



The Northern Ireland Association
for the Care and Resettlement
of Offenders

Annual Report

2004~2005



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for the Care and Resettlement of Offenders

Annual Report

2004 - 2005



works to reduce crime and its impact on people and communities



The Northern Ireland Association
for the Care and Resettlement
of Offenders

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CONTENTS

| | Page |
|--|------|
| Introduction | 5 |
| Strategic Objectives | |
| Promoting safer communities | 12 |
| Working with children and young people | 13 |
| Providing services to families | 15 |
| Supporting offenders and ex-prisoners in the community | 16 |
| Working with prisoners | 18 |
| Influencing policy makers and the general public | 20 |
| Applying resources effectively | 22 |
| Key consultation responses | 24 |
| Executive Committee/Staff | 26 |
| Financial report and accounts | 31 |

INTRODUCTION

This report marks the mid point in our current corporate planning cycle. Once again it reflects significant progress in line with our mission *“to work to reduce crime and its impact on people and communities”*. That progress is evident, not only in our on-going work but also through our evaluations of the new initiatives on which we started work in the last year. All of this underpins our unique contribution towards motivating and engaging offenders, supporting their families and supporting community safety.

In order to ensure that we are making the best use of our position within the criminal justice system we continue to place high value on policy comment. In reflecting on our key value of citizenship, NIACRO is concerned to alert public bodies such as the Northern Ireland Housing Executive, the Department of Employment and Learning and the Social Security Agency to the structural, attitudinal and legislative barriers which our service users experience. It is one of our fundamental beliefs that our service users are citizens first and that offending history is no justification for social exclusion.

But we are also alive to the need for evidence-based commentary. To that end, we evaluate all our projects for learning and development both in making services relevant to clients’ needs and also in measuring their effectiveness and impact. To help meet the growing demands which are being placed on the organisation, we have focused increasing attention on the staff and volunteer development programme as well as improving our quality assurance processes by working through the PQASSO system of continuous self assessment.

This year’s report is again set out in a format that records progress against each of our Business Plan objectives. The feedback from funders and members alike last year was that this layout provided unique clarity and accountability, making

an important link between achievements and funding streams. We are particularly pleased to be able to report that this year we have met 95% of our targets.

Below is a summary of the key developments in each strategic area of work during the last year.

PROMOTING SAFER COMMUNITIES

The Community Safety Project working in the cross community locations of Tullyally and Curryneirin in Derry-Londonderry won an award for its contribution to peace – one of sixteen winners out of over 5000 potential applicants across Northern Ireland. The programme partnered with the Rural Community Network was evaluated and celebrated in an event in Dungannon in March 2005. The Department of Social Development approved the programme of work located in Greater Belfast to deliver on the Action Plans agreed for Ballysillan and the Colin area in July 2004 and this is now operational.



Pat Colgan, of SEUPB, presenting Catherine Pollock with the Peace II “best practice in community development” award for the Tullyally/Curryneirin community safety project.

WORKING WITH CHILDREN AND YOUNG PEOPLE WHO OFFEND

Working with the Youth Justice Agency has been an important dimension to this area of work. We agreed with the Juvenile Justice Centre at Bangor to pilot several initiatives including enhanced family visiting and mentoring support after release. We are looking forward to involvement in the planning for the new Centre and believe we will add value to the process. With youth conferencing, following the production of the Mentoring Manual last year, we have piloted and developed a model of support that is being well received.

Our relationships with the Agency’s Community Services team continue to develop. The pilot Youth Employability Programme was evaluated in the year and as a result has attracted further funding from both the Northern Ireland Office and the Probation Board for NI. This programme has the potential to develop further when 17 year olds become the responsibility of the Youth Justice Agency.



Young people engaging in the “Get Set” safety project in the North West.



Sandra Adair of the Volunteer Development Agency presenting a National Mentoring Award to Denise MacDermott

We have three programmes – Children and Parents, Parent and Child Support, and the Mentoring Project – currently funded by the Children’s Fund. This funding will end next year and we are working to secure mainstream resources to maintain this focus on diversion.

Anti Social Behaviour Orders were introduced in the year and NIACRO remains unconvinced as to their value in tackling poor behaviours. We will continue to press for interventions that are appropriate, timely, effective and suitable to Northern Ireland.

Finally, we are pleased to report that the Mentoring Programme has been awarded the Approved Provider Standard by the Mentoring and Befriending Foundation, thereby achieving national recognition.



Young people enjoying the Reconnect project, funded under Peace II.

PROVIDING SERVICES TO FAMILIES

In the year HM Inspectorate of Prisons completed an inspection of Magilligan prison and in relation to NIACRO’s visiting services concluded that “The service bought in from NIACRO, particularly in relation to the prison’s visitors’ centre, was exemplary... This input from the voluntary sector was essential in view of the limited support available from the prison’s own resources.”

This is very pleasing recognition for the quality and value of this service, and demonstrates the contribution our staff make at the prison. We secured the Visitors Centre contract following public tender for services at Hydebank Wood and opened in December 2004. We, with our partners in the Prison Link service to prisoners’ families – the Probation Board for NI – began a review of the service which was timely given the changing focus of resources within both the criminal justice system and family and childcare services. Again, the issue of citizenship comes to the fore in that families and children of offenders should have access to services in their

own right, rather than because they have a relationship with a person in the criminal justice system. For many years we have promoted the value of child centred visits, giving the imprisoned parent the right to have a visit with their child without the other parent present to ensure that the child gets focused attention. It is a matter of concern that due to staffing pressures within the Northern Ireland Prison Service these visits are sometimes cancelled at short notice, a state of affairs that clearly runs counter to the principle of putting Children First.

SUPPORTING OFFENDERS AND EX-PRISONERS IN THE COMMUNITY

The programme to support employability routes for offenders in the community continues to engage approximately 700 individuals per year. When European resourcing to Northern Ireland reduces in 2008, we want to be in a position to provide evidence of the value of our approach and its beneficial impact on the participants' progress towards employability.

During the year we agreed how we could help to raise the basic skills levels of our client group and secured resources to employ three dedicated tutors. We remain keen to engage with the private sector in relation to job opportunities for offenders. Our work in supporting employers is now recognised and we have entered into a formal partnership with Business in the Community to progress this work.

Our relationship with the NI Housing Executive continues to grow and facilitates the development of models of intervention with those who are either subject to threat or causing disturbance to neighbourhoods, quite often as a result of drug or alcohol misuse.



left to right Olwen Lyner, Anne Reid, Sile McClean and Jackie Junk at the closing conference in Amsterdam, March 2005, of the EQUAL transnational partnership.

WORKING WITH PRISONERS

In the year the NI Prison Services Resettlement Strategy was launched and was supported by a range of Government Departments and NIACRO. This initiative is greatly welcomed but can only be realised when properly resourced and the models of engagement are applied consistently throughout all of Northern Ireland's prison establishments.

The Personal Progression System, the first such programme that engaged in this area, ended in May 2005. However we have secured resources to develop the work for a further two years. The project's evaluators found strong support for the partnership/collaborative approach among prison and probation staff, and a wish to expand and mainstream the practices developed.

The organisation's AGM in 2004 examined the issue of female imprisonment, a topical subject given the media's treatment of Maxine Carr on release. However the move of the female

prisoners from Mourne House (HMP Maghaberry) to Ash House (Hydebank Wood) gave a sharper and more local focus to the AGM topic. NIACRO acknowledges that efforts have been made to improve conditions; however, the current situation is still not an appropriate response to the women's needs. In the current planning of services for women prisoners, NIACRO staff will work on employability and benefits issues as well as examining developments in services to the women's families.

INFLUENCING POLICY MAKERS AND THE GENERAL PUBLIC

We have continued to respond to policy consultations prepared by Government and others when the issues under consideration relate to our interests. Increasingly we are engaged in the formation of these policy discussions and we welcome such engagements. The report of a consultation by DEL on the development of a Skills Strategy for Northern Ireland highlights ex-prisoners and ex-offenders as groups that require specific targeting. This is likely to have been a consequence of the comments of NIACRO, the only organisation within the criminal justice sector to respond to the consultation. In the year we undertook a wide range of engagements with individuals and agencies to ensure that the needs of our client group were represented in our responses to policy consultations.

APPLYING RESOURCES EFFECTIVELY

One of our greatest achievements this year was securing funding for and organising the move to our very own new premises in Belfast City Centre. We are now able to contain those services that were previously provided at our Shankill and Ormeau Road sites in one high quality location. Over the many years when we were in these communities NIACRO was well supported and we want to record our gratitude for the community support we received in those settings. The move to the central location will provide for greater connection for those receiving services as well as a vastly improved environment for our staff, volunteers and service users. The staff and volunteers of NIACRO have risen to all the challenges and changes they have faced during the year. We have engaged with Skills for Justice and identified staff to lead the way in achieving assessor awards. We now have five assessors with four more in process and 22 staff who have either completed or are engaged in NVQ accredited Criminal Justice Competencies as well as in a significant range of accredited courses. Notably, one manager is due to complete the Masters in Voluntary Sector Management and two others will start in September 2005.

GOVERNANCE

The Executive Committee, in overseeing the work of the organisation, received regular reports and confirmed all major policy developments. Specific attention was paid to NIACRO's support for the NIPS resettlement strategy and for the Judicial



Olwen Lyner, CEO, and David Hanson, Criminal Justice Minister, at the opening of Amelia House.

Review of Anti Social Behaviour Orders. The Committee oversaw funding arrangements for the new offices, and confirmed the staff development plan.



Alan Darnbrook, Probation Board and NIACRO Executive, and Michael Warden, NIACRO's first CEO.

STRATEGIC OBJECTIVES

PROMOTING SAFER COMMUNITIES

OBJECTIVE

To contribute to the NI Community Safety Strategy through the promotion and application of NIACRO's community safety model

12

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|---|---|---|-----------|---------------|
| 1.1 | To engage with targeted communities to support the delivery of Action Plans. | Belfast Regeneration Office Esmee Fairbairn Peace II (RCN) Peace II (Limavady LSP) | The Belfast Programme was approved in June 04 and staff for Colin and Ballysillan began work. The Rural programme completed its three-year programme and engaged with 13 communities. The Limavady programme is operating in three local neighbourhoods and will report to the partnership in early in 05/06. | ✓ | |
| 1.2 | To contribute directly to improving community safety and community relations in one interface area. | Peace II (Derry LSP) | In Tullyally and Currynierin a cross community steering group was established and eight initiatives, including the Get Set primary education project, and information networks for older people, were developed. The project won a Peace II exemplary award in March 05. | ✓ | |
| 1.3 | To promote NIACRO's community safety model to all key stakeholders, including communities, funders and to have contact with all relevant Community Safety Partnerships. | Belfast Regeneration Office Peace II (Limavady LSP) | Staff are engaged in the formal structures of eight Community Safety Partnerships. New contracts were secured in Limavady and Belfast. | ✓ | |

WORKING WITH CHILDREN AND YOUNG PEOPLE WHO OFFEND

OBJECTIVE

To work in partnership with others to develop and deliver services which reduce offending behaviour by children and young people

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|------|---|---|---|-----------|---------------|
| 2.1 | To develop opportunities which support the personal and social development of children/young people who have been in care. | Eastern Health and Social Services Board Southern Health and Social Services Board | Independent Visitors – Targets for placing young people with IVs were met. Volunteer recruitment exceeded targets. 45 young people were matched, 31 volunteers were recruited. Way2Go – The programme agreed new, reduced targets which were met, with 14 cases processed in the year. | ✓ | |
| 2.2. | To provide models of intervention that engage with children and young people in the community who are evidencing offending behaviour. | Children's Funds Peace II (Derry LSP) Community Fund | The Children and Parents Project – received 46 referrals and has 25 cases ongoing and an evaluation pending. Mentoring – the service exceeded its target for referrals. 94 cases were engaged while 66 new mentors were recruited. All referrals had a criminal justice connection. | ✓ | |
| 2.3 | To amplify the voice of the child in custody and secure care. | Youth Justice Agency Ulster Community & Hospitals Trust | Juvenile Justice Centre - 340 issues were raised and resolved. The issues of food and mattresses are consistently raised. Lakewood – 101 issues were raised with food being a key issue of concern. Lack of educational opportunities for post-16s is also an issue of ongoing discussion. | ✓ | |

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|---|---|--|-----------|---------------|
| 2.4 | To provide a range of services that support the reintegration of young people who have been in care or custody or subject to community supervision. | Youth Justice Agency Northern Ireland Office Probation Board for Northern Ireland | Juvenile Justice Centre – we piloted initiatives in relation to family visiting and mentoring. An evaluation report is to be presented to the Youth Justice Agency in autumn 05 to consider further developments. Youth Employability – 52 referrals were made in the year with 46 being assessed and engaged on the programme. | ✓ | |
| 2.5 | To provide a focus on children who offend. | All Funders | NIACRO is represented on the Children’s Services Planning process of all four Board areas. The new Youth Conference Service contracted with NIACRO to supply mentoring places. Representatives from the Office of the Children’s Commissioner opened the CAPS project in May 04. | ✓ | |

PROVIDING SERVICES TO FAMILIES AND CHILDREN OF OFFENDERS

OBJECTIVE

To provide services to meet the specialist needs of families and children of offenders and to encourage relevant statutory agencies to target them within their provision

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|--|------------------------------------|--|-----------|---------------|
| 3.1 | To provide services that support the families of prisoners in the community. | Probation Board Foyle Trust | In support of the PBNI/NIACRO Prison Link Service - 140 assessments/contracts were made with families - 335 family members received benefits advice. | ✓ | |
| 3.2 | To maintain and develop links between prisoners and their families. | Northern Ireland Prison Service | Services to provide links for families were greatly enhanced by the opening of the Hydebank Wood Visitors Centre in December 04. - There were 747 attendances by children to the Hydebank centre - 10109 visits were made by 15742 adults and 4620 children through Magilligan Visiting Services - 4177 passengers on the Transport Services, an increase of 8% on last year - 17 child centred visits supported - home support was given to 10 families and 30 children. | ✓ | |
| 3.3 | To provide a focus on the children of prisoners/offenders. | All Funders | NIACRO is represented on the Children's Services Planning process of all four Board areas. The Interagency Group focus on Children of Prisoners expanded to ensure wider participation of statutory and non-statutory organisations. The PACS project in the Northern Board supported the Prison Link structure. | ✓ | |

SUPPORTING OFFENDERS AND EX- PRISONERS IN THE COMMUNITY

OBJECTIVE

To deliver targeted interventions which support the successful integration of offenders within their communities

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|---|--|---|-----------|---------------|
| 4.1 | To raise levels of employability amongst offenders in the community. | Building Sustainable Prosperity (ESF) Probation Board | Jobtrack - exceeded its target with just over 700 individuals referred and 560 assessments being carried out. 75% of those assessed completed more than one intervention. A greater % of the referrals were classified as high risk. | ✓ | |
| 4.2 | To create opportunities for individual skill development. | Building Sustainable Prosperity (ESF) Peace II | Jobtrack - 450 individuals achieved accredited training in areas such as IT, Basic Skills, Construction Industry Operating Licences and Catering. Derry IT Centre – will close in June 05 having supported 20 individuals, 14 of whom achieved I.Net Plus and Net Plus qualifications. | ✓ | |
| 4.3 | To evidence and promote information on the effectiveness of employability programmes. | All Funders | Robust evaluations of the Personal Progression System, the Jobtrack programme and the Educational Trust have been commissioned. | ✓ | |
| 4.4 | To provide training and support for employers. | Building Sustainable Prosperity (ESF) | Jobtrack - 35 training sessions were provided for 277 people from a wide range of employers including Translink, Farrans, the public sector and NGOs. | ✓ | |
| 4.5 | To secure commitments to providing placements. | No Funding | The initiative secured resources in year and will become operational in 05/06. | | ✓ |

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|--|---------------------------------------|--|------------------|----------------------|
| 4.6 | To provide advice and assistance to the public regarding disclosure of convictions. | Building Sustainable Prosperity (ESF) | 288 individuals used the service. Policy discussions were held with OFMDFM, Civil Service Commissioners and the Employment Checking Reform Implementation Team. | ✓ | |
| 4.7 | To provide a specialist Welfare Rights Advice and Advocacy service to offenders and families in the community to support re-integration. | Probation Board | 523 people used the service generating 948 enquiries. Of these 20% were former prisoners and 64% were the parent, partner or other relative of a prisoner. | ✓ | |
| 4.8 | To provide an effective crisis response service to people under threat. | NI Housing Executive | Base 2 - 956 referrals for verification. Referrals continue from a wide range of services including the NI Housing Executive reflecting the changing political climate. | ✓ | |
| 4.9 | To develop a comprehensive re-integration service for ex-prisoners and offenders in the community and methods to evidence its effectiveness. To pilot initiatives through CRIP/BASE 2. | Department of Social Development | CRIP –35 cases were engaged, 16 carried forward from 03/04. Drugs – Following an external evaluation the project is now focused on post custody and in the final three months of the year 18 new referrals were received. | ✓ | |

WORKING WITH PRISONERS

OBJECTIVE

To support the development of holistic resettlement programmes which can be mainstreamed post 2006

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|---|--|--|-----------|---------------|
| 5.1 | To increase the awareness of opportunities for people in prison. | EQUAL Department of Employment & Learning | Personal Progression System - An organisational induction programme was completed and made available to the adult prisoners. A DVD for prisoners on employability opportunities whilst in prisons was produced. | ✓ | |
| 5.2 | To raise levels of employability amongst offenders in prison and demonstrate effectiveness for mainstreaming. | EQUAL DEL | Personal Progression System - met its target of 160 prisoners. The programme is due to end in May 05. | ✓ | |
| 5.3 | To contribute to the development of a holistic approach to resettlement planning in prison. | EQUAL DEL | In October 04, the Personal Progression System hosted an event, well attended by Prison Service staff, focusing on resettlement processes. The programme examined employability progression, reintegration issues, and family connections. | ✓ | |
| 5.4 | To provide a specialist Welfare Rights Advice and Advocacy Service to support re-integration needs. | Probation Board | 880 individual prisoners used the service, an increase of 34% on the previous year, generating 1567 enquiries. 37% of prisoners were seen in Maghaberry, 47% in Magilligan and 16% in Hydebank Wood. | ✓ | |

| IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|---|--|--|-----------|---------------|
| 5.5 To provide a mechanism for raising the concerns of individual or groups of prisoners. | EQUAL NIO Northern Ireland Prison Service | Undertook to deal with prison Governors and management to raise concerns. AGM focused on the issues of women prisoners. Supported proposal for the Prisoner Ombudsman and seeking to make better connection with Independent Monitoring Board for NI (formerly the Board of Visitors). | ✓ | |

INFLUENCING POLICY MAKERS AND THE GENERAL PUBLIC

OBJECTIVE

To articulate NIACRO's views and services to its service users, key funders and the wider public and to increase membership of, and support for, the Association and its work

20

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|--|-----------------------|---|-----------|---------------|
| 6.1 | To promote the organisation's work through agreed methods. | All Funders | In preparation for the move the organisation adopted a new corporate logo and associated materials | ✓ | |
| 6.2 | To monitor media contact and develop pro-active strategy on agreed issues. | All Funders | A communications strategy is currently being developed. | | ✓ |
| 6.3 | To support and increase the organisational members. | All Funders | Organisational membership types and fees were reviewed in the year and will be agreed by the Executive prior to the 05/06 AGM. | ✓ | |
| 6.4 | To review the regional development strategy. | Esmee Fairbairn Trust | The joint project with the RCN has given the organisation valuable links with rural communities. | ✓ | |
| 6.5 | To develop North/South, East/West European and other contacts. | EQUAL | Reachout - The new EQUAL project has a North/South connection engaging Cork and Castlerea Prisons as well as linking to a new Member State, Latvia. Educational Trust – provided a service to 240 individuals across the island of Ireland. The Board of Trustees has wide representation from relevant agencies, North and South. | ✓ | |
| 6.6 | To comment upon significant criminal justice matters and respond to consultations. | All Funders | Responded to a wide range of consultations (see page 24) | ✓ | |

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|---|--------------------|---|------------------|----------------------|
| 6.7 | To meet regularly with key stakeholders in criminal justice and related agencies. | All Funders | Met with the Prison Service; Probation Board; Youth Justice Agency; Criminal Justice Inspectorate; Justice Oversight Commissioner; NIO; Housing Executive; DEL. | ✓ | |
| 6.8 | To establish a research programme incorporating an evaluation framework which will include client need and service user satisfaction surveys through the use of an agreed Quality Service Standard. | All Funders | This programme has now established itself and is supported by modules of the PQASSO Quality assurance scheme. | ✓ | |
| 6.9 | To ensure internal systems are adequate to support the organisation's requirements. | NIO – core support | The move to the Belfast location was successfully completed on time and within budget. | ✓ | |

APPLYING RESOURCES EFFECTIVELY

OBJECTIVE ONE

To continuously improve staff and volunteer development processes, to ensure effective working and a flexible, professional workforce that is adaptable to changes in the organisation's working environment

OBJECTIVE TWO

To have in place robust financial systems that facilitate timely and accurate planning and decision making

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|--|---|--|-----------|---------------|
| 7.1 | To acquire Belfast location and associated resources to realise occupation. | Henry Smith Charity Tudor Trust NIO | At the year end all four rented sites in Belfast closed and all staff moved to the purpose built location at 4 Amelia Street, the new Registered Office of the organisation. | ✓ | |
| 7.2 | To develop an asset register. | NIO | An asset register has been developed and its value is recorded in the financial audits of the organisation. | ✓ | |
| 7.3 | To monitor expenditure levels in line with budgets and action in relation to variance. | NIO | All services ended the year with small positive or nil balances in line with plans. | ✓ | |
| 7.4 | To review and develop all current financial practices. | All Funders | The Quality Assurance process PQASSO commenced and examined the unit Managing Money. It is anticipated that level 1 will be attained early in 05/06. | ✓ | |
| 7.5 | To seek resources to sustain/develop the organisation. | NIO | The organisation's income was in line with its expenditure and has increased since last year by 9.6%. | ✓ | |

| | IN YEAR OBJECTIVE | FUNDER | PROGRESS | Completed | Not Completed |
|-----|---|---------------|---|------------------|----------------------|
| 7.6 | To maintain liP standard. | All Funders | The liP renewal achieved in 2003 is still live and we have been working on development areas, induction and the application of a competency framework. | ✓ | |
| 7.7 | To deliver the Training Plan. | All Funders | Five staff achieved Assessor awards enabling them to support staff working for NVQ accredited competencies in Criminal Justice. Over 80% of staff participated in one or more of the organisation's core training activities. | ✓ | |
| 7.8 | To review/develop HRM policies. | NIO | The maternity pay policy was updated and the staff Code of Practice was introduced. | ✓ | |
| 7.9 | To review development opportunities for volunteering. | NIO | Huge effort is made to recruit and sustain the volunteers. The year began with 125 volunteers in place. With 107 recruits and 75 leavers, the year ended with an increase to 157 volunteers, who gave 11,028 hours to support the work of NIACRO. | ✓ | |

CONSULTATIONS

NIACRO uses its experience, knowledge and skills in its responses to the many consultation documents sent to us by public authorities. In 2004-2005 we responded to the following consultations; you can get a copy of any of them from the Information Unit.

Civil Service revised
recruitment code EQIA

Civil Service
Commissioners

Skills strategy for Northern Ireland

Department of
Employment & Learning

Conduct of employment
agencies and employment
business in Northern Ireland

DEL

Recruitment and promotion
policies of the NICS

Department of
Finance and Personnel

Equality scheme

Electoral Commission

Green Paper on equality and
non-discrimination
in an enlarged EU

European Commission

A right to protection:
a review of vetting

NI Commissioner
for Children & Young
People

Supporting people in NI,
draft strategy

NI Housing Executive

Administration policies EQIA

NI Museums Council

| | |
|--|--|
| Code of Practice on appointment of independent members to DPPs | NI Office |
| Proposal for a new prisoner complaints system and the creation of a Prisoner Ombudsman | NIO |
| Reintegration of women prisoners at HMP Hydebank Wood | NI Prison Service |
| Making it R Wrld 2: draft strategy for children and young people in NI | Office of the First Minister & Deputy First Minister |
| A Single Equality Bill for Northern Ireland | OFMDFM |
| Priorities and budget for 2005-2008 | OFMDFM |
| Fit for purpose | OFMDFM |
| Draft economic vision | OFMDFM |
| New TSN – the way forward | OFMDFM |
| Ageing in an inclusive society | OFMDFM |
| Community outreach strategy | Public Prosecution Service |
| Complaints charter | Youth Justice Agency |

EXECUTIVE COMMITTEE

Richard Buchanan (Chair)

Alan Caskey

Alan Darnbrook

Peter Denley

Dorothy Elliott

Patrick Farry

Fergal Lynn

Rose Ann McCormick

Kieran McEvoy

Thomas McLaughlin

Jill Quinn

STAFF

DIRECTORATE GROUP



Olwen Lyner
Chief Executive



Pat Conway
Director of Services



Siobhan O'Dwyer
Director of Services

COMMUNITY SAFETY AND FAMILY SERVICES



Donnie Sweeney
Service Manager

Community Safety

Aisling Cartmill
Senior Practitioner, Community Safety

Richard Costello
Project Worker, Ballysillan

Annie Armstrong
Project Worker, Colin

Catherine Pollock
Project Worker, Tullyally / Currynierin

Family Services

Gerry O'Donnell
Driver/Supervisor

Sean Flanagan
Driver

Ann Simpson
Senior Practitioner, Prison Link, North West

Sally Cunningham
Senior Practitioner, Prison Link, Southern

John Harkin
Driver

Michael Kelly
Driver

Margaret McCloskey
Project Assistant

Anne McNicholl
Supervisor, Magilligan Visitors Centre

Maureen Mullan
Project Assistant, Magilligan

Bernadette McGuigan
Project Assistant, Magilligan

Ann Donaghy
Service Assistant, Magilligan

Lynne Beattie
Supervisor, Hydebank Wood Visitors Centre

Selina McKnight
Project Worker, Hydebank Wood Visitors Centre

Caitlin Reid
Project Worker, PACS, NHSSB

Ursula Nelson
Project Worker, PACS, NHSSB

YOUTH OFFENDING / YOUTH JUSTICE



Tony Martin
Service Manager

Jenny Williamson
Senior Practitioner, Independent Representation

Julia Alexander
Project Worker, Independent Representation
[left October 2004]

Sinead McKeever
Project Worker, Independent Visitor EHSSB

Kelly Cochrane
Project Worker, Mentoring, EHSSB

Lisa Grant
Senior Practitioner, Volunteering, SHSSB

Roisin Regan
Project Worker, Befriending, SHSSB

Diane Johnston
Project Worker, Mentoring, SHSSB

Denise MacDermott
Senior Practitioner, Mentoring, WHSSB

Donna Murray
Senior Practitioner, Mentoring, EHSSB
[left March 2005]

Billy Eagleson
Project Worker, Mentoring, NHSSB

Martina McCooey
Senior Practitioner, CAPS, SHSSB

Frances McAteer
Project Worker, CAPS, SHSSB

Sinead Devine
Project Worker, CAPS, SHSSB

Shirley Wells
Project Worker, CAPS, SHSSB

Michael Hayes
Project Worker, CAPS, SHSSB

Louise McConnell
Arts Project Worker, CAPS, SHSSB

OFFENDERS IN THE COMMUNITY /TRAINING SERVICES RESETTLEMENT SERVICES



Heather Reid
Service Manager

Fiona McLaughlin
Senior Practitioner, Training Services, North Antrim

Brian Cunningham
Senior Practitioner, Training Services, South Antrim

Marie Fegan
Benefits Advice Officer

Mairead Kelly
Training Officer, Alderwood/
Programme Delivery Unit

Annie Owens
Training Officer, South Antrim

Richard Johnston
Training Officer, West Belfast

Billy Clarke
Training Officer, Youth Employability

Liz Smyth
Training Officer, South East, North Down and Ards

Paul Fleming
Training Officer, Youth Employability

Joanne Elder
Training Officer, Youth Employability

Brian Christie
Senior Practitioner, IT

Bob Davidson
Training Officer, IT

Declan McKee
Training Officer, Rural South

Jean Fleming
Training Officer, North West/ North Antrim

Laurent Kartheiser
Assistant Training Officer, IT North West

Eddie McDaid
Assistant Training Officer, IT North West

Mary Mulcahy
Training Officer, Rural West



Sile McLean
Service Manager

Claire Humphries
Project Worker Maghaberry

Denise Hall
Project Worker Hydebank Wood

Barry McMullan
Senior Practitioner, Advice

Anne Reid
Employment Liaison Officer

Claire McGonagle
Benefits Advice Officer

Oonagh Burns
Project Worker, Magilligan

Jeff Maxwell
Senior Practitioner, BASE 2

Garrett Gorman
Project Worker, BASE 2

Clare Morrison
Project Worker, CRIP

Sarah Ryan
Project Worker [left June 2004]

Geraldine McGuigan
Project Worker, Drugs project

CENTRAL SERVICES

Human Resources Management



Dorothy Boyce
Human Resources
Manager

Arlene McFerran
Clerical Administrator

Cheryl Beattie
Receptionist/Data Inputter

Jackie Junk
Personal Assistant

Vivienne Courtney
Volunteer Development Worker

Joyce McDowell
Officer Supervisor, Derry/Londonderry office

Margaret Montgomery
Office Supervisor, Armagh office

Finance



Jim Bamford
Finance Manager

Valerie McGreevy
Office Supervisor

Eithne McClean
Administrator

Roberta Evans
Accounts Clerk

Debbie Mullan
Accounts Assistant

Research Unit

David O'Donnell
Research and Information Officer

**ACCOUNTS
AND
DIRECTORS'
REPORTS**

2004-2005

REPORT OF THE DIRECTORS

YEAR ENDED 31 MARCH 2005

The Directors submit their Report and Audited Accounts of the Company for the year ended 31 March 2005.

As required by the Standard Auditing Statement issued in May 1993 we have set out below the statement of Directors' responsibilities.

32

STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the Directors are required to:-

- * select suitable accounting policies and then apply them consistently;
- * 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 that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies (Northern Ireland) Order 1986. 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.

PRINCIPAL ACTIVITIES

The principal activities of the Association are the provision of charitable services particularly to offenders, ex-offenders, alleged offenders, persons at risk of becoming offenders, and their families.

REPORT OF THE DIRECTORS

REVIEW OF ACTIVITIES

The Association is a charitable organisation. It has completed the year with a deficit on its Administration Account and surplus on its Projects Accumulation Fund, giving an overall surplus of £179,678 detailed below.

During the year the Association has continued to expand its work and positive developments have taken place in a number of projects. Work across the full range of the provision of practical services has continued and the association has continued to develop its research and policy activities. During the financial year the company purchased new premises at 4 Amelia Street Belfast and all material costs associated with the move have been included in the attached accounts. The directors are convinced that this is an excellent new location for the head office and Belfast operations of NIACRO and a sound investment for the future of our organisation. The directors consider the company's financial position at date of the Balance Sheet to be satisfactory.

The following is a summary for the year 2004/05:-

| | Balance at 1 April 2004 | Surplus/(Deficit) 31 March 2005 | Transfers | Balance at 31 March 2005 |
|-----------------------------------|------------------------------------|--|------------------|-------------------------------------|
| | £ | £ | £ | £ |
| Projects | 19,543 | (20,670) | — | (1,127) |
| Contingency Fund (Appendix 7) | 499,767 | 228,933 | (525,000) | 203,700 |
| General Reserve (Appendix 56) | — | — | 525,000 | 525,000 |
| Project Account Accumulation Fund | 519,310 | 208,263 | — | 727,573 |
| Administration Account | 9,064 | (28,585) | — | (19,521) |
| | <u>528,374</u> | <u>179,678</u> | <u>—</u> | <u>708,052</u> |

FUTURE DEVELOPMENTS

The Association will continue its charitable work on the basis of funds granted to it for these purposes. In particular, it will seek increased income from the Trust and Corporate sectors. The Association will seek to increase employment opportunities for ex-offenders, expand its work to assist prisoners' families and to give help to ex-offenders and young people at risk.

RESULTS

The results of the Association are set out in detail on the pages which follow this report.

REPORT OF THE DIRECTORS

INSURANCE FOR DIRECTORS OF THE COMPANY

The company has purchased insurance costing £1,051 to indemnify its directors against potential legal actions which they may face in the course of carrying out their duties.

RISK REVIEW

The Executive Committee has conducted its own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a Strategic Plan which will allow for the identification of appropriate funding streams and planned expenditure. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

34

DIRECTORS

Directors during the year ended 31 March 2005, were as follows:-

1. Mr Peter Denley
2. Mrs Dorothy Elliott
3. Mr Alan Caskey
4. Mr Alan Darnbrook
5. Mr Patrick L Farry
6. Mr Richard Buchanan
7. Ms Rose Ann McCormick
8. Mrs Jill Quinn (appointed 23/09/04)
9. Mr Thomas McLaughlin (appointed 23/09/04)
10. Mr Kieran McEvoy (appointed 23/09/04)
11. Mr Feargal Lynn (appointed 23/09/04)

AUDITORS

W J Miscampbell & Co offer themselves for re-appointment in accordance with Article 392(1) of the Companies (Northern Ireland) Order 1986.

BY ORDER OF THE BOARD

James Bamford
Secretary
20 October 2005

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS

YEAR ENDED 31 MARCH 2005

We have audited the financial statements on Pages 6 to 21 which comprise the profit and loss account, the balance sheet and the related notes. These financial statements have been prepared under the historical cost conventions and the accounting policies set out in Note 3.

This report is made solely to the company's members, as a body, in accordance with Article 244 of the Companies (Northern Ireland) Order 1986. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF THE DIRECTORS AND AUDITORS

As described in the statement of directors' responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies (Northern Ireland) Order 1986. We also report to you if, in our opinion, the directors report is not consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors remuneration and transactions with the company is not disclosed.

We read the directors report and consider the implications for our report if we become aware of any apparent misstatements within it.

INDEPENDENT AUDITORS' REPORT

BASIS OF OPINION

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2005 and of its surplus for the year then ended and have been properly prepared in accordance with the Companies (Northern Ireland) Order 1986.

W J MISCAMPBELL & CO.
Chartered Accountants
& Registered Auditor
6 Annadale Avenue
Belfast BT7 3JH

20 October 2005

CONTINUING OPERATIONS

There have been no significant changes in the activities of the company and ongoing activities continued steadily throughout the year. The company will continue to seek to expand those of its activities where definite need is established.

TOTAL RECOGNISED GAINS AND LOSSES

The Company has no recognised gains or losses other than the deficit or surplus for the two financial years.

NOTE OF HISTORICAL COST PROFITS AND LOSSES

These accounts are prepared under the historical cost basis.

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2005**

| | Unrestricted Funds | Restricted Funds | Notes | Total 2005 | Total 2004 |
|--|-------------------------------|-----------------------------|--------------|-----------------------|-----------------------|
| | | | | £ | £ |
| INCOMING RESOURCES | | | | | |
| Donations Legacies and Similar Incoming Resources | | | | | |
| Fundraising and Trust | 85,268 | — | | 85,268 | 93,412 |
| Sundry | 53,316 | — | | 53,316 | 114,423 |
| Grants from Statutory Agencies | — | 525,000 | | 525,000 | 450,000 |
| Building Appeal | — | — | | — | 410,000 |
| INCOMING RESOURCES FROM OPERATING ACTIVITIES | | | | | |
| Activities in Furtherance of the Charity's Objectives | | | | | |
| Grants from Statutory Agencies | 199,625 | 2,374,259 | | 2,573,884 | 1,885,457 |
| Activities for Generating Funds | | | | | |
| Canteen Income | 43,965 | — | | 43,965 | 46,598 |
| Investment Income | 16,282 | — | | 16,282 | 8,346 |
| | <u>398,456</u> | <u>2,899,259</u> | 12 | <u>3,297,715</u> | <u>3,008,236</u> |

STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted Funds | Restricted Funds | Notes | Total 2005 £ | Total 2004 £ |
|--|-----------------------|---------------------|-------|--------------------|--------------------|
| RESOURCES EXPENDED | | | | | |
| Cost of Generating Funds | | | | | |
| Fundraising | — | 49,177 | | 49,177 | 46,625 |
| CHARITABLE EXPENDITURE | | | | | |
| Cost of Activities in Furtherance of the Charity's Objectives | | | | | |
| Youth Offending | 125,127 | 484,128 | | 609,255 | 434,848 |
| Families | 56,263 | 334,588 | | 390,851 | 411,125 |
| Adult Offenders in the Community | — | 820,328 | | 820,328 | 704,494 |
| Community Safety | 37,388 | 124,909 | | 162,297 | 106,437 |
| 38 Resettlement | — | 610,306 | | 610,306 | 326,670 |
| Support Costs | — | 97,389 | | 97,389 | 497,309 |
| Management and Administration | — | 378,434 | | 378,434 | 331,066 |
| | 218,778 | 2,899,259 | | 3,118,037 | 2,858,574 |
| Net Income/(Expenditure) For Year | 179,678 | — | | 179,678 | 149,662 |
| Transfer from Capital Reserve | — | — | | — | — |
| Fund Balances Brought Forward at 01/04/04 | 528,374 | — | | 528,374 | 378,712 |
| Fund Balances Carried Forward at 31/03/05 | 708,052 | — | | 708,052 | 528,374 |

BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2005

| | NOTES | £ | 2005 £ | £ | 2004 £ |
|--|-------|-------------|-----------|-----------|-----------|
| FIXED ASSETS | | | | | |
| Tangible | 13 | | 1,585,454 | | 510,335 |
| Leased | 14 | | — | | 6,114 |
| | | | 1,585,454 | | 516,449 |
| CURRENT ASSETS | | | | | |
| Debtors & Prepayments | 4 | 280,487 | | 263,514 | |
| Bank Account | | 815,083 | | 116,370 | |
| Bank Deposit Account | | 5,314 | | 526,251 | |
| Cash in Hand | | 50 | | 50 | |
| | | 1,100,934 | | 906,185 | |
| Creditors: Amounts falling due within one year | 5 | (1,389,913) | | (364,252) | |
| NET CURRENT (LIABILITIES)/ASSETS | | | (288,979) | | 541,933 |
| | | | 1,296,475 | | 1,058,382 |
| Creditors: Amounts falling due after one year | 6 | | (4,191) | | (6,837) |
| PROVISION FOR LIABILITIES AND CHARGES | | | | | |
| Deferred Credit | 10 | | (584,232) | | (523,171) |
| | | | 708,052 | | 528,374 |
| REPRESENTED BY: | | | | | |
| Share Capital | 11 | | — | | — |
| Administration Accumulated (Deficit)/Surplus | | | (19,521) | | 9,064 |
| Projects Accumulated Fund (All Projects) | | | 727,573 | | 519,310 |
| | | | 708,052 | | 528,374 |

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2005

| | 2005 | 2004 |
|--|-------------|-------------|
| | £ | £ |
| NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES (NOTE 15) | 111,584 | 223,428 |
| RETURNS ON INVESTMENT AND SERVICING OF FINANCE | | |
| Interest Received | 16,282 | 8,346 |
| Finance Lease Charges (Including Projects) | 684 | (1,650) |
| Net Cash Flows from Investments and Servicing of Finance | 16,966 | 6,696 |
| CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT | | |
| Payments for Fixed Assets (excluding Leased Assets) | (1,212,577) | (502,576) |
| Capital Grants Received | 192,796 | 513,547 |
| Proceeds from Sale of Fixed Assets | — | 4,511 |
| | (1,019,781) | 15,482 |
| NET CASH (OUTFLOW)/INFLOW BEFORE FINANCING | (891,231) | 245,606 |
| FINANCING | | |
| Finance Lease Payments | (5,218) | (10,972) |
| | (5,218) | (10,972) |
| (DECREASE)/INCREASE IN CASH (NOTE 17) | (896,449) | 234,634 |

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2005

NOTE 1

The Association was incorporated on 6 September 1984 as a company limited by guarantee and not having a share capital. The principal activities are the provision of charitable services, particularly to offenders, ex-offenders and alleged offenders, persons at risk of becoming offenders and their families.

NOTE 2

The service charges on projects funded by PBNI are calculated on the basis of 10% of approved expenditure. Charges on other projects are based on a contribution towards the cost of central services provided by Headquarters to projects.

NOTE 3

ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the Association's accounts.

(a) Income

Income is derived mainly from Government Grants but includes some public donations.

Government grants are not recognised until they have been received or when the conditions for their receipt have been complied with and there is reasonable assurance that the grants are forthcoming. Grants are recognised in the income and expenditure account so as to match them with expenditure towards which they are intended to contribute. Grants which contribute towards specific expenditure on fixed assets are transferred to a deferred credit account and released to the projects accounts over the expected useful lives of the assets.

(b) Expenditure

Expenditure is dealt with on the accruals basis.

(c) Taxation

As a registered charity, the Association is not liable to either Income Tax or Corporation Tax.

(d) Tangible Fixed Assets and Depreciation

Tangible Fixed Assets are stated at cost less accumulated depreciation. Depreciation is calculated to write off the cost of the Fixed Assets over the period of their useful lives, the principal rates being as follows on the next page:-

| | |
|-----------------------------------|---------------------------|
| Tenant Improvements | Written off over 12 years |
| Fixtures & Fittings | Written off over 12 years |
| Motor Vehicles | Written off over 4 years |
| Longlife Equipment | Written off over 5 years |
| Computer & Office Equipment | Written off over 3 years |
| Leased Motor Vehicles & Equipment | Written off over 3 years |
| Premises at Amelia Street | Written off over 25 years |
| Land | is not depreciated |

(e) Stock

Stock is valued at the lower of cost and net realisable value.

(f) Deferred Tax

No Deferred Tax liability is provided for in these accounts because the Association is a Registered Charity and it is not liable to pay any Corporation Tax.

(g) Pension Costs

The pension costs charged in the financial statements represent the contribution payable by the company during the year. The regular cost of providing retirement pensions and related benefits is charged to the profit and loss account over the employees' service lives on the basis of a constant percentage of earnings.

(h) Leased Assets

The costs of fixed assets acquired under finance leases are capitalised and depreciation is charged in accordance with the depreciation policy. The capitalised value is calculated at the lower of the future minimum leasing payments discounted where appropriate, and the market price of the asset for outright purchase as reduced by any government capital grant receivable. The capital element of future leasing commitments is included in the accounts as obligations under finance leases and the interest element of leased payments is charged to the income and expenditure account on a straight line basis over the period of the leases. Rentals applicable to operating leases are written off as incurred.

NOTE 5

CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2005 | 2004 |
|------------------------------|------------------|----------------|
| | £ | £ |
| Trade Creditors | 3,687 | 11,168 |
| Accruals and Deferred Income | 301,967 | 345,999 |
| Finance Lease Creditor | 3,427 | 5,999 |
| Other Creditors | 6,181 | 1,086 |
| Vat Payable | 426 | — |
| Bank Overdraft | 1,074,225 | — |
| | <u>1,389,913</u> | <u>364,252</u> |

NOTE 6

CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

| | 2005 | 2004 |
|------------------------|--------------|--------------|
| | £ | £ |
| Finance Lease Creditor | <u>4,191</u> | <u>6,837</u> |
| | <u>4,191</u> | <u>6,837</u> |

NOTE 4

DEBTORS & PREPAYMENTS

| | 2005 | 2004 |
|--------------------------------|----------------|----------------|
| | £ | £ |
| Accrued Income and Prepayments | 279,544 | 262,020 |
| VAT Refund Due | — | 551 |
| Educational Trust | 943 | 943 |
| | <u>280,487</u> | <u>263,514</u> |

NOTE 7

EMPLOYEES

The average numbers of employees within the Association during the year were:-

| | 2005 | 2004 |
|---|------------------|------------------|
| | £ | £ |
| Administration | 18 | 16 |
| Project Staff | 62 | 56 |
| Others | 10 | 8 |
| | <u>90</u> | <u>80</u> |
| Their total remuneration for the year was:- | | |
| Wages & Salaries | 1,647,347 | 1,449,518 |
| Social Security Costs | 163,895 | 140,588 |
| Pensions | 58,912 | 53,346 |
| | <u>1,870,154</u> | <u>1,643,452</u> |

No remuneration was paid to directors during the year (2004 - Nil).

NOTE 8

PENSION COSTS

The company operates a defined contribution pension scheme in respect of senior employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £58,912 (2004: £53,346).

NOTE 9

SURPLUS ON ORDINARY ACTIVITIES BEFORE TAXATION IS STATED

| | 2005 | 2004 |
|------------------------------------|---------|--------|
| | £ | £ |
| After charging: | | |
| Depreciation | 125,182 | 60,152 |
| Auditors remuneration | 6,250 | 6,965 |
| Finance lease interest | 684 | 1,650 |
| After crediting: | | |
| Bank interest receivable | 16,282 | 8,346 |
| Deferred credit released as income | 131,735 | 28,334 |

NOTE 10

DEFERRED CREDIT

| | 2005 | 2004 |
|---|----------------|----------------|
| | £ | £ |
| Balance at 1 April 2004 | 523,171 | 48,929 |
| Received in year ended 31 March 2005 | <u>192,796</u> | <u>502,576</u> |
| | 715,967 | 551,505 |
| Released as income | (131,735) | (27,334) |
| Relating to disposals | <u>—</u> | <u>(1,000)</u> |
| Balance at 31 March 2005 | <u>584,232</u> | <u>523,171</u> |

NOTE 11

SHARES

The company is limited by guarantee without having a share capital.

NOTE 12

REVENUE AND CAPITAL GRANTS RECEIVED DURING YEAR

| | 2005 | 2004 | | 2005 | 2004 |
|--|---------|---------|--|-----------|-----------|
| | £ | £ | | £ | £ |
| Limavady Area Partnership | 18,186 | — | Ulster Community & Hospital Trust | 21,636 | 26,636 |
| Department for Employment & Learning | 271,945 | — | Northern Ireland Fund for Reconciliation | 7,984 | 40,000 |
| The Henry Smith Charity | — | 60,000 | Northern Ireland Housing Executive | 88,500 | 86,000 |
| Tudor Trust | — | 100,000 | Department of Health, Social Services & Public Safety | 373,132 | 140,261 |
| Northern Ireland Office | 624,892 | 739,258 | Youth Justice Agency for Northern Ireland | 38,000 | 38,000 |
| Probation Board for Northern Ireland | 374,018 | 353,363 | Derry Strategic Partnership | 93,803 | 46,938 |
| Volunteer Development Agency | — | 14,470 | Other | 59,384 | 92,476 |
| Belfast Regeneration Office/DSD | 58,605 | 34,563 | | <hr/> | <hr/> |
| Northern Ireland Prison Service | 194,242 | 173,217 | | 3,184,152 | 2,838,869 |
| Community Relations Council | 3,200 | 10,629 | | | |
| Home Office | — | 37,752 | Canteen Income | 43,965 | 46,598 |
| European Social Fund | 471,813 | 401,164 | Investment Income | 16,282 | 8,346 |
| Proteus | 207,995 | 216,909 | Sundry Income | 53,316 | 114,423 |
| Community Fund | 38,634 | 46,412 | | <hr/> | <hr/> |
| Foyle Health & Social Services Trust | 8,980 | 8,718 | | 113,563 | 169,367 |
| International Fund for Ireland | 20,435 | 3,457 | Total | <hr/> | <hr/> |
| Esmee Fairbairn Trust | 19,483 | 6,061 | | 3,297,715 | 3,008,236 |
| Atlantic Philanthropies | — | 2,790 | | | |
| YESSIP | 42,294 | — | | | |
| Armagh and Dungannon Health and Social Services Trust | 40,950 | 49,128 | | | |
| Western Health & Social Services Board | 5,492 | — | | | |
| Southern Health & Social Service Board | 24,840 | 37,001 | | | |
| Eastern Health & Social Services Board | 69,959 | 67,916 | | | |
| Save the Children Fund | 5,750 | 5,750 | | | |

NOTE 13

TANGIBLE FIXED ASSETS

| | Shankill Information Technology Computer | Motor Vehicles | Computers & Office Equipment | Long Life Equipment | Tenant Improvements | Fixtures & Fittings | Headquarters Computers & Office Equipment | Land & Buildings | Total |
|-----------------------|---|-------------------|------------------------------------|------------------------|------------------------|------------------------|--|---------------------|-----------|
| Cost | £ | £ | £ | £ | £ | £ | £ | £ | £ |
| Balance at 1/4/04 | 2,445 | 18,000 | 71,513 | 30,002 | 55,495 | 42,909 | 95,811 | 430,534 | 746,709 |
| Additions | — | — | 32,814 | — | — | — | 116,506 | 1,063,257 | 1,212,577 |
| Disposals | 2,445 | — | 51,579 | 30,002 | 40,495 | 40,808 | 39,728 | — | 205,057 |
| Balance at 31/3/05 | — | 18,000 | 52,748 | — | 15,000 | 2,101 | 172,589 | 1,493,791 | 1,754,229 |
| Depreciation | | | | | | | | | |
| Balance at 1/4/04 | 2,445 | 18,000 | 61,206 | 29,650 | 32,978 | 32,405 | 59,690 | — | 236,374 |
| Charge for year | — | — | 17,583 | — | 1,250 | 175 | 57,530 | 42,530 | 119,068 |
| Disposals | 2,445 | — | 51,579 | 29,650 | 31,144 | 32,121 | 39,728 | — | 186,667 |
| Balance at 31/3/05 | — | 18,000 | 27,210 | — | 3,084 | 459 | 77,492 | 42,530 | 168,775 |
| Net Book Value | | | | | | | | | |
| At 31/3/05 | — | — | 25,538 | — | 11,916 | 1,642 | 95,097 | 1,451,261 | 1,585,454 |
| At 31/3/04 | — | — | 10,307 | 352 | 22,517 | 10,504 | 36,121 | 430,534 | 510,335 |

NOTE 14**LEASED ASSETS**

| | Motor Vehicles | Equipment | Total |
|-----------------------|---------------------------|------------------|---------------|
| COST | £ | £ | £ |
| Balance at 1/4/04 | 18,340 | 10,041 | 28,381 |
| Additions | — | — | — |
| Disposals | — | — | — |
| Balance at 31/3/05 | <u>18,340</u> | <u>10,041</u> | <u>28,381</u> |
| DEPRECIATION | | | |
| Balance at 1/4/04 | 12,226 | 10,041 | 22,267 |
| Charge for Year | 6,114 | — | 6,114 |
| Disposals | — | — | — |
| Balance at 31/3/05 | <u>18,340</u> | <u>10,041</u> | <u>28,381</u> |
| NET BOOK VALUE | | | |
| At 31 March 2005 | — | — | — |
| At 31 March 2004 | <u>6,114</u> | <u>—</u> | <u>6,114</u> |

NOTE 15**RECONCILIATION OF (DEFICIT)/SURPLUS
TO NET CASH FLOWS FROM OPERATING ACTIVITIES**

| | 2005 | 2004 |
|--|----------------|----------------|
| | £ | £ |
| (Deficit)/Surplus - Administration | (28,585) | (6,963) |
| Surplus/(Deficit) - Projects | 208,263 | 156,625 |
| | <u>179,678</u> | <u>149,662</u> |
| Deferred Credit released | (131,735) | (28,334) |
| Depreciation | 143,572 | 56,643 |
| (Increase)/Decrease in Debtors | (16,973) | (43,543) |
| (Decrease)/Increase in Creditors | (45,992) | 95,696 |
| | <u>128,550</u> | <u>230,124</u> |
| Less Returns on Investment & Servicing of Finance | (16,966) | (6,696) |
| | <u>111,584</u> | <u>223,428</u> |

NOTE 16

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT

| | 2005 | 2004 |
|--|------------------|----------------|
| | £ | £ |
| (Decrease)/Increase in Cash | (896,449) | 223,662 |
| Finance Lease Creditor Payments | 5,218 | 10,972 |
| | <u>(891,231)</u> | <u>234,634</u> |
| NET FUNDS AT START OF YEAR | 629,835 | 395,201 |
| NET (DEBT)/FUNDS AT END OF YEAR | <u>(261,396)</u> | <u>629,835</u> |

NOTE 17

ANALYSIS OF CHANGES IN NET (DEBT)/FUNDS

| | 2004 | Cash Flows | 2005 |
|------------------------|----------------|------------------|------------------|
| | £ | £ | £ |
| Bank Deposit Account | 526,251 | 294,146 | 820,397 |
| Cash in Hand | 50 | - | 50 |
| Bank Account | 116,370 | (1,190,595) | (1,074,225) |
| | <u>642,671</u> | <u>(896,449)</u> | <u>(253,778)</u> |
| Finance Lease Creditor | (12,836) | 5,218 | (7,618) |
| | <u>629,835</u> | <u>(891,231)</u> | <u>(261,396)</u> |

NOTE 18

RELATED PARTIES

The company supports Educational Trust. The chief executive of Northern Ireland Association for the Care and Resettlement of Offenders, Olwen Lyner, is one of the trustees of Educational Trust.

The company has guaranteed the overdraft of Educational Trust. The amount outstanding at the balance sheet date was a total of £5,376 (2004: £8,392).

£6,802 was paid to one of the directors, Peter Denley, during the year for carrying out a survey of essential skills on behalf of Northern Ireland Association for the Care and Resettlement of Offenders.

Northern Ireland Association for the Care and Resettlement of Offenders paid £25,850 to Millward Brown Ulster Limited for carrying out a study of offender employability. Some of the work on this study was carried out by Kieran McEvoy, a director of Northern Ireland Association for the Care and Resettlement of Offenders.

NOTE 19

LEASE PURCHASE ASSETS

The cost of fixed assets financed by lease purchase agreements is £20,568 (2004: £44,208). The net book value of those assets is Nil (2004: £6,114). The depreciation charge for the year in relation to these assets was £6,114 (2004: £14,735).

NOTE 20

CAPITAL COMMITMENTS

Annual commitments exist under operating leases as follows:-

| | 31 Mar 2005 | 31 Mar 2004 |
|------------------|------------------------|------------------------|
| Land & Buildings | | |
| Expiring: | | |
| Within 1 year | 26,000 | 100,592 |
| | <u>26,000</u> | <u>100,592</u> |

At the balance sheet date the company had entered into contracts for future capital expenditure amounting to:-

| | 2005 | 2004 |
|---------------------------|---------------|------------------|
| Contracted - New Premises | <u>55,000</u> | <u>1,025,000</u> |

SERVICE LOCATIONS

| | |
|--------------------------------------|---|
| NIACRO Headquarters | Amelia House, 4 Amelia Street, Belfast BT2 7GS Tel: 028 9032 0157 |
| Prison Link | 31-33 High Street, Portadown BT62 1HP Tel: 028 3933 3301 |
| Parent & Child Support | 33-35 High Street Carrickfergus BT38 7AN Tel: 028 9336 5826 |
| North West Office | 19 Queen Street Derry/Londonderry BT48 7EF Tel: 028 7126 4555 |
| Magilligan Visitors Centre | HMP Magilligan, Point Road, Limavady BT49 0LR Tel: 028 7776 3311 |
| Hydebank Wood Visitors Centre | Hydebank Wood, Hospital Road, Belfast BT8 8NA Tel: 028 9025 3849 |
| Southern Office | 16 Russell Street, Armagh BT61 9AA Tel: 028 3751 5910 |
| Child & Parent Support | 1a Russell Street, Armagh BT61 9AA Tel: 028 3751 1433 |



The Northern Ireland Association for the Care and Resettlement of Offenders

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