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Charity registered number: 100310

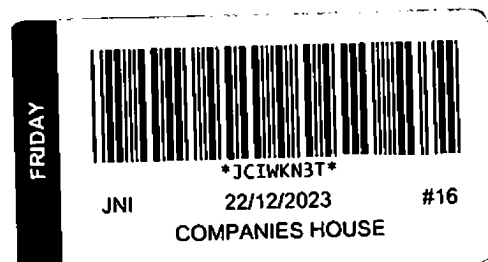
**The Northern Ireland Council for Integrated Education
(a company limited by guarantee)**

Directors' report and financial statements

for the year ended 31 March 2023

**Laid before the Northern Ireland Assembly
Under the requirements of the Department of Education/NICIE Management
Statement and Financial Memorandum.**

**On
24th June 2023**



The Northern Ireland Council for Integrated Education

(Company limited by guarantee)

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Directors' Report and financial statements for the year ended 31 March 2023

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Reference and administrative details

Directors/Trustees

Cathy McIver- Resigned June 2022
Dr Anne Marie Telford
Eamon Quinn (Vice Chair)
Ewa Szlachta - Resigned June 2022
Maeve Marnell (Chair)
Patricia Douglas
John Scott
Cathal Mullaghan
Helen Smyth (Secretary)
Bill Fletcher
Duncan Morrow
Bill Miscampbell
Shane Greer
Adele Kerr
Anne Murray
Colin Millar
Bob Hanna
Gavin Gray
Sandra Patterson – Appointed October 2022
Ashleigh Moran Appointed October 2022

Senior management members

Roisin Marshall (Chief Executive Officer)
Maureen Johnston (Finance Officer)
Clodhna Scott Wills (Senior Development Officer)
Lorna McAlpine (Senior Development Officer)
Sean Pettis (Senior Development Officer) Resigned April 2022

Reference and administrative details (continued)

Registered and Principal office

25 College Gardens
Belfast
BT9 6BS

Solicitors

Cleaver Fulton Rankin
50 Bedford Street
Belfast, BT2 7FW

Bankers

First Trust Bank
33 – 35 University Road
Belfast
BT7 1ND

Independent auditors

M.B. McGrady & Co
Rathmore House
52 St. Patricks Avenue
Downpatrick
BT30 6DS

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This Document is also available on our website at <http://www.nicie.org.uk>

Any Enquiries regarding this document should be sent to NICIE, 25 College Gardens, Belfast, BT9 6BS

Directors' report for the year ended 31 March 2023

The directors, who are also trustees, present their annual report and the audited financial statements for the year ended 31 March 2023. The financial statements are prepared in accordance with the Companies Act 2006, *Accounting and Reporting by Charities Statement of Recommended Practice*, affordable to charities preparing their accounts. This is in accordance with the International Financial Reports standards and in accordance with the requirements and guidelines set out in the Government's Financial Reporting Manual (FReM) and other guidance issued by the Department of Finance (DoF) in force for the financial year for which the financial statements are being presented.

The accounting policies contained in the FReM apply International Financial Reporting Standard as adopted or interpreted for the public sector context.

Reference and administrative details

Details of the registered office, directors, independent advisers, and other relevant information are given on page 2 and 3.

Structure, Governance and Management

Governing document

The Northern Ireland Council for Integrated Education ("NICIE") was incorporated in 1989 as a company limited by guarantee and is exempt from tax under Section 505(1) (c) of the Income and Corporation Act 1988 as a body established for charitable purposes only. NICIE was designated as a Non-Departmental Public Body ("NDPB") in February 2012. It is sponsored by the Department of Education ("DE"). The company's principal activity as defined in the Education Reform (NI) Order 1989 is "to encourage and facilitate the development of Integrated Education and schools for the public benefit".

Directors

All directors are members of NICIE. All directors are guarantors of the company with a maximum liability of £10.

Appointment of directors

NICIE directors are elected/appointed from six areas representative of all stakeholders. These comprise, involved in the provision of teaching, Principals, Schools, Trusts, Early Years and DE. Directors can serve two periods of between 2-4 years' subject to the terms of the Memorandum and Articles of Association.

Director induction and training

The Company Secretary ensures that appropriate induction and training is given to all NICIE Board of Director ("BoD") members. Each new director is provided with an information pack about NICIE and their responsibilities and is given an opportunity to meet all staff. Details of the BoD structure is illustrated on page 31 of the NICIE Governance statement.

Directors' report for the year ended 31 March 2023

Organisation

The governance, management and conduct of the business and affairs of NICIE are carried on by the Board of Directors ("BoD") in accordance with the Memorandum and Articles of Association of NICIE and the Management Statement (incorporating the financial memorandum). The Chief Executive Officer ("CEO") is Roisin Marshall.

Funding

NICIE works in close collaboration with its principal funder DE. It is also supported by the Department of Foreign Affairs and Trade, Ireland, and The Northern Ireland Office to promote the work of the organisation.

Risk management and internal control

The directors are responsible for ensuring that an effective system of internal financial control is maintained and operated by NICIE.

The system of internal financial control is based on a framework of regular management information, administrative procedures and a system of delegation and accountability.

It includes:

- A comprehensive budgeting system, with a strategic plan and an annual budget, which is reviewed and agreed by the directors;
- Regular reviews by the directors of monthly and annual financial reports, which indicate financial performance against approved budget and forecast; and
- Monitoring progress against the strategic plan.

As part of the monitoring process, the directors have implemented a risk management strategy, which comprises:

- A quarterly review of the risks which NICIE may face, and actions taken to mitigate identified risks;
- The establishment of systems and procedures to mitigate those risks identified; and
- The implementation of procedures designed to minimise any potential impact on the organisation should any of those risks materialise.

Significant risks identified are in relation to the following areas:

- NICIE fails to deliver a balanced Resource and Capital Budget as a result of ineffective management of resources to ensure the delivery of the Department of Education's Strategic Priorities and NICIE's statutory duties and priorities within budget.
- Weakness and Ineffective governance & accountability arrangements.

Directors' report for the year ended 31 March 2023

- Failure to exercise proper stewardship, and maximise the resources allocated to NICIE in line with Financial Memorandum and grant conditions where applicable, within a proper financial control framework under Non-Departmental Public Body, (NDPB) status.
- Failure to support, promote and grow Integrated Education due to inability to assess parental demand for integrated education.

A key element in the management of financial risk is the setting up of a reserves policy and its regular review by directors. Particular attention is also focused on non-financial risks arising from fires and the health and safety of all staff and visitors.

Objectives and activities of NICIE

During the year, NICIE continued to operate in the following Programme areas:

1. Development and support services, for which core funding was made available through DE. The key objectives for this Programme underpinned DE's Strategic Priorities and policies and included promoting the growth of Integrated provision through supporting parents' groups, supporting schools in the process of 'Transformation,' or interested in 'Transforming' and supporting existing Integrated schools regarding consolidation and expansion and in embedding 'Integration in practice.' NICIE worked with Integrated schools and other stakeholders in the process of Area planning. NICIE raised the level of debate about the role of Integrated Education by informing and influencing public opinion. NICIE promoted the characteristics of Integration in practice both in Integrated schools and across other schools. NICIE continues to strive to improve its internal capacity to be able to fulfill its Business Plan as agreed with DE.
2. The initiation and development of related work funded through the Department of Foreign Affairs and Trade Ireland (DFA).
3. The recruitment of additional Staff through Northern Ireland Office Grant due to start in the new financial year 2023-2024.

Achievements and performance

The statement of financial activities for NICIE.

All programmes are drawn up in accordance with best practice and link to the Strategic Aims of NICIE and are aligned to the business plan of DE. All programmes have detailed operational plans to achieve the outcomes identified in the Strategic and Business Plans and are monitored on a regular basis by the Board, Senior Management Team, and the external funding bodies.

Details of NICIE's activities during the year can be accessed online at www.nicie.org or by contacting NICIE at the registered address.

Directors' report for the year ended 31 March 2023

Financial Review

The full financial results of NICIE are set out in detail in the financial statements on pages 50 to 65. The net outgoing resources for the year before recognised gains and losses was £5,770 (2022: £144,698)

Performance

NICIE bases its operations strategically on a 3-year strategic plan and on an annual basis on a Business Plan, which is reported on a quarterly basis to the Board of Directors and DE. The Business Plan is set within the context of DE's business plan, and additionally, it includes related projects which are funded by the Department of Foreign Affairs and Trade (DFA). NICIE reports on its operations in its Annual Report. NICIE has delivered on all its Business Plan commitments in this current year except one: 'We will initiate a collaboration with ETI to develop the EIEA with a view to including measures that contribute to tackling disadvantage and underachievement (through ongoing analysis of all pupils, FSME pupils and non-FSME pupils within the integrated sector of attendance and level 2 and level 3 outcomes and how these compare with other sectors.) This was due to limited resources and other priorities.

Reserves

NICIE receives grants from various sources that are spent on the activities as detailed in the respective Letters of Offer. Any unspent monies may be subject to claw-back by the grant provider.

The net liabilities at the year-end including the pension surplus is £161,298 (2022: £592,932). This includes a net pension liability of nil. (2022: £655,000). The company's funding for the year ended March 2023 has been confirmed from the DE. The company is in a net current asset position with funding secured sufficient to meet liabilities as they fall due in the period of 12 months from approval of the financial statements. For further details of the pension commitment liability, please refer to note 12 of the financial statements (page 60) and the Remuneration report on pages 39-44.

Forward funding

NICIE has secured sufficient income from a variety of sources for the year 2023 - 2024 to offer assurance to the directors and stakeholders of its ability to operate for the next financial year. Major funding has been guaranteed from DE, with other project funds being made available from the Department of Foreign Affairs and Trade and a grant from the Northern Ireland Office through the Education and Skills Funding Agency.

Strategic priorities, objectives, and activity

The Northern Ireland Council for Integrated Education (NICIE) began a new strategic plan 2022-2025.

Vision

A society where children are educated together; confident to express their own identity and culture; respectful of, and prepared to engage with, the identity and culture of others.

Mission

To promote reconciliation in Northern Ireland through Integrated Education

Directors' report for the year ended 31 March 2023

Strategic Priorities (specific Action statements) 2022-2025

1. Promote Integrated Education

Promote Integrated Education to create measurable change in awareness and understanding, leading to an increase in demand for Integrated schools.

2. Grow Integrated Education

Support the growth and development of Integrated Education to be an accessible option in all geographical areas in Northern Ireland

3. Support Integrated Education

Support the development of the Integrated Ethos to help governors and leaders to advance sustainable and exemplary Integrated and Transforming schools.

Strategic Priority 1 Action Plan

Promote Integrated Education to create measurable change in awareness and understanding, leading to an increase in demand for Integrated schools.

NICIE actions related to Outcome 1:

Work has been ongoing regarding the Promotion of Integrated Education. NICIE employed a part time Communications Development Officer tasked with increasing public awareness. This person was recruited in July 2022 but resigned December 2022 due to personal circumstances.

Communication Strategy

Work across the period has culminated in a Communication Strategy that is aligned to the NICIE Strategic Plan for 2022-25. The plan will enable NICIE's online communication to promote Integrated Education more cohesively, working in partnership with the IEF, Integrated schools and other partners.

NICIE also supported Integrated schools to further advance their communication activities through providing three training sessions in December 2022 focussed on creating messages and utilising social media advertising. A new website for NICIE has now been launched alongside new branding and a suite of key messages.

Social Media Engagement

Of particular note has been the launch of two campaigns: #40YearsIntegrated and #ChooseIntegrated. Due to the resignation of the Communications Development Officer, the latter has not had the resource dedicated to it to support Integrated schools during the open admissions period in 2022/23 but it will become an annual campaign to better inform the public about Integrated Education and the schools that provide it.

Directors' report for the year ended 31 March 2023

40th Anniversary of Integrated Education

The 40th Anniversary Steering Group met across the year to support the planning and coordination of events. The group was made up of representatives from IEF, AlumNI, Lagan Integrated College, Fort Hill Integrated P.S (Primary School), Cedar Integrated P.S, The Association of Principals in Integrated Schools (APTIS) and NICIE. Receipt of £23,500 from the

Department of Foreign Affairs and Trade Reconciliation Fund, which has supported several initiatives across the anniversary year was very welcome.

The 40th Anniversary of Integrated Education was formally launched in September 2021 and ended in October 2022 culminating in the launch of a children's book, *The Bees and The Wind* written by Amelia Kai at the Association of Principal Teachers in Integrated Schools (APTIS) Conference in October 2022. Other initiatives across the year included the 'Great Integrated Bake-Off' and 'Images of Integration', a photographic exhibition exploring Integration through the perspectives of young people and a large-scale event for pupils took place at Belfast City Hall June 2022.

Integration Works

The IEF with NICIE as a partner successfully applied to the Department of Foreign Affairs 'Strategic Partnership Fund', which has provided €333,180 across three years to further develop NICIE's work supporting Transformation. The project began on 1 May 2022 and will end on 31 April 2025.

Advocacy and Policy Promotion

With the passage of the Integrated Education Bill and the Independent Review of Education, there was considerable work involved in advocacy and policy promotion over the last year. The Integrated Education (NI) Act gained Royal Assent on 26 April 2022 and came into force on 26 October 2022.

Strategic Priority 2 Action Plan

Support the growth and development of Integrated Education to be an accessible option in all geographical areas in Northern Ireland

NICIE actions related to Priority 2

There are three types of Area Planning meeting coordinated by the Education Authority, 'Local,' three of which happen monthly, 'Working' and 'Steering' meetings, which occur, bi-monthly. NICIE officers have attended all meetings this past year. NICIE has also participated in three sub-groups, which were formed to consider specific areas/issues in schooling in the Belfast/Newtownabbey area, the Mid and East Antrim area, and the Coleraine district. A subgroup of the Area Planning Working Group (APWG) has addressed collaboration.

Directors' report for the year ended 31 March 2023

There are 27,183 pupils enrolled in Integrated schools; 104 in Nursery schools, 11,956 in primary schools and 15,123 in post-primary schools.

The number enrolled has increased by nearly 1,400 pupils compared to last year and by nearly 4,100 pupils from 2017/18. (DE Statistical Bulletin 2022/23).

Despite there having been numerous proposals completed and submitted for Ministerial or Permanent Secretary decisions, there were no decisions made in 2022/2023 on existing Integrated school proposals or Transformation proposals.

However, with the implementation of the Integrated Education Act 2022, DE Area Planning officials asked all the dozen schools with live proposals how their Cases for Change met the new definitions in the IE Act. NICIE held information sessions for the schools involved and sent out templates to help the schools devise responses and reviewed the draft responses before they were submitted to DE.

This year continued to see significant interest from schools interested in Transformation to Integrated status resulting in seven parental ballots for Transformation, all of which voted positively to continue the process. NICIE development staff have been working closely with these schools alongside the six who got approval in the two previous years. These Transformed schools have to be supported by NICIE for 5 years post approval. This has involved Officer attendance at Transformation Action Group meetings, Boards of Governors presentations and support sessions with Principals for the purpose of information giving, advising on process and whole school ethos development. Eight schools were supported by NICIE to submit Cases for Change /Action Plans for Transformation to Integrated status.

NICIE provided four commentaries to the Department of Education on Transformation Development Proposals across this year. Two schools, Bangor Central Nursery and Glengormley High opened as Integrated schools, with new names, Bangor Integrated Nursery School, and Integrated College Glengormley, in September 2022.

In 2022/23 NICIE has also supported another two Integrated Primary schools develop proposals for nursery unit provision, Bridge and Omagh IPSs. One of these has completed the consultation stage and a commentary has been submitted to DE. Two other schools one Primary and one Post-primary have been supported to produce Cases for Change and a commentary has been written for one of them in next financial year. The other will be submitted next year as the process requires.

NICIE officers have continued to work with a parent group and the Blackwater Board of Governors in Mid-Down. Over 840 Expressions of Interest forms have been collected from the public in the local area. A Case for Change was submitted to EA in September 2020, it was published in May 2021 with the objection period closing in September 2021. There has been no ministerial decision made on this proposal.

Directors' report for the year ended 31 March 2023

NICIE has worked in collaboration with the Education Authority and the Controlled Schools Support Council (CSSC) to assess the potential of developing a new school in the Coleraine area. The proposals for the closure of three schools: Coleraine and Dunluce Colleges and North Coast IC and the opening of the new Causeway Controlled Integrated College were published on 9 March 2022 and a NICIE commentary was submitted to DE in May 2022. No decision has been made.

Area Planning work has focused on the development of the Area Planning Operational Plan 1 which runs from 2022 to 2024. More recently, the meetings have concentrated on the development of Special Provision in Mainstream Schools (SPiMs). This is a response to a crisis situation where mainstream schools are being asked to set up special units to ensure that every child has a school place by September 2023 and beyond.

Fresh Start Capital building is ongoing, with nine schools: Enniskillen IPS; Strangford IC; Rowandale IPS; Newbridge IC; Mill Strand IPS; Roe Valley IPS; Millennium IPS; Phoenix IPS and Shimna IC. Hazelwood, IC Dungannon, Slemish and Drumragh IC are also due major Capital builds. More recently, Sperrin and Malone ICs were included in the Ministerial list for Executive capital in 2022. Several sod cutting ceremonies have taken place in the last few months at Phoenix IPS, Newbridge, Shimna, and Ulidia Integrated Colleges.

Strategic Outcome 3 Action Plan

Support the development of the Integrated Ethos to help governors and leaders to advance sustainable and exemplary Integrated and Transforming schools.

NICIE actions related to Outcome 3

NICIE continued to organise and facilitate meetings for the Principals of Integrated schools (APTIS). These meetings remained online and took place once a month. The online nature of the meetings encourages high attendance. On average 29 participants per session.

NICIE had previously commissioned two Associates to carry out a survey of Grant maintained Integrated (GMI) School Principals to ascertain their satisfaction with NICIE representation and to see what areas of further support they would like from NICIE. A set of recommendations came from the report and form an Action Plan, which will be implemented as appropriate and when resources are available over the next year. We have formed a GMI Consultative Group of Principals from GMI primary and post-primary schools. This is a specific group for GMI Schools to help NICIE to represent and support GMI schools effectively at various forums.

The training offer from NICIE increased this year with a training programme sent to all Integrated schools. Along with organised training, we also respond to individual school requests.

The offer included:

- Visioning for Recruitment
- Roles and Responsibilities as GMI Governors
- Governance
- Integrating Governor

Directors' report for the year ended 31 March 2023

- Parental Involvement
- Introduction to Anti-Bias for Parents/Governors/Teachers/General
- Introduction to the Excellence in Integrated Education Award (EIEA)
- Integration Coordinator Training
- Anti-Bias 3-day session
- Teachers New to Integrated Education
- Bespoke school training sessions
- Ad hoc sessions

Excellence in Integrated Education Award (EIEA): Schools continue to be supported through the Excellence in Integrated Education Award. Seventeen schools are progressing through the process and seven are preparing for renewal of the Award.

As well as APTIS meeting once per month with an average attendance of 29 members representing 29 schools per meeting, the following NICIE **committees and forums** continued to meet and develop. A two-day conference was held in October with 63 schools represented. The AGM took place in March 2023.

VP (Vice Principal) Forum due to school pressures and absences only met once in this school year.

Teachers' Committee due to a change in structure the planning panel met several times, and 3 sessions were organised for all teachers. Work was prepared and shared with all schools on the theme of 'The Big Picture', for this year's Integrated Education month.

Early Years' Forum met once to respond to the Early Year consultation on school starting age and to plan for the year ahead.

Integrated Schools Finance Association (ISFA): continued support to schools re Finance and meetings with EA and other relevant support bodies and facilitation of GMI school finance related issues.

In March 2023, NICIE organised a Seminar for Governors in Grant Maintained Integrated schools.

NICIE represents Integrated Education on the following cross-sector stakeholder committees that meet quarterly or more frequently as required:

- Teachers Negotiating Council (TNC) and associated Oversight group and work streams from teachers' pay deal
- EA-led Community in Schools working group
- Educational Stakeholders Forum
- School Complaints Procedure Review
- The General Teaching Council for NI (GTCNI)

Directors' report for the year ended 31 March 2023

- The Performance Review and Staff Development (PRSD) Committee led by EA The EA Pre-school Education Group (PEG)
- Area Planning groups (strategic group, working group and local groups).
- EA admissions appeal panels
- COVID-19 groups developed to bring together those organisations that represent schools: CEO (Chief Executive Officer) forum, DE Communications, DE Key Workers Group, Cross Organisation forum with reference to the COVID-19 Link Officers assigned to schools.

NICIE was part of a group of organisations, North and South, that were successful in securing funding from the SCoTENS (Standing Conference in Teacher Education North and South). This research is examining how prepared Teacher and Student teachers are for teaching controversial issues.

NICIE has continued to build a **closer working relationship with the Integrated Education Fund (IEF)**. Both CEOs (Chief Executive Officers) meet on a regular basis and The Integration Works Group formalises this where senior staff from both organisations meet to discuss collaborative opportunities and joint working. This has involved twelve formal meetings and numerous additional, ad hoc meetings between individual officers working on school Transformations and other joint projects.

NICIE CEO and Finance Officer meet regularly with the **Department of Education (DE) Irish Medium and Integrated Education (IMIE Branch)**. This partnership works very effectively.

NICIE has worked collaboratively with **EA and CCMS (Council for Catholic Maintained Schools)** and ongoing contact has been established to support NICIE in taking schools through the process of organising parental ballots and drafting Cases for Change following successful ballots as appropriate.

Regular meetings have taken place with the EA **Shared Education and Sectoral Support Team**, and they have developed a support programme for schools who want to examine the religious balance in their enrolments of Catholic, Protestant and Other. This was the first year of a 3-year programme, which supports schools in identifying the areas they wish to develop and produce an Action Plan that allows them to build on the excellent work they already do whilst identifying the gaps that need addressed. There are three schools involved in this programme. One final session took place this year.

The Council has supported the Integrated schools in awareness raising of the Integrated Education (NI) Act throughout 2022/23. NICIE has contributed to the DE Implementation Team Steering and Working Groups.

NICIE has actively participated on behalf of Grant Maintained Integrated (GMI) Schools in Management Side of the Teachers Negotiating Council, Oversight Group, Schools Leaders

Directors' report for the year ended 31 March 2023

Workload, Northern Ireland Substitute Teachers Register (NISTR) development of new website, Pensions and Managing Attendance Groups.

The **Annual Report & Accounts for 2021/2022** were audited, submitted to DE and relevant statutory bodies. Appropriate Financial and Management Reports were produced for senior management team, Finance and General Purposes Staffing Committee (FGPSC) and BoD throughout the year. A comprehensive internal and external audit programme was established and successfully delivered. All Returns were forwarded to DE/ Department of Finance in line with guidance. There were no breaches of public pay policy. One hundred percent of all non-disputed invoices were paid within 30 days of term date. Payment of all non-disputed invoices within 10 working days was maximised. A review and implementation of NICIE/DE Financial Memorandum/Management Statement was carried out.

Governance continued to be reviewed and the chairperson carried out an annual appraisal of all directors. All Board and Committee meetings took place remotely as scheduled apart from one meeting in June 2022.

The Terms of Reference for the three sub committees were distributed and reviewed. New Directors were recruited and appointed by DE, with induction, and training delivered by NICIE personnel. NICIE's Corporate Risk Register was developed in line with the 2022/23 business plan, aligned to DE's Risk Management Strategy, routinely reviewed, and revised and action plans for improvement monitored throughout the year.

A Board Effectiveness Action Plan was monitored throughout the year and Committee Effectiveness surveys were carried out for the ARAC and FGPSC Committees.

Staff and Board Development and Training continued throughout the year. Five staff policies were developed, reviewed, amended, agreed with staff, approved by the FGPSC, and then brought to the Board for ratification.

Project Team Meetings between all Development and Senior Development Officers took place fortnightly.

Business Cases were submitted through IMIE for DE approval. Internal Business Cases within delegated limits were submitted and approval was given. Staff appraisals were completed.

The Board and staff reviewed the Strategic Plan, the business plan was monitored quarterly, and a new business plan for 2023/2024 was approved.

Additional Bids for funding were submitted to The Department of Foreign Affairs and Trade Ireland (DFA) in partnership with the Integrated Education Fund (IEF) and was successful.

A NICIE hybrid working Policy has been established and piloted and will be reviewed in April 2023.

Directors' report for the year ended 31 March 2023

NICIE's Well-Being group worked on a plan of activity for the year. This included a suite of health and well-being activities.

Fixed assets

Details of the movement of fixed assets are set out in note 7 to the financial statements.

Donations

NICIE made no political donations during the year (2022: £nil)

Tax status

On 2 March 1989, NICIE was granted charitable status and is exempt from corporation tax on its activities. The activities of NICIE are exempt for value added tax purposes. NICIE therefore does not have to account for value added tax on its income nor is it able to recover the value added tax element of expenditure.

Charitable status and public benefit

The company is a registered charity with the Charities Commission in Northern Ireland under reference 100310. The directors have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Disabled employees

NICIE gives full and fair consideration to applications for employment from disabled persons, having regard to their aptitude and abilities as well as Health and Safety factors.

Equality of Opportunity

NICIE follows the Northern Ireland Civil Service Policy that all eligible persons shall have equal opportunity for employment and advancement based on ability, qualification, and aptitude for work.

Employee involvement

It is the policy of NICIE to promote the understanding and involvement of all its employees in its aims and performance and it is committed to the continuing development of effective employee communication and consultation.

Sickness Absence

The sickness absence rate for the year was 24.5 days .89% (2022: 15 days .006%). The Directors and Management work continuously to reduce this figure and this is reviewed at BOD meetings and FGPSC.

Directors' report for the year ended 31 March 2023

Prompt Payment

NICIE is committed to the prompt payment of bills for goods and services received in accordance with NICIE Financial Memorandum, the Confederation of British Industry's Better Practice Prompt Payers Code. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. In 2022/2023 NICIE paid 100% (2021/2022: 100%) of its creditors within 30 days and no commission debt interest was paid or was due in respect of transactions in 2022/2023.

Statement of accounting officer and directors' responsibilities

The directors (who are also trustees of The Northern Ireland Council for Integrated Education) are responsible for preparing the Directors' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law and Article 8(6) of the Financial Provisions (Northern Ireland) Order 1993 require the Chief Executive and directors to prepare financial statements for each financial year that give a true and fair view of the situation and of the surplus or deficit of NICIE for that period. In preparing those financial statements, the Chief Executive and 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that NICIE will continue in business.

The Chief Executive (CEO) and directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy, at any time, the financial position of NICIE and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of NICIE and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The CEO is responsible for the maintenance and integrity of NICIE's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In addition, in appointing the Chief Executive of the NICIE as Accounting Officer for NICIE, the Department of Education has placed on the Chief Executive responsibilities including the regularity and propriety of the public finances and for the keeping of proper records. These are set out in the

"Accounting Officers" Management Statement (incorporating the financial memorandum) issued by the Department of Finance. The Accounting Officer confirms that the annual report and accounts as a whole are fair, balanced, and understandable and that she takes personal responsibility for the annual report and accounts and the judgments required for determining that they are fair, balanced, and understandable.

Directors' report for the year ended 31 March 2023

Statement of disclosure of information to auditors

So far as the Accounting Officer and each of the Directors in office at the date of approval of these financial statements is aware:

- there is no relevant audit information of which NICIE's auditors are unaware; and
- they have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that NICIE's auditors are aware of that information.

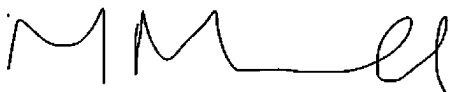
Small companies' exemption

In preparing this report, the directors have taken advantage of the small company's exemptions provided by the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.

Independent auditors

The auditors, MB McGrady & Co, have been appointed as Independent Auditors through a tender process. A resolution concerning their reappointment for next year will be proposed at the Annual General Meeting.

By order of the Board



Maeve Marnell
Chair

Date 24.6.2023

Annual Report from the Chairperson for the year ended 31 March 2023

This year has presented challenges right across the education sector and the lack of an assembly and the ongoing budgetary constraints have made achieving our strategic aims and objectives particularly difficult.

On a positive note, we welcome the opportunity to work with the Implementation Team for the Integrated Education Act. We are providing assistance to the Department as it works to meet its statutory obligation to develop a strategy for Integrated Education and are hopeful that this strategy will have a positive impact on ensuring that the Department assesses and meets the demand for Integrated Education going forward.

We are encouraged that more schools than ever are currently on the journey to becoming Integrated and we feel confident that, if resources are made available, the Integrated Education Act will result in those numbers continuing to grow.

Throughout the year our passionate and dedicated staff have continued to work with our schools to ensure that they achieve excellence in educating our children and young people and to help them to grow to meet increasing demand. I continue to be hugely impressed by the resilience demonstrated by our principals, teachers and other school staff as they overcome such challenging circumstances and our wonderful pupils continue to be a constant source of inspiration.

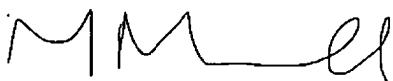
I feel privileged to work with an extremely talented Board of directors who give so generously of their time and expertise to ensure good governance of the organisation and who, with the expert support of our Finance Officer, Maureen Johnston, have ensured that our budget has been managed efficiently and effectively.

This year our CEO, Roisin Marshall, continued to provide visionary leadership to the organisation, overcoming obstacles and hurdles to ensure that our staff stayed focused on achieving the objectives set out in our business plan.

In addition, I am grateful for the positive relationship we have with our stakeholders: the IEF, APTIS, the AlumNI, our sponsor department in DE as well as the EA and other sectoral support bodies, as we work together to secure a better future for all our children.

As we move forward into the next financial year we must not let financial limitations hamper our vision of ensuring that every parent who wants to send their child to an Integrated school has the opportunity to do so.

We owe it to our children to rise above the political and financial challenges and continue to work with all our stakeholders to achieve our overall goal of promoting peace in Northern Ireland through educating our children and young people together.



Maeve Marnell
Chair NICIE
Date: 24th June 2023

Chief Executive Officer's Annual Report for the year ended 31 March 2023

The joint Integrated Education event organised by the Northern Ireland Office (NIO) and the Department of Foreign Affairs (DFA) hosted by the Secretary of State and the Tánaiste on Tuesday 6 April to mark the 25th anniversary of the Belfast Good Friday Agreement reminded all who were in the room that Integrated Education had positively contributed to education and also peace and reconciliation in Northern Ireland. It spelled a very positive end to 2022/23.

We have come a long way in those 25 years from 40 schools in 1998 to 70 schools in 2023.

In the last 10 years, the number of children attending Integrated schools has risen by 16,000 to 27,183.

We witnessed, with the passage of the Integrated Education Bill throughout 2021/22 and subsequent Royal Assent on 26 April 2022, that many of the political parties understood the importance of educating our children together. Some even recognised that one way of doing that was to further develop Integrated Education to give more parents access to that for their children.

I think many people recognised that this is about giving our children and young people, a message that Northern Ireland can be shared, not shared out, that we can live, play, and work together, all day in the same space. All of this is, of course is predicated on parental choice, but a choice is not a choice if it does not exist or if it only exists as an option only for some parents.

I want to personally thank the Department of Education in NI, the Northern Ireland Office, and the Department of Foreign Affairs and TRADE for all of their support to NICIE over many years.

The presence of so many principals, governors, and staff from Integrated schools on the 6 April 2023 in W5 to mark the contribution of Integrated Education to the Belfast/Good Friday Agreement was testament to their understanding of the role that they have all played.

NICIE are grateful for the Fresh Start capital funding of £500 million for Shared and Integrated Education, which was vital to ensuring that schools who had struggled to be established and those who had transformed over the last 40 years, as well as shared education campuses, could continue to develop.

I am confident that Integrated Education will continue to develop and continue to give voice to the message that it is possible and desirable for those from Catholic, Protestant, other Christian and those of other faiths, cultures, and communities, those of different abilities and those of different socioeconomic backgrounds to be educated in the same school. Integrated Education will continue to enable us to find the words to talk about how we can live well together, disagree amicably, and demonstrate it every day.

The Council for Integrated Education (NICIE), the Integrated Education Fund (IEF), the Association for Principal Teachers in Integrated Schools (APTIS) and the Integrated AlumNI will continue to remind politicians, our partners in DE, and in other educational support bodies that Integrated Education challenges all of us, personally, including the families and children and young people. It is also one way for citizens in NI to find new ways to communicate and understand what we have been through and are still going through as a society. We have made peace since 1998...now we as a society are beginning to build peace. Integrated Education has led the way in that conversation for the last 25 years.

There are 27,183 pupils enrolled in Integrated schools in 2023; 104 in Nursery schools, 11,956 in primary schools and 15,123 in post-primary schools.

The number enrolled has increased by nearly 1,400 pupils compared to last year and by nearly 4,100 pupils from 2017/18. (DE Statistical Bulletin 2022/23).

This year continued to see significant interest from schools interested in Transformation to Integrated status resulting in five parental ballots for Transformation, all of which voted positively to continue the process. Two schools, Bangor Central Nursery and Glengormley High opened as Integrated schools, with new names, Bangor Integrated Nursery School, and Integrated College, Glengormley, in September 2022.

Fresh Start Capital building is ongoing, with nine schools: Enniskillen Integrated Primary School (IPS); Strangford IC; Rowandale IPS; Newbridge IC; Millstrand IPS; Roe Valley IPS; Millennium IPS; Phoenix IPS and Shimna IC. Hazelwood, IC Dungannon, Slemish and Drumragh IC are also due major builds. More recently Sperrin and Malone ICs were added to the Executive Capital list.

Several sod-cutting ceremonies with DE Permanent Secretary, Mark Browne, as special guest, have taken place in the last few months at Phoenix IPS, Newbridge, Shimna, and Ulidia Integrated Colleges.

2023 year was another challenging year for schools in the wider education system in Northern Ireland. NICIE has had to continue to adapt and evolve over the last 12 months and in doing so has demonstrated the flexibility and agility in managing its internal operations to provide leadership and support to Integrated schools. NICIE has had to carefully manage its very limited budget to ensure delivery of the Department of Education's statutory duty to 'encourage facilitate and support Integrated Education.'

Challenges and opportunities

The external operating environment remained extremely challenging this year. NICIE continued to deliver its programme of work in an effective and economical manner within the constraints of significant budgetary pressures. Financial challenges have continued to adversely impact on the wider education sector and NICIE continued to collaborate with partners in Area Planning to work towards a more integrated education system. The staff of NICIE, with a Development Team of five full-time equivalent members of staff, must be commended for their collaborative working with educational partners especially the Integrated Education Fund and the Education Authority Sectoral Support Team. The tangible benefits of this approach are being realised in terms of the professional levels of support that NICIE continues to provide to Integrated schools. This collaboration helps to support long established, recently transformed, new schools being developed or transforming schools in terms of leadership; governance; sustainability; the Integrated ethos; teacher professional learning and staff development; guidance in addressing financial challenges; industrial relations and area planning. All of this helps to ensure the very best outcomes for children and young people in Integrated schools.

The Integrated Education (NI) Act 2022 has brought a sense of optimism for the future development of Integrated Education rather than the reliance of parents and school communities having to do all the heavy lifting themselves. For many years, NICIE has been asking the question 'Who is strategically planning for Integrated Education?' For over 30 years, NICIE has been responding to the demand for Integrated Education from parents and school communities, on a very limited budget, which has significantly decreased, over the last 13 years. It is imperative that future strategic planning for Integrated Education is appropriately funded and resourced.

In a mature society, it remains essential that parents, carers and learners have a right to ensure that their religious and philosophical beliefs are respected during their children's education

Article 2 of the First Protocol: Right to education | Equality and Human Rights Commission (equalityhumanrights.com). It is incumbent on the education sector to enable further development of Integrated Education in the short, medium, and long-term so that every parent, carer, or learner who would like that experience is enabled to access it in the future.

NICIE welcomed the opportunity to engage with the panel leading on the Independent Review of Education. There was significant engagement with the panel, and we look forward to the final report later in 2023.

NICIE look forward in 2023/24 to moving to new premises, which are fit for purpose and accessible to the NICIE staff team. It is vital for staff to have a collaborative space, which has been eroded since the onslaught of COVID in 2020 and the need for staff to work from home. *NICIE has developed a hybrid working policy, which enables staff to manage their precious time in a way which enables maximum productivity.*

The financial challenges and constraints in the education system are set to get worse and as we move into the 2023/24 period, these challenges are increasing, placing further pressure on the school system that is only beginning to emerge from the pandemic. I can however, with confidence, report that NICIE Officers continue to be proactive in working with school leaders and governors to address these challenges and will continue to do so as far as resources allow. Very often, it has been the tangible support provided by the NICIE team, that has made the important difference in helping schools to manage difficult situations and progress with practical and positive interventions and solutions.

Performance delivery

NICIE has delivered on the majority of targets and actions within the 22/23 Business Plan. NICIE are in the second year of a three-year strategic plan. A robust approach to risk management has complemented our work. The Corporate Risk Register and Risk Management Framework clearly underpinned the strategic decisions taken by the Board of Directors and the corresponding operational activity of NICIE. The delivery of the key actions of NICIE is supported by a clearly defined organisational structure, which provides clarity in terms of decision-making by the extremely dedicated Board of Directors. I have been ably supported by NICIE's Senior Management Team, who themselves provide effective and visible leadership, across their respective responsibilities. Together, with a very professional and dedicated staff within NICIE, I firmly believe that NICIE continues to positively support, challenge, and guide the established Integrated schools as well as those Transforming and those interested in Transforming to Integrated status.

NICIE are dedicated to ensuring their collaboration with DE and the Education Authority in relation to all Integrated schools is strengthened even more over the next year especially as the Strategy for the Integrated Education (Northern Ireland) Act 2022 begins to be implemented. NICIE are also determined that partnership working between NICIE, the Education Authority, and the Controlled Schools Support Council (CSSC) in respect of established Controlled Integrated schools is further developed to ensure the very best outcomes for the children and young people in these schools.

NICIE remains committed to working in partnership with all the key educational support bodies and Teacher Unions in relation to the Industrial Action by teachers and leaders in schools and the quest for better pay for teachers and school leaders. We will also play our part in ensuring the smooth implementation of the Fair Employment and Treatment Order by 2024.

NICIE remain committed to our mission of promoting peace and reconciliation through Integrated Education, enabling children and young people to learn together for a shared future.

A handwritten signature in black ink, reading "Raisin Marshall". The signature is written in a cursive, flowing style.

Chief Executive Officer of NICIE

NICIE GOVERNANCE STATEMENT

Introduction

The Northern Ireland Council for Integrated Education (NICIE) is a Non-Departmental Public Body (NDPB) of the Department of Education (DE). NICIE was established in 1987 as an umbrella body to represent integrated schools and to promote Integrated Education. NICIE was set up as a company limited by guarantee with charitable status and is supported through grant in aid by DE under the Education Reform (Northern Ireland) Order 1989.

The role of NICIE as defined in the Management Statement is *'to promote integrated education and to perform a wide range of roles in facilitating the development of Integrated Education in Northern Ireland for the public benefit.'*

The Governance Statement sets out the governance structures, risk management and internal control procedures that have operated within NICIE during the financial year 2022 to 2023.

The Annual Governance Statement has been produced in line with guidance issued by the Department of Finance (DoF) in accordance with the guidance in Annex 3.1 of Managing Public Money Northern Ireland (MPMNI) and forms part of the Statutory Accounts and is reviewed, considered, and approved by the Board of Directors (BoD).

This Governance statement reflected NICIE's activities and governance for the current financial year.

Scope of responsibility

As Accounting Officer, I am committed to operating in accordance with best practice in business integrity and ethics and maintaining the highest standards of financial reporting and governance. I have responsibility for maintaining a sound system of controls that supports the achievement of NICIE's policies, aims and objectives, whilst safeguarding the public funds and the NICIE assets for which I am personally responsible, in accordance with the responsibilities assigned in the MPMNI.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Council's policies, aims and objectives, to evaluate the likelihood of those risks being realised, the impact should they be realised, and to manage them efficiently, effectively, and economically.

As Accounting Officer of a public body and designated NDPB, I am committed to governance excellence and to ensuring accountability and transparency for all decisions and activities. I am responsible to the Permanent Secretary of DE under the terms and conditions as set out in NICIE's Management Statement (incorporating the Financial Memorandum) (MSFM).

Strategic Objectives

NICIE launched its new three-year Strategic Plan 2022-2025 in April 2022.

This new strategic plan aims to:

1. Promote Integrated Education

Promote Integrated Education to create measurable change in awareness and understanding, leading to an increase in demand for Integrated schools.

2. Grow Integrated Education

Support the growth and development of Integrated Education to be an accessible option in all geographical areas in Northern Ireland

3. Support Integrated Education

Support the development of the Integrated Ethos to help governors and leaders to advance sustainable and exemplary Integrated and Transforming schools.

NICIE Vision is a society where children are educated together, confident to express their own identity and culture; and respectful of, and prepared to engage with, the identity and culture of others.

The NICIE mission is to promote reconciliation in Northern Ireland through Integrated Education.

The current strategic plan sets out clearly defined strategic objectives for the year 2022-2023. I have ensured that the aims and objectives have been implemented with all staff, Board of Directors (BoD) and relevant stakeholders during 2022-2023 and regularly reviewed.

The NICIE business plan aligned to DE's strategic priorities clearly set out NICIE aims and objectives for the year 2022-2023 and was monitored throughout the year while noting contingency planning and significant changes in working arrangements due to the ongoing pandemic.

Governance Framework

In partnership with the NICIE Board of Directors, I have a corporate responsibility for setting objectives, agreeing priorities, and implementing ministerial policy. The BoD, and I, as the NICIE Accounting Officer and the staff of NICIE, developed and agreed a business plan for the 2022-2023 year, which was formally approved by DE.

The Business Plan was regularly reviewed along with key risks associated with the delivery of NICIE's objectives throughout the year. A mid-term six-month evaluation report to 30.9.2022 and year end evaluation provided updated progress reports on the achievements of NICIE for the 12 months to 31.3.2023 to both the BoD and DE.

NICIE has been working within our current Development Team capacity to respond to the increasing demand for our services. This team consists of two Senior Development Officers and three Development Officers.

In the 2022/23 school year, there were 27,183 pupils enrolled in integrated schools. This year has seen a continued surge in schools requesting support from NICIE regarding consideration of Transformation to Integrated Status. In the 22/23 four cases for change have been submitted to DE via the EA processes between 21st June 2022 and 20th February 2023. Two of these were for schools seeking to transform to become an Integrated school: Gillygooley PS (PRIMARY SCHOOL) submitted to EA Aug 2022 and Magherafelt Nursery (submitted to EA Jan 2023). Two of these are for growth in existing Integrated schools: Millennium Integrated Primary School

(IPS) increase of admission number, submitted to EA January 2023 and Bridge IPS (establishment of Nursery unit, submitted to EA in February 2023).

In addition, there are four more cases for change in the process of being written with the Boards of Governors from each school. These are all schools which are post-ballot and seeking to Transform to Integrated status: Lurgan Model PS, St. Eugene's PS (Tircur), St. Eugene's PS (Victoria Bridge) and Cairnshill PS. We anticipate that one of these will be sent to EA before the end of March 2023 and the other three will be sent before the end of June 2023.

Development Proposals for significant change to the Integrated Schools sector

There are 12 development proposals awaiting the Ministerial decision, including two proposals relating to the newly proposed Mid-Down Integrated College, and five for Nursery units.

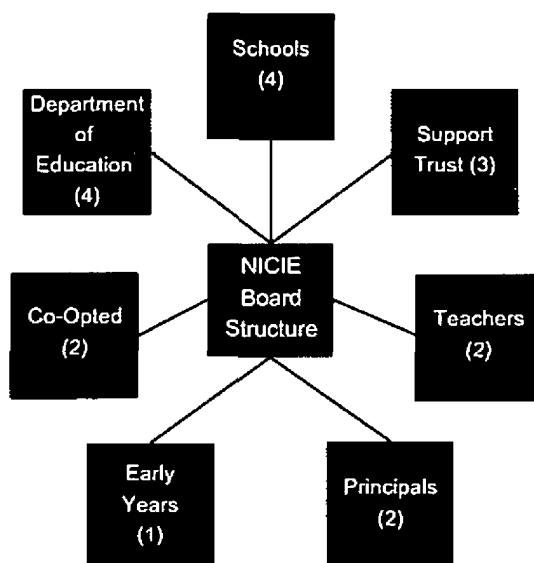
A proposal for the new Causeway Controlled Integrated College which NICIE has worked on in collaboration with the three schools; North Coast Integrated College, Dunluce College, and Coleraine College, CSSC (Controlled Schools Support Council), UU (Ulster University) and the Education Authority, still awaits Ministerial decision.

Structure of NICIE

Board and Committees

The Board of Directors has a membership of up to 20 non-executive members including four DE appointees. Two DE vacancies have now been filled. The role of the Board is to provide leadership to NICIE during the budget year, within a framework of prudent and effective controls, which enable risk to be assessed and managed, to set NICIE's strategic aims, ensuring that the necessary financial and human resources are in place to meet its objectives, provide oversight to set NICIE's values and standards and to ensure its obligations to its stakeholders and others are understood and met.

The current BoD structure is illustrated below:



NICIE is a constituent body of member organisations with seven categories of membership:

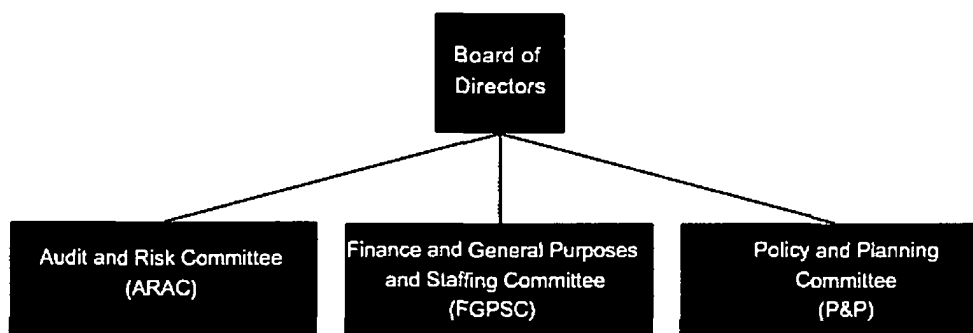
1. School members • 4 members to be elected at AGM	Those engaged in running a particular integrated school.
2. Support members / Trust • 3 members to be elected at AGM	Organisations for the support and promotion of integrated education.
3. Teacher members	Representatives of teacher organisations. 2 members nominated by The Teachers Committee
4. Principal Member • 2 members nominated by APTIS (Association of Principal Teachers in Integrated Schools)	Representatives of principals' association.
5. Early Years members • 1 member nominated by Teachers Committee	Those engaged in running pre-school provision in a particular integrated school.
6. Co Opted • Up to 3 directors	To provide additional experience
7. Department of Education	4 people appointed by the Department of Education

Board and Committees Structure

Three committees serve and report to the Board of Directors and are illustrated below.

The current directors and attendance records are recorded below. The Board structure and all directors were reviewed prior to the virtual Annual General Meeting (AGM) in October including attendance records to ensure that the structure complied with NICIE's Articles of Association.

NICIE Board and Committees Structure



Attendance at Meetings

Directors' attendance at meetings held during 2022-2023 is detailed below. Please note that some directors were not in post for the full financial year and joined the subcommittees during the year and the figures represent their percentage attendance based on when they joined.

Director/Member 2022/2023	Board of Directors 4 Zoom mtgs + AGM)	Audit & Risk Assurance Committee 4 Zoom mtgs	Finance, General Purposes & Staffing Committee 4 Zoom meetings	Policy and Planning Committee 2 Zoom mtgs
Maeve Marnell Chair	100%	-	100%	100%
Sandra Patterson Appointed July 2022	100%	100%	-	100%
Ashleigh Moran Resigned July 2022	66.6%	-		100%
John Scott	50%	-	50%	50%
Cathal Mullaghan	100%	100%	-	100%-
Shane Greer	100%	-	75%	50%
Anne Murray	100%		75%	50%
Dr Anne-Marie Telford	100%	100%	-	100%
Helen Smyth	100%	100%	-	100%
Adele Kerr	75%	-	66.6%	-
Bill Miscampbell (co-optee)	100%	-	100%	
Eamon Quinn (co-optee)	100%	-	-	100%
Bill Fletcher	100%	-	-	100%
Colin Millar	75%	75%	-	
Patricia Douglas	100%	100%	-	100%
Duncan Morrow	75%			100%
Bob Hanna DE Rep	50%	100%	-	-
Gavin Gray DE Rep	100%	-	75%	-

Performance of the Board 1 April 2022 - 31 March 2023

The Board of Directors held four regular meetings and an extraordinary board meeting was also held on 14th September 2022 regarding the new accommodation recommendation. At the virtual Annual General Meeting (AGM October 2022.) It was agreed that the Board meetings would continue to focus on strategy and the future direction of NICIE in the changing educational environment and the Integrated Education Act, which came into force in October 2022. The new Act requires the Department of Education to "support" as well as "encourage and facilitate" Integrated Education. It will require "identifying, assessing, monitoring, and aiming to meet the demand for the provision of Integrated Education within the context of area planning and the overall sustainability of the school estate and providing sufficient places in Integrated schools to aim to meet the demand for Integrated Education."

The chairperson continued to review the attendance of Board Members for the previous 12 months and reiterated the need for attendance and participation. This was closely reviewed, monitored, and reported throughout the year, in my monthly meetings with the Chair. A few new directors replaced directors that had come to the end of their term. We were delighted to welcome these new directors to add their contributions to the proactive and dynamic Board.

Most meetings continued to be online except for board strategy day, which was held on 25th June 2022. All new Directors received induction training to ensure that they were briefed accordingly and were aware of their duties. This included the NICIE Corporate Governance guide, which was circulated to all Board members during the year to ensure adherence and compliance.

The Chair has undertaken and completed the annual appraisal of directors. The chairperson continued to assess the performance of individual Board members through arrangements determined by the Department. Board members will continue to be subject to ongoing performance appraisal, with a formal assessment being completed by the chair at the end of each financial year and prior to any re- appointment of individual members taking place. Feedback of the appraisal process was shared with the Board and reported a positive working environment.

The appraisals also formed part of the assessment of the Board's effectiveness and were reported accordingly. A Board Effectiveness Review was carried out in July 2020. The subsequent report had several recommendations, which now form part of an ongoing action plan. It was reviewed and monitored by a designated Board member and reported on at each Policy and Planning subcommittee meeting.

Recommendations implemented include:

- Importance of quality of information given to the Board for effective decision making
- streamlining reporting for Board meetings;
- better utilisation of the knowledge, skills, insight, and judgement of experienced Board representatives by focusing on the important governance and strategic issues;
- new timetables of meetings established;
- reporting schedules aligned with Board and Committee meetings with an annual meeting cycle;
- all input documents and agendas for Board and Committee meetings issued a minimum of 7 days before meeting;
- Minute of meeting to be issued to Committee/Board members a max of 30 working days after meeting and finally time allowed on the agenda for check-in and check-out with all board members and what members found of value at Board meetings is noted.

In 2022-23, each of the Committees reviewed their effectiveness against a range of criteria and made recommendations, which are being implemented. The ARAC effectiveness survey was based on the guides from the National Audit Office on how to assess effectiveness of audit & risk committees.

The Chair was also appraised this year through arrangements made by the Department of Education.

A skills and community background audit was undertaken during the year to identify any gaps in Board skills/diversity.

I also had monthly 1-1 meetings with the Chair where we reviewed the committees and the strategy of NICIE and agreed agenda for Board meetings.

A training programme was implemented during the year for the directors and included Corporate Governance and Recruitment training.

The register of interests continued to be a standard agenda at all Board meetings to ensure that any areas of Board member conflict are addressed at the start of each meeting.

The Board reviews, through the CEO (Chief Executive Officer) report and a range of presentations and discussion papers, the ongoing work of NICIE and its implementation of its strategic plan and business plan. Each Senior Development Officer for Grow and Support attends one Board meeting per year to present their report card on the NICIE Business Plan. The Report Cards are regularly updated and feedback from DE, particularly A Turning the Curve Session, has been useful in improving how NICIE Staff and Directors approach Outcomes Based Accountability.

During the year, the Board reviewed reports from other sub committees including the annual Internal Audit report, annual financial statements, monthly summary extracts from the management accounts and approved the Annual Business Plan and associated budgets.

NICIE reviewed the progress on the strategic plan 2022-2025 and drafted a new business plan. A review was also undertaken of the effectiveness of reporting to the Board as part of the Board Effectiveness Review.

The Chairperson, Finance Officer and Chief Executive Officer met the Permanent Secretary of DE for Governance and Accountability meetings twice in this financial year. Position reports were forwarded prior to these meetings highlighting any areas of significant accountability and governance. It was agreed that all was in order in the current challenging financial climate and that budgets were being managed accordingly.

NICIE has worked closely with the IEF to promote Integrated Education and is currently working with 20 schools at various stages of the Transformation process. Two schools Transformed on 1st September 2022, Bangor Nursery School, and Integrated College Glengormley.

As part of ensuring that all Board meetings are managed in an efficient and timely manner, I ensure that the Accounting Officer/CEO Report is circulated prior to the Board meetings along with all relevant papers.

Committee Reports

Role of the Audit and Risk Assurance Committee (ARAC)

In accordance with its terms of reference, the Audit and Risk Assurance Committee (ARAC) oversees financial reporting and the effectiveness of financial and regulatory compliance, controls and systems reporting.

The Audit and Risk Assurance Committee formally met on 4 occasions during 2022-2023, reviewed the Corporate Risk Register at each meeting and was satisfied that all risks were identified, and corrective action taken where feasible. Some of the key risks are highlighted further in this report.

The Committee throughout the year continued to review and update the Corporate Risk Register to assure members that all risks relating to working from home arrangements and business continuity were incorporated into the register and that all risks were managed and mitigated accordingly. The Business Continuity Plan was also updated and reviewed at all the ARAC meetings.

The register of conflicts continued to be a standard item on the ARAC agenda.

In addition, the Committee reviewed the results of the internal audit report and the implementation of previous year's audit recommendations. The Committee was also responsible for reviewing the annual statutory Directors Report and Financial Statements for the year to 31.3.2022 and will be responsible for the reports to 31.3.2023.

It also reviewed several policies and documentation from DE and the Department of Finance (DoF), which were updated by DE during the current year to ensure best practice and that DE business case, tenders, and DoF Pay Remit guidance was adhered to.

The NICIE ARAC Terms of Reference were also reviewed, and it was agreed that these would be reviewed every three years in line with the other committees in NICIE.

A summary report from the ARAC was presented to the Board by the chair of the committee following each meeting during the year.

Representatives from the IMIE Team at DE also sat on this Committee this year, which assisted in giving additional assurance to the Committee that all audit requirements were adhered to and provided guidance.

Finance, General Purposes and Staffing Committee (FGPSC)

This Committee continues to meet before the quarterly meeting of the Board of Directors. It met 4 times during the current year. Its function is to focus more on the finance and personnel issues presented to the Board. This Committee also dealt with all issues relating to staff and premises.

FGPSC also continues to review staff policies throughout the year, ensuring that NICIE has covered all areas of staffing procedures and guidance.

The HR subcommittee also continued to meet where necessary during the year to dedicate more time to internal staffing issues and recruitment to ensure adequate time allocated to support the Finance Officer and me as CEO. This committee also included the Chair of NICIE. Progress was then reported accordingly to the relevant committee.

The budget for the monthly management statements were carefully reviewed by me and the Finance Officer prior to presentation to the FGPSC who then reviewed the financial and performance management of NICIE ensuring that all budgets and internal controls were adhered to for the year up to 31.3.2023.

It is a legal requirement that all places of work have a health and safety policy, which staff should be made aware of and adhere to. I am satisfied that a fit-for-purpose health and safety policy is in place and is reviewed regularly. I am also satisfied that the organisation has complied with all duties under Health and Safety legislation. This is a standard item on the FGPSC agenda to ensure that the office was managed in accordance with government and health guidelines and that all staff were being managed and had support in terms of the ability to work from home, including pastoral care.

This committee was also responsible for ensuring that NICIE was fully compliant with business case requirements.

The FGPSC's remit also includes the awarding of tenders and ensuring that NICIE adheres to strict procurement procedures with the approval of DE. However, the committee raised concerns again over the costs and time that NICIE incurred adhering to Department of Finance Procurement guidance under Construction and Procurement Delivery (CPD) when retendering for goods and services over £5k.

Policy and Planning Committee (P&P)

The Committee's remit during the current year included :

- The formulation of pro-active campaigning to raise the profile for Integrated Education.
- Kellie Armstrong's Private Members' Integrated Education Bill and subsequently the Integrated Education (NI) Act 2022
- The Independent Review of Integrated Education
- Monitoring Board Effectiveness Action Plan
- Monitoring Progress of Strategic and Business Plans

The Policy and Planning Committee has held two meetings during the year to formulate NICIE's policy position and various educational policies and legislation including Kellie Armstrong's Private Members' Integrated Education Bill. Committee members provide constructive challenges and guidance in response to updates by a Senior Development Officer on key areas of work. It is also an opportunity for Directors to gain a better-detailed understanding of the context that NICIE is working within, including a presentation and submission to the Independent Review of Education.

Compliance with Corporate Governance

An annual review of the effectiveness of NICIE's governance structures, as set out in the 2013 code (DAO/ (DFP) 10/12), risk management and internal controls has been conducted,

informed by staff, directors, independent internal and external auditors. The NICIE Board has assessed that it has effectively complied with the Corporate Governance Code.

The Management Statement and Financial Memorandum (MSFM) sets out a broad framework within which the Council is required to operate, and the Financial Memorandum defines certain financial provisions which NICIE is required to observe. As Accounting Officer and CEO, I have ensured that the MSFM has been adhered to for the financial year 2022-2023.

NICIE has continued to review its internal procedures and thus ensuring that all services are reviewed and that business cases are submitted to the Irish Medium and Integrated Education (IMIE) Team in DE in a timely fashion and that all appropriate approvals are obtained before any expenditure is committed. However, I must highlight that there was one non-compliance issue during the financial year regarding retrospective expenditure of Panel of Associate. Internal control and additional controls have been implemented to ensure that this does not re-occur.

Training has also been given to all new staff during the year at Staff Meetings to ensure that controls are adhered to, and new staff are given induction training on arrival. Training needs have also been identified for new and existing directors and governance training has been organised and provided. Inductions was provided for new directors and exit interviews/surveys were completed for all directors that left during the year.

All relevant Companies House and Charity Commission NI (Northern Ireland) requirements have been updated.

NICIE continues to ensure that its governance arrangements are in place operating in accordance with best practice and that it continues to align its business aims and objectives to DE.

Assurance Reporting

As Accounting Officer, I am also responsible for preparing risk assurance statements and these reports provide assurance over areas of responsibility and confirm that risks are being managed.

Internal Audit

The scope of the internal audit plan for the current year by independent internal auditors Cavanagh Kelly was to review the controls in relation to the systems that NICIE had in place in relation to the following areas, including recommendations from last year's audit.

- Human Resource Management
- Staff Recruitment
- Absence and Sickness Monitoring
- Hybrid Working Policy

The audit completed by the internal auditors found the internal control systems to be operating in a satisfactory manner with one minor area of improvement. The Internal Auditor was therefore able to give positive assurance to me as Accounting Officer that the Board's risk management, control and governance arrangements were satisfactory.

A review of the progress made by NICIE in implementing prior year adjustments was also undertaken and all prior year internal audit recommendations have been implemented.

External Auditor

The company's External Auditors are M.B. Mc Grady and Co. There were no control deficiencies identified during the year to 31.3.2023. There is unlikely to be any emphasis of matter or qualifications contained in the Audit report for 2022-2023.

Other Sources of Assurance

I have also relied on additional sources of assurance during the year, with regular reports from the staff, directors, NICIE Panel of Associates and independent advice from HR (Human Resource) and legal experts and other relevant stakeholders.

NICIE also continues to report annually to the Charity Commission for Northern Ireland and Companies House.

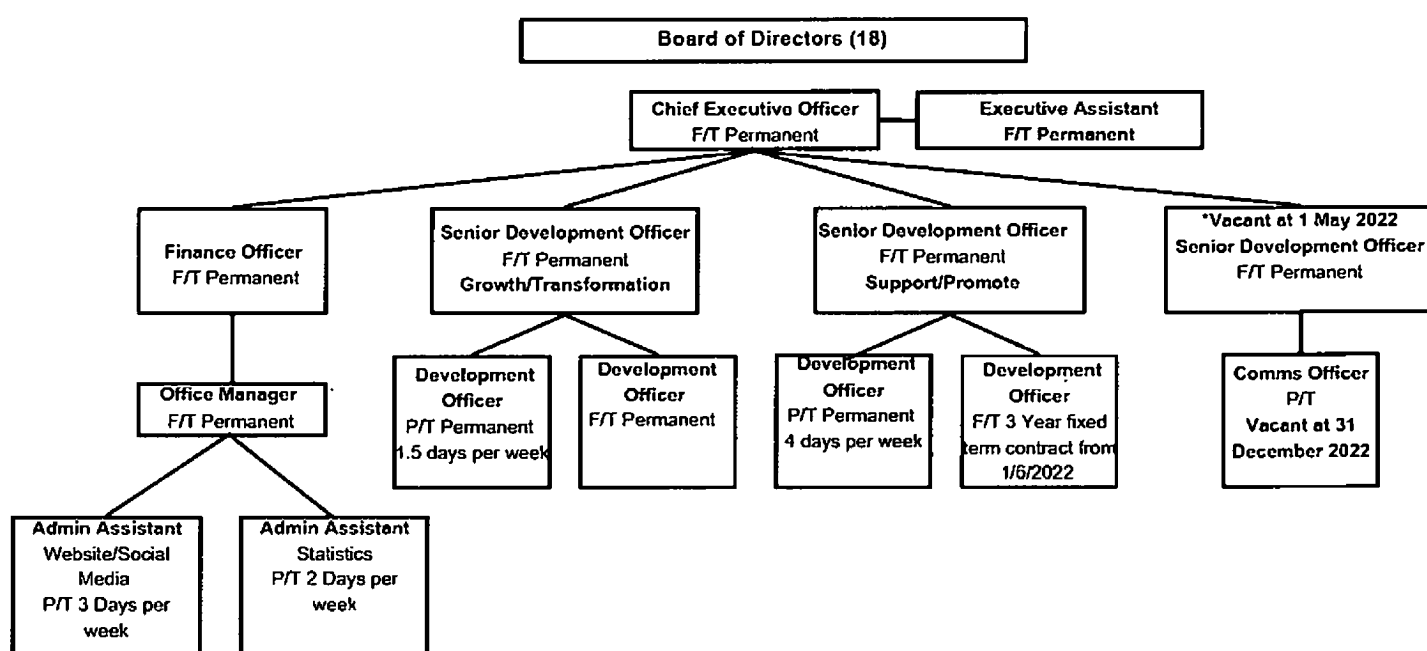
Quality of Data Used by the Board

Senior Members of the NICIE Team and appropriately experienced officers or representatives of NICIE has supported all the committees. I regularly review and interrogate all data with Senior Management Team prior to any information being presented to the Board. These reports include monthly management accounts and budgets, which are prepared by NICIE's Chartered Accountant and are also reviewed by the FGPSC, who have additional finance experience. Senior Development Officers with much experience in the education sector, including reports compiled with various forums and relevant stakeholders, complete other NICIE reports. An appropriately selected Panel of Associates who have been drawn from a select list based on skills and experience compile bespoke reports. Committee Members also reviewed these reports and data and sought clarification from officers on the information presented to them.

Additionally, our Internal Auditors Cavanagh Kelly independently compiled the internal audit report, and the External Auditors M.B. Mc Grady and Co. independently verified the Final Financial Statements. In addition, as part of the internal audit programme all the quality of data was assessed by ARAC and presented to the Board. It is my view and the view of the committees that the quality of the data used by NICIE is of an acceptable standard.

The staffing structure of NICIE for 2022/2023 is highlighted below:

NICIE ORGANISATIONAL CHART



Ministerial Directions

No Ministerial directions were given for the year to 31 March 2023.

Health and Safety

I am satisfied that a fit-for-purpose health and safety policy is in place and is reviewed regularly. I am also satisfied that the organisation has complied with all its duties under Health and Safety. Whilst NICIE has always been mindful of compliance to health and safety, a working group was set up with representatives from both staff and directors to review return to office/ working from home and ensuring that the office environment was safe and managed accordingly. This was and continues to be reviewed to ensure that all risks are managed and mitigated, and that the NICIE staff are protected, and the office environment is clean and appropriately managed and that all health and safety requirements and legislation is adhered to. The existing premises College Gardens accommodation is not accessible for those with mobility issues, which forms part of the reason for NICIE's objective need for new premises.

The staff handbook continues to be reviewed, updated in line with legislation and appropriate guidance and circulated to all staff and training provided where relevant. NICIE continues to support all staff through the NICIE well-being programme, and this is managed through the NICIE health and wellbeing sub-committee. Several virtual activities have been carried out during the year and staff are continuously reminded to access the free wellbeing programmes available to them.

Risk Assessment

Internal Controls and Risk Management

I, along with the directors, acknowledge our responsibility for NICIE's system of internal control and for reviewing its effectiveness.

The Audit and Risk Assurance Committee (ARAC) reviewed the risks associated with the Council's activities. The Corporate Risk Register includes an evaluation of all levels of risk. Both inherent and residual risks were reviewed throughout the year with the committee and DE (Department of Education) and some risks were decreased. NICIE had a Business Continuity Plan in place, which has also been reviewed and updated to manage all internal controls including remote working.

The Chairperson of the Audit and Risk Assurance Committee reports to each Board meeting on any matters that need to be brought to their attention.

I, as Accounting Officer, continue to enforce and ensure that risk management is embedded and owned by the Board and all NICIE staff. This has now effectively been incorporated and embedded into all NICIE business plans and daily operations of NICIE. The corporate risk register and risk management is viewed as a dynamic process which actively seeks to incorporate good practice. It is responsive and current and is managed through regular review of both internal developments and external factors.

As a NDPB, NICIE has a low-risk appetite in relation to compliance, regulation, and our strategic aims which I anticipate will continue.

Risk Profile faced by NICIE.

The NICIE corporate risk register currently identifies four significant risks. These risks are reviewed quarterly by ARAC. These are also circulated to Board Members and Staff

The first three risks relate to financial management and governance and some of the primary areas of concern for 2022/2023 are highlighted in the table below.

Management of Significant Risks

Description of Risk	Remedial action taken	Projected Time scale to resolve the issue
Failure of DE/DoF to guarantee NICIE Pension Liability	Reported to BoD/External Auditor. Continue to monitor and liaise with DE/DoF of any potential increases regarding non-guarantee from NILGOSC (NICIE Pension provider)	Completed June 2022
Potential NIPSA Claim re employee damages.	NIPSA is taking actions on behalf of members regarding changes to regulations to pension rules re age discrimination.	Ongoing

Description of Risk	Remedial action taken	Projected Time scale to resolve the issue
Failure to have adequate insurance in place.	Solicitors contacted and ongoing liaison to mitigate against claim. Potential for inescapable legal bill bid. Insurance clarified in letter to Chair and details on file re potential claims other than contents Insurance cover. Noted in CRR Submit business case re future Insurance re potential move.	September 2022
Failure to find a solution to NICIE accommodation to meet staff needs.	Engagement with DoF (Department of Finance) James House project team re potential move to new location. Business case currently with DoF/DE for approval	NICIE awaiting Business Case approval.
Limited DE budget for parental ballots and financial support for Transforming schools.	Requested that IMIE apply for more financial support for the five new Transforming schools for the next five years from Monitoring Round.	March 2023
Failure to Strategically plan for IE (Integrated Education)	Continue to represent the Integrated schools at Area Planning groups, articulating the out workings of the statutory duty, to the Education Authority (EA) Ensure Cases for Change are robust and reflect a robust evidence base to support Development proposals (DP) for approval; and	Ongoing

Description of Risk	Remedial action taken	Projected Time scale to resolve the issue
Failure to effectively implement the Integrated Education (NI) Act 2022	<p>Continue to work with the EA through the Memorandum of Understanding (MOU) and Protocols between NICIE and the EA and the Cross-Directorate Group (CDG).</p> <p>Support for development of IE by partnership between NICIE, EA, CSSC and DE Area Planning and IMIE to discuss and identify roles and responsibilities for each organisation in relation to Controlled Integrated Schools.</p> <p>NICIE proactive members of the IE Act Steering and Working Groups</p> <p>Review and give feedback on draft Strategic Plan</p> <p>Review and give feedback on Reporting on support for IE from ALBs and other support bodies</p> <p>Regular meetings with the DE Implementation Team</p> <p>Quarterly meetings with DE and DE Implementation Team</p>	Ongoing

I am satisfied that these risks were managed accordingly, and that tolerable and considerable progress continues to mitigate these risks.

One of the risks that continues to present the greatest challenge to NICIE relates to the failure to meet demand for Integrated Education and thus enabling parents who want an Integrated school for their child to be able to access it. The Integrated Education (NI) Act 2022 means that NICIE will need to work in partnership with DE, statutory and other support bodies to ensure the effective implementation of the Act ensuring the work of NICIE complements the duties placed on those organisations to further the development of Integrated Education.

It is important for NICIE to play its part in promoting Shared Education and encouraging

integrated schools to actively participate.

Through Area Planning, NICIE continues to encourage schools and support organisations to consider Integrated Education as an option in a time of economic constraints and the desire for educational provision in each area to remain as a choice for the whole community. Where there is no integrated provision NICIE, in conjunction with parents and schools, must demonstrate unmet demand for such provision to be considered. This is extremely difficult in a time when the education budget constraints suggest no more growth but rationalisation. NICIE is acutely aware of the deficit in funding for education generally and is concerned with the challenges that that brings to enabling Integrated Education to grow. NICIE recognises the gap that exists for schools in local areas to consider options for Integrated Education as a solution to ensure education provision in an area. NICIE is willing and able, given financial support, to fill this gap to encourage conversations as per Transformation/ new school development.

NICIE are aware of the requirement now for DE and EA to assess future demand for Integrated Education and so NICIE will contribute in whatever way it can to support.

We are also acutely aware of the Fresh Start Agreement Funding for capital buildings, which is enabling already existing integrated schools that have sought so hard to be part of the educational landscape to survive into the future. NICIE acknowledges the huge commitment that the Treasury, NIO (Northern Ireland Office), and DE have made to this.

NICIE are grateful for the extra £435K from NIO to help NICIE to promote, meet local demand for Integrated Education and support existing integrated schools.

NICIE staff also assess internal and external risks of all activities, and the risk is reviewed and mitigated where feasible.

Fraud Risk

NICIE continues to review and implement its fraud policy during the year and has zero tolerance in respect of fraud. Internal controls were also reviewed and are clearly embedded within the organisation.

I have ensured that the NICIE Finance Officer is a member of the DE Education Sector Fraud forum. There were no instances of suspected fraud within NICIE during the year 2022-2023.

Raising Concerns at work (Whistle Blowing)

NICIE has a policy on Raising Concerns at work (Whistleblowing), which encourages staff to report any instances of unlawful conduct, financial malpractice, or other actions that might compromise, in any way, the Council's reputation and integrity. There were no instances during 2022-2023.

Data Security breaches

There were no data security breaches or losses during the year.

General Data Protection Regulation

NICIE continues to maintain and review its GDPR (General Data Protection Regulation) policies, current data governance processes, procedures, and control. NICIE staff also ensure that all archived materials were appropriately dealt with which includes archiving, destroying, and returning materials to schools. NICIE's Retention and Disposal Policy was filed and agreed

with the Public Records Office of Northern Ireland (PRONI) to ensure that records are managed in accordance with GDPR regulations.

Government Funding DataBase

NICIE is not listed on the Government Funding Database as NICIE does not award grant funding to the community and voluntary sector.

EU-EXIT

NICIE has not been impacted and is not aware of any future potential issues re EU (European Union) -Exit other than potential external European funding.

Significant Governance Issues

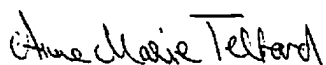
There are no further significant governance issues.

Conclusion

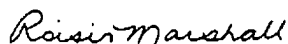
The aim of this statement is to ensure that information is provided as to how governance within NICIE has worked for the year to 31.3.2023 and identifies a range of significant governance issues that NICIE is facing during a period of significant change, uncertainty, and challenging circumstances.

NICIE will continue to ensure that it adheres to organisational needs and governance guidelines.

I can confirm that I will continue to review these issues and ensure that they are addressed. This governance statement was presented to the Audit and Risk Assurance Committee and formally approved by the Audit and Risk Assurance Chair on 3.4.2023.



Dr Anne Marie Telford Chair



Signature of Accounting Officer

Date of Signature 3.4.2023

Remuneration Policy and Staff report

The remuneration of all Council staff is determined by the NICVA National Joint Council for local authorities and other authorities of equivalent status. The National Joint Council's principal role is to reach agreement, based on shared values, on a national scheme of pay and conditions for local application throughout the UK.

The NICVA National Joint Council's guiding principles are to support and encourage:

- High quality services delivered by a well-trained, motivated workforce with security of employment. To this end employer are encouraged to provide training and development opportunities for employees;
- Equal opportunities in employment; equality as a core principle which underpins both service delivery and employment relations; and both the removal of all discrimination and the promotion of positive action;
- A flexible approach to providing services to the community, which meets the needs of employees as well as employers; and
- Stable industrial relations and negotiation and consultation between employers and recognised trade unions.

Salary and pension entitlements

The following sections provide details of the remuneration and pension interests of the Board and most senior management of the department.

Remuneration and pension entitlements (audited information)

	2022-2023					2021-2022				
	Salary £'000	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	Total (£'000)	Salary £	Benefits in kind (to nearest £100)	Bonus	Pension Benefits (to nearest £1,000)	Total (£'000)
R Marshall CEO	65-70	100	-	18,000	80-85	60-65	100	-	17,000	80-85
M Johnston Finance Officer	40-45	100	-	12,000	50-55	40-45	100	-	11,000	50-55
C Scott Wills Senior Development Officer	40-45	100	-	12,000	50-55	40-45	100	-	10,000	40-45
L McAlpine Senior Development Officer	40-45	100	-	12,000	50-55	40-45	100	-	9,000	50-55
S Pettis Senior Development Officer (Resigned May 2022)	40-45	100	-	1,000	50-55	40-45	100	-	13,000	50-55

Remuneration and Staff report (continued)

Pension benefits

The value of pension benefits during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increase due to inflation or any increase or decrease due to a track of pension rights.

Salary

'Salary' includes gross salary and any allowances all of which are subject to UK taxation. This report is based on payments made by NICIE and thus recorded in these financial statements.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and is treated by HM Revenue and Customs as a taxable emolument.

Bonuses

No bonuses were paid during the year to 31 March 2023 (2022: £nil).

Off payroll engagements

During the year, there were no off-payroll engagements (2022: none).

Staff turnover

NICIE employee turnover rate is set out in the table below.

	April 2022 to March 2023		April 2021 to March 2022	
	Number of staff	% of headcount	Number of staff	% of headcount
Starters	1	8.33	-	-
Leavers	2	16.67	-	-

Pay Ratios

The banded remuneration of the highest-paid officer in NICIE in the financial year 2022-2023 was £65,000 - £70,000 (2021-22, £60,000-£65,000). The relationship between the mid-point of this band and the remuneration of the NICIE workforce is disclosed below.

Remuneration and Staff report (continued)

<u>2022-2023</u>	25th percentile	Median	75th percentile
Total remuneration (£)	28,126	35,961	44,539
Pay ratio	2.34:1	1.83:1	1.48:1

<u>2021-2022</u>	25th percentile	Median	75th percentile
Total remuneration (£)	25,736	34,038	43,853
Pay ratio	2.43:1	1.84:1	1.43:1

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

The values for the salary component of remuneration for the 25th percentile, median and 75th percentile were £27,809, £34,722 and £44,539 respectively.

Remuneration ranged from £22,777 to £67,500 (2021-22, £20,444 to £62,500).

Percentage Change in Remuneration

The percentage changes in respect of NICIE are shown in the following table.

Percentage change for:	2022-23 v 2021-22	2021-22 v 2020-21
Average employee salary and allowances	5.51%	1.1%
Highest paid director's salary and allowances	3.01%	1.7%

No performance pay or bonuses were payable to the highest paid officer or employees in these years.

Remuneration and Staff report (continued)

Pension entitlements

Officials	Accrued pension at age 60 as at 31 March 2022 and related lump sum £'000	Real increase in pension and related lump sum at age 60 £'000	CETV at 31 March 2023 £'000	CETV at 31 March 2022 £'000	Real increase/Decrease in CETV £'000	Employer contribution to partnership payment Nearest £100
R Marshall <i>Chief Executive Officer</i>	6-10 No lump sum	0-2.5	125	102	7	-
M Johnston <i>Finance Officer</i>	6-10 No lump sum	0-2.5	122	104	4	-
C Scott Wills <i>Senior Development Officer</i>	10-15 Plus lump sum 10-15	0-2.5	236	211	1	-
L McAlpine <i>Senior Development Officer</i>	16-20 Plus lump sum 15-20	0-2.5	353	333	-17	-
Sean Pettis <i>Senior Development Officer</i> (Resigned May 2022)	0-5 No lump sum	0-2.5	21	20	-3	-

Pension entitlements

NICIE is a member of the Northern Ireland Local Government Officers' Pension scheme. The Scheme is a funded defined benefit scheme, with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme. Details of the benefits earned over the period covered by this disclosure are set out in "The Local Government Pension Scheme Regulations (Northern Ireland) 2014" (as amended) and "The Local Government Pension Scheme (Amendment and Transitional Provisions) Regulations (Northern Ireland) 2014" (as amended).

The funded nature of the LDPS requires participating employers and their employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets.

Information on the framework for calculating contributions to be paid is set out in "The Local Government Pension Scheme Regulations (Northern Ireland) 2014" and the Fund's Funding Strategy Statement. The last actuarial valuation was at 31st March 2022 and the contributions to be paid until 31st March 2023 resulting from that valuation are set out in the Funds Rates and Adjustment Certificate. The Northern Ireland Local Government Officers Superannuation Committee is responsible for the governance of the Fund.

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age.

Remuneration and Staff report (continued)

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value ("CETV") is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued because of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-2004 the other pension details, include the value of any pension benefit in another scheme or arrangement, which the individual has transferred to the CSP arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effects of any changes in factors and focuses only on the increase that is funded by the employer.

Staff cost (Audited)

	Permanently employed staff	Temporary agency staff	Total 2023	2022
			£	£
Wages and salaries	402,539	-	402,539	454,316
Social security costs	36,871	-	36,871	41,658
Other pension costs	74,127	-	74,127	84,556
	513,537		513,537	580,530
Less recoveries in respect of outward secondments IAS 19 – Actuarial valuation			(40,501)	(92,855)
Current service cost			161,000	216,000
Past service cost/(gain)				
Contributions by the employer			(74,000)	(83,000)
Total Net costs			560,036	620,675

Remuneration and Staff report (continued)

	Number	Number
The average monthly number of persons employed by the company during the year was:	10	10

Some staff employed by the company in 2023 and 2022 had permanent fixed term contracts of employment. During the year the charity incurred costs of £0 (2022: £0) relating to agency staff and secondees. The staff consists of 10 female and 4 male employees. The sickness absence rate for the year was 2023:122 days 4.7% (2022: 24.5 days 1.89%. The Directors and Management work continuously to reduce this figure, and this is reviewed at BOD meetings and FGPSC.

The Directors received £0 for reimbursement of expenses during the year (2022: £0). One employee falls in emoluments band over £60,000 (2022: 1) and details are below.

	2023 £'000	2022 £'000
Chief Executives' remuneration – Roisin Marshall	65,915	63,990
Company pension contributions to NILGOSC pension scheme. Roisin Marshall	12,612	12,236
	78,527	76,226

Compensation schemes – exit packages

The following section provides details of the exit packages paid by the company.

	Number of voluntary redundancies	Total number of exit packages by cost band 2023	Total number of exit packages by cost band 2022
< £10,000	Nil	Nil	Nil
£10,000-£25,000	Nil	Nil	Nil
Total number of exit packages	Nil	Nil	Nil
Total resource cost	Nil	Nil	Nil



Maeve Marnell
Chair NICIE
Date 24.6.2023

Assembly Accountability and Audit Report

Regularity of expenditure

There were no losses or special payments made by the Council in the year. (2021/22 – £nil)

Fees and Charges

There were no fees or charges made by the Council in the year. (2021/22 - £nil)

Remote contingent liabilities

There were no contingent liabilities requiring disclosure under Assembly reporting requirements. The Council had no significant remote contingent liabilities to report 2022-23, (2021-22 £nil). Note 17 provides further details regarding the contingent liabilities, which are included in the financial statements.



Roisin Marshall
Chief Executive
24.6.2023

Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)

Opinion

We have audited the financial statements of Northern Ireland Council for Integrated Education (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and International Financial Reporting Standards. We have also audited the information in the Remuneration and staff report and the Assembly Accountability and audit report that is described in those reports as having been audited.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with International Financial Reporting Standards; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on other matters

In our opinion, based on the work undertaken during the audit:

- the information given in the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors has been prepared in accordance with applicable legal requirements.
- In all material respects the expenditure and income have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

The parts of the remuneration and staff report and Assembly Accountability Report to be audited has been properly prepared in accordance with DoF directions made under the Government Resources and Accounts Act (Northern Ireland) 2001.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.; or
- the Governance Statement does not reflect compliance with DoF guidance.

Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law,) are responsible for the preparation of the financial statements. They are also responsible 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 directors are responsible for assessing the charitable company'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 liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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 a Report of the Independent Auditors 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 based on these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The following are required to be considered:

- the nature of the industry and sector, control environment and entity performance;
- results of our enquires of management, about their own identification and assessment of the risks of irregularities;
- review of company policies and procedures relating to:
 - identifying, evaluation and complying with laws and regulations and whether they are aware of instances of noncompliance;
- detecting and responding to the risks of fraud and whether they have any knowledge of any actual, suspected, or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team and specific component audit teams regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)

Because of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud is in relation to expenditure not being applied in line with intended purposes and the calculation and payment of salaries. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

Audit response to risks identified.

The current audit is conducted with professional scepticism using procedures that are in accordance with International Standards on Auditing.

In responding to the identified key audit matters above we obtained an understanding of the charity's objectives and funders requirements together with the salary calculation and processing process, we performed enquires of management and inspected relevant documents and calculations, verifying expenditures, completing a recalculation of salaries during the year, assessing the completeness and accuracy of disclosures within the financial statements and concurred the figures were materially accurate.

In addition to the above, our procedures to respond to risks identified include the following:

- reviewing the full financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerns of actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- obtained an understanding of provisions and held discussions with management to understand the basis of recognition or non-recognition of provisions; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

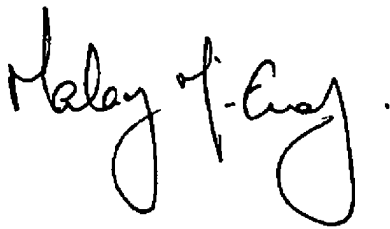
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and significant component audit teams and remained alert to any indications of fraud or noncompliance with laws and regulations throughout the audit.

In addition, we are required to obtain evidence sufficient to give reasonable assurance that the expenditure and income reported in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities, which govern them. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Independent auditors' report to the directors of The Northern Ireland Council for Integrated Education (company limited by guarantee)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Malachy McGrady (Senior Statutory Auditor)
for and on behalf of M.B.Mc Grady & Co
Chartered Accountants & Statutory Auditors
52 St Patricks Avenue
Downpatrick, Co. Down
BT30 6DS

**Statement of financial activities (including income and expenditure account)
for the year ended 31 March 2023**

	Note	2023 £	2022 £
Incoming resources/income			
Incoming resources from generated funds			
- Voluntary income	3	793,399	763,266
Total incoming resources		793,399	763,266
Resources expended/expenditure			
Charitable activities			
- Development of Integrated Education and schools in Northern Ireland		(771,589)	(880,449)
Governance costs		(9,580)	(9,515)
Other resources expended			
- Other finance costs	6	(18,000)	(18,000)
Total resources expended		(799,169)	(907,964)
Net outgoing resources before recognised gains and losses	4	(5,770)	(144,698)
Re-measurement on defined benefit pension	12	760,000	388,000
Net movement in funds		754,230	243,302
Funds at 1 April		(592,932)	(836,234)
Funds at 31 March	14	161,298	(592,932)

All amounts above relate to the continuing restricted operations of the company.

There is no material difference between the net outgoing resources before recognised gains and losses for the financial year stated above, and the historical cost equivalent.

The net outgoing resources before recognised gains and losses is the net outgoing resources required by the Companies Act 2006 as opposed to that required by the Statement of Recommended Practice.

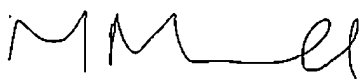
There are no changes in equity other than the results shown in the statement of financial position therefore a separate statement of changes in equity has not been presented.

Statement of financial position as at 31 March 2023

	Note	2023 £	2022 £
Non-current assets			
Property, plant, and equipment	7	9,839	17,239
Current assets			
Trade and other receivables	9	60,230	16,249
Cash and cash equivalents	10	123,649	70,781
		183,879	87,030
Total assets		193,718	104,269
Current liabilities			
Trade and other payables	11	(32,420)	(42,201)
Non-current assets less net current liabilities		161,298	62,068
Non-current liabilities			
Pension commitments as per Note 12	12	(0)	(655,000)
Total assets less liabilities		161,298	(592,932)
Reserves			
Restricted funds	14	161,298	(592,932)

The financial statements on pages 52 to 53 were approved by the Board of directors on 24.6.2023 and were signed on its behalf by: Mrs Maeve Marnell, Chair of NICIE Board of Directors.

The notes on pages 54 to 69 form an integral part of these financial statements



Maeve Marnell
Chairperson



Roisin Marshall
Chief Executive Officer

The Northern Ireland Council for Integrated Education Registered number: NI022427
Statement of cash flows for the year ended 31 March 2023

	Note	2023 £	2022 £
Net cash (outflow)/inflow from operating activities		52,868	8,925
Cash flows from investing activities			
Purchase of property, plant, and equipment	7	(0)	(5,885)
Net cash inflow (outflow) from investing activities		(0)	(5,885)
Net (decrease)/increase in cash and cash equivalents in the year			3,040
Cash and cash equivalents at the beginning of the year		70,781	67,741
Cash and cash equivalents at the end of the year	15	123,649	70,781

Reconciliation of net outgoing reserves to net cash inflow from operating activities

	2023 £	2022 £
Net (outgoing)/incoming resources before recognised gains and losses	(5,770)	(144,698)
Depreciation on tangible fixed assets	4,919	6,073
Loss on disposal of Assets	2,481	
Movement in trade and other receivables	(43,981)	(11,827)
Movement in trade and other payables	(9,781)	8,377
Difference between pension charge and cash contributions	87,000	133,000
Other finance costs	18,000	18,000
Net cash (outflow)/inflow from operating activities	52,868	8,925

Notes to the financial statements for the year ended 31 March 2023

1 Statement of accounting policies

These financial statements have been prepared in accordance with the Companies Act 2006, Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with International Financial Reporting standards and the principles of the 2021-22 *Government Financial Reporting Manual (FReM)* issued by the Department of Finance. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy, which is judged most appropriate to the particular circumstances of The Northern Ireland Council for Integrated Education for giving a true and fair view, has been selected. The particular policies adopted by The Northern Ireland Council for Integrated Education are described below. They have been applied consistently in dealing with items that are considered material to the financial statements.

Accounting convention

These financial statements have been prepared under the historical cost.

New and amended standards adopted by the Company

The Company has adopted IFRS16 "Leases" from 1/4/2022, which has resulted in changes in the accounting policies and adjustments to the amounts recognised in the financial statements.

Effective date and transitional provisions

"In accordance with the transitional provisions of IFRS16 as adapted and interpreted by the FReM, the Company has adopted the new guidance, applying a retrospective approach to recognise the cumulative effects of initially applying IFRS16 recognised at the date of initial application as an adjustment to the opening balances of taxpayers' equity."

Summary of the main changes introduced by the standard

The new standard sets out the principles for the recognition, measurement, presentation, and disclosure of leases. All leases result in the lessee recognising the right to use an asset at the commencement date of the lease, and if lease payments are made over time, also recognising financing. Accordingly, IFRS16 eliminates the classification of leases as either operating leases or finance leases as required by IAS17 and, instead, introduces a single lessee accounting model. Lessees will be required to recognise: (a) assets and liabilities for all leases with a lease term of more than 12 months unless the underlying asset is of low value; and (b) depreciation of right-of-use assets separately from interest on lease liabilities in profit or loss. IFRS16 substantially carries forward the lessor accounting requirements from IAS17. Accordingly, a lessor continues to classify its leases as operating leases or finance leases and to account for those two types of leases differently. For sub leases, intermediate lessors should classify subleases based on the right-of-use as set from the headlease, rather than the underlying lease as set as it was under IAS17, thus there is increased likelihood that a sublease previously classified as operating lease will be classified as a finance lease under IFRS16.

Statement of accounting policies (continued)

The effect from adoption of IFRS16 on the Company's financial statements

The company held a 3-year lease on its premises at 25 College Gardens which expired on 22nd February 2022. Thereafter the company occupied the premises on a rolling month to month term and has notified the Landlords on 6th April 2023 their intention to vacate the property at 25 College Gardens. At the end of the current year the company had not completed on the new lease agreement for their new offices at James House, 2-4 Cromac Avenue. As such the Company has implemented the new standard retrospectively with the cumulative effect of initial application recognised as at the date of initial application of IFRS16, i.e. 1 April 2022 with the corresponding adjustment to the opening balances of taxpayers' equity as per IFRS16(C5(b)) and due to all leases being either short-term leases and leases of low-value assets there is no material change required to the opening balances with no corresponding change required in the opening balances of tax payers equity.

Going concern

The directors have received funding for the year ended March 2023, which has been confirmed from the Department of Education. The company is in a net current asset position with funding secured sufficient to meet liabilities as they fall due in the period of 12 months from approval of the financial statements. The financial statements have been prepared on the going concern basis, which assumes that NICIE will continue in operational existence for the foreseeable future.

Property, plant, equipment, and depreciation

Property, plant, and equipment is stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income statement during the financial year in which they are incurred.

For all assets depreciation is calculated to write off the cost less their estimated residual values, on a reducing balance basis over the expected useful economic lives of the assets concerned, or over the life of project, whichever is earlier. The principal annual rates used are as follows:

Information technology : 33¹/₃%
Furniture and fittings : 20%

Trade and other receivables

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

1 Statement of accounting policies (continued)

Trade and other receivables (continued)

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment.

Cash and cash equivalents

In the cash flow statement cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

Trade and other payables

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

Government grants

Grants that relate to specific revenue expenditure are credited to the statement of financial activities when received.

Taxation

The Company is registered as a charity for tax purposes and is exempt from corporation tax on its activities. The activities of the company are exempt for value added tax purposes. The company therefore does not have to account for value added tax on its income nor is it able to recover the value added tax element of expenditure.

VAT

The company is not registered for VAT. All expenditure and capital purchase in the financial statements is stated inclusive of VAT.

Pension funding

Retirement benefits to employees of NICIE are provided by the Northern Ireland Local Government Officers Superannuation Committee ("NILGOSC") defined benefit scheme, which is externally funded and contracted out of the State Earnings Related Pension Scheme.

In respect of this scheme, NICIE's staff constitute only a small percentage of the overall membership. NICIE has no influence over the level of contributions.

1 Statement of accounting policies (continued)

Pension funding (continued)

In previous years NICIE's share of the NILGOSC scheme could not be identified and in keeping with such multi-employer schemes NICIE treated its pension cost as if it were a defined contribution (rather than a defined benefit) scheme. In late 2006, NILGOSC separated each of the employer scheme details and, as a result, NICIE has had to incorporate the year-end deficit on the scheme in its balance sheet and the movement on the scheme within the statement of financial activities.

The assets of the NILGOSC scheme are held separately from those of NICIE. Pension scheme assets are measured using market value. Pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term to the liability. The service cost and associated administration costs of NICIE's defined benefit pension scheme are charged to net outgoing resources before recognised gains. In addition, a retirement benefit interest charge on the net pension deficit is charged to the statement of financial activities as a finance cost. Actuarial gains and losses are recognised directly in statement of financial activities so that NICIE's balance sheet reflects the fair value of the scheme's surplus or deficit at the balance sheet date.

Critical accounting estimates and judgements

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The significant accounting estimations and judgments of the Company relate to the pension assets, liabilities and associated pension surplus or deficit. The Company utilises the services of actuaries to help them value scheme assets and liabilities and provide the necessary disclosures of the Nilgosc pension scheme.

Incoming resources

Grants

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

Other income

Other income, which excludes value added tax, is accounted for on the accrual's basis.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

1 Statement of accounting policies (continued)

Governance costs

Governance costs include those incurred in the governance of its assets, which are associated with constitutional and statutory requirements.

Bank interest

All interest is accounted for in the statement of financial activities on the accruals basis.

Operating leases

Accounting policies applied from 1 April 2022

Leases other than short-term leases and leases of low-value assets are recognised as right-of-use assets and corresponding liabilities at the date at which the leased assets are available for use by the Company.

Payments associated with all short-term leases and certain leases of all low-value assets are recognised on a straight-line basis as an expense in the Statement of comprehensive net expenditure. The company applies the exemption for low-value assets on a lease-by-lease basis. Short-term leases are leases with a lease term of less than 12 months or less. Low-value assets comprise computers, tablets, mobile phones and small items of office furniture.

Accounting policy applied until 31st March 2022

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the net expenditure account on a straight-line basis over the period of the lease.

Lease activities

The company leased its head office property on a 3-year lease until February 2022. Subsequent to this it occupied the property on a rolling month to month basis with notice to quit notified to the landlord on 6th April 2023. Additionally it has a few low-value leases on items of office equipment

Fund accounting

NICIE has one type of fund for which it is responsible. The definition of this fund is as follows:

Restricted funds

Restricted funds, subject to specific trusts, are those given to NICIE, which are to be expended for the specific objects specified by the donor.

2 Statement of operating costs by operating segment

The trustees consider that NICIE acts as one operating segment and therefore no statement of operating costs by operating segment has been presented.

Notes to the financial statements for the year ended 31 March 2023

3	Voluntary income	2023	2022
		£	£
	Department of Education Northern Ireland	632,167	638,653
	Department of Foreign Affairs and Traded Northern Ireland Office	18,473	17,510
		95,000	-
	Donations	7,258	14,248
	Recoveries in respect of outward secondments	40,501	92,855
		793,399	763,266

4 Net outgoing resources before recognised gains and losses

	2023	2022
	£	£
This is stated after charging:		
Staff costs (Note 5)	600,537	713,530
Depreciation of property, plant, and equipment (Note 7)	4,919	6,073
Fees payable to NICIE's auditors for the audit of the financial statements	5,652	5,652
Operating lease rentals	19,100	19,100

5 Staff costs

	2023	2022
	£	£
Wages and salaries	402,539	454,316
Social security costs	36,871	41,658
Other pension costs	74,127	84,556
	513,537	580,530
IAS 19 – Actuarial valuation		
Current service cost	161,000	216,000
Past service cost/(gain)	-	-
Contributions by the employer	(74,000)	(83,000)
	600,537	713,530

During the year the charity incurred costs of £0 (2021: £nil) relating to agency staff and secondees.

	Number	Number
The average monthly number of persons employed by the company (including directors) during the year was:	10	10

Notes to the financial statements for the year ended 31 March 2023

The Directors received £0 for reimbursement of expenses during the year (2022: £0). One employee falls in emoluments band over £60,000 (2022: one) and details are below.

	2023	2022
	£	£
Chief Executives' remuneration – Roisin Marshall	65,915	63,990
Company pension contributions to NILGOSC pension scheme.	12,612	12,236
	78,527	76,226

6 Other finance costs	2023	2022
	£	£
Interest income on pension scheme assets	77,000	53,000
Interest cost on defined benefit obligation	(95,000)	(71,000)
	(18,000)	(18,000)

7 Property, plant, and equipment

	Information technology £	Furniture and fittings £	Total £
Cost			
At 1 April 2022	59,369	29,269	88,638
Disposal	(1,831)	(2,481)	(4,312)
Additions	0	0	0
At 31 March 2023	57,538	26,788	84,326
Accumulated depreciation			
At 1 April 2022	44,611	26,788	71,399
Depreciation on Disposal	4,919	0	4,919
Charge for the year	(1,831)		(1,831)
At 31 March 2023	47,699	26,788	74,487
Net book amount			
At 31 March 2023	9,839	0	9,839
At 31 March 2022	14,758	2,481	17,239

Notes to the financial statements for the year ended 31 March 2023

	Information technology £	Furniture and fittings £	Total £
Cost			
At 1 April 2021	54,160	28,593	82,753
Disposal			
Additions	5,209	676	5,885
At 31 March 2022	59,369	29,269	88,638
Accumulated depreciation			
At 1 April 2021	39,009	26,317	65,326
Depreciation on disposal			
Charge for the year	5,602	471	6,073
At 31 March 2022	44,611	26,788	71,399
Net book amount			
At 31 March 2022	14,758	2,481	17,239
At 31 March 2021	15,151	2,276	17,427

8 Financial instruments

As the cash requirements of The Northern Ireland Council for Integrated Education largely are met through, Grant-in-Aid provided by DE, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with the NDPB's expected purchase and usage requirements and the NDPB is therefore exposed to little credit, liquidity, or market risk.

9 Trade and other receivables

	2023 £	2022 £
Trade receivables	7,184	7,664
Prepayments and accrued income	53,046	8,585
	60,230	16,249

The fair values of trade and other receivables are not materially different from the carrying values.

All of the charity's financial assets are classified as loans and receivables. The company has no assets that may be classified as held at fair value through profit and loss, derivatives used for hedging or available-for-sale

Notes to the financial statements for the year ended 31 March 2023

10 Cash and cash equivalents

	2023	2022
	£	£
Balance at 1 April	70,781	67,741
Net change in cash and cash equivalents	52,868	3,040
Balance at 31 March	123,649	70,781

The following balances at 31 March were held at:

Commercial banks and cash in hand	123,649	70,781
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11 Trade and other payables

	2023	2022
	£	£
Trade payables	25,054	15,857
Accruals and deferred income	7,366	26,344
	32,420	42,201

The fair value of trade and other payables are not materially different from their carrying value as the impact of discounting is not significant. There is no difference between the amounts shown above and the total contractual undiscounted cash flows of trade and other payables.

12 Pension commitments

The net pension 'liability' shown below does not represent a shortfall, which requires short-term cash funding. The amount shown below is calculated to comply with the new Financial Reporting Standard, the specific requirements of which differ from the basis on which pension liabilities are actuarially calculated for the ongoing funding of the scheme. The Financial Reporting Standard requires:

- (i) actuarial deficiencies to be recognised immediately as a "liability" in the financial statements rather than being spread forward over employees' remaining service lives;
- (ii) the actuary, in valuing the scheme's liabilities, is required to use a bond yield as the discount rate for valuing future liabilities, rather than a rate that reflects the expected return on the scheme's particular asset portfolio, with the result of an apparent increase in the present value of future longer-term liabilities.

IAS 19 figures in relation to employees and ex-employees who are members of the NILGOSC pension scheme.

Notes to the financial statements for the year ended 31 March 2023

Pension commitments (continued)

	2023	2022
Rate of increase in salaries	4.2%	4.6%
Rate of increase in pensions in payment	2.7%	3.1%
Discount rate	4.7%	2.8%
Inflation assumption	2.7%	3.1%
Pension accounts revaluation rate	2.7%	3.1%

The mortality assumptions used were as follows:

	2023 Years	2022 Years
Average expected future life at age 65 for:		
Male currently aged 65	22.2	21.8
Female currently aged 65	25.0	25.0
Male currently aged 45	23.2	23.2
Female currently aged 45	26.0	26.4

The market value of assets in the scheme and the expected rate of return were:

Asset Allocation	Quoted %	Unquoted %	Total %	Value at 31 Mar 2023 £	Value at 31 Mar 2022 £
Equities	39.9%	0.1%	40.0%	1,098,400	1,179,750
Property	0%	11.2%	11.2%	307,552	275,000
Government Bonds	20.6%	0.0%	20.6%	565,676	679,250
Corporate Bonds	3.0%	0.0%	3.0%	82,380	60,500
Multi Asset Credit	13.3%	0.0%	13.3%	365,218	360,250
Cash	6.5%	0.0%	6.5%	178,490	110,000
Other	.6%	4.8%	5.4%	148,284	85,250
Total market value of assets	83.9%	16.1%	100.%	2,746,000	2,750,000
Present value of scheme liabilities				2,715,000	3,405,000
Unrecognised Surplus/Deficit in scheme				(31,000)	-
Net asset (liability) recognised on Statement of Financial Position				-	655,000

Notes to the financial statements for the year ended 31 March 2023

Pension commitments (continued)

Reconciliation of present value of scheme liabilities

	2023 £	2022 £
At 1 April	3,405,000	3,394,000
Current service cost	161,000	216,000
Past service cost	-	-
Member contributions	26,000	29,000
Interest cost	95,000	71,000
Re-measurement on scheme liabilities	(886,000)	(251,000)
Benefits paid	(86,000)	(54,000)
At 31 March	2,715,000	3,405,000

Reconciliation of fair value of scheme assets

	2023 £	2022 £
At 1 April	2,750,000	2,502,000
Expected return	77,000	53,000
Re-measurement on scheme assets	(95,000)	137,000
Employer contributions	74,000	83,000
Member contributions	26,000	29,000
Benefits paid	(86,000)	(54,000)
At 31 March	2,746,000	2,750,000

Scheme assets do not include any of The Northern Ireland Council for Integrated Education's own financial instruments, or any property occupied by The Northern Ireland Council for Integrated Education.

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the balance sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

Analysis of amount charged to statement of financial activities:

	2023 £	2022 £
Current service cost	161,000	216,000
Past service cost	-	-
Expected return	(77,000)	(53,000)
Interest cost	95,000	71,000
Re-measurement on defined benefit pension scheme	(791,000)	(388,000)
Adjustment in respect of paragraph 64	31,000	-
Total operating charge/(credit)	(581,000)	(154,000)

Notes to the financial statements for the year ended 31 March 2023

Pension commitments (continued)

The total service cost of £161,000 (2022: £216,000) is included within staff costs. The total contributions expected to be made by the scheme by NICIE in the year to 31st March 2023 are £99,000

Sensitivity analysis

IAS19R requires the disclosure of the sensitivity of the results to the methods and assumptions used.

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below.

Changes in assumptions at year ended 31 March 2023	Approximate % increase to employer liability	Approximate monetary amount (£'000)
0.1% decrease in Real Discount Rate	1.7%	46
1 year decrease in member life expectancy	2.7%	73
0.1% increase in the Salary Increase Rate	0.1%	3
0.1% increase in the Pension Increase Rate	1.6%	43

Employer Contribution Rates

The liabilities show the underlying commitment that NICIE has in the long term to pay retirement benefits. The total pension liability is £2,715,000 (2022 - £3,405,000) and results in an unrecognised asset of (£31,000). As per the scheme actuary the net asset/(liability) to be recorded on the Statement of Financial Position is £0 (2022 (£655,000)).

For 2022/23, employers participating in the scheme contributed at the rate of 19.5% (2022 – 19.5%).

Scheme Gains and Losses

Actuarial gains and losses represent the extent to which actual outcomes have differed from the assumptions, which were used in calculating IAS 19 figures.

For assets, the gain/loss is normally the difference between the actual and expected return on assets, and for liabilities, the gain/loss normally arises from the change in financial assumptions. These actuarial gains/losses are shown in the table below as experience gains and losses.

Notes to the financial statements for the year ended 31 March 2023

Pension commitments (continued)

Amounts for current and previous four years:

	2023	2022	2021	2020	2019
		£	£	£	£
Scheme liabilities	2,715,000	3,405,000	3,394,000	2,719,000	2,861,000
Scheme assets	2,746,000	2,750,000	2,502,000	2,011,000	2,084,000
Surplus/(Deficit) in scheme	31,000	(655,000)	(892,000)	(708,000)	(777,000)
Experience adjustments on scheme assets					
Amount (£)	(95,000)	137,000	398,000	(162,000)	89,000
Experience adjustments on scheme liabilities					
Amount (£)	886,000	251,000	(488,000)	330,000	(51,000)

13 Members liability

The liability of each member is limited to £10.

14 Reserves – restricted funds

	2023	2022
	£	£
At 1 April	(592,932)	(836,234)
Net outgoing (losses)/resources before recognised losses	(5,770)	(144,698)
Actuarial re-measurement on defined benefit pension scheme	760,000	388,000
At 31 March	161,298	(592,932)

At the year end there is no asset/liability to be recognised in respect of the NILGOSC pension fund. The net liabilities at the previous year-end include a liability of £655,000 in respect of pension scheme liabilities of the NILGOSC pension fund.

15 Analysis of net assets between funds

	Restricted fund	2023 Total funds	2022 Total funds
	£	£	£
Fixed Assets	9,839	9,839	17,239
Current Assets	183,879	183,879	87,030
Current liabilities	(32,420)	(32,420)	(42,201)
Pension commitments	0	0	(655,000)
Net funds	161,298	161,298	(592,932)

Notes to the financial statements for the year ended 31 March 2023

16 Leases

The Company leases various tangible assets under non-cancellable operating lease arrangements.

As described in the notes the operating leases held include either short term or low value assets and as such no right of use asset nor corresponding lease liability has been recognised.

The following amounts are recognised in the Statement of comprehensive net expenditure account:

	2023	2022
	£	£
Expenses relating to short term leases	19,100	19,100
Expenses relating to low-value assets	1,866	1,879
Total expenses related to leases	20,966	20,979

The following amounts are recognised in the Statement of cash flows:

	2023	2022
	£	£
Cash outflow for leases (IFRS16) – operating activity	20,966	20,979
Total cash outflows	20,966	20,979

17 Contingent liabilities

The company has a contingent liability to repay revenue grants received if certain conditions are not fulfilled.

18 Capital commitments

At 31 March 2023, the company had capital commitments of £16,459 towards legal and all related moving costs to new accommodation James House (2022: none).

19 Losses and special payments

At 31 March 2023, the company had no losses and special payments (2022: none).

20 Related party transactions

NICIE is a Non-Departmental Public Body (NDPB) sponsored by DE. DE is regarded as a related party. During the year, NICIE has had various transactions with the DE and with other entities for which DE is regarded as the parent Department.

None of the board members, members of the key management staff or other related parties have undertaken any material transactions with NICIE during the year (2022: none). As per the register of interests maintained by NICIE, there were no conflicts of interest during the year (2022: none).

Notes to the financial statements for the year ended 31 March 2023

21 Ultimate controlling party

There is no ultimate controlling party.