

Charity registration number Charity No. NIC105291 (Northern Ireland)

COMMUNITY RELATIONS IN SCHOOLS
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

COMMUNITY RELATIONS IN SCHOOLS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	N Richardson L Patterson P O'Neill A Kerrigan C O'Neill B Craig
Charity number	NIC105291
Principal address	Unit 6 North City Business Centre 2 Duncairn Gardens Belfast BT15 2GG
Auditor	Amanda Harbinson Corrigan CA Limited 24 Greystone Road Antrim N Ireland BT41 2QN

COMMUNITY RELATIONS IN SCHOOLS

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COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Trustees' report for the year ended 31st March 2025

The trustees of CRIS are pleased to present their annual report and the financial statements for the period 1st April 2024 – 31st March 2025.

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, BT15 2GG

Registered Office: Unit 6, North City Business Centre, 2 Duncairn Gardens, Belfast, BT15 2GG

Auditor: Corrigan CA Limited
24 Greystone Road
Antrim
BT41 2QN

Bankers: Ulster Bank Ltd. Unit 1 Westwood Centre, Kennedy Way, Belfast, BT11 9BQ

CRIS Trustees as of 31st March 2025:

Norman Richardson (Chair)

Patricia O'Neill (Vice Chair)

Lawrence Patterson (Treasurer)

Conor O'Neill (Secretary)

Aithne Kerrigan

Ben Craig

Objectives and activities

Charitable Objects

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

CRIS also works in partnership with government departments, educational authorities, higher educational institutions, statutory agencies, funding bodies and community organisations to achieve positive and lasting impacts at an individual, family, school, community and system levels. Through collaboration, CRIS promotes reconciliation, equality and diversity by building meaningful relationships and trust across all sections of society.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Public Benefit Statement

The Trustees of CRIS confirm compliance with their duties under the Charities Act (Northern Ireland) 2008 (as amended) and have had due regard to the Charity Commission's guidance on public benefit. The public benefit requirement has continued to guide all organisational activities during this reporting period.

CRIS's work has delivered multi-level, measurable impact throughout the year. Across its programmes, training and partnership initiatives, CRIS engaged with 53 school communities, most located in areas of high socio-economic deprivation where the legacy of conflict remains most evident. The organisation intentionally prioritises these communities, focusing resources where peacebuilding and reconciliation can make the greatest difference.

During the year, CRIS directly engaged 1,695 participants including pupils, parents/carers, teachers, classroom assistants, principals and Board of Governor members, many of whom were involved in multiple sessions across programmes. Indirectly, many more individuals benefited through CRIS's wider efforts to promote diversity, inclusion and peacebuilding across schools. This included classroom assistants, trainee teachers, school communities and families who were positively affected through the improved school environments and practices supported by our programmes.

The charity also generates system level benefit, contributing practice-based learning that informs emerging policy and strategy in education and good relations. During Good Relations Week September 2024, CRIS launched its short film *Small Steady Steps*, demonstrating the impact of its *Buddy Up!* model in Urban Villages. The film and evaluation have provided policymakers and educators with tangible examples of effective peacebuilding practice now influencing regional initiatives.

In partnership with Coventry University and the Moving Forward Together (MFT) network, CRIS advanced research on the CRIS/Coventry Trust Indicator Framework (TIF), exploring how trust between schools supports collaboration, enhances teaching and learning and contributes to reconciliation. Funded through a Community Relations Council (NICRC) small grant and co-invested by the Education Authority (EA) (£5,000), this project has generated significant interest from stakeholders seeking deeper insight into trust-building across schools and communities.

CRIS continues to make a regional contribution to systems change, working with the EA to strengthen and extend shared education across Northern Ireland. Its expertise in building collaboration and inclusion positions CRIS as a key partner in advancing reconciliation through education.

The organisation also creates wider public benefit by amplifying stories of hope and progress that counter conflict-focused narratives. Through films, digital storytelling and publications, CRIS showcases the voices of participants and schools, highlighting the intergenerational nature of peacebuilding and the transferability of its model internationally.

Throughout the year, CRIS expanded its communications and outreach, producing multiple short films including a 40-year celebration testimonial video and the documentary *Small Steady Steps*, and contributing regularly to NICRC's monthly e-magazine. The 40th Anniversary Gala further strengthened CRIS's public profile and reinforced its message of shared, reconciled community aspirations.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Summary of the Main Activities

The core activities of CRIS are:

- Delivering training, consultancy and support across all school sectors to strengthen capacity in good relations and collaborative education.
- Providing school based, inter-community pupil programmes that promote diversity, inclusion and peacebuilding in age-appropriate and constructive ways.
- Creating opportunities for parents and carers to engage in peacebuilding through schools and community networks.
- Advocating for the role of education as a foundation for intergenerational peacebuilding and a shared future.
- Disseminating good practice and research through events, publications and contributions to higher education and statutory bodies.
- Developing evaluation systems linked to the *Good Relations and Collaborative Education (GRACE)* model to evidence impact.
- Strengthening organisational sustainability and governance, embedding continuous improvement across all areas of operation.

ACHIEVEMENTS AND PERFORMANCE

The Year in Numbers

40 th Year	53	1182	109	404	£82,483	£272,598
Supporting School-based Peacebuilding	Schools	Pupils	Parents/ carers	Teachers/ principals	Unrestricted Reserves	Total Income

The CRIS Strategic Plan (2021–2025), which guided delivery across the organisation’s three core aims, was extended by the Board of Directors for a further two years to March 2027. This decision reflected both the disruption and loss of operational time caused by the COVID-19 pandemic and the continuing relevance of the strategy’s aims and objectives. The extension ensures CRIS can fully consolidate and build upon progress in its three strategic areas:

1. **Catalysing Peace and Reconciliation**
2. **Equipping and Inspiring the Education Sector**
3. **Sustaining and Growing CRIS to achieve its mission**

Aligned Key Performance Indicators (KPIs) and governance targets continue to guide programme delivery and organisational development under each of these aims.

Summary of Achievements - Key Performance Indicators:

- **KPI 1:** Total Children/Young People Engaged - 1182
- **KPI 2:** Total Parents/Carers Engaged - 109
- **KPI 3:** Total Teachers/Principals Engaged - 404
- **KPI 4:** Total Schools Engaged - 53
- **KPI 5:** Total New School Partnerships (Twinned schools) Developed - 2
- **KPI 6:** Total Locality Partnerships - 3 (includes 52 schools)
- **KPI 7:** Total Income - £272,598

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Programme Overview:

This strategy commits to investing its funded resources across seven localities in Northern Ireland:

ANBC Council Area:

- NEST (Newtownabbey Empowering Schools Together) 21 schools located in Newtownabbey & Glengormley involved in educational collaboration coordinated by CRIS.
- MFT (Moving Forward Together) 21 schools located in Antrim and Randalstown. CRIS having now stepped out of a coordinating role and is a member of the Steering Committee.

Belfast City: CRIS runs a strategic peacebuilding programme focused on the Crumlin Road interface called *Everyday Peacebuilding in Ardoyne and Shankill*. The *Everyday Peacebuilding* programme is anchored to two Nursery Schools where Buddy Up! had its genesis and is now engaged in eight feeder primary schools in the locality.

Urban Villages localities. CRIS has continued to support Urban Village localities in their building sustainable good relations particularly linked to Shared education initiatives. These five localities include: Ardoyne and Greater Ballysillan; Colin/West Belfast, Eastside/ East Belfast; Sandy Row, Donegall Pass and the Markets areas/ South Belfast; and The Bogside, Fountain and Bishop Street – Derry/Londonderry.

Programme Innovations and Strategic Developments:

Expanded Teacher Training: Supporting student teacher development continues to be a key feature of CRIS's annual programme delivery, with ongoing requests for partnership from Stranmillis University College. In 2024–25, CRIS led five sessions within the *Leadership for Diversity and Mutual Understanding* module, which promotes best practice among educators in leadership for diversity, equality, inclusion and intercultural competence.

In June 2024, both Stranmillis and St Mary's University Colleges invited CRIS to redevelop and deliver their joint inter-college programme, *Professional Learning in a Changing Society (PLICS)*. The newly designed programme ran successfully between October and November 2024 for B.Ed Year 1 and Year 2 cohorts, engaging a total of 267 student teachers. The programme received highly positive feedback for its practical approach to embedding inclusive leadership principles in teacher education. CRIS looks forward to further developing its strategic partnership with Stranmillis and St Mary's University Colleges to advance shared goals in teacher education, diversity and inclusion.

New Curriculum Development: In early 2025, CRIS developed a much anticipated Foundation Stage curriculum titled *"You've Got a Friend in Me"*, creating a new entry-level programme for *Buddy Up!* aimed at Primary 1 pupils. This curriculum introduces early friendship building and empathy skills, forming the foundation for subsequent CRIS primary programmes.

Alongside this, work began on the redevelopment of the *Celebrating Diversity* programme, maintaining its core themes of friendship, identity, diversity and inclusion, while enhancing usability and consistency. The updated version will feature consolidated lesson plans, clear definitions and a user-friendly teacher guide ensuring that any educator or facilitator can confidently deliver the programme, thereby building capacity across the wider education system.

Preparing to Expand Service Delivery: CRIS continues to receive regular requests from schools to deliver specialist training on good relations themes. Where feasible within funded capacity, these opportunities are embraced to extend the organisation's reach and impact. During 2024–25, CRIS delivered identity, flags and symbols training to the entire Year 8 student body at Glengormley Integrated College and began planning for the annual Year 8 Flags and Symbols programme at Dungannon Integrated College (scheduled for April 2025).

CRIS was again invited by Antrim and Newtownabbey Borough Council to contribute to its Duke of Edinburgh youth programme and to deliver workshops in the Bee Safe Programme (May 2025), which engages all primary schools in the ANBC locality.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

CRIS established a new partnership with Sandy Row and St James's Football Clubs, supporting club leaders to build good relations capacity and provide positive opportunities for young people living near interface areas who may be at risk of becoming involved in antisocial behaviour or unrest. CRIS prepared and submitted a successful T:BUC Summer Camps funding application on behalf of the clubs, securing support for a pilot project with 40 young people to begin in summer 2025.

To meet increasing demand, CRIS also began building a team of trained Associates through the *Next Generation Peacebuilders* initiative. This expanded team will play an integral role in supporting the rollout of the forthcoming ASPIRE Shared Education Programme.

Engaging the Business Community: CRIS completed its first successful year of structured engagement with the business community, introducing the organisation's mission and exploring opportunities for collaboration through social value partnerships and fundraising initiatives. A series of engagement meetings were held throughout the year, generating positive interest in aligning corporate social responsibility goals with CRIS's peacebuilding and education programmes. During the year, CRIS also accessed specialist training to enhance its capacity to act as a broker for social value procurement in public sector contracts, positioning the organisation for future partnership and sustainability opportunities. These efforts were strengthened through fundraising activities linked to the CRIS 40th Anniversary Gala Celebration (March 2025) and raised awareness of CRIS's long-term impact and helped build a growing network of corporate supporters. The gala event raised approximately £6,000 through raffle proceeds, donations and the charity auction. We are grateful for the generosity shown, which reflects the strong commitment to CRIS's mission and continued impact.



CRIS 40th Anniversary Gala at Titanic Belfast (Mar 2025)

The Trustees wish to record their sincere appreciation to the many local businesses that supported CRIS through donations of prizes for the raffle and auction and through in-house fundraising initiatives. CRIS also received generous donations including £225 from Window to the Womb and £620 from Exsto Gym, raised through a community spin-class fundraiser. CRIS was also grateful to Lancia Consult (Belfast) for being our key sponsor for the Gala. Each of these contributors was formally acknowledged at the Gala event and highlighted through CRIS's communications channels.

Delivery and Impact of Funded Programmes:

1. **Everyday Peacebuilding Programme (North Belfast):**

The *Everyday Peacebuilding Programme* is one of CRIS's long-term strategic initiatives, designed to strengthen good relations and social cohesion within families and communities in North Belfast. The programme builds on a network of eight schools located along the Crumlin Road interface, linked through the *Buddy Up!* framework and partnerships with Edenderry Nursery School and Holy Cross Nursery School.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Participating schools include Edenbrooke and Mercy Primary Schools, Holy Cross Boys' and Glenwood Primary Schools, and Wheatfield and Holy Cross Girls' Primary Schools. Planning is underway to expand the network in 2025–26 to include Ligoniel Primary School and St Vincent de Paul Primary School, with preparatory engagement completed during this reporting period. The annual work plan focused on three key areas: school engagement, parental engagement and community engagement.

Primary School Engagement: CRIS worked closely with principals, teachers, and parents/carers to consolidate participation across the school network:

- Conducted listening exercises and planning meetings with school partners.
- Hosted a Principal's Breakfast and planning event (Aug 2024).
- Delivered Good Relations Curriculum training for 18 teachers across two days (Sep 2024 and Feb 2025).
- Facilitated curriculum and planning meetings, a Governor and Community Information Evening (Feb 2025) to strengthen board and local support and parental engagement sessions with Ligoniel and St Vincent de Paul Primary Schools (Mar 2025) in preparation for their inclusion in the programme.
- Contributed to Good Relations Week and participated in meetings with Shared Education Coordinators to support partnership development and ensure alignment with EA priorities.

Pupil Programmes: CRIS coordinated *Buddy Up!* activities for Year 3 and Year 7 pupils across six schools, with pilot planning for the new P1 "You've Got a Friend in Me" programme.

CRIS delivered three *Celebrating Diversity* programmes (12 hours each) involving 150 pupils and 30 parents, including inter-school visits - with **82%** of pupils reporting: "I had fun learning how children were different and how they were similar."

CRIS delivered three *Knowing Me Knowing You* programmes (16 hours each) involving 150 pupils - with **78%** stating: "I had a chance to think and talk about different groups of people who live in Northern Ireland - their culture, religion, and symbols."

Parental Engagement: Following the redeployment of Damon Henry as programme lead in April 2024, CRIS conducted a review and consultation with staff and parents from long standing Buddy Up partners Holy Cross and Edenderry Nursery Schools. Surveys confirmed the high value placed on parental involvement: **78% of parents** wished to participate in future events, and **100% of teachers** agreed that parental engagement enhanced the *Buddy Up!* experience. Participants emphasised that -

- "It's an amazing opportunity for people to come together who might not normally have this chance... making our society a better place to live."
- "The programme has a positive impact on everyone involved — children, parents, and staff alike."

The 2025 programme was shaped by this feedback, introducing practical and dialogue-based activities that engaged 48 parents and renewed enthusiasm among nursery staff. Key highlights included school staff development day; parental engagement re-launch and a blend of facilitated workshops and creative joint art project and celebration event.



Parents at W5 workshop with CRIS (Jan 2025)

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Community Collaboration and Stakeholder Engagement: CRIS continued to strengthen its partnerships with local organisations across Ardoyne and Shankill, ensuring closer alignment between educational initiatives and community-led good relations efforts. During the year, CRIS engaged with a broad network of community, voluntary and statutory partners including representatives from sport, housing, women's and youth sectors to promote collaboration and shared learning in support of inclusive education. The organisation also contributed to regional networks such as **RAISE (Raising Attainment in Education)**, the **North Belfast Partnership** and the **NICRC's Shared Learning Forum**, maintaining an active role in advancing good relations and community cohesion across North Belfast.

1. Growing GRACE Programme: Newtownabbey and Antrim & Randalstown

NEST (Newtownabbey Empowering Schools Together): The NEST partnership, now comprising 21 schools, continues to grow as a model of educational collaboration in the Newtownabbey and Glengormley area. CRIS provides strategic facilitation, relationship-building support for principals and senior leaders and coordination of joint learning and development activities.

Shared Education Development: CRIS supported the creation and strengthening of new shared education partnerships, including St MacNissi's and Abbot's Cross Primary Schools and between St Mary's on the Hill and Carnmoney Primary Schools. These partnerships have enhanced cross-community engagement and built confidence among schools newly embarking on shared education.

Pupil Programmes: CRIS delivered targeted *Buddy Up!* programmes to support these new partnerships, including:

- Three 12-hour *Celebrating Diversity* programmes with P3 pupils and parents, and
- One *Knowing Me Knowing You* programme with P7 pupils.

Feedback from children reflected increased empathy and understanding of difference. One pupil shared, "We learned about diversity and made a *diversi-tree*. Diversity means we're all different," while another said, "Making new friends and building a stronger community between both schools was my favourite part."

Partnership Development and Capacity Building: CRIS facilitated one-to-one listening exercises with school leaders across the network to inform partnership planning and hosted three NEST partnership meetings during the year, attended by school leaders. Collaborative initiatives included two local football tournaments, involving over 160 pupils and 25 staff, fostering friendship through sport.

To strengthen governance and coordination, CRIS established a NEST Advisory Group representing all school sectors and launched an online Microsoft Teams platform to share resources and sustain communication across schools.

A Shared Learning Network workshop for Special Educational Needs Coordinators (SENCOs) brought together 20 participants from 18 schools to exchange good practice and explore good relations themes. New branding and visibility materials were also developed to strengthen NEST's public identity.



Training and Council Collaboration: CRIS delivered identity and diversity workshops to over 300 Year 8 pupils at Integrated College Glengormley, supporting pupils' transition to post-primary education in a diverse environment. CRIS also continued collaboration with Antrim and Newtownabbey Borough Council, preparing to deliver good relations workshops for approximately 1,600 pupils as part of the Bee Safe Programme (May 2025).

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Moving Forward Together (MFT) Partnership (Antrim & Randalstown): CRIS continued to support the MFT partnership, acting as community partner and advisor to the coordination team and Chair. A key development this year was the launch of a joint research project with Coventry University, exploring how the CRIS/Coventry Trust Indicators operate in practice, specifically how increased trust between schools strengthens collaboration, enhances teaching and learning and contributes to reconciliation outcomes. The research project was supported through a NICRC small grant, with additional investment of £5,000 from the EA reflecting the high level of interest in its potential to inform good relations and shared education policy. The final report and recommendations will be completed and launched in the next financial year and CRIS anticipates significant interest across government departments in the findings and their wider applicability.

This research reinforces CRIS's strategic aim of catalysing peace and reconciliation through education, demonstrating how measurable trust and collaboration between schools can deliver meaningful social change and improved educational outcomes.

3. Final Evaluation & Wrap Up: Buddy Up! in Urban Villages

The Executive Office (TEO) Urban Villages-funded *Buddy Up!* programme formally concluded in March 2024, marking the completion of a five-year investment (2019–2024) in peacebuilding and education. To consolidate and celebrate its achievements, CRIS commissioned an independent evaluation by youth consultant Debs Erwin and hosted a celebration event at Belfast City Hall in September 2024, attended by over 100 representatives from schools, funders, community organisations, parents, and government departments, including the Deputy Lord Mayor of Belfast.



The evaluation, film and celebration event were funded by the TEO, with Belfast City Hall kindly sponsoring the venue in recognition of the programme's contribution to community cohesion and education. As part of this legacy work, CRIS produced a 20-minute documentary film titled '*Small Steady Steps*', which provided a powerful platform for dozens of contributions from children, parents and school staff. The film captures, in their own words, the transformative impact of *Buddy Up*, illustrating how small, consistent acts of friendship and understanding have helped to change attitudes, build relationships and strengthen reconciliation across communities.

Across the five-year period, the evaluation recorded significant reach and impact:

- **3,124 children** participated, developing cross-community friendships.
- **424 parents** engaged through intergenerational workshops promoting understanding and inclusion.
- **252 educators** benefited from professional learning and school-community collaboration.
- **Seven new educational partnerships** were established, creating pathways into Shared Education programmes.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Outcomes and Impact: The programme achieved consistently strong results across Outcomes-Based Accountability (OBA) measures:

- **100%** of schools reported that *Buddy Up!* supported cross-community engagement and provided a valuable shared learning experience.
- **89%** noted improved attitudes toward cultural diversity.
- **100%** of staff reported enhanced capacity and professional development in good relations work.
- **91%** of school leaders said *Buddy Up!* strengthened good relations within partnerships and **85%** noted wider community impact.

Qualitative Findings: The evaluation also highlighted the programme's deep personal and relational impact.

Children described *Buddy Up!* as "*fun and enjoyable*", particularly valuing the team-building activities that helped them meet and understand peers from different backgrounds. Many demonstrated new awareness of cultural diversity and improved communication skills. Some noted initial hesitancy in meeting children from other schools, suggesting that longer engagement could further build confidence and connection - a useful insight for future programme design.

Educators praised *Buddy Up!* for creating safe, meaningful opportunities for cross-community encounter, helping to "*normalise*" interaction and difference. Teachers highlighted that the programme:

- Built confidence and competence in discussing identity and diversity.
- Catalysed seven sustainable school partnerships that continued beyond programme funding.
- Contributed directly to teachers' professional learning and strengthened Good Relations pedagogy.

Many described *Buddy Up!* as a valuable complement and often a precursor to Shared Education, noting its stronger good relations focus, flexibility and high engagement among pupils. Overall, the evaluation confirmed *Buddy Up!* as an exemplary model for embedding good relations, strengthening inter-school collaboration and supporting reconciliation outcomes across Belfast's Urban Villages. Its legacy continues to shape CRIS's ongoing work in shared education, community relations and peacebuilding practice.

BUILDING ORGANISATIONAL RESILIENCE AND SUSTAINABILITY

Governance and sustainability remain central to CRIS's strategic development. The organisation continues to invest in strong governance controls, risk management and succession planning, ensuring it is well positioned to face future challenges with confidence and stability. The Board has also maintained a programme of ongoing policy reviews to ensure all operational, financial, and safeguarding frameworks remain compliant and reflect best practice.

During the year, the Board conducted a comprehensive review of staff remuneration, terms, and conditions, introducing a 35-hour working week and a new salary structure to maintain competitiveness within the sector. This structure will be reviewed annually to ensure CRIS continues to attract, develop and retain high-calibre staff as it transitions towards a more diversified income model.

CRIS also advanced its communications and organisational identity, launching a refreshed brand and logo alongside its Theory of Change, reflecting both its heritage and future direction. This marks the beginning of a broader overhaul of CRIS's communications profile, including a full review of the communications and social media policy, enhancements to the organisation's online presence and strengthened internal systems such as the complaints procedure.

A new Funding Strategy, reviewed quarterly, now provides greater clarity around income sources, targets, and projections. Preparations are underway to expand consultancy and training services, supported by revised pricing structures and marketing materials aimed at schools engaged in shared education who can access funding to commission CRIS's expertise. This represents a significant growth area expected to generate substantial income in future years.

Reflecting the success of the 40th Anniversary Gala, the Board has also committed to hosting at least one community fundraising event annually, reinforcing CRIS's connection with supporters and enhancing long-term sustainability.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Financial Review

Summary of Funding Secured to Support Operations:

CRIS was fortunate to secure all necessary funds to deliver its workplan ambitions during the reporting period, ensuring the continued delivery of high quality peacebuilding and education programmes across Northern Ireland. A list of funding partners and their respective awards is provided in the financials section of this report.

This year represented a significant transition period for CRIS. It was the first year without core funding investment from TEO/Urban Villages that funding stream's inception as the Buddy Up Urban Village initiative reached its natural conclusion after five years. However, The Executive Office (TEO) provided a grant of £5,960 to support the production of CRIS's short film *Small Steady Steps* and to fund a celebration event at Belfast City Hall marking the achievements of the initiative and the impact of the Buddy Up programme across 40 schools in Urban Village localities. Despite this shift, CRIS successfully navigated the change, marking the beginning of a new phase of diversified income generation and financial independence. The organisation continued to strengthen its funding base through a mix of statutory, philanthropic and partnership-based income, guided by an updated Funding Strategy, reviewed quarterly to ensure clarity and accountability around income sources and targets.

CRIS maintains a strong reputation for the effective administration of grants, ensuring all funding is managed in full compliance with contract conditions. The organisation consistently achieves and often exceeds programme outcomes anticipated at the point of application. Feedback from funders continues to affirm that CRIS represents excellent value for money, demonstrating impact and accountability across all areas of delivery.

The charity remains committed to minimising governance and administrative costs, ensuring that the vast majority of income directly supports peacebuilding programmes within school communities across the seven localities in which CRIS operates. CRIS is also subject to regular financial and compliance audits by the NICRC and TEO and is highly regarded for its robust governance standards and transparent financial management.

During this reporting period, CRIS also submitted a new core funding application to the NICRC and is hopeful of a positive outcome that would secure multi-annual core funding to support the organisation's stability and long-term strategic delivery.

CRIS also secured new investment for its *Growing GRACE* programme through continued partnership with the Ardbarron Trust and extends its appreciation to Antrim and Newtownabbey Borough Council, which invested in CRIS via a single-supplier contract to support NEST partnership activities. These funds, extending into the next financial year, are structured as service agreements rather than traditional grants, reflecting their contractual and outcomes-based nature. CRIS values these flexible and forward-looking partnerships and aims to build on these relationships with like-minded investors to sustain and expand its programmes.

The Trustees wish to acknowledge the Irish Government's decision to extend *Strategic Partner Funding* for an additional year, pending the launch of its new Reconciliation Fund Strategy and the reopening of the call for Strategic Partners. This continued investment reflects the Irish Government's confidence in CRIS's reconciliation work and has been vital in maintaining programme stability during this transitional period.

CRIS ended the financial year in a stable financial position, with total income of £275,103 and expenditure of £285,327, reflecting a planned use of reserves to maintain programme delivery during a transitional funding period. Unrestricted reserves stood at £82,483 at year-end - a decrease of approximately £24,000 from the previous year, due to the need to utilise reserves to cover salary and operational costs pending receipt of new income streams. This figure represents 62% of the annual reserves target for the 2024-25 period.

The Board is satisfied that reserves remain at a prudent level, providing adequate cover for short term obligations while supporting continued investment in staff and programmes. With new income sources coming online and further diversification underway, CRIS anticipates growth in reserves over the coming year and a steady increase beyond that, ensuring financial resilience and sustainability for the organisation's long-term strategic objectives.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Financial Management:

CRIS operates under a comprehensive Financial Management Policy and Procedure Manual, reviewed and updated annually to ensure compliance with the Charities Act (Northern Ireland), the Charity Commission's guidance on Internal Financial Controls for Charities, and the Statement of Recommended Practice (SORP).

Financial oversight is provided by the Finance and Personnel Subcommittee, which meets quarterly ahead of each Board meeting. Chaired by the Treasurer and including the Vice-Chair and one other Trustee, the subcommittee is attended by the CEO and Finance Manager, who prepare the relevant financial and HR reports requiring Board review or approval.

The subcommittee provides strategic guidance on all financial matters, ensuring effective internal controls, independent audit processes, and prudent financial management. Its key responsibilities include:

- Providing direction and assurance to the Board on fiscal responsibility, long-term financial planning, and strategy.
- Reviewing management accounts, budgets, and funding strategies to ensure solvency and sustainability.
- Recommending the annual budget for Board approval and overseeing the management of organisational assets and risk exposure.
- Advising the CEO on finance, HR and risk management matters.

The Treasurer, CEO, and Finance Manager meet monthly and more frequently as required to monitor financial performance and address emerging issues. The Chair also meets regularly with the CEO and participates in organisational development meetings, ensuring a strong link between governance oversight and the delivery of CRIS's charitable objectives.

Reserves Policy and Procedures

1. Purpose

The purpose of this policy is to establish guidelines for managing and maintaining appropriate financial reserves to support the stability and sustainability of CRIS. The policy aims to ensure that CRIS can meet its ongoing operational commitments, manage financial risks and invest in future projects in line with its charitable objectives.

2. Scope

This policy applies to all trustees, management, and finance staff responsible for the financial management of CRIS. It covers the identification, calculation, and review of reserves.

3. Policy Statement

CRIS is committed to maintaining a level of reserves that:

- Ensures financial stability and operational continuity.
- Allows for effective management of unforeseen financial risks or losses.
- Supports the strategic goals and future growth of the charity in accordance with the charity's purposes and objectives.

4. Definition of Reserves

Reserves are the portion of unrestricted funds that are freely available for general charitable purposes, excluding funds set aside for specific projects, restricted funds, and fixed assets (such as property and equipment).

5. Key Guidance and References

The Charity Commission for Northern Ireland (CCNI) Reserves Guidance: Provides guidelines on setting, managing and reporting charity reserves (<https://www.charitycommissionni.org.uk/charity-essentials/managing-financial-difficulties/reserves/>)

The Charities Statement of Recommended Practice (SORP): Offers a framework for accounting and reporting practices for charities, including reserves management.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Reserves Procedures

1. Determining the Reserves Level

- **Assess Operational Needs:** Annually assess the charity's operating costs, including regular expenses such as salaries, rent, and overheads.
- **Risk Assessment:** Conduct a financial risk assessment to identify potential risks that may impact funding, income streams, or expenditures.
- **Set Target Reserves:** The target reserves level should be determined based on three to six months of operating costs and anticipated financial risks.

2. Monitoring and Managing Reserves

- **Quarterly Financial Reviews:** Financial staff should review the reserves levels quarterly (and more often as required) to ensure they align with target thresholds.
- **Annual Review by Trustees:** The reserves policy and target levels should be reviewed annually by the Board of trustees.
- **Reporting to Stakeholders:** Include the reserves policy and current reserves position in the annual financial statements, in line with the Charity Commission for Northern Ireland (CCNI) and Statement of Recommended Practice (SORP) requirements.

3. Utilising Reserves

- **Authorisation for Use:** Reserves can be drawn down in the event of an emergency or financial shortfall, but must be authorised by the board of trustees.
- **Replenishment of Reserves:** When reserves are utilised, the board must approve a plan to replenish reserves within an agreed timeframe.
- **Restricted and Designated Funds:** Distinguish between unrestricted reserves, designated funds, and restricted funds, ensuring restricted funds are used solely for their intended purposes.

4. Core Purposes for Using Reserves

The Board aims to hold unrestricted reserves to enable the organisation 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
- 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)

5. Procedures for Reporting and Compliance

- **Annual Reporting Requirements:** In accordance with the CCNI's guidance, CRIS will include a statement on reserves within the annual report.
- **Financial Statement Disclosure:** Provide a clear explanation in financial statements if reserves fall below or exceed the target range.

6. Review and Revision of Policy

- **Annual Policy Review:** The reserves policy should be reviewed annually by the Board of trustees.
- **Adjustment of Target Reserves:** Any adjustment to the reserves target level should be based on updated financial projections and risk assessments.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7. Current Reserves Position:

As of 31 March 2025, CRIS held total reserves of £82,483, representing 62% of the organisation's target position of £134,000 for the 2024-25 year.

The Board has revised the reserves target for the forthcoming year (2025-26) to reflect six months of operating costs (138k) plus a redundancy provision (35k), setting a new target of £173,000. CRIS expects to achieve this level within the next two years, supported by the successful delivery of its resource diversification strategy.

This strategy focuses on expanding consultancy and contract work, developing corporate partnerships and strengthening traditional fundraising and donor engagement through events and campaigns. Substantial planning undertaken during this reporting period has positioned CRIS to pivot effectively toward this multi-stranded income generation model, enhancing financial resilience and long-term sustainability.

Risk Management:

The Board continues to prioritise effective risk management to ensure CRIS remains financially sustainable, well governed and focused on delivering public benefit. Trustees actively monitor key risks through a regularly updated Risk Register, with actions identified and reviewed according to their likelihood and potential impact.

Key risks and mitigations during the period included:

1. Political uncertainty and reliance on government grants

A new Funding and Resource Diversification Strategy has been implemented to broaden income sources through Trusts and Foundations, business partnerships, consultancy services and new fundraising activities.

2. Lack of a long-term fundraising plan

The new strategy addresses this by embedding multi-year planning. A full review will take place in 2025-26 to inform a new organisational fundraising and sustainability plan.

3. Loss of key staff and recruitment challenges

Competitive pay and conditions. A new 2024-2027 salary structure ensures fair and competitive pay with provision for inflationary increases when affordable. Enhanced professional development and the *Next Generation Peacebuilders* Programme support staff retention and the training of new Associates.

4. Organisational capacity and succession planning

A new Succession Planning Strategy is being developed to strengthen leadership continuity and delivery capacity. Additional recruitment of Associates is planned for May 2025 to support future growth.

5. Reputation and public communications

The Board recognises the potential for reputational risk arising from online activity and public commentary. In response, CRIS has reviewed and strengthened its Complaints and Communications Procedures, updated its social media policy, and implemented clearer escalation processes and staff responsibilities to ensure timely, proportionate and professional responses.

The Board remains committed to maintaining a proactive approach to risk, governance and sustainability, ensuring CRIS remains resilient and strategically positioned for the years ahead.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Type of governing document:

Community Relations in Schools is a community organisation governed by its constitution. It was 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 Northern Ireland Charity Commission's website.

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. The goal to increase the CRIS Board to a maximum of 10 members has been delayed due to competing pressures within the year linked to the vacant position. Skill sets and expertise in the areas of human resources, finance and fundraising have been pinpointed to aid recruitment and 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 values of CRIS. 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.

Statement of Board Members' Responsibilities:

Board members will prepare financial statements for each year that give a true and accurate view of the state of affairs and of the surplus or deficit of the organisation for that period. In preparing those financial statements, the committee members are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and practices in the Charity 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 financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in business.

COMMUNITY RELATIONS IN SCHOOLS

TRUSTEES REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The Board members are responsible for keeping proper accounting records, which disclose reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the financial statements comply with current legislation.

They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Organisational Structure:

The Board meets four times per year and sub-groups meet to address any additional finance, personnel and policy matters as required. Finance and Personnel subcommittee meetings take place 1 - 2 weeks before the Board meetings to ensure sufficient time to update briefing packs and draft recommendations for Board discussion and decision making. The policy subcommittee operates on a more *ad hoc* basis. The Board employs a CEO who manages the day-to-day operations of the charity.

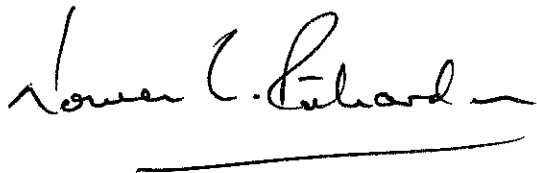
Statement of disclosure of information to auditors:

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 Monday 8th December 2025 signed on their behalf.

The trustees report was approved by the Board of Trustees.

N Richardson
(Chairperson)
Dated: 8 December 2025



L. Patterson
(Treasurer)
Dated 8 December 2025



COMMUNITY RELATIONS IN SCHOOLS

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

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 financial statements 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 financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities 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 financial statements; and
- prepare the financial statements 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 financial statements comply with the Charities Act (Northern Ireland) 2008 and the provisions of the trust deed. 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.

COMMUNITY RELATIONS IN SCHOOLS

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF COMMUNITY RELATIONS IN SCHOOLS

Opinion

We have audited the financial statements of Community Relations In Schools (the 'charity') for the year ended 31 March 2025 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 2025 and of its incoming resources and application of resources, for the year 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

COMMUNITY RELATIONS IN SCHOOLS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF COMMUNITY RELATIONS IN SCHOOLS

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees report.

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.

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

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.

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.

COMMUNITY RELATIONS IN SCHOOLS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF COMMUNITY RELATIONS IN SCHOOLS

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.

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

8 December 2025

Chartered Accountants
Statutory Auditor

24 Greystone Road
Antrim
N Ireland
BT41 2QN

COMMUNITY RELATIONS IN SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies		26	7,505	7,531	-	4,450	4,450
Charitable activities	4	26,905	224,245	251,150	31,849	304,438	336,287
Fundraising activities	3	16,422	-	16,422	-	-	-
Total income		<u>43,353</u>	<u>231,750</u>	<u>275,103</u>	<u>31,849</u>	<u>308,888</u>	<u>340,737</u>
Expenditure on:							
Charitable activities	5	71,216	214,111	285,327	21,094	287,052	308,146
Total expenditure		<u>71,216</u>	<u>214,111</u>	<u>285,327</u>	<u>21,094</u>	<u>287,052</u>	<u>308,146</u>
Net income/(expenditure)		<u>(27,863)</u>	<u>17,639</u>	<u>(10,224)</u>	<u>10,755</u>	<u>21,836</u>	<u>32,591</u>
Transfers between funds		3,072	(3,072)	-	14,616	(14,616)	-
Net movement in funds	6	<u>(24,791)</u>	<u>14,567</u>	<u>(10,224)</u>	<u>25,371</u>	<u>7,220</u>	<u>32,591</u>
Reconciliation of funds:							
Fund balances at 1 April 2024		107,274	7,220	114,494	81,903	-	81,903
Fund balances at 31 March 2025		<u>82,483</u>	<u>21,787</u>	<u>104,270</u>	<u>107,274</u>	<u>7,220</u>	<u>114,494</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

COMMUNITY RELATIONS IN SCHOOLS

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Intangible assets	12		6		6
Tangible assets	11		1,949		3,421
			<u>1,955</u>		<u>3,427</u>
Current assets					
Debtors	13	26,051		86,855	
Cash at bank and in hand		91,800		35,116	
		<u>117,851</u>		<u>121,971</u>	
Creditors: amounts falling due within one year	14	<u>(15,536)</u>		<u>(10,904)</u>	
Net current assets			<u>102,315</u>		<u>111,067</u>
Total assets less current liabilities			<u>104,270</u>		<u>114,494</u>
Net assets excluding pension liability			<u>104,270</u>		<u>114,494</u>
			<u><u>104,270</u></u>		<u><u>114,494</u></u>
Income Funds					
Restricted Funds	15		21,787		7,220
Unrestricted Funds			82,483		107,274
			<u>104,270</u>		<u>114,494</u>

The financial statements were approved by the trustees on 8 December 2025

L Patterson
Trustee



COMMUNITY RELATIONS IN SCHOOLS

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2025

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 or grantors 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.

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

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2 Accounting policies

(Continued)

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.

Fundraising

Fundraising income is recognised on receipt.

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.

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
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COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2 Accounting policies

(Continued)

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.

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.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Accounting policies

(Continued)

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.

3 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising events	16,422	-

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

	Total 2025 £	Total 2024 £
Service Delivery	26,905	31,849
Grants	224,245	304,438
	<u>251,150</u>	<u>336,287</u>

	Total 2025 £	Total 2025 £	Total 2025 £
Analysis by fund			
Unrestricted funds	-	26,905	26,905
Restricted funds	224,245	-	224,245
	<u>224,245</u>	<u>26,905</u>	<u>251,150</u>

For the year ended 31 March 2024

	Total 2024 £	Total 2024 £	Total 2024 £
Unrestricted funds	-	31,849	31,849
Restricted funds	304,438	-	304,438
	<u>178,273</u>	<u>17,556</u>	<u>336,287</u>

	Total 2025 £	Total 2024 £
Included in Grants Are:		
Antrim & Newtownabbey Borough Council Good Relations Funding	2,000	-
Northern Ireland Community Relations Council Core Funding	73,995	72,787
Northern Ireland Community Relations Council Community Relations and Cultural Diversity Funding	12,546	9,501
Department of Foreign Affairs and Trade Reconciliation Fund - Strategic Partner Grant	83,024	84,310
Department of Foreign Affairs and Trade Reconciliation Fund - Project Fund	20,941	-
The Executive Office, Central good Relations Fund	15,779	-
Halifax Foundation	5,000	-
The Executive Office, Urban Villages Initiative	5,960	133,470
Community Foundation Northern Ireland	5,000	4,370
	<u>224,245</u>	<u>304,438</u>

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

(Continued)

5 Charitable activities

	2025	2024
	£	£
Staff costs	181,659	193,966
Staff Training	954	2,990
Depreciation and impairment	1,695	1,897
Resources	10,468	12,832
Travel	6,235	8,613
Subscriptions	1,539	1,863
Hospitality	15,971	7,066
Facilitation	24,855	30,561
Light & Heat	983	1,188
Telephone	485	475
Sundry	402	1,137
Raffle Prizes	2,505	-
Subcover	10,540	22,183
Accountancy	2,988	2,939
Professional Fees	5,141	1,556
Bank Charges	281	99
Rent	11,295	11,655
Insurance	3,591	3,164
Post, printing & Stationery	1,325	1,708
Computer Running expenses	36	18
Venues	2,359	2,192
Loss on disposal of Fixed Assets	2	-
Cleaning	18	44
	<u>285,327</u>	<u>308,146</u>
6 Net movement in funds	2025	2024
	£	£

The net movement in funds is stated after charging/(crediting):

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

No trustee expenses have been incurred.

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Auditor's remuneration

The analysis of auditor's remuneration is as follows:

	2025	2024
	£	£
Auditor's Remuneration	2,988	2,706
Total audit fees	<u>2,988</u>	<u>2,706</u>

9 Employees

There were 5 employees during the year. Last year there were 6 employees.

	2025	2024
	£	£
Employment costs		
Wages and salaries	177,632	189,702
Other pension costs	4,027	4,263
	<u>181,659</u>	<u>193,965</u>

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

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 April 2024	18,574
Additions	225
Disposals	(777)
At 31 March 2025	<u>18,022</u>
Depreciation and impairment	
At 1 April 2024	15,153
Depreciation charged in the year	1,695
Eliminated in respect of disposals	(775)
At 31 March 2025	<u>16,073</u>
Carrying amount	
At 31 March 2025	<u>1,949</u>
At 31 March 2024	<u>3,421</u>

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

11	Tangible fixed assets	(Continued)	
12	Intangible fixed assets		Software
			£
	Cost		
	At 1 April 2024 and 31 March 2025		35,464
	Amortisation and impairment		
	At 1 April 2024 and 31 March 2025		35,458
	Carrying amount		
	At 31 March 2025		6
	At 31 March 2024		6
13	Debtors		
		2025	2024
		£	£
	Amounts falling due within one year:		
	Trade debtors	26,051	86,855
14	Creditors: amounts falling due within one year		
		2025	2024
		£	£
	Trade creditors	11,575	5,656
	Other creditors	1,236	2,691
	Accruals and deferred income	2,725	2,557
		15,536	10,904
15	Restricted funds		

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
7,220	231,750	(214,111)	(3,072)	21,787

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Restricted funds (Continued)

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
	-	308,888	(287,052)	(14,616)	7,220
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	107,274	43,353	(71,216)	3,072	82,483
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	81,903	31,849	(21,094)	14,616	107,274
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

17 Analysis of net assets between funds

	Restricted	Unrestricted	Total
	£	£	£
Fund balances at 31 March 2025 are represented by:			
Intangible fixed assets	-	6	6
Tangible assets	-	1,949	1,949
Current assets/(liabilities)	21,787	80,528	102,315
	<u> </u>	<u> </u>	<u> </u>
	21,787	82,483	104,270
	<u> </u>	<u> </u>	<u> </u>

18 Movement in Funds

Fund	At 01/04/23	Incoming Resources	Resources Expended	Transfers	At 31/03/24
	£	£	£	£	£
Restricted	7,220	227,245	(209,606)	(3,072)	21,787
Unrestricted	107,274	45,353	(73,216)	3,072	82,483
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	114,494	272,598	(282,822)	-	104,270
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

COMMUNITY RELATIONS IN SCHOOLS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

19 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).