

Charity registration number Charity No. NIC105291

**COMMUNITY RELATIONS IN SCHOOLS
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2023**

COMMUNITY RELATIONS IN SCHOOLS

LEGAL AND ADMINISTRATIVE INFORMATION

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COMMUNITY RELATIONS IN SCHOOLS

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COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT

FOR THE PERIOD ENDED 31 MARCH 2023

Trustees' report for the year ended 31st March 2023

The trustees of CRIS are pleased to present their annual report and the financial statements for the period 1st July 2022 – 31st March 2023.

Reference and Administrative Details

Charity Name:	Community Relations In Schools
Charity Number:	NIC105291
	The charity is an unincorporated association as per the Constitution.
Principal Office:	Unit 6, North City Business Centre, 2 Duncairn Gardens, Belfast, BT152GG
Registered Office:	Unit 6, 2 Duncairn Gardens, Belfast, BT15 2GG
Auditor:	Corrigan CA Limited 24 Greystone Road Antrim BT41 2GG
Bankers:	Ulster Bank Ltd., 183 Kingsway, Dummury, Belfast, BT17 9AH

CRIS Trustees as of 31st March 2023:

Norman Richardson (Chair)
Patricia O'Neill (Vice Chair)
Lawrence Patterson (Treasurer)
Conor O'Neill (Secretary)
Stephen Graham
Aithne Kerrigan
Ben Craig

Objectives and activities OBJECTIVES AND ACTIVITIES

Charitable Objects

The purpose of CRIS is to actively contribute to the building of a shared and reconciled society in Northern Ireland by developing and delivering peace-building programmes and activities within and between schools and in their local communities.

CRIS also works in partnership with educational authorities, higher educational institutions, other statutory agencies, funding bodies and community organisations to bring about positive impacts at an individual, family, school community, and system level. CRIS works in cooperative arrangements that support reconciliation and promote equality and diversity through the building of relationships and trust across society.

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TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Public Benefit Statement

The trustees of CRIS confirm that they have complied with their duty as defined in the Charities Act (Northern Ireland) 2008 (as amended) and have regard to the Charity Commission's guidance on public benefit. The public benefit requirement has continued to inform the activities of the charity during this reporting period.

In evaluating public benefit, the trustees are pleased that the work of CRIS has had multi-level positive impacts over this past year. Our programmes, training and other partnership initiatives have involved work with 77 school communities. Over three quarters of these schools are in areas of high deprivation and CRIS intentionally focuses its resources in these communities where the legacy of the conflict continues to make an impact.

Within the reporting period, across nine months, CRIS has directly engaged 3357 distinct participants (pupils, parents, teachers, principals). Indirectly many more children, young people and members of their whole school communities have benefited due to the programmes, capacity building, and relationship development initiatives undertaken to support diversity, inclusion and peacebuilding both within and between schools across all sectors and phases of education.

Wider benefits are identified such as organisational practice-based learning that is captured and disseminated supporting emerging policy and initiatives in the area of education and Good Relations. For example, CRIS was part of the *stakeholder reference group for the mainstreaming of Shared Education* and a new strategy was launched in September 2022 by the Education Authority for Northern Ireland.

It is also anticipated that CRIS's research partnership with Coventry University's *Centre for Trust, Peace and Social Relations* that investigated the development of trust in our practice, will also be of significant interest to a range of government departments and funding bodies due to its findings in an area that is largely untapped and unexplored. A review of the government's *Together Building a United Community (TBUC)* strategy (2013-2023) has been initiated in this period and the Trust Indicator Framework (TIF) - the key outcome of the research project - is of interest to policy makers charged with creating new peacebuilding strategy. In addition, with the new developments in Shared Education and growing momentum towards the concept and practice of collaboration as a key driver for change at a root and branch level, new inroads have emerged for CRIS's evidence-based practice to influence and contribute to new thinking and systems of improvement that move away from silo-based working - a legacy of our post conflict context. CRIS looks forward to launching this new research in the next reporting year as part of Good Relations Week (September 2023) at Parliament Buildings Stormont.

Wider public benefit is also achieved by sharing good news stories and case studies of impact that present alternative hopeful narratives, putting the voice of participants and schools to the fore, countering the dominant conflict orientated messaging regarding Northern Ireland.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Summary of the Main Activities

The core activities of CRIS are:

- Provision of training, consultancy and multi-disciplinary support across all school sectors to build capacity and confidence to work with Good/ Community Relations and to support best practice in sharing and collaborative working.
- Delivering school-based, inter-community pupil programmes that promote diversity, inclusion and peacebuilding and that engage with perceived sensitive and contentious issues in age and stage appropriate ways.
- Provision of opportunities to engage parents/carers in Good/Community Relations and peacebuilding work with and through schools and other networks on a single identity and an inter-community basis.
- Advocacy for the role that schools, and education can play in supporting an intergenerational framework for peacebuilding and a shared future.
- Dissemination of good practice, research findings and resources on Good/ Community Relations and school-based peacebuilding through a variety of means including social media, traditional communication, through the writing of articles, hosting events/ conferences, and providing inputs for third level education institutions, statutory bodies, and other organisations.
- Continuation of ongoing development, refining and evaluation practices of CRIS's signature model of practice - *Good Relations and Collaborative Education (GRACE)*.
- Continuing to develop the sustainability of the organisation and ensure governance systems are robust adopting a continual improvement approach across all areas of organisational development.

ACHIEVEMENTS AND PERFORMANCE

The Year in Numbers

39 th Year	77	3027	115	215	€81,903	€195,829
Supporting School-based Peacebuilding	Schools	Pupils	Parents/ carers	Teachers/ principals	Unrestricted Reserves	Total Income

The figures above cover a 9-month reporting period. They do not include the number of meetings and ongoing engagements with other key partners, organisations, agencies and individuals who support the development and delivery of the work of CRIS. These include, Local Council Good Relations Officers, Officials from The Executive Office (TEO), the Department of Education (DENI), Education Authority (EA), Northern Ireland Office (NIO,) and close liaison with funders and other supporters of CRIS. Figures do not include inputs provided for University groups or quarterly meetings as member of the Northern Ireland Anti Bullying Forum (NIABF).

New System for Operational Plan Reporting:

The three core aims set out in the new CRIS strategic plan (2021-2024) are as follows:

- AIM 1: Catalysing Peace and Reconciliation
- AIM 2: Equipping and Inspiring the Education Sector
- AIM 3: Sustaining and Growing CRIS to achieve our mission

As part of the operational planning development linked to the new strategy CRIS drafted a set of Key Performance Indicators and agreed targets. A further set of programmatic and organisational governance/ development targets were also set out for each of the three aims and sub aims.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Summary of Achievements - Key Performance Indicators:

KPI	Description	Target	Outcome
1	Total Children/ Young People Engaged	1530	3027
2	Total Parents/ Carers Engaged	100	115
3	Total Teachers/ Principals Engaged	200	215
4	Total Schools Engaged	73	77
5	Total New School Partnerships (Twinned schools) Developed	2	2
6	Total Locality Partnerships	3	3

It is important to highlight that all programme targets were exceeded in 3 quarters, July 2022 – March 2023. A decision was taken at the last AGM (Oct 2022) to transition away from the academic year towards the standard financial year. Therefore, this current reporting year spans across nine months.

Programmatic Overview:

As mentioned in previous Trustee Reports and identified in the CRIS strategy (2021 - 2024), the organisation has committed to investing its resources in seven localities across Northern Ireland. Five of these are in current Urban Villages locations (Ardoyne and Greater Ballysullan; Colin/West Belfast, Eastside/ East Belfast; Sandy Row, Donegall Pass and the Markets areas/ South Belfast; and The Bogside, Fountain and Bishop Street – D/ Londonderry). The Executive Office's (TEO) Urban Villages Initiative has partnered with CRIS to support the Buddy Up! Project to be scaled in all Primary Schools across the five localities since 2019. It is anticipated that funded programme initiatives will be wound down by March 2024 with the potential for a smaller scale 'Enhancing Community Capacity' fund to be set up to continue to provide support to these areas whilst new shared space capital builds are ongoing, and anticipated to complete in 2026. CRIS has made a strategic commitment to continue working with these areas beyond this timeframe providing it has resources to do so.

CRIS also work in Newtownabbey and Antrim/ Randalstown. Programming here involves work to support the development of locality based multi sector collaborations such as the *Moving Forward Together* (MFT) partnership, formalised in 2014, and the newer *Newtownabbey Empowering Schools Together* (NEST) partnership which has also grown to 20 schools.

CRIS has a regional remit and within this reporting period has developed a closer relationship and partnership working with the Department of Education (DENI) and Education Authority (EA).

Additionally supporting student teacher training is a regular feature of the programme year with requests by Stranmillis University College. This year CRIS led several sessions in the *Leadership for Diversity and Mutual Understanding* module; the undergraduate teacher training programme, *Professional Learning in a Changing Society* (PLICS) that operates in both Stranmillis and St Mary's College; and the PGCE course, as well as with international students.

In the past year, CRIS (represented by Dr Emily Stanton) was asked to join the Northern Ireland Peace Monitoring Report Advisory Committee. This involved reviewing draft chapters of the report and meeting with the team to provide feedback to lead author Professor Ann Marie Gray of Ulster University.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Return to Traditional Delivery:

The period July 2022 to March 2023 is notable as being the first year since 2019 that pupil programming resumed to traditional forms of delivery. It is difficult to describe the toll that the two years of adaptation had taken - though it had been necessary to ensure that programme integrity was retained, including the development of a suite of digital education resources and moving to online delivery for contact work with schools. It is a testimony to our staff that they were able to rise to the challenge and innovate during this most difficult time. However, given the return to contact and traditional delivery the demand for programmes spiked as schools were keen to rebuild the momentum lost as a result of the pandemic.

Despite being two programme staff down for the majority of the year, due to challenges in recruitment, the outputs and outcomes were substantial over this period. CRIS management felt it was essential to find alternative ways to meet the interest from the schools and utilise the funds for the workplan ambitions set after substantial planning periods with schools, and being successful in accessing the programme funds package necessary for delivery across a range of funders. This accomplishment was achieved due to efforts of the Buddy Up Coordinator; a pivot towards increased use of Associates, (that also involving investing in a further recruitment process and training programme to widen our Associate team); and the CRIS management stepping in to support programme delivery across a range of areas. The efforts to rescue the operational workplan naturally had impacts on the level of organisational development work that was feasible during this time. However, it is important to highlight that significant progress was made across a range of strategic initiatives that will be detailed later in this report.

Everyday Peacebuilding (North Belfast):

The Everyday Peacebuilding programme was formally launched during this reporting year and was supported through project funding from the Irish Government's Reconciliation Fund and a successful outcome to the Strategic Partner scheme (Feb 2022).

Based in North Belfast across the Crumlin Road interface, the initiative evolved over twenty-four years of support that CRIS has provided to Edenderry and Holy Cross Nursery Schools involving parental engagement, training for staff, funding support, partnership coordination, and advocacy. For many years the ambition has been to support the local feeder Primary Schools (who at this stage had varying levels of partnership work) to come on board and work with CRIS and the Nurseries as a new network. For many years parents exiting the Nursery School's Buddy Up programme had strong desires to see the buddy system and CRIS work span into the Primary schools their children would be attending and to create pathways to continue parental engagement across the interfaces. CRIS was delighted to formalise this new network in this reporting period. This initiative would also begin the foundational steps to develop a multisector collaboration and start operations at all stages of the GRACE model across the eight schools including the two Nurseries, together with Holy Cross Boys' P.S. and Glenwood P.S.; Holy Cross Girls' P.S. and Wheatfield P.S., and Mercy P.S. and Edenbrooke P.S.

CRIS received funds via its strategic partnership with the Irish Government to hire a full-time staff member to take up the mantle of the *Everyday Peacebuilding* project. Initially the post was challenging to fill. Upon the third unsuccessful recruitment exercise CRIS made alternative plans and recruited a team of experienced Associates to support the launch of the programme and new workplan. Some key features of this involved all Primary School partnerships receiving the *Celebrating Diversity* programme at P3 and *Knowing Me Knowing You* at P7, spanning 10 – 15 hours of direct engagement respectively, and with interschool pupil buddying embedded. Additionally in support of these four separate school twinings, parental engagement events were hosted such as a *Parents Reunion* event to celebrate the historic work between families with the Nursery Schools and CRIS. This uplifting event took place in October 2022 and was well attended with parents/carers and friends of the work returning to celebrate the restart, and share their memories spanning more than twenty years. This was heartening for CRIS staff and the Nurseries who viewed this event as a litmus test to garner interest in rebuilding this peacebuilding initiative in a new context and with a wider remit. The clear support and motivation to be involved was also evident with attendance at the *Everyday Peacebuilding Family Fun Day* (October 2022) – another new initiative that CRIS was trialling with over 180 attending. CRIS hopes to retain these signature events in the calendar of activities going forward. In November 2022 the then Taoiseach Micheál Martin visited the project and met with a delegation of principals, teachers and parents from across the eight North Belfast schools. See the link for an article written by CRIS outlining the series of events that launched this programme after 3 years of stagnation due to the pandemic.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

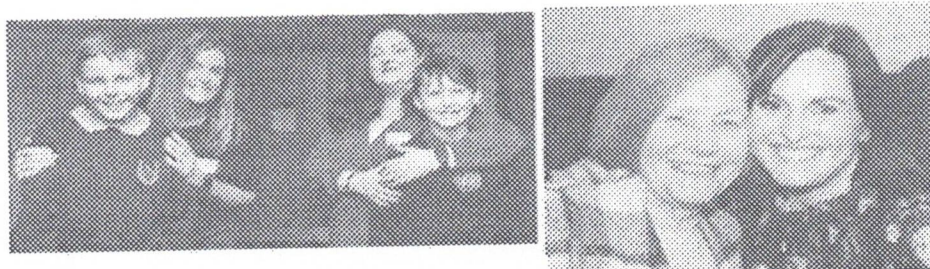
Everyday Peacebuilding: The greatest hope exists in places many would least expect to find it!
Community Relations Council (community-relations.org.uk)



Finally in February 2022 CRIS was successful in recruiting a new staff member taking up the post as Good Relations Practitioner for Everyday Peacebuilding.

With the new post filled a new engagement with Nursery School parents began with sessions running in February and March 2023. As part of this re-engagement activity and to commemorate the 25th Anniversary of both Buddy Up! and the Good Friday Agreement, a showcase event was held at Movie House Cinema at York Gate Belfast, compered by local artist Nuala McKeever and with input from parents, teachers and children involved in Buddy Up! over years. CRIS accessed additional funds from the Executive Office's Urban Villages initiative to fund the creation of a new film that was designed inhouse. It featured footage across the two decades demonstrating the substantial peacebuilding impacts. It also acted as an advocacy tool to those attending the event with influence across Government Departments. The '*Be Inspired*' film put forth a call to action for the implementation of the interschool buddy system into all Nursery and Primary School Shared Education partnerships as per commitment laid out in the *Together Building a United Community* (TBUC) strategy. To support this, CRIS also launched a digital education resource to support schools to achieve this objective. The *Be Inspired* film and *Interschool Buddy System Resource* are located on the resources tab of the CRIS website and are free to access.

The event was covered by Local TV station Northern Visions TV (NVTV) who filmed the event and made a special 30-minutes news feature on their *In Focus* broadcast, during the anniversary of the referendum result, on 22nd May 2023. See link: <https://vimeo.com/827205173>



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TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Buddy Up! and the Urban Village (TEO) Initiative:

CRIS has been working in partnership with The Executive Office (TEO) *Urban Villages Initiative* since early 2018 to advance the roll out of the Buddy system as identified in government peace strategy, 'Together Building a United Community' (TBUC).

From July 2022 the Buddy Up! programme was able to plan for a return to in-person delivery. The newly hired Buddy Up! Coordinator (June 2022) met the ambitious workplan demands and delivered fourteen pupil programmes (culminating in nearly 200 hours contact time across all programmes). The Buddy Up Coordinator was augmented by a team of Associates and other programme staff.

Feedback From Pupils:

A survey was conducted with 424 Key Stage 1 (P3) and Key Stage 2 (P7) students linked to Buddy Up! school delivery between September 2022 - March 2023 and headline results reflected that of:

Key Stage 1 Pupils:

- 70% 'felt like my Buddy is my friend'
- 70% agreed 'I want to spend more time with my Buddy'
- 77% reported 'I feel like my buddy cares about me and I care about my Buddy'

Key Stage 2 Pupils:

- 80% agreed they 'enjoyed the Buddy Up! programmes and these helped me work as part of a team'
- 75% had a chance to 'think and talk about different groups of people, their cultures, religions and symbols'
- 55% reported they 'feel more comfortable meeting children from the other school'

Feedback from Teachers:

When teachers were asked how participating in Buddy Up! had helped strengthen approaches to Good Relations within their schools, they reflected:

- 'Buddy Up programme offers vital exposure for our children to other communities to break down sectarianism and bias before it as a chance to root. Buddy Up! has given our children an experience they will always remember'.
- 'A fantastic and worthwhile programme. This was the most enjoyable programme I've been part of'.
- 'A fun way to learn about the identities in our community and how we are similar and different'.
- 'A great programme that enables young people from different backgrounds to meet, explore and develop their social skills by understanding everyone's different'.
- 'An enjoyable experience that helps facilitate inter school cooperation'.
- 'A great experience, from teacher workshop, classroom workshops to share workshops with our Buddy Up! School'.
- 'A fun (and low stress for teachers) way of building relationships with other schools'.
- 'Buddy Up programme allows children from all communities to learn together and share their likes and dislikes. Connecting kids from all over'.

GRACE Kite Mark:

As part of 2022-23 Urban Villages funding package, CRIS committed to piloting a new initiative to develop a GRACE Kite Mark award for schools who would demonstrate best practice in whole school community approaches to peacebuilding and reconciliation.

Ligoniel P.S. and St Vincent de Paul P.S. were invited to pilot this initiative with CRIS. The school partnership worked through a series of initiatives submitting corresponding evidence linked to pupil programmes, teacher training, and wider community engagement under the leadership of its Shared Education coordinators.

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FOR THE PERIOD ENDED 31 MARCH 2023

The partnership had a chance to share their experiences of working together in an engagement hosted by CRIS with Lord Caine (Parliamentary Under Secretary of State at the Northern Ireland Office) in February 2023.

With the partnership poised to be awarded the inaugural GRACE bronze level award, it is our hope that this pilot is scaled widely and schools are supported to become centres of excellence in Good Relations and collaborative education.

Growing Good Relations and Collaborative Education (GRACE):

Newtownabbey Empowering Schools Together (NEST) Partnership Development

The NEST (Newtownabbey Empowering Schools Together) collaborative network sits under the Growing GRACE programme area which seeks to support place-based school collaboration with cross phase and cross sector networks. With Good Relations as its centre, the network identifies collective issues and shared priorities to address together.

All NEST activities are led by the *Senior Practitioner for Growing GRACE* and time is also supported from the *Director of Programmes* and a *Senior Associate* who supports school and partnership meetings and trainings. A key milestone in this year was the communication and design process CRIS facilitated to create a name and logo for the partnership. Programme activities include work with senior leadership across the sectors; coordination of Shared Learning Networks (SLN), and pupil programmes that directly link to the Personal Development and Mutual Understanding (PD&MU) curriculum and that have the interschool buddying model embedded. Furthermore, each school has access to support on a targeted basis aimed at strengthening and embedding Good Relations within their school, Shared Education Partnership, and their communities. This allows each school to benefit from single school and system level support from CRIS. Some other key activities in this reporting period include:

- Individual NEST member support and provision with eleven one-to-one 'listening' exercises involving school Principals and senior leadership to identify salient community needs, common concerns, and nurture relationships with CRIS as a trust conduit between schools.
- Six scoping exercises carried out with individual local schools who were not yet engaged in the network. Three new schools joined the partnership because of these processes - Cammonee Primary, Ashgrove Nursery and St MacNissi's Primary.
- Two Shared Learning Networks were held on the themes of Early Years/ Foundation stage education in October and again in March.
- In NEST pupil-based activities, 206 children were involved in seven Good Relations programmes in both Maintained and Controlled schools with P3 and P7 children exploring themes of identity, community, culture, diversity, empathy, conflict, flags, symbols and emblems.
- NEST Board of Governors evening with the aim to raise awareness and cascade partnership working in the community at a leadership level across schools.
- Guidance and support provided to schools seeking to start new Shared Education partnerships. For example, with St Mary's on the Hill Primary and Cammonee Primary.
- Providing bespoke advice and training to staff in Hillcroft Special School on handling controversial issues.
- Facilitation of training to a group of 100 teaching and support staff at Integrated College Glengormley.
- Individual support to Ballyhenry Primary School as it seeks to transition to integrated status.
- Support and attendance at a variety of other school and community events including the facilitation of Good Relations workshops over six days to approx. 1600 young people as part of the Policing and Community Safety (PCSP) 'Be Safe' initiative.

Growing GRACE - Antrim and Randalstown Schools Moving Forward Together (MFT) Partnership:

While CRIS's role has intentionally changed in recent years moving away from direct Coordination as MFT becomes an increasingly independent multi sector collaboration, it remains clear that it is viewed as an important founding partner in retaining the reconciliation aims by which MFT was founded in 2014.

MFT is widely viewed as an advanced example of best practice and has been keenly observed by the Education Authority for several years. As such MFT has been able to access significant resources and substitute cover for teachers through Shared Education to support further developments in its innovations as a test case

COMMUNITY RELATIONS IN SCHOOLS

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FOR THE PERIOD ENDED 31 MARCH 2023

from which to derive learnings, including that of the role that local Councils can play in actively supporting school partnerships. This is an area of growing interest as the need heightens both in economic and social terms for schools to collaborate with each other across the separated/ segregated education system in Northern Ireland. It is another area in which CRIS has demonstrated early pioneering practice and has gained notable recognition for its role in the evolution of MFT.

This year, CRIS has continued to have several roles in the MFT partnership by supporting capacity building, providing mentoring to position holders (MFT Chair and Coordinator), and being an active community partner and funding conduit. This year support included operationalising of the 'Togetherness' strand of the new strategy and attending partnership and steering group meetings. During this period CRIS has supported the planning process to re-establish MFT's Shared Learning Networks (SLN's) after they halted due to Covid-19. Shared Learning Networks focussed on Literacy, Numeracy, Early Years and Special Educational Needs. CRIS also facilitated the first 'Shared Education' SLN in April 22' and was hosted in the Antrim Board Centre, attended by 16 Shared Education Coordinators.

CRIS also supported the planning and practicalities for the MFT Board of Governors evening - an opportunity to build greater awareness and create more feed in from local community members across the 20 partner schools.

Research Partnership with Coventry University's, Centre for Trust, Peace and Social Relations:

The ongoing investment CRIS has made with the help of the CRC's *Community Relations and Cultural Diversity* funding and the Executive Offices (EO) *Urban Village initiative* has seen the research partnership with Coventry University (Centre for Trust, Peace and Social Relations) move closer to the final stages. The research investigates how the GRACE model of practice supports trust-building across stakeholders.

The period July 22 - March 23' was a particularly important phase which included both the coding and analysis of the qualitative components of the research. This allowed both CRIS (represented by Dr Emily Stanton) and Coventry (Dr Charis Rice) to participate in interpretation and identification of key themes. Following this the team was able to provide a presentation of initial findings at the *European Communication Research and Education Association (ECREA)* conference held in Aarhus, Denmark. This allowed the team to field questions which further enhanced the development of the Trust Indicators Framework. The final stage of research development involved working to consolidate all aspects of the Indicators Framework into 10 clear areas linked to existing literature and the inductive research. A draft research report was completed. This allowed CRIS to begin to plan for the next stages of dissemination and implementation into our systems for monitoring, evaluation and learning.

Conclusion:

Given the truncated reporting period (due to the shift to a March year end reporting time frame) CRIS can be especially encouraged by the breadth and depth of what has been achieved. Across all areas of programme (particularly in the context of a continuing political vacuum and austere financial climate), the CRIS programme team has been exceptionally productive, overachieving in participation targets as the Key Performance Indicators have demonstrated. Programme staff use their talents to serve the charity above and beyond what is required, and school stakeholders readily express their gratitude for CRIS's support and how the charity's mission makes a demonstrable impact on children and adults alike.

The research on trust and reconciliation that is being undertaken is in many respects ground-breaking for policy making for Good Relations and Education. CRIS can feel assured that what is learned can significantly impact our own practice, and hopefully beyond.

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TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

ORGANISATIONAL DEVELOPMENT WORK TO SUPPORT CHANGE MANAGEMENT AND SUSTAINABILITY

Developmental work identified in the strategic plan to aid governance and sustainability has continued to be a central theme and updates are provided below. During this time CRIS continued to access consultancy support from Clayton Rowe (Saben Group, Canada) who has been working with the CEO and Director of Programmes on a regular basis. Several key elements were progressed during this period including submitting an application to the National Lottery's *Dormant Accounts NI* funding scheme to support a range of activities to strengthen organisational capacity and sustainability.

Resource Development Strategy:

Three further strategy documents were progressed to support wider thinking and preparation for positive change including:

- **Draft Theory of Change/ Logic Model:** To measure impact against mission.
- **Feasibility Study for Service Delivery:** To conduct a review of CRIS fee structure and assess income generation targets for a new strategy cycle 2024 - 2027.
- **Long Term Vision/ Community Assessment for N. Belfast Locality Development:** This will involve development of a brief to attract new partners into collaborative arrangements across statutory, community/ voluntary and business sectors.
- **Programme Costing Model:** Further progress to refine financial analysis across three programme areas to determine the cost per participant. Information will support a donor appeal pilot in the forthcoming year.

Staff Capacity and Succession Planning:

This period was fraught with some challenges regarding recruitment, like many organisations in the sector CRIS found it increasingly difficult to attract talent – a increasingly familiar feature of the sector post pandemic. CRIS management focused significant energies to find alternative ways to address immediate issues and put strategies in place to ameliorate capacity concerns in the medium to longer term. Whilst a fourth recruitment exercise was actioned to find a suitably skilled candidate for the new *Everyday Peacebuilding* programme CRIS led the following:

- Gathered a new team of highly skilled Senior Associates to lead the bulk of the workplan. In addition, the CEO and Director of Programmes provided project management and stepped into delivery where necessary.
- Ran a recruitment exercise to widen the team of Associates. This was a successful venture, attracting six new Associates with plans in place to ensure the wider team are effectively inducted, supported and motivated.
- Initiated plans to develop a robust professional development strategy across the team and to strengthen CRIS ethos as a learning organisation.
- Started conversations for a timely and responsible succession plan for long-term sustainability.
- All staff gained updated certificates in safeguarding children and young People and plan in place to review safeguarding policy.
- Staff participated in inhouse training to support the return to traditional office use and norms including sessions on organisational ethos and culture, data protection and health and safety.

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TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Reputation, Profile and Communication:

Activity in this area has been developing at pace in recent years. Most notably key activities in this period include:

- CRIS CEO honoured with OBE for services to peace education and community reconciliation.
- CRIS represented by CEO at Late Queen's funeral service in London Sep 2022.
- Political engagements with the Irish Government's former Taoiseach Micheál Martin and Lord Caine of the Northern Ireland Office (NIO)
- Attendance at Hume Foundation event.
- CRIS profiled as exemplar project on Community Relations Council E-news.
- Communication strategy developed for Urban Villages initiative and Buddy Up project.
- Job description developed, and funding applied for new *Fundraising and Communication Manager*
- Research report completed exploring trust in CRIS practice.
- Launch event of Buddy System educational e-media resource
- New film, 'Be Inspired – celebrating 25 years of peace and friendship', developed highlighting impact of Buddy Up project aligned to anniversary of Good Friday Agreement
- Second edition of Ripples of Peace impact case study initiated.

CRIS is well primed to focus energies on its change management and organisational development ambitions to strengthen and grow the organisation in the years to follow and is keen to invest more time in this area over the course of the final year of 2021-2024 strategy. The key governance priorities going forward are:

- Registering CRIS as a Limited Company and follow-on administrative tasks.
- Conduct a HR policy review and create new staff handbook.
- Review the salary structure and implement a resource diversification strategy.

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TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Financial Review

FINANCIAL REVIEW

Summary of Funding Secured to Support Operations:

CRIS was fortunate in securing all necessary funds to support its workplan ambitions covering this period. Funding partners include:

- **The Executive Office's (TEO) Urban Villages Initiative – 'Buddy Up'** project, supporting core and programme costs, for a fifth year (Apr 22 - Mar 23) with a grant totalling £136,709.
- **Project Funding from the Department of Foreign Affairs and Trade's Reconciliation (DFAT) Fund**, for the 'Ripples of Peace' project which began in Jul 2021 and was extended into this audit year to utilise underspend arising in programming costs.
- **Strategic Partner funding awarded by the Department of Foreign Affairs and Trade's (DFAT) Reconciliation Fund** announced in Feb 22 providing a three-year contract for staff and running costs (Apr 22 – Mar 25). Please note that Year 1 Strategic Partner funds (€99,039) are not represented on the list of funders due to being included as a Debtor in last year's accounts for year ending June 2022.
- **The Northern Ireland Community Relations Council (NICRC) core funding scheme**, with a new three-year contract securing almost £80,000 per annum, supporting staff and running costs, up to March 2025. Please note that due to the payment cycle and CRIS's previous financial year (Jul 21 - Jun 22), 50% of this grant was included in last year's accounts.
- **The Antrim and Newtownabbey Borough Council's (ANBC)** single supplier contract supporting £15,000 of programme costs in Antrim and Newtownabbey. (Apr 22 – Mar 23).
- **Community Relations Council Community Relations and Cultural Diversity Scheme**, project funding (£3134 was awarded with 50% of grant received in last financial year), to support the restart of the parental engagement work in North Belfast through the *Everyday Peacebuilding* programme.

CRIS has a sound reputation for administering grants in their entirety in line with funding contracts, and for achieving and often exceeding the programme outcomes anticipated at the point of application. Feedback across funders suggests CRIS represents good value for money. CRIS is committed to keeping the governance costs associated with running the charity at a minimum ensuring the vast majority of funds goes directly towards peacebuilding activities with school communities across the seven localities we operate in.

In February 2020 CRIS was awarded the highest-level rating, 'robust' in an audit of our governance and finance arrangements, led by the Executive Office (TEO). This certificate spans three years until January 2023. CRIS is also audited each year by the Community Relations Council, and TEO and maintain good standards in governance and financial compliance.

The total income for July 2022 – March 2023 was £195,829 covering almost 100% of all CRIS core operating costs and funds for project related activity.

Moving forward for the year 2023 – 2024, CRIS will also achieve a similar outcome with almost all core and programme costs being secured before the end of this reporting period.

The total expenditure for July 2022 – March 2023 was £257,562. This figure exceeds that of the total income due to funds received from the *Reconciliation Fund – Strategic Partner scheme* (Irish Government) totalling €99,039. In addition, 50% of the core funding grant from the *Community Relations Council* is included in the previous year's accounts. The spend on these grants spans April 2022 – March 2023.

Fees for CRIS consultancy work totalled £17,566 over the nine-month period. These funds contribute to the CRIS reserves with a portion used for expenditure not covered by grants, such as the cost of painting the CRIS office, hospitality, flights, and bank charges.

The unrestricted funds balance for March 2023 is £81,903. This is 63% of the reserves target of £130,000 for operating costs for six months. CRIS projects that by the end of the next reporting year March 2024, reserves will reach 75% of the target.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Due to the alternative staffing arrangements for programme delivery, CRIS's expenditure for facilitation via use of its Associates totalled £34,244.

Substitute cover costs to release 72 teachers and principals to attend training and other events such as partnership meetings totalled £12,200.

Expenditure related to travel more than doubled in this period totalling £9,655. This is mainly due a return to in-person delivery for pupil programming.

CRIS achieved full spend on all grants that follow the standard financial year (Apr 22' – Mar 23').

Financial Management and Reserves Policy:

CRIS has a Financial Management Policy and Procedure Manual which is updated annually and meets the requirements of the Charities Act for Northern Ireland, the Charity Commissions guidelines 'Internal Financial Controls for Charities' and 'Accounting and Reporting by Charities: Statement of Recommended Practice (Revised 2005)'.

The Trustees have agreed a reserves policy minimum of 3 months to maximum 6 months operating costs. This is in addition to the pot of funds it needs to hold should payment of redundancies be necessary in the future. A revised target of £130,000 is set to the upper limit of six-month period and reflects the increased number of post, increases in rent, and heat and light. The redundancy pot necessary is £21,458 as of end March 2023.

CRIS is putting further plans in place, to achieve at least 5 months reserves by March 2024. At the moment CRIS have just over 4 months running costs and reserves to cover redundancies. Moving forward CRIS aim to substantially increase its unrestricted reserves and be less reliant on government grants. The Board aims to hold unrestricted reserves to enable the organisation to meet -

- Its redundancy liabilities and rental and other contracts
- Its match funding obligations set out in funding contracts where any percentage of staff salaries are not covered by another funder(s)
- and to maintain its activities in the event of: -
 - gaps in funding
 - late payment of grants and fees
 - Upgrades in IT systems and equipment as and when the need arises
 - Gaps in opportunities to income generate through training and consultancy work.

The main concerns of the Board going forward are to ensure:

- That the public benefit enabled through CRIS activities is continued
- That core and programme funding can continue to be secured to retain staff and ensure stability and growth
- To develop a resource diversification strategy to help grow the level of reserves and meet our target

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Risk Management:

The board members recognise their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance and mitigations.

Within the section of this report titled, '*Organisational Development Work to Support Change Management and Sustainability*' details have been shared relating to financial risk, strategies for resource diversification, and longer-term sustainability.

Within our current risk registry, we have prioritised organisational risks and the action steps we will take in which to mitigate them. We have prioritised these starting with greatest likelihood and impact.

1. Political uncertainty in Northern Ireland and overreliance on government grants
2. Lack of long-term fundraising plan
3. Impact of cost-of-living crisis
4. Loss of key staff and challenges in attracting new staff
5. Ineffective knowledge management systems
6. Uncertainty of long-term Covid-19 impact.

One of the improvement areas identified in the strategic plan is to overhaul our risk management systems. Over the forthcoming year CRIS will be guided through this utilising Board members expertise in the area. An enhanced risk management process will be piloted and investigate all CRIS operations and governance controls to ensure best practice.

In order to meet the challenges of change the CRIS Board met more frequently within their individual offices of Chair, Treasurer, and Vice Chair. The hands on and active support of all members continues to ensure that CRIS is well managed, upholds good practice in all areas of its governance responsibilities and with a commitment to continual improvement.

From a review of the strategic initiatives identified across the three-year plan and survey of the landscape in terms of organisational capacity going forward the CRIS Board and management are confident that all goals will be met by the end of the strategy timeframe, with confident strides towards greater organisational resilience and financial health.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Type of governing document:

Community Relations in Schools is a community organisation governed by its constitution adopted in April 1984 and last amended in October 2017 to ensure it was up to date using best practice guidelines as set out in suggested model documents on the Charity Commission's website.

N Richardson
L Paterson
Mr S Graham
P O'Neill
A Kerrigan
C O'Neill
B Craig

Trustee selection methods:

At the Annual General Meeting each year a Board is appointed to run CRIS for the next year. Each member of the Committee is elected for a period of three years. Retiring members are eligible for re-election. All nominees must indicate their willingness to stand and be proposed and seconded. A written agreement of the nominated persons in absentia must be presented.

Committee members may also be co-opted on the CRIS committee as potential new interested individuals are considered throughout the year. When considering the co-opting of trustees, the Board has regard to the requirement for any specialist skills needed.

We are fortunate to have an engaged and active Board with an array of skills. The Board strives to be as diverse and representative of educational stakeholders and society in general, as possible and has expertise spanning the community and voluntary, funding, corporate and statutory sectors. CRIS plans to increase the Board to a maximum of 10 members, with priority areas identified for recruitment in the disciplines of human resources, finance, and fundraising and areas for welcome statements identified to increase our diversity.

Trustee Induction and Training:

New trustees receive an induction pack which provides information and guidelines on their task, responsibilities, and the policies and ethos. The CEO and members of the Board meet with new trustees during the preliminary stages of their appointment to talk through the organisation in more detail, the history of its work, strategic positioning, and discuss other areas of interest.

New trustees are briefed on their legal obligations under charity guidelines, the charity commission guidance on public benefit, the content of the constitution, the committee and decision-making process, the strategic and operational plan, and the recent financial performance of the charity.

During the induction period they will meet the full staff team, other trustees and key partners. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. New trustees are invited to attend any mandatory meetings as set down by funders who support CRIS.

Organisational Structure:

The Board meets at least four times per year and sub-groups meet to address any additional finance, personnel and programmatic matters as required. The Board employs a CEO who manages the day-to-day operations of the charity.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

Statement of disclosure of information to auditors:

So far as each of the Board members at the date of approval of these financial statements are aware: (a) there is no relevant information of which the charity auditors are unaware; and (b) they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved and adopted by a meeting of the Trustees on Wednesday 29th November 2023 and signed on their behalf.

The trustees report was approved by the Board of Trustees.

N Richardson

(Chairperson)

Dated: 29 November 2023



29/11/2023

L. Patterson

(Treasurer)

Dated.....



COMMUNITY RELATIONS IN SCHOOLS

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE PERIOD ENDED 31 MARCH 2023

The trustees are responsible for preparing the Trustee Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Northern Ireland requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts, and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

COMMUNITY RELATIONS IN SCHOOLS

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF COMMUNITY RELATIONS IN SCHOOLS

Opinion

We have audited the financial statements of Community Relations in Schools (the 'charity') for the Period ended 31 March 2023 which comprise the statement of financial activities, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the Period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts And Reports) Regulations (Northern Ireland) 2015 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

COMMUNITY RELATIONS IN SCHOOLS

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF COMMUNITY RELATIONS IN SCHOOLS

Responsibilities of trustees

As explained more fully in the statement of trustees responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Other matters which we are required to address

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

COMMUNITY RELATIONS IN SCHOOLS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF COMMUNITY RELATIONS IN SCHOOLS

This report is made solely to the charity's trustees, as a body, in accordance with the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Amanda Harbinson

Mrs Amanda Harbinson (Senior Statutory Auditor)
for and on behalf of Corrigan CA Limited

29 November 2023

Chartered Accountants
Statutory Auditor

24 Greystone Road
Antrim
N Ireland
BT41 2QN

Corrigan CA Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

COMMUNITY RELATIONS IN SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE PERIOD ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies		-	-	-	166	-	166
Charitable activities	3	17,556	178,273	195,829	20,200	334,492	354,692
Total income		<u>17,556</u>	<u>178,273</u>	<u>195,829</u>	<u>20,366</u>	<u>334,492</u>	<u>354,858</u>
Expenditure on:							
Charitable activities	4	2,161	254,954	257,115	26,713	270,206	296,919
Net incoming/(outgoing) resources before transfers		15,395	(76,681)	(61,286)	(6,347)	64,286	57,939
Gross transfers between funds		23,106	(23,106)	-	1,715	(1,715)	-
Net income/(expenditure) for the Period/ Net movement in funds		<u>38,501</u>	<u>(99,787)</u>	<u>(61,286)</u>	<u>(4,632)</u>	<u>62,571</u>	<u>57,939</u>
Fund balances at 1 July 2022		43,402	99,787	143,189	48,034	37,216	85,250
Fund balances at 31 March 2023		<u>81,903</u>	<u>-</u>	<u>81,903</u>	<u>43,402</u>	<u>99,787</u>	<u>143,189</u>

The statement of financial activities includes all gains and losses recognised in the Period.

All income and expenditure derive from continuing activities.

COMMUNITY RELATIONS IN SCHOOLS

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Intangible assets	10		6		6
Tangible assets	9		5,102		4,748
			<u>5,108</u>		<u>4,754</u>
Current assets					
Debtors	11	32,358		140,319	
Cash at bank and in hand		50,065		6,481	
		<u>82,443</u>		<u>146,800</u>	
Creditors: amounts falling due within one year	12	<u>(5,648)</u>		<u>(8,365)</u>	
Net current assets			<u>76,795</u>		<u>138,435</u>
Total assets less current liabilities			<u><u>81,903</u></u>		<u><u>143,189</u></u>
Income funds					
Restricted funds					99,787
Unrestricted funds			81,903		43,402
			<u>81,903</u>		<u>143,189</u>

The financial statements were approved by the Trustees on 29 November 2023

L Patterson
Trustee

Handwritten signatures of L. Patterson and another trustee, with a horizontal line drawn under the second signature.

COMMUNITY RELATIONS IN SCHOOLS

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

1 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2 Accounting policies

Charity information

Community Relations In Schools is an unincorporated charity.

2.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value.

The principal accounting policies adopted are set out below.

2.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 MARCH 2023

2 Accounting policies

(Continued)

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

2.4 Incoming resources

Income From Charitable Activities

Income from charitable activities is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from government or other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has the entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donations & Legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

2.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure On Charitable Activities

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

The charity is below the charity audit threshold and therefore is exempt from reporting expenditure on an activity basis. The charity has opted to report by the nature rather than on an activity basis.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2023

2 Accounting policies

(Continued)

2.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following basis:

Software	20% straight line
----------	-------------------

2.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	20% straight line
--------------------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

2.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

2.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

2.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2023

2 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2023

3 Charitable activities

	Total 2023 £	Total 2022 £
Donations	-	186
Service Delivery	17,556	20,200
Grants	178,273	334,492
	<u>195,829</u>	<u>354,858</u>

	Total 2023 £	Total 2023 £	Total 2023 £
Analysis by fund			
Unrestricted funds	-	17,556	17,556
Restricted funds	178,273	-	178,273
	<u>178,273</u>	<u>17,556</u>	<u>195,829</u>

	Total 2022 £	Total 2022 £	Total 2022 £
For the Period ended 30 June 2022			
Unrestricted funds	-	20,366	20,366
Restricted funds	334,492	-	334,492
	<u>334,492</u>	<u>20,366</u>	<u>354,858</u>

	Total 2023 £	Total 2022 £
Included in Grants Are:		
Northern Ireland Community Relations Council Core Funding	39,997	84,462
Northern Ireland Community Relations Council Community Relations and Cultural Diversity Funding	1,567	4,807
Department of Foreign Affairs: Reconciliation Funds - Strategic Partner Grant	-	83,859
Department of Foreign Affairs: Reconciliation Funds - Ripples of Peace Project	-	50,110
The Executive Office, Urban Villages Initiative	136,709	71,551
The Executive Office, Good Relations Fund	-	44,510
	<u>178,273</u>	<u>339,299</u>

Reconciliation Fund/Strategic Partner grant Year 1 (£83,859) was included in the previous accounts covering Jul 21-Jun 22.
Community Relations Council Core Funding grant reflects 50% of total annual award (£79,994) due to £39,997 received in previous year, Jul 21-Jun 22.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2023

4 Charitable activities

	2023	2022
	£	£
Staff costs	152,862	178,700
Staff Training	105	1,370
Depreciation and impairment	1,776	1,781
Loss on Disposal of Fixed Assets	(517)	519
Resources	5,979	12,348
Travel	9,655	4,110
Subscriptions	956	1,175
Hospitality	6,100	5,274
Facilitation	34,244	42,207
Light & Heat	987	700
Telephone	338	426
Sundry	2,232	1,909
Advertising	935	550
Subcover	12,200	15,470
Accountancy	2,700	4,707
Professional Fees	7,394	990
Bank Charges	174	177
Rent:		
insurance	10,314	12,474
Post, printing & Stationery	2,046	2,610
Computer Running expenses	1,169	3,154
Venues	720	-
Residentials	2,895	2,768
Repairs	-	3,500
	1,871	-
	<u>257,115</u>	<u>296,919</u>

5 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the Period.
No trustee expenses have been incurred.

6 Auditor's remuneration

The analysis of auditor's remuneration is as follows:

	2023	2022
	£	£
Auditor's Remuneration	2,646	2,520
	<u>2,646</u>	<u>2,520</u>

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2023

7 Employees

There were 8 employees during the Period.

Employment costs	2023 £	2022 £
Wages and salaries	149,580	174,880
Other pension costs	3,281	3,820
	<u>152,861</u>	<u>178,700</u>

No employees received employee benefits of more than £60,000.

8 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

9 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 July 2022	18,506
Additions	1,612
Disposals	240
	<u>18,358</u>
At 31 March 2023	
Depreciation and impairment	
At 1 July 2022	11,757
Depreciation charged in the Period	1,776
Eliminated in respect of disposals	(277)
	<u>13,256</u>
At 31 March 2023	
Carrying amount	
At 31 March 2023	<u>5,102</u>
At 30 June 2022	<u>4,748</u>

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2023

10	Intangible fixed assets					Software
						£
	Cost					
	At 1 July 2022 and 31 March 2023					35,464
	Amortisation and impairment					
	At 1 July 2022 and 31 March 2023					35,458
	Carrying amount					
	At 31 March 2023					6
	At 30 June 2022					6
11	Debtors					
			2023		2022	
			£		£	
	Amounts falling due within one year:					
	Trade debtors		32,358		140,319	
12	Creditors: amounts falling due within one year					
			2023		2022	
			£		£	
	Trade creditors		2,093		100	
	Other creditors		612		2,597	
	Accruals and deferred income		2,943		5,668	
			5,648		8,365	
13	Movement in Funds					
	Fund	At 01/07/22	Incoming Resources	Resources Expended	Transfers	At 31/03/23
		£	£	£	£	£
	Restricted	99,787	178,273	254,954	(23,106)	-
	Unrestricted	43,402	17,556	2,608	23,106	81,456
		143,189	195,829	257,562	-	81,456

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2023

14 Related party transactions

There were no disclosable related party transactions during the Period (2022 - none).