

COMPANY REGISTRATION NUMBER: NI040688
CHARITY REGISTRATION NUMBER: 103375

TIDES Training and Consultancy
Company Limited by Guarantee
Financial Statements
31 March 2024

TIDES Training and Consultancy

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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TIDES Training and Consultancy

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

Year ended 31 March 2024

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 2024.

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

Ms Hamilton
Mr Clarke
Ms Russam (MBE) (Resigned 24 May 2023)
Ms Swanston
Mr Walker
Dr Stanton (Appointed 15 November 2023)

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 2024

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 positive equitable peace within communities that have experienced violent conflict.

The 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 Senior Management Team (SMT) to review and formulate strategy and core areas of activity. Day to day operations is delegated to CEO Liza Wilkinson. The Board met quarterly during the twelve-month period and the senior management committee SMT met monthly to schedule workload and review operational matters.

Objectives and activities

Objectives and aims

TIDES is a registered charity; committed to peacebuilding and conflict resolution. The core remit remains focused on the design and delivery of world class training programmes and mediation processes. Devised 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 guidance on public benefit for the purpose of strategic objectives and operational planning.

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Year ended 31 March 2024

Objectives and activities *(continued)*

TIDES carry out these objectives by providing:

- "Capacity Building training and activities"
- "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, conflict resolution & conflict analysis training"
- "Advice on conflict-related issues"
- "Mentoring and Conflict Coaching"
- "Good relations work - training, facilitation & group work"
- "Diversity awareness & cultural competency training - bespoke & tailored"

Core values underpinning TIDES remit are: **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 2024

Achievements and performance

Chair's Report:

Resilience and leadership is evident as TIDES continued to deal with uncertainty related to the implementation of a programme of change. During the past year TIDES successfully completed all aspects of SEUPB peace programmes alongside the development of core initiatives to address the financial effects of the cost-of-living pressures on all income streams for both established contacts and potential new clients.

TIDES upheld the delivery of high-quality, regional services to organisations and community interest groups across N Ireland, and beyond. With vital support from N Ireland Community Relations Council, sustained in stage 1 funding of a two-year award; combined with investments from other key funding partners.

The extended delivery on elements of some Peace IV programmes came to fruition resulting in a substantial scaling down in staffing capacity during this period. New opportunities also emerged for Trainee roles to enhance scope to deliver regionally across Northern Ireland.

CEO Liza Wilkinson supported by the Senior Management Team (SMT) continued to work collaboratively with the Board of Trustees; to revise and develop strategies that would extend programme reach both locally and internationally.

Strengthening alliances and partnerships with key stakeholders, including statutory bodies keen to advance peacebuilding strategies has helped to support individuals and communities through the conflict transformation journey.

TIDES brand remains integral to convey the vision and values which are fundamental cornerstones at the heart of everything we accomplish. Our reputation relies on staff professionalism in all aspects of work. Aligned with good practice and the merits of the Investors in People quality standards.

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Activity Overview in 2023-24:

Throughout the year a blended programme of online and public facing service delivery; enabled TIDES interventions to progress on organisational goals with positive impacts for the people we seek to support.

The Mediation contract with Northern Ireland Housing Executive was successfully renewed to sustain practical mitigation support for individuals and communities through contentious, conflict transformation issues. Alongside similar service requests effectively commissioned from other Housing Associations, Education and private sector clients.

Department of Foreign Affairs, Irish Government, funding for Elevate, the second stage of a three-year programme aiming to enhance the capacity for community champions to explore cultural identity and work towards integration. This work has developed over the programme due to the positive relationships based on trust and respect between the participants and staff. TIDES have offered additional mentoring & conflict management coaching. We have helped participants navigate personal challenges, employment issues with colleagues, management boards as well as a range of community issues involving shared spaces; including dual language signage, racially motivated tensions and the annual summer cultural tensions.

TIDES have been the lead training delivery agent within Shankill Women's Centre Change Maker programme, delivering 3 OCNs to two groups over a 9 month period. TIDES facilitated real practical change at a grassroots level, for example supporting members with their engagement with schools. Moving beyond aggression when police being called to feeling empowered by using school policy to address issues, with personal health and helping participants to champion themselves by challenging assumptions and getting alternative support rather than using anti-depressants. The engagement in wider community activities help develop skills and encourage local groups to be more representative.

This proactive approach from TIDES continues to nurture new and existing relationships for programme delivery across all areas. Contracts successfully carried out in collaboration with International Development Agencies, included a commission for Organisation for Security and Cooperation in Europe OSCE and work in Cyprus for Irish Embassy supported by UN.

Through this comprehensive programme of Training and mediation, TIDES have initiated opportunities and experiences to build self-esteem that will influence service recipients' choices in everyday life by encouraging them to explore employment, further training and greater engagement in local community.

Going forward a new strategy formulated for 2024 onwards aims to uphold quality, meet statutory obligations and lead on voluntary codes of good practice in peacebuilding.

To sustain core programming alongside new initiatives that will respond to the needs of local communities. TIDES will manage income generation targets to meet new challenges.

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

Year ended 31 March 2024

Achievements and performance *(continued)*

Forging Partners:

TIDES will continue to endorse relationships that explore new strategies aiming to drive forward Peace and Reconciliation objectives that respond to diverse social needs within the next round of Peace Programmes.

We will consolidate existing relationships across Belfast, Armagh, Antrim and Newtownabbey Council areas to build on cross community achievements in visioning and capacity building aiming to reinvigorate understanding and integration with hard -to -reach groups.

New alliances that will diversify our client base, drive up business and workforce capacity. Will Explore opportunities to engage with a more globalised society through productive change that will harness TIDES core values TIDES are exploring new partnerships with CRIS, RCN, BCRC, The Junction & The Playhouse, likeminded organisations who share similar values and have different skillsets that would compliment peacebuilding work, TIDES will continue to develop these relationships in anticipation of of Peace Plus.

Strengthening governance:

TIDES values for diversity and equality are reflected in Board representation and staff structure Trustees lead on vision and values, which are shaped by the voices and experience of people with whom we work. Board recruitment is ongoing to reflect skills audit and to negate any conflict of interest within the current members. Governance Training for new Trustees is offered inhouse and via external resources including C03.

Throughout 2023-24, regular evaluation of core programming has informed fund-raising to support practical assistance and education for people affected by conflict. Trustees extended a programme of internal development to invest in organisation capabilities. The Investors in People accreditation has been retained to acknowledge the TIDES ethos and commitment to 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.

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Year ended 31 March 2024

Achievements and performance *(continued)*

ACHIEVEMENT AND PERFORMANCE

TIDES progressive outward-looking remit values collaborations that will ensure programming evolves to meet the needs of the people and communities we support.

Strategic objectives outlined for 2024- 27 will re-invigorate both community and cross sector engagement, at a time when support requirements escalate due to ongoing cost-of-living pressures across all sectors.

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

SMT review meetings will continue to manage programme implementation and monitor service delivery to inform planning for organisational sustainability.

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

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

Financial review

Reserves policy

TIDES comply with statutory guidance and good practice in managing the finances of the charity.

Results for the year are set out in detail on pages 14 to 27, confirming adequate unrestricted funds available to designate, if necessary, up to 12 months full running cost of the charity.

Trustees consider reserves at this level align with the reserves policy to provide sufficient investment in strategic priorities and strengthening financial position to future proof the organisation.

This reserve policy will be reviewed throughout the next year.

TIDES strategy for 2024 -27 will progress towards a more diverse, reliable and above all sustainable. Income streams. With core project activities being developed to explore business opportunities that will augment resources for charitable work.

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.

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

Year ended 31 March 2024

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.

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 November 2024 and signed on behalf of the board of trustees by:



Ms Gillian Hamilton
Trustee