits
- 72% decrease in visits to A&E
- 95% improvement in participants' mental health and wellbeing

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.

Funded by Southern Health & Social Care Trust

The programme supports almost 2,000 carers and during this period provided support to 500+ new carers across a range of activities.

Range of support provided included advice, guidance and advocacy, training and personal development, skills development, peer support, health and wellbeing initiatives and social activities and included:

- Weekly walking and physical activity groups and social cafes
- 1 to 1 support for carers (face to face, phone and online support)
- Carer's Rights Event held at Canal Court Hotel and at which over 100 carers attended.
- Engagement events and focus sessions involving carers in the design of a programme suited to their needs.

Key Achievements

- 97% are happy with the level of support they have received from staff over the past 6 months.
- 92% feel confident that Clanrye Group will help them reach their goals.
- 97% said they felt safe and secure on the programme.
- 98% rated their overall experience on the programme as Excellent, Very Good, or Good.

"The best part for me.... Feeling part of a "family/community" of people who understand my situation - feeling heard and cared about. The help and assistance given is wonderful."

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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.

Clanrye Group received subsequent funding for the SSM to assist more local families and individuals throughout 2023/2024.

Funded by Southern Health & Social Care Trust

Key Achievements

•179 Households supported by Social Supermarket

•399 Individuals supported by Social Supermarket

•199 participants received wraparound support

•Breakdown of Wraparound individuals sessions:

oFood & Nutrition - 276

oPhysical Activity -143

oMoney Management - 207

oStress Management - 169

oGoal Setting - 266

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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.

As a Healthy Living Centre we focus on providing activity across 4 key areas to improve the health of people within our staff and communities:

- Mental Health** – In partnership with the Mental Health Foundation and The Wellness recovery college we ran Mental Health workshops for both staff and participants. This was enhanced by weekly activities to include social cafes, Arts and Crafts, Horticulture workshops, mindfulness and Yoga with over 100 individuals taking part.
- Food and Nutrition** – Transform your Trolley educated 27 families living on a budget on how to make better food choices over 96% of our participants said the programme will permanently change the way their family eat in the future.
- Physical Activity** – We ran a wide variety of physical activity sessions (almost 130 sessions) throughout the Southern Trust Area with 84 individuals taking part in Strength & Balance and 34 taking part in Time for Me.
- Pain Support** - The 'Better Days' pain support programme supported 42 individuals living with persistent pain throughout a range of 50 interventions. Referrals for this programme are mainly from Primary Care and over 82% of participants continue to engage in Clanrye Group services.

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

Slieve Gullion Courtyard, 89 Drumintee 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

Resources

Clanrye Group employed 147 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.

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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.

Services are inclusive and open to all individuals aged 16 years and over in accordance with Section 75 and Equal Opportunities legislation.

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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Going Forward

- In April 2023 Clanrye Group were successful in securing UKSPF to replace funding lost from ESF.
- An application was submitted to UKSPF with SRC Lead Partner, Clanrye Group Lead Community Partners and Community Advice and Women's Aid also partnering to deliver activity on the project and provide support to participants.
- Employ Me commenced April 2023 and is delivered across the Newry Mourne and Down and Armagh Banbridge Craigavon council areas.
- A restructuring of management, roles and responsibilities took place which included assigning staff to new roles within the Employ Me Project.

Structure, Governance and Management of the Charity

Clanrye Group is managed by a Board of voluntary Directors who are invited onto the Board for the unique range of skills and expertise they can bring to the organisation.

Annually a skills audit is carried out on the Board and any deficient skills 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 organisation is managed by a Senior Management Team (SMT) which comprises, CEO, Deputy CEO, Head of Programmes, Head of Communications & Business Development, Head of Governance and Compliance, Head of Finance & IT, Head of Safeguarding.

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

The Board of Directors consists of 7 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.

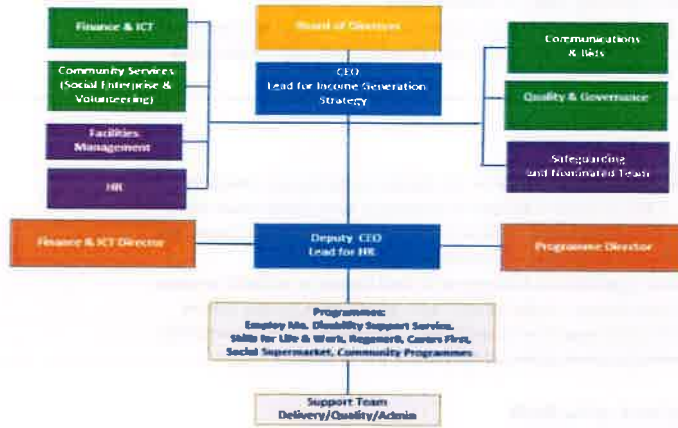
The day-to-day running of the organisation has been delegated to the Senior Management Team which consists of designated Heads of all the main functions of Clanrye Group, CEO, DCEO. Heads of the main functions includes: Head of Programmes, Head of Quality & Compliance, Head of Community Partnerships & 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.

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Clanrye Group Organisation Chart



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 2024 and comparatives for the prior period, as more fully detailed in the accounts, can be summarised as follows:-

	2024	2023
	£	£
Net income	52,708	(348,919)
Called up share capital	8	8
Unrestricted Revenue Funds available for the general purposes of the charity	583,926	531,218
Restricted Revenue Funds	3,080	3,080
Total Funds	587,014	534,306

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Financial review of the position at the reporting date, 31 March 2024 .

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 2024 the reserves stood at £583,926
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 £628,336, 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 ACA
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.

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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 18 to 44.

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 26th July 2024.


Mrs Collette Rafferty
Director


Nicholas McCrickard
Director


Ciaran Rafferty
Director