

COMPANY REGISTRATION NUMBER: NI040688
CHARITY REGISTRATION NUMBER: 103375

TIDES Training and Consultancy
Company Limited by Guarantee
Financial Statements
31 March 2023

TIDES Training and Consultancy

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	TIDES Training and Consultancy
Charity registration number	103375
Company registration number	NI040688
Principal office and registered office	Duncairn Complex Duncairn Avenue Belfast Co. Antrim BT14 6BP

The trustees

Mr O'Donnell	(Resigned 22 July 2022)
Ms Hamilton	
Mr Clarke	
Ms Russam (MBE)	(Resigned 24 May 2023)
Ms Swanston	
Mr Walker	

Company secretary Ms C J Swanston

Auditor Muir & Addy
Chartered accountants & statutory auditor
427 Holywood Road
Belfast
BT4 2LT

Bankers Santander UK plc
Bridle Road
Bootle
Merseyside
L30 4GB

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

TIDES Training and Consultancy is a company limited by guarantee governed by its Memorandum and Articles of Association with Charitable Status. It is committed to helping build community infrastructures necessary to sustain an equitable peace within communities that have experienced violent conflict.

Appointment of Trustees as set out in the Articles of Association: no more than eleven and no less than four people (including Co-opted Trustees).

Organisational Structure

The board of trustees work closely with the TIDES Senior Management Team to review and formulate strategy and core areas of activity. Day to day operations is delegated to CEO Liza Wilkinson. The Board of Trustees met quarterly during the twelve-month period and a senior management sub-committee met weekly covering strategic and organisational matters.

Objectives and activities

Objectives and aims

TIDES is a registered charity; the core remit is to design and deliver world class peace building programmes and mediation processes to empower people with practical skills to address the legacy of political violence and engage with a more globalised society. Trustees adhere to the Charity Commissions general guidance on public benefit for the purpose of strategic review and objective planning for the year ahead.

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Year ended 31 March 2023

Objectives and activities *(continued)*

TIDES carry out these objectives by providing:

- "Capacity Building training and activities" Diversity and Good Relations training.
- "Conflict-sensitive planning and strategic development", ie. identifying potential conflicts and setting in place mechanisms to deal with them.
- "Mediation Assessment, design and delivery" Restorative approaches and practice.
- "Monitoring & Evaluation" (evaluation skills, inc. the Rikter® Scale tool)
- "Conflict Audit"
- "Organisational Management"
- "Tailored Conflict Management training"
- "Advice on conflict-related issues"
- "Mentoring and Conflict Coaching"

TIDES work is underpinned by a value system based on: Transformation of attitudes, contexts and relationships, Recognition of mutual Interdependence, Positive engagement with Diversity, the building of an Equitable and just society framed by Sustainable structures at both a social and ecological level.

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Year ended 31 March 2023

Achievements and performance

Chair's Report:

During the year to March 2023, TIDES Training and Consultancy has undertaken a programme of change to reflect the impact of the covid pandemic. Including the completion of SEUPB peace programmes, the development of core initiatives alongside addressing the financial ramifications of the cost-of-living pressures on potential income streams.

The third year of multi-year funding support from the Community Relations Council combined with the investments from key funding partners, TIDES have sustained the delivery of high-quality, regional services to organisations and community interest groups across N Ireland, and the border counties.

TIDES continued to execute the exit strategy from Peace IV programmes, retaining where possible the skills and experience of Project staff. The anticipated scaling down of Peace project delivery had necessitated a significant reduction in staffing capacity up to June 2022. During the year opportunities also emerged for new core staffing roles to enhance scope to deliver regionally across Northern Ireland and beyond.

CEO Liza Wilkinson works closely with the Senior Management Team (SMT) and are supported by a Board of Trustees to revise and develop strategy aiming to extend programme reach. SMT weekly meetings manage programme implementation and monitor service delivery to inform plans for organisational sustainability. TIDES reputation is upheld by staff professionalism in all aspects of work. The TIDES brand is integral to convey the vision and values which are fundamental cornerstones at the heart of everything we accomplish.

Training and mediation programmes continue to facilitate opportunities and experiences to build self-esteem that will influence service recipients' choices in everyday life.

TIDES have strengthened alliances and partnerships with key stakeholders including statutory bodies keen to develop peacebuilding strategies that can support individuals and communities through the conflict transformation journey.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance *(continued)*

Activity Overview in 2022-23:

During the year the impact of TIDES interventions have significantly progressed on organisational goals which directly benefit the people we seek to support. In a blended programme of online and public facing service delivery.

Ongoing challenges and change across the community sector were supported with the extension of some Peace Project work: the Youthscape partnership with Southwest College and Donegal Youth Service successfully came to fruition in June 2022.

There was also a rollover of commitments into this period for The Communities in Transition commission for TEO to tackle Paramilitarism in North Down.

Elsewhere, throughout the year the partnership with Verbal Arts Centre, NIHE & Belfast City Council continued to strengthen cross community visioning and capacity building across Belfast.

All three strands of the comprehensive Key Institutes partnership with Antim and Newtownabbey Council, successfully forged relationships with hard-to-reach groups. To provide a multi stranded package of mentoring, mediation, training, both accredited and non-accredited to deal with contentious issues.

Key aspects of each strand has effectively engaged individuals and groups to training and funding opportunities alongside coaching and mentoring to enhance capacity for meaningful cross community understanding and integration.

Similar work to mitigate on contentious bonfires and parades across Armagh Banbridge Craigavon council area has sustained dialogue within disengaged and hard to reach communities.

TIDES Mediation contract with Northern Ireland Housing Executive was successfully renewed alongside new service requests from other Housing Associations, and private sector clients.

DFA funding for Elevate, a three-year programme has initiated plans to enhance the capacity for community champions to explore cultural identity and work towards integration.

Going forward new strategies for 2023 will uphold quality, meet statutory obligations and voluntary codes of good practice including the Investors in People standard. To sustain core programming alongside new initiatives that respond to the needs of local communities.

TIDES will manage income generation targets to meet these new challenges amidst the cost-of-living pressures across all sectors.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance *(continued)*

Forging Partners:

TIDES aim to strengthen relationships and explore new strategies to support the delivery of Peace and Reconciliation for the next round of Peace Programmes.

We will continue to develop international contacts to sustain work in Cyprus, work with OSCE, with the Island of Ireland women mediators & peace builders. TIDES will continue to be proactive to nurture new and existing relationships for programme delivery in other areas.

Strengthening governance:

TIDES charitable remit is informed by the voices and experience of people with whom we work. Trustees lead on organisation vision and values. During the year to March 2023 Trustees have prioritised internal development and driven investment in TIDES capabilities to enhance sustainability. Governance Training for Trustees is facilitated using inhouse and external resources. Recruitment is ongoing to reflect skills audit and to negate any conflict of interest within the current board. Regular programme evaluations continue to inform TIDES grant applications aiming to support practical assistance and education to people affected by conflict.

ACHIEVEMENT AND PERFORMANCE

TIDES 2022-23 programme has re-invigorated both community and cross sector engagement, to sustain core objectives at a time when support requirements continue to escalate.

A new Strategy will progress on achievements, devise new targets to face challenges head-on. TIDES will sustain recent investments of time and resources to improve performance, cost reduction, and efficiency savings across all aspects of work.

Core values for diversity and equality are reflected in Board representation and staff structure. The Investors in People accreditation will be retained to acknowledge the TIDES ethos which values the commitment of the skilled workforce. A full policy review cycle will continue into the next year, with TIDES policies being updated in accordance with funding and legislative requirements.

TIDES have been resilient and shown leadership in dealing with uncertainty. Our progressive outward-looking remit continues to pursue collaboration that will ensure programming evolves to meet the needs of the people and communities we support.

Trustees extend gratitude to all staff, volunteers, and funding partners who have contributed to another successful period with a strong core team and financial situation.

To learn more about our work visit our website on www.tidestraining.org.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Reserves policy

TIDES Training and Consultancy comply with statutory guidance and good practice in managing the finances of the charity and as outlined in the Reserves policy.

Results for the year are set out in detail on pages 14 to 23 to show adequate unrestricted funds are available to designate to cover up to 12 months full running cost of the charity.

Trustees consider reserves at this level to be essential to provide sufficient investment in strategic priorities for internal development and strengthening financial position to future proof the organisation as it transitions from the former reliance on Peace funded programmes.

TIDES will continue current activities while consideration is given to ways in which additional funds may be raised. Including plans to explore business opportunities that will augment resources for charitable work.

This reserve policy will be reviewed throughout the next year.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting 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.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 26 September 2023 and signed on behalf of the board of trustees by:



Ms Swanston
Trustee