

Relate Northern Ireland

Northern Ireland · Charity number 102102

Details

Known as	Relate NI
Status	Received
Registered	2015-06-02
Register	View on the Charity Commission for Northern Ireland register

Contact

Address	Relate Northern Ireland 3 Glengall Street Belfast BT12 5ab BT12 5AB
Phone	028 90323454
Email	office@relateni.org
Website	www.relateni.org

Activities

Purposes: (a) to educate the public and individuals concerning the institution of marriage, civil partnerships and secure couple relationships with particular reference to emotional, physical and sexual relationships and with a view to developing personal responsibilities and enriching family life; (b) to promote research into all aspects of marriage, civil partnerships and secure couple relationships and to publish the results of all such research; (c) to safeguard, seek to enhance and protect the good health both mental and physical of adults and children; (d) to encourage conflict resolution and reconciliation and to prevent poverty, hardship and distress caused by the break-up of the marriage, civil partnership or other relationship; (e) to offer assistance and support to victims of domestic abuse; (f) to educate and engage with perpetrators of domestic abuse in order to promote reconciliation and avoid future abuse from occurring; (g) to offer psycho-sexual therapy; (h) to offer assistance to individuals interacting with health and social care and the criminal justice systems; and (i) to offer guidance and assistance to individuals, couples, groups and families on all aspects of relationships regardless of age, sexual orientation or relationship status.

What the charity does: The prevention or relief of poverty, The advancement of health or the saving of lives, The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

How the charity works: Counselling/support, Medical/health/sickness, Relief of poverty

Who the charity helps: Addictions (drug/solvent/alcohol abuse),Children (5-13 year olds),Ex-offenders and prisoners,General public,Mental health,Parents,Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£947,935	£1,194,790	£-167,016	9

Trustees

Name	Role	Appointed
Aidan Bennett		
Mrs Evelyn Patricia Gordon		
Mrs Sarah Fletcher		
Ms Bernie Kelly		
Ms Fiona Magee		

Accounts

Charity registration number NIC102102 (Northern Ireland)

Company registration number NI032111

RELATE NORTHERN IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

RELATE NORTHERN IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr A Bennett Dr F Lamrock Ms B Kelly Ms S Fletcher Ms E Gordon Ms F Magee	(Appointed 10 July 2025) (Appointed 10 July 2025)
Secretary	Ms J Davis	
Chief Executive Officer	Ms Joan Davis	
Charity number	NIC102102	
Company number	NI032111	
Registered office	Glengall Exchange 3 Glengall Street Belfast Co. Antrim BT12 5AB	
Auditor	HM Chartered Accountants 6th Floor East Tower Lanyon Plaza 8 Lanyon Place Belfast County Antrim BT1 3LP	
Bankers	First Trust Bank 11-15 Donegall Sq North Belfast BT1 5GB	
Solicitors	Hewitt & Gilpin 14-16 James Street South Belfast BT2 7GA	

RELATE NORTHERN IRELAND

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RELATE NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees have pleasure in submitting their annual report together with the audited financial statements of the organisation for the year from 01 April 2025 to 31 March 2025.

Relate NI is a registered charity (No. NIC102102) and a company limited by guarantee (No. NI 032111). The company is registered at 3 Glengall Street, Belfast, BT12 5AB. The organisation is governed by a Memorandum and Articles of Association. The Trustees of the company consider the result and current financial position to be satisfactory.

The Board of Relate NI

On the date of approval of this report, trustees were:

- Aidan Bennett (Interim Chair Feb - Sept 2025)
- Bernie Kelly (Vice-chair)
- Evelyn P Gordon (Chair Sep 25)
- Dr Felicity Lamrock
- Fiona Magee
- Sarah Fletcher

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Vision, Mission and Values of Relate NI

Vision Statement

Relate NI's vision is

"A future in which healthy relationships form the heart of a thriving society"

Mission Statement

Relate NI's mission is

"To make expert information and support for healthy relationships available for everyone"

Purpose and Activities of the Charity

The purposes of the charity are:

- a) to educate the public and individuals concerning the institution of marriage, civil partnerships and secure couple relationships with particular reference to emotional, physical and sexual relationships and with a view to developing personal responsibilities and enriching family life.
- b) to promote research into all aspects of marriage, civil partnerships and secure couple relationships and to publish the results of all such research.
- c) to safeguard, seek to enhance and protect the good health both mental and physical of adults and children
- d) to encourage conflict resolution and reconciliation and to prevent poverty, hardship and distress caused by the break-up of marriage, civil partnership or other relationship.
- e) to offer assistance and support to victims of domestic abuse.
- f) to educate and engage with perpetrators of domestic abuse in order to promote reconciliation and avoid future abuse from occurring.
- g) to offer psychosexual therapy.
- h) to offer assistance to individuals interacting with health and social care and the criminal justice systems; and
- i) to offer guidance and assistance to individuals, couples, groups and families on all aspects of relationships regardless of age, sexual orientation or relationship status.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The main activities undertaken in relation to these purposes are:

Purpose (a) - Relate NI publishes a range of information in written and video format and on digital platforms for the benefit of the public, individuals, parents and service planners and to facilitate and promote access to our relationship counselling services for families, children and young people.

Purpose (b) - Relate NI undertakes evidence based and action research into a wide range of relationship issues and publishes the results of this research for the benefit of informing the public and to influence public policy on relationship issues.

Purpose (c) - Relate NI provides relationship counselling services throughout NI. We enhance emotional wellbeing in individuals, couples, families and communities by delivering professional counselling and therapeutic services.

Purpose (d) - Relate NI provides a range of counselling services which support individuals, couples, families, children and young people and develops and participates in integrated partnership projects with other organisations which focus on delivering joined up, wraparound services for the benefit of the community.

Purpose (e) - Relate NI provides counselling services to the victims/survivors of domestic abuse.

Purpose (f) - Relate NI provides counselling services to the perpetrators of domestic abuse and delivers awareness and training programmes including our 'Safety in Relationships' programme to the perpetrators of domestic abuse.

Purpose (g) - Relate NI provides psychosexual therapy to individuals and couples to help address sexual dysfunction and intimacy issues.

Purpose (h) - Relate NI provides counselling services in partnership with a range of partners in the statutory, voluntary and community sectors to people interacting with the health and social care and criminal justice systems and

Purpose (i) - Relate NI promotes equality of opportunity and good relations and we promote and deliver our counselling services to everyone in the community.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Public Benefit

Relate NI's Trustee Board has taken due regard of the Northern Ireland Charity Commission's guidance on public benefit. The organisation's counselling, information, education and training services further Relate NI's purposes for the public benefit in terms of the following:

- a) An understanding, knowledge and awareness by the public of what constitutes positive emotional relationships which contributes to healthy relationships;
- b) Increased individual and collective knowledge, understanding and awareness of the health and wellbeing needs of positive relationships which contribute to family policy development in Northern Ireland;
- c) Improved emotional, mental and physical health wellbeing and increased capacity to demonstrate resilience by both adults and children;
- d) Enhancement of the stability of relationships, relief of the emotional impact of separation due to family breakdown and re-establishment of a level of trust between couples and partners. This enables clients to lead more effective lives through improved relationships, enables them to continue with daily activities and improves their ability to continue in employment or education;
- e) Improved emotional and mental health wellbeing, enhanced self-esteem and resilience of the victims and survivors of domestic abuse and violence;
- f) Improved behavioural change amongst the perpetrators of domestic abuse which leads to reduced victimisation and a reduction in the frequency and severity of domestic abuse. Improved safety in relationships is also reported by partners and children affected by domestic abuse;
- g) Improved sexual function in response to the sexual difficulties experienced by clients;
- h) Improved emotional, mental and physical health wellbeing and increased resilience demonstrated by both adults and children;
- i) Improved emotional, mental and physical health wellbeing and resilience of individuals, couples, groups and families within an equality and diversity service delivery context.

All of the benefits in purposes (a) to (e) are demonstrated through feedback from our clients through evaluation questionnaires, the use of client outcomes measurement tools, monitoring and evaluation of our services by both statutory health and social care and voluntary funding organisations. These benefits are also demonstrated by independently commissioned evaluations of our services as may be undertaken from time to time.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and Performance

Relate NI is the leading relationship support charity in Northern Ireland focused on the promoting the importance of healthy relationships; preventing relationship distress; and protecting people at times of relationship breakdown. We provide a range of high quality and specialist support services to people right across Northern Ireland.

Relate NI services include:

- Relate Kids - counselling for children from the ages of 4 - 11
- Relate Teen - counselling for young people from 12-18
- Adult Relationship counselling for couples and individuals
- Family Counselling
- Family Mediation
- Psychosexual Therapy
- Schools Counselling
- Education and training which includes our Relationships and Sexuality Education (RSE) work, education programmes and our counsellor training.
- Development and delivery of information campaigns aimed at supporting people with the knowledge and skills to be able to develop healthy relationships, recognise when relationships aren't healthy and negotiate relationship transitions.
- Delivery of projects in line with the organisation's charitable purposes. In 2024 Sustaining Healthy Relationships project continued and a new project, *Golden Threads: A Relational Approach to Improving Mental Wellbeing* commenced. (funding ended)
- Ending violence against women and girls project began in this year,(Jan24) lead by The Executive Office. Relate NI worked with the sector and the TEO to bring this project to the public. This programme of activity across NI is aligned to the DOJ's Ending Violence seven year strategy. Relate developed its programme to meet the needs of 13-16 year olds within the school setting and for over 16's in the community settings.
- Relate ED and Respectful Relationships have proved popular and we have been active across all Council areas, with our expert panel of facilitators delivering to schools and communities.
- Relate trustees and staff appreciate the ongoing excellent and productive working relationship with Northern Ireland Prison Service. We continue to deliver healthy relationship and safety in relationship programmes within prisons and over 200 counselling sessions.
- Family mediation continues to work with QUB Stride project on evaluation of services

Emerging themes from casework

During 24/25 the emerging themes that have become evident are centered around anxiety, family separation and family difficulties, child and adult safeguarding risks, mental health and addiction/ substance misuse.

There has been an increased need for support because of the escalating demand for health & social care statutory services, reflecting an increase in the complexity of issues and needs that clients are presenting with.

Through internal clinical consults and key findings from clinical practice, the data indicates:

- High levels of anxiety and stress in relation to work pressures and financial impact of cost of living rises with parents having to make radical choices to provide for families
- Financial worries impacting on individual well-being and family relationships
- Mental health of younger children, particularly experiencing anxiety and low mood with school refusal being identified
- In schools, there are higher levels of safeguarding issues and concerns regarding pupils. Many of these relate to issues in parents' own mental health and other live event traumas such as bereavement and losses, past DVA or historical abuse.
- Supporting family relationships around child diagnosis of neurodivergence and transgender identities. Increasing numbers of families unable to access assessment for children's diagnosis of Neurodivergence or able to meet thresholds for CAMHs services.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

- Identified younger children in schools that do not meet their needs, i.e. specialist schools would be more appropriate however, limited spaces available, increase stress on teachers and parents as a result and possibly related to COVID-19 and lockdowns. (Schools)
- Slight increase in LAC clients (Schools)
- Increasing demand for separation and co-parenting mediation and counselling support and supporting CYP where family separation has been presented as a referring issue.
- Family separation: Increase in parenting/child arrangements disputes and the impact on parents and children, court involvement and risk issues, CYP, Schools, Couples & Family services.
- Self-harm / suicidal ideation appears to have increased slightly in CYP & schools counselling.
- Complex couples' referrals. Traumatic backgrounds and social work involvement, often children being on the CPR or placed in care / kinship placements.
- Increase in referrals related to mental health conditions stemming from trauma (some more complex and enduring) and their impacts on relationships.
- Increase in addiction related issues and its impact on relationships and the wider family.

2024 – 2025 – The year in review

In 2024-2025, Relate NI has continued its mission supporting individuals, couples and families to strengthen relationships through expert counselling, education and advocacy. In a year marked by unique challenges and opportunities, as we entered the merger process, our team has worked tirelessly to adapt, innovate, and grow our core services to continue to support and meet the increasing and complex needs of our population across the country.

Key Highlights

Relate NI completed CPCAB level 5 couples counselling to increase capacity for couples counselling to meet the high demand. We have also successfully worked with Queens University and Ulster University to provide Placements for Family Systemic therapist and Art and Play therapy.

Reach & Impact of Relate NI in 2024/2025

How much did we do?

- Delivered 8,218 counselling sessions across Northern Ireland.
- Received 2769 referrals for counselling services.
- 2,198 people were directly supported through the organisation's range of therapeutic services.
- Family Mediation Individual Information & Assessment meetings (IAMS) delivered 614
- Joint mediation sessions accessed by separating parents 584
- DOH Funded Sessions 1198

How well did we do it?

- The counsellor we met with was unbiased and gave both of us a chance to share our issues and insecurities. she made us feel supported and heard. She took time to help us unpack our feelings and grow then together."
- "Excellent and very beneficial. Good balance of practical and theory.."
- "Service was excellent,our counsellor was not judging and got me and my husband through a very difficult time. Her understanding, communication and recommendations were much appreciated.."
- "Sharon has been amazing. She's helped me cope with, and accept some of the most difficult things I have ever experienced. I am beyond grateful for her help and kindness."
- "I felt heard for the first time and free to talk about whatever was on my mind."
- "Thank you for supporting and listen to our family trauma. We will continue to work together."

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

- "I'm so glad I made the call and waited for an appointment. This has helped me and given me tools and confidence to use them going forward in my life, a very valuable experience, I have learned so much about me."

What difference did we make?

- 86% of respondents of Primary School Counselling reported that the relationship with their family was 'excellent +' or 'good' after counselling.
- 80% of children's behaviour improved.
- 78% of children's evaluations stated improvements were excellent or good.
- 96% of children stated that they enjoyed counselling.

How well did we do it? Family Mediation

- Family Mediation Feedback from Clients via evaluation & anonymous Survey Monkey completion
- Clients reported the following as a result of engaging with Family Mediation:
- Made practical arrangements about contact 95%
- Able to communicate better 92%
- Able to work together to co-parent their children 92%
- Learnt new skills through mediation 88%
- Their children benefited from their engagement in Family Mediation 92%
- Other benefitted as a result (within wider family) 82%
- Would recommend mediation to others 98%
- Off those who provided feedback number who rated the service provided as good or excellent. 97%

Testimonials

"Thank you for all the help & support. This has been an excellent service with a very skilled mediator."

"What you do is invaluable"

"Thank you very much deeply grateful"

"Absolutely excellent service. Our mediator was amazing. We could never have come this far without her input. Nothing I can think of to improve. I have been recommending it to friends in similar situation and will continue to do so. The children have not witnessed any arguments since mediation and have seen us working together for their benefit and speaking respectfully about each other".

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

2024 – 2025: Service Data Analysis

Who Attends Relate NI Therapeutic Services?

Relate NI services are provided throughout Northern Ireland through the organisation's premises and a network of out centres. We also deliver our therapeutic services online and via telephone in line with our clinical policies. While Relate NI services are there for everyone to avail themselves of, the different contracts we operate may have restrictions which govern who access services under specific contracts. This is most clearly demonstrated in our school's counselling contract where the people accessing services will all be primary school aged children.

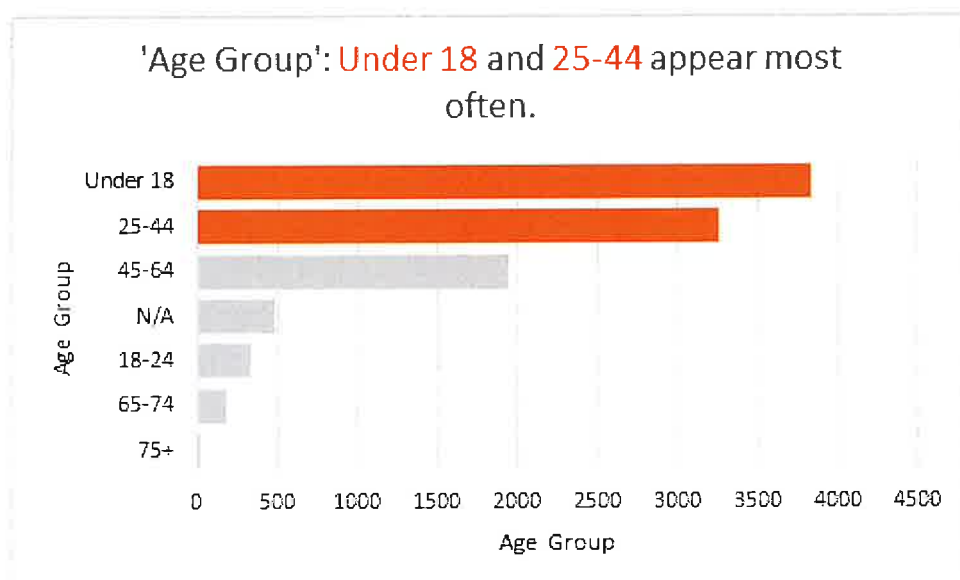


Figure 1 - Age Profile

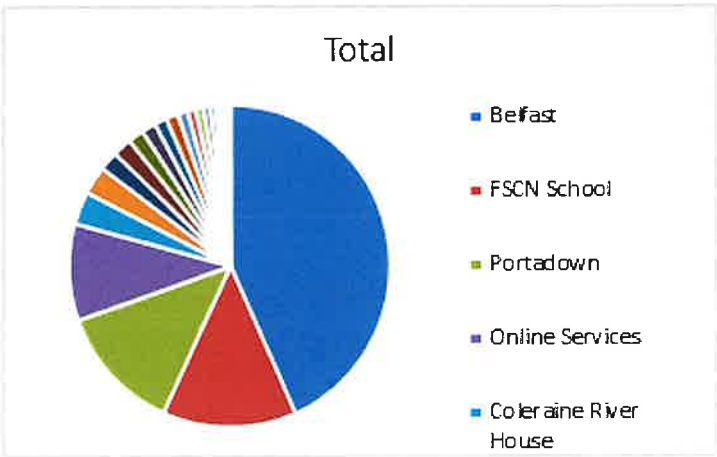
In 24/25, the largest number of people who accessed our services were aged between 18 and under.25-44 and 45–64-year-olds represent the next largest population of users of our therapeutic services. In particular, the work with children and young people under the age of 18 is driven by the work ongoing in primary schools both through our Full-Service Community Network (FSCN) contract..

Gender profile

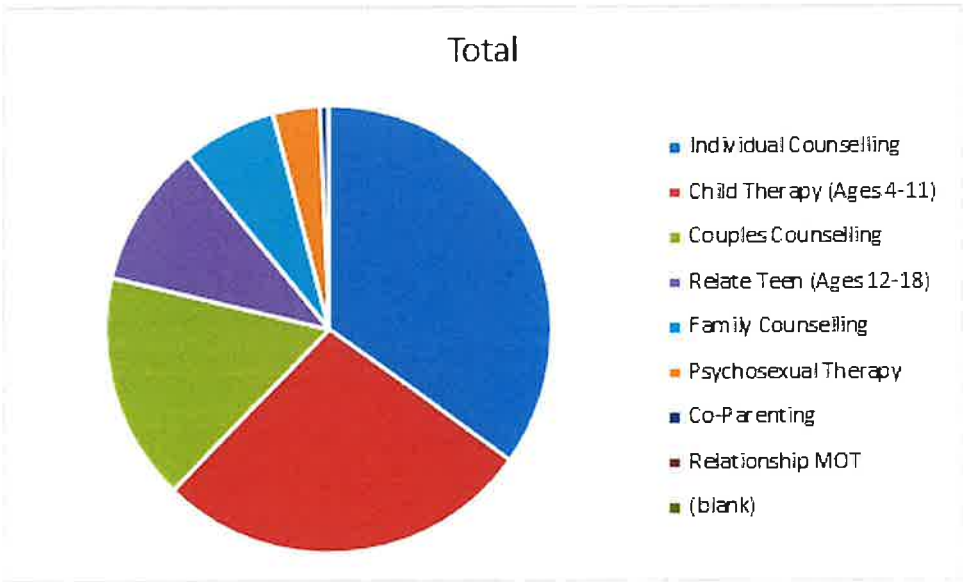
Evidence indicates that females are more likely than men to identify issues within a relationship, whether that is a couple relationship, family relationship or social relationships. It comes as no surprise therefore that females represent over half of the people who access Relate NI therapeutic services, a figure which has increased from last year. The number of men seeking relationship support has increased slightly compared to 2024/2025.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025



In terms of the geographical breakdown of people accessing Relate NI services, Belfast represents the home or closest office of those people accessing Relate NI therapeutic services. The figures for the 24/25 year are broadly in line with the figures from last year. Already, our communications and engagement strategies are seeking to take account of these figures with additional promotion and engagement work being undertaken across locations that are providing less sessions than the others.



The figure above indicates a growth in the proportion of Relate NI services being provided both to children and young people and adult individuals.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

What Issues Are People Seeking Support On?

Stress	Count of Stress
Anxiety	217
Relationship difficulties	206
Family difficulties	182
Communication issues	152
Domestic Violence/Abuse	128
Relationship Breakdown	67
Behaviour	56
sex	54
Low mood	54
PST	52
Bereavement	40
Parental Separation	40
Parental conflict	39
Anger	36
Emotional Regulation	34
Infidelity	32
Trauma	28
Stress	27
Sexual abuse/ Assault	23
Depression	20
Self-worth/ Self-esteem	20
Maternal/ Paternal mental health	12
Health (Physical)	11
reactionary behavioural responses	11
anxious school avoidant	11
Bullying	10
porn	8
Problems with friends	7
Problems at school	6
coercive control	5
Self-harm	4
Navigating Relationships	4
Drug Abuse	3
Substance abuse	3
Financial difficulties	2
Problems with sleep	2
Restricted Eating	1
Sexual identity	1
Caring responsibilities	1
online harm	1
Not stated	1
OCD	1

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Relationships experience distress for a range of reasons, when families are exposed to different stressors. Most issues that families experience which drive them to seek the support of Relate NI services are relational in nature. Increase in anxiety, family difficulties; bereavement; separation & divorce; Adverse Childhood Experiences, managing the impact of unemployment and financial worries on family relationships; and parenting are just some of the issues that people have identified when reaching out to Relate NI. However, health and wellbeing presentations also represent a significant portion of our presenting issues. Neurodivergence, Anxiety, stress and self-worth feature high on the list of health and wellbeing presentations into our services. However, there is also recognition of the linkages between relationship quality and health & wellbeing.

PARTNERSHIP WORKING AND SERVICE DEVELOPMENT

Department of Health and the Health and Social Care Trusts

Relate NI provides delivers a range of counselling services under contract with the Strategic Planning and Performance Group (SPPG), formerly the Health and Social Care Board (HSCB). Through this contract, we continue to work in partnership with the Department of Health, and the five Health and Social Care Trusts to provide relationship services to families throughout Northern Ireland. Relate NI works closely with social workers and health and social care professionals to facilitate access to our therapeutic services for the benefit of families, children and young people. We continue to participate in the review of the Department of Health's Regional Families Strategy. Over the course of this year and through this contract, we continue to build relationships with family support teams, Sure Start teams, GP Confederation, District Councils and V&S sector to support better joint working, promote access to Relate NI services through effective networks.

FSCN Schools Counselling

Over the course of the 24/25 year, the Relate NI team continued to work flexibly to support the school community. This involved working with parents, teachers as well as school children to support wellbeing and adjustment to post pandemic through direct contact as well as through the development of information and video resources through school networks. Access to wider Relate NI services was facilitated where this was agreed by families as being of benefit. Schools Relate NI also developed an emotional wellbeing Programme to be delivered to primary school aged children by our school's counsellors.

Parentline NI

Relate NI has been delighted to continue our partnership with Children in NI (CiNI) to support delivery of the Regional Parenting Helpline Service to parents across NI. This work is provided under contract with the Health and Social Care Board. Over the course of this year, the Parentline NI team have been busy continuing to provide much needed support to parents through telephone, web and face to face appointments. Also in this year, a range of workshops for parents was developed and delivered by the Parentline NI Team.

Psychosexual Therapy Services & Belfast Health and Social Care Trust

During 24/25, Relate NI continued to receive referrals from Knockbracken Psychosexual Services for those clients/patients with sexual dysfunctions under a contractual arrangement with the Belfast Health and Social Care Trust. We also continue to provide psychosexual services to people who refer themselves directly to Relate NI.

BHSCT Primary Care Talking Therapies

Relate NI works in partnership with the Belfast Health and Social Care Trust to deliver counselling services to clients experiencing low level anxiety and depression who are referred by GPs.

Northern Ireland Prison Service

We were awarded a new contract to provide counselling work and programme delivery within Maghaberry and Magiligan during this year. Healthy Relationship programme have received excellent feedback from prisoner and prison staff. 280 counselling sessions have been provided to prisoners.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Family Mediation – Preventing Conflict Escalation and Supporting Family Stability

Family Mediation is a vital early intervention service for families navigating separation and conflict. Specialising in complex, family breakdown cases, the process of family mediation offers a confidential, voluntary space where parents are empowered to resolve disputes themselves—without resorting to costly and adversarial legal proceedings. This not only reduces pressure on the court system and public services, but also supports better outcomes for children by helping parents negotiate practical, child-focused co-parenting plans.

By placing children's needs at the heart of the process and enhancing parents' communication and problem-solving skills, family mediation helps prevent trauma, supporting parents to parent apart.

This service is under contract with Strategic Planning and Performance Group (SPPG), since 2009.

Core Services

- Separated Parents Mediation - Supporting separated parents to reach agreement on contact, shared parenting, and support arrangements. In 2024/25, 82% of enquiries related to child-focused mediation, with 77% of full mediation cases resulting in co-parenting agreements.
- Child-Inclusive Mediation - Ensuring the voices of children—especially those under 7 (46% of all cases)—are heard in discussions affecting their home life, care, and emotional wellbeing.

Queens University Belfast

Relate NI enjoys an excellent partnership with Queens University Belfast through the MSc in Systemic Psychotherapy. Relate NI hosted placement clinics for a number of students completing their qualification, providing the clinical governance infrastructure and supervision, support and guidance to enable high quality therapeutic work to be undertaken.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

REVIEW OF OTHER ACTIVITIES & FUTURE DEVELOPMENTS

Governance

In this year of merger with Family Mediation NI (Nov 24) and the appointment of FMNI'S CEO to lead the new merged charity, we have embarked on robust reviews of all governance systems and operational procedures. We have followed through with the organizational review recommendations, to ensure that service delivery processes are streamlined for ease of access for the public. Many trustees have given freely of their time to enable the organisation to deliver its charitable purpose for thousands of people each year and we wish to publicly acknowledge the Trustees and the Staff of both organisations and celebrate this important milestone in the development of the charity.

Over the past 12 months, the board has dedicated attention to the continued leadership and development of the organization, as a new merged entity. And as the voluntary sector is impacted by the reduction in available funds and restricted by contract roll over, we have focused our attention to sustainability and performance monitoring. This involved the ongoing monitoring of the organisation's strategy, operational plans and annual budget as well as review of policies and maintenance of the wider internal financial systems of control.

Over the 24/25 year we also bade farewell to several trustees, Nikki Armstrong and Natalie Dowey. Natalie had give her time over seven years, and had provided her expertise to various officer roles, finally taking the Chair and guiding the charity through the year long due diligence process in preparation for the merger. We are extremely appreciative of her contribution. The board and staff of Relate NI wish to recognise their commitment to Relate NI. Relate NI continued to seek to attract new board with a variety of skills to help develop the charity's strategic vision, its services and its funding streams.

Aidan Bennet stepped into the role of interim chair February 25 following Natalie Dowey's resignation. Bernie Kelly continues in her role as vice-chair, bringing valuable experience and a fresh perspective to the board's leadership team. Two Board members from the former FMNI Board, John Keers and Patricia Gordon joined the Board November 2024.

Governance and Strategic Development at Relate NI (2024-2025)

Relate NI's Board of Trustees undertook several initiatives to advance the organisation's workforce development, operational sustainability, and governance standards.

Replenishing the Board to ensure a mix of skills and experience is a priority in this year to support continuity while creating an opportunity to critically assess the organization's processes, policies, and structure, paving the way for sustained growth and development. Strengthening senior leadership team and moving forward with organisational review. Recommendations to support staff and ensure contract targets are met were key areas of governance in this year Strategic planning in difficult financial times is key to finding new and innovative means to developing a funding strategy, engaging in stakeholder engagement, ensuring the voices of key partners, funders, and beneficiaries are heard and valued keeps Board connected to the service. Improvement within the internal culture has been part of the work involved in ensuring the merger works for staff, clients and funders. Additionally, client testimonials are collated and analysed from across all our services from schools to prisons and individuals providing honest, firsthand insights into the impact and perception of Relate NI's services.

This rigorous approach has enabled the organization to build a well-rounded, fair, and transparent understanding of its current state, laying the groundwork for informed and strategic decision-making by the Board, with the SMT in the upcoming 2025-2026 year. The review also facilitated a reassessment of operational priorities allowing the Board to align Relate NI's objectives more closely with the evolving needs of its service users and stakeholders.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Workforce Development

Our longstanding partnership with Ulster University (UU) and Queen's University Belfast (QUB) continues. Together, we have supported high-quality MSc placements in couples counselling and student placements which have been instrumental in developing a new generation of therapists. This collaboration not only enriched the skills of our workforce but also expanded Relate NI's capacity to serve clients through a growing team of qualified Therapists.

Family Mediation Foundation Training Programme (approved by College of Mediators) will continue to be offered annually to ensure continuity of capacity building across NI of qualified and supported family mediators.

CPD and Sharing and Learning events are part of staff support and developed and welcomed by operational and professional staff.

Sustainability Efforts

As trustees, we have consistently acknowledged that sustainability remains one of the core challenges facing Relate NI. In the face of evolving financial pressures and increasing demand for services, we are committed to ensuring that the organization remains financially viable while continuing to deliver high-quality relationship support to those who need it most. For that reason it was prudent to begin investigating the sale of an asset, establishing a property sub-group of trustees to explore and recommend options, to support service development and sustainability into the future.

We believe the merger of services will be a pivotal step in ensuring the ongoing viability of Relate NI, both in terms of financial sustainability and the continued quality of the services we provide. This forward-thinking approach to partnerships and mergers demonstrates our commitment to securing the future of Relate NI while continuously improving the breadth and depth of our support for individuals and families across Northern Ireland.

Governance and Risk Management

The Audit and Risk Committee (ARC) played a critical role, meeting quarterly to oversee risk, safeguarding, and infrastructure readiness. The ARC closely monitored the Corporate Risk Register, safeguarding practices, and financial health, ensuring robust controls and compliance. A focus on quality was evident through reviews of complaints, staffing concerns, and safeguarding self-assessments using Volunteer Now's tools. Trustees received unqualified audit opinions, reflecting strong fiscal governance.

These initiatives have positioned Relate NI to continue delivering impactful relationship support services while fostering staff wellbeing and ensuring long-term organisational sustainability.

In terms of Strategic Development Relate NI focused on core services of couples, families and individuals, increasing delivery within the Northern Ireland Prison Service and within the Belfast and southern Trust area.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Stakeholder Engagement, Policy Development and Communications

Relate NI believes that access to services is essential for people who are experiencing relationship distress or who are interested in preventative maintenance of their relationships. Action, such as access to high quality services at the individual or family level is a key building block to our vision of healthy relationships at the heart of a thriving society. At a societal level, access to information and effective public policy are also key cornerstones of that vision. To that end, Relate NI continues to engage with partners and stakeholders to build understanding of the challenges experienced by people and families across NI and to ensure that relevant public policy areas are influenced and shaped by the experiences of people who access Relate NI services.

Relate NI are proud to have worked with the NIO Executive Office, alongside others in the Community and Voluntary sector on the co- design process of the Ending Violence against Women and Girl's strategic framework. We are delighted that 'healthy, respectful relationships' are now ingrained in the seven year Ending Violence strategy and that we are one of the eight delivery partners working in schools and community groups to Ending Violence against Women and Girls.

We also continue to engage with partners in the third sector to share information, create organisational linkages in the best interests of the people we work with and to support the development of Relate NI and its team. Over the course of this year, we have also commented publicly on a range of issues relevant to the development and maintenance of healthy relationships and continue to ensure that public debate about the fundamental importance of healthy relationships to our health and wellbeing, physical and mental, continues to be included in relevant policy initiatives within government departments.

Financial Review

Relate NI seeks to comply with best practice in managing the finances of the charity and as outlined in the Reserves Policy should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

The balance sheet as at the 31 March 2025 reflected cash at bank and in hand of £8,853. The Net Assets at 31 March 2025 were £622,084. The board will be considering appropriate actions over the year ahead to ensure the charity's policy of 3 months general unrestricted funds is achieved.

Reserves Policy

The Trustees review the reserves policy Considering the variable income and fixed commitments required to allow the charity to be managed effectively and to provide a buffer for uninterrupted services, the Board, has agreed that the organisation should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity. In this year, following on from the withdrawal of the DOH Core Grant Funding in 2023, we are considering the sale of an asset to ensure reserves can again meet the reserve policy criteria.

Risk Policy

In line with the organisation's risk management strategy, the Trustees who served during the year have undertaken an analysis of the work of the charity and identified the major risks to which the charity is exposed. The Trustees are satisfied that appropriate policies, practices and procedures are in place to mitigate those risks.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Structure, Governance and Management

Relate NI is constituted by way of a Memorandum and Articles of Association and is both a registered charity and a registered company limited by guarantee. The Directors who are non-executive, represent a diverse range of relevant experience including management, administrative, education, health, law, property and family services.

The Directors of the charity are its trustees for the purposes of charity law. The Directors who served the charity during this financial year 24/25, are noted on Page 2.

The Board meets at least six times during the financial year with additional meetings called if necessary. Board members do not receive any remuneration in respect of their services to the charity. Receipted expenses are reimbursed when incurred. An Audit and Risk Committee meets and reports to Relate NI's Trustee Board.

The Board delegates the day-to-day management of Relate NI to an executive senior management team which comprises the Chief Executive Officer, the Director of Services, Clinical lead .

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Relate Northern Ireland for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

To the knowledge and belief of the trustees, there is no relevant information that the charitable company's auditors are not aware of, and the trustees have taken all steps necessary to ensure the trustees are aware of any relevant information, and to establish that the charitable company's auditors are aware of the information.

Small Company Provisions

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2025*



Ms E Gordon

Trustee

Dated: 19 December 2025

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Opinion

We have audited the financial statements of Relate Northern Ireland (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and/or senior management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the company's legal advisors;

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Angela Craigan (Senior Statutory Auditor)
for and on behalf of HM Chartered Accountants

Chartered Accountants
Statutory Auditor

6th Floor East Tower
Lanyon Plaza
Belfast
County Antrim

BT1 3LP

19 December 2025

RELATE NORTHERN IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	4	586,573	115,738	702,311	434,578	179,321	613,899
Charitable activities	3	179,601	-	179,601	228,350	-	228,350
Other trading activities	5	66,023	-	66,023	74,031	-	74,031
Investments	6	-	-	-	249	-	249
Total income		832,197	115,738	947,935	737,208	179,321	916,529
Expenditure on:							
Charitable activities	7	1,079,052	115,738	1,194,790	857,275	202,131	1,059,406
Total expenditure		1,079,052	115,738	1,194,790	857,275	202,131	1,059,406
Net expenditure		(246,855)	-	(246,855)	(120,067)	(22,810)	(142,877)
Transfers to reserves		22,661	-	22,661	-	-	-
Net movement in funds	8	(224,194)	-	(224,194)	(120,067)	(22,810)	(142,877)
Reconciliation of funds:							
Fund balances at 1 April 2024		846,278	-	846,278	966,345	22,810	989,155
Fund balances at 31 March 2025		622,084	-	622,084	846,278	-	846,278

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

RELATE NORTHERN IRELAND

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	13		626,993		653,585
Current assets					
Debtors	14	153,254		139,828	
Cash at bank and in hand		8,853		127,384	
		<u>162,107</u>		<u>267,212</u>	
Creditors: amounts falling due within one year	16	<u>(163,384)</u>		<u>(60,887)</u>	
Net current (liabilities)/assets			<u>(1,277)</u>		<u>206,325</u>
Total assets less current liabilities			625,716		859,910
Creditors: amounts falling due after more than one year	17		(3,632)		(13,632)
Net assets			<u>622,084</u>		<u>846,278</u>
Income funds					
<u>Unrestricted funds</u>					
Designated funds	18	626,993		653,585	
General unrestricted funds		(14,383)		183,219	
Revaluation reserve		<u>9,474</u>		<u>9,474</u>	
			622,084		846,278
			<u>622,084</u>		<u>846,278</u>

RELATE NORTHERN IRELAND

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2025

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025, although an audit has been carried out under section 144 of the Charities Act 2011. The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 19 December 2025



Ms E Gordon
Trustee

Company registration number NI032111

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Relate Northern Ireland is a private company limited by guarantee incorporated in Northern Ireland. The registered office is Glengall Exchange, 3 Glengall Street, Belfast, Co. Antrim, BT12 5AB.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the year ended 31 March 2025, the Statement of Financial Activities resulted in a deficit of £224,194 and there were net current liabilities of £1,277. The trustees have considered the charity's cash flow forecasts for a period of at least 12 months from the date of approval of these financial statements. At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

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

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

1.4 Income

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1.6 Tangible fixed assets

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

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

Freehold land and buildings	2% straight line
Office equipment	20% straight line
Fixtures and fittings	10% straight line
Computers	25% reducing balance

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash absorbed by operations	21		(136,493)		(109,489)
Investing activities					
Purchase of tangible fixed assets		-		(17,043)	
Investment income received		-		249	
Net cash used in investing activities			-		(16,794)
Financing activities					
Repayment of bank loans		(10,000)		(10,000)	
Net cash used in financing activities			(10,000)		(10,000)
Net decrease in cash and cash equivalents			(146,493)		(136,283)
Cash and cash equivalents at beginning of year			127,384		263,667
Cash and cash equivalents at end of year			(19,109)		127,384
Relating to:					
Cash at bank and in hand			8,853		127,384
Bank overdrafts included in creditors payable within one year			(27,962)		-

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

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

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

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable activities		
Counselling income	179,601	228,350

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Grants	586,573	115,738	702,311	434,578	179,321	613,899
Grants						
Department of Health, Social Services & Public Safety	-	81,982	81,982	-	81,983	81,983
Health and Social Care Board	503,961	-	503,961	359,496	-	359,496
BHSCT	40,763	-	40,763	33,348	-	33,348
NIPS	17,929	-	17,929	9,420	-	9,420
MUMO Project	-	-	-	11,700	-	11,700
Positive Life	-	-	-	737	-	737
Community Foundation - Golden Threads	-	33,756	33,756	-	75,504	75,504
PST	5,681	-	5,681	11,309	-	11,309
Other	18,239	-	18,239	8,568	21,834	30,402
	586,573	115,738	702,311	434,578	179,321	613,899

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
External training courses	3,665	3,674
Other income	50,020	46,383
Rental income	13,927	13,910
Business development	(1,589)	10,064
Other trading activities	66,023	74,031

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	-	249

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Charitable activities

	Activities Undertaken Directly	Governance Costs	Total 2025	Activities Undertaken Directly	Governance Costs	Total 2024
	2025 £	2025 £	£	2024 £	2024 £	£
Relationship counselling direct expenditure	742,457	-	742,457	674,851	-	674,851
Share of support costs (see note 9)	447,533	-	447,533	379,755	-	379,755
Share of governance costs (see note 9)	-	4,800	4,800	-	4,800	4,800
	<u>1,189,990</u>	<u>4,800</u>	<u>1,194,790</u>	<u>1,054,606</u>	<u>4,800</u>	<u>1,059,406</u>
Analysis by fund						
Unrestricted funds	1,074,252	4,800	1,079,052	852,475	4,800	857,275
Restricted funds	115,738	-	115,738	202,131	-	202,131
	<u>1,189,990</u>	<u>4,800</u>	<u>1,194,790</u>	<u>1,054,606</u>	<u>4,800</u>	<u>1,059,406</u>

8 Net movement in funds

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

	2025 £	2024 £
Fees payable for the audit of the charity's financial statements	4,800	4,800
Depreciation of owned tangible fixed assets	<u>26,592</u>	<u>27,648</u>

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9 Support costs

	Support costs £	Governance costs £	2025 £	Support costs £	Governance costs £	2024 £
Staff costs	189,287	-	189,287	179,855	-	179,855
Depreciation	26,592	-	26,592	27,649	-	27,649
Repairs and maintenance	11	-	11	95	-	95
Office expenses and service charge	69,041	-	69,041	29,257	-	29,257
Printing and computer costs	34,704	-	34,704	41,555	-	41,555
Sundry expenses	21,114	-	21,114	26,204	-	26,204
Accountancy	40,885	-	40,885	36,090	-	36,090
Legal and professional	63,340	-	63,340	35,094	-	35,094
Bank charges and interest payable	2,559	-	2,559	3,956	-	3,956
Audit fees	-	4,800	4,800	-	4,800	4,800
	<u>447,533</u>	<u>4,800</u>	<u>452,333</u>	<u>379,755</u>	<u>4,800</u>	<u>384,555</u>
Analysed between Charitable activities	<u>447,533</u>	<u>4,800</u>	<u>452,333</u>	<u>379,755</u>	<u>4,800</u>	<u>384,555</u>

10 Trustees

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

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	20	21
Administration	18	18
Total	<u>38</u>	<u>39</u>

Employment costs

	2025 £	2024 £
Wages and salaries	604,035	646,471
Social security costs	42,369	46,727
Other pension costs	14,485	16,787
	<u>660,889</u>	<u>709,985</u>

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

11 Employees

(Continued)

The total amount of employee benefits received by key management personnel was £144,136 (2024: £147,972). The charity considers its key management personnel comprise of the Chief Executive Officer, Business Services and Performance Manager and Professional Services Manager.

There were no employees whose annual remuneration was more than £60,000.

12 Taxation

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

13 Tangible fixed assets

	Freehold land and buildings £	Office equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2024	819,160	5,768	95,073	158,679	1,078,680
At 31 March 2025	819,160	5,768	95,073	158,679	1,078,680
Depreciation and impairment					
At 1 April 2024	209,693	5,768	87,688	121,946	425,095
Depreciation charged in the year	16,383	-	738	9,471	26,592
At 31 March 2025	226,076	5,768	88,426	131,417	451,687
Carrying amount					
At 31 March 2025	593,084	-	6,647	27,262	626,993
At 31 March 2024	609,467	-	7,385	36,733	653,585

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	145,108	131,920
Prepayments and accrued income	8,146	7,908
	153,254	139,828

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Loans and overdrafts

	2025 £	2024 £
Bank overdrafts	27,962	-
Bank loans	13,632	23,632
	<u>41,594</u>	<u>23,632</u>
Payable within one year	37,962	10,000
Payable after one year	<u>3,632</u>	<u>13,632</u>

The long-term loan and overdraft facility are secured by fixed charges over the assets of the charity.

16 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans and overdrafts	15	37,962	10,000
Other taxation and social security		9,065	3,220
Other creditors		14,594	14,725
Accruals and deferred income		101,763	32,942
		<u>163,384</u>	<u>60,887</u>

Included within accruals and deferred income in an amount of £74,870 received in advance in relation to funding from the TEO. Due to late uptake in the service as well as change in staffing both within Relate and TEO the amount is deferred into the 2025/26 financial year, where a reprofile of the project along with vouching of work undertaken to date will allow the organisation to have an accurate understanding of the monies to be allocated as income.

17 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans	15	<u>3,632</u>	<u>13,632</u>

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Unrestricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Fixed asset fund	653,585	-	-	(26,592)	626,993
General funds	192,693	832,197	(1,079,052)	49,253	(4,909)
	<u>846,278</u>	<u>832,197</u>	<u>(1,079,052)</u>	<u>22,661</u>	<u>622,084</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Fixed asset fund	664,190	-	-	(10,605)	653,585
RSE	52,664	-	(52,664)	-	-
General funds	249,491	737,208	(804,611)	10,605	192,693
	<u>966,345</u>	<u>737,208</u>	<u>(857,275)</u>	<u>-</u>	<u>846,278</u>

The fixed asset fund has been set up to assist in identifying thus funds that are not free funds and it represents the net book value of tangible fixed assets which have been funded by unrestricted income.

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Department of Health, Social Services and Public Safety	-	81,982	(81,982)	-
Community Foundation - Golden Threads	-	33,756	(33,756)	-
	<u>-</u>	<u>115,738</u>	<u>(115,738)</u>	<u>-</u>

Restricted funds are funds received for specified purposes within the overall aims of the charity

20 Related party transactions

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

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

21	Cash generated from operations	2025 £	2024 £
	Deficit for the year	(224,194)	(142,877)
	Adjustments for:		
	Investment income recognised in statement of financial activities	-	(249)
	Depreciation and impairment of tangible fixed assets	26,592	27,648
	Movements in working capital:		
	(Increase)/decrease in debtors	(13,427)	14,450
	Increase/(decrease) in creditors	74,535	(8,461)
	Cash absorbed by operations	(136,494)	(109,489)

Accounts

RELATE NORTHERN IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	434,578	179,321	613,899	571,558	275,997	847,555
Charitable activities	5	228,350	-	228,350	210,586	-	210,586
Other trading activities	4	74,031	-	74,031	85,510	-	85,510
Investments	6	249	-	249	53	-	53
Total income		737,208	179,321	916,529	867,707	275,997	1,143,704
Expenditure on:							
Charitable activities	7	857,275	202,131	1,059,406	812,737	276,632	1,089,369
Total expenditure		857,275	202,131	1,059,406	812,737	276,632	1,089,369
Net income/(expenditure) and movement in funds		(120,067)	(22,810)	(142,877)	54,970	(635)	54,335
Reconciliation of funds:							
Fund balances at 1 April 2023		966,345	22,810	989,155	911,375	23,445	934,820
Fund balances at 31 March 2024		846,278	-	846,278	966,345	22,810	989,155

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

RELATE NORTHERN IRELAND

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	12		653,585		664,190
Current assets					
Debtors	13	139,828		154,278	
Cash at bank and in hand		127,384		263,667	
		<u>267,212</u>		<u>417,945</u>	
Creditors: amounts falling due within one year	15	<u>(60,887)</u>		<u>(69,348)</u>	
Net current assets			206,325		348,597
Total assets less current liabilities			<u>859,910</u>		<u>1,012,787</u>
Creditors: amounts falling due after more than one year	16		(13,632)		(23,632)
Net assets			<u>846,278</u>		<u>989,155</u>
Income funds					
Restricted funds	17		-		22,810
<u>Unrestricted funds</u>					
Designated funds	18	653,585		716,854	
General unrestricted funds		183,220		240,017	
Revaluation reserve		<u>9,474</u>		<u>9,474</u>	
			846,278		966,345
			<u>846,278</u>		<u>989,155</u>

RELATE NORTHERN IRELAND

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011. The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 23 December 2024

Ms N Dowey

Trustee

Company registration number NI032111

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Relate Northern Ireland is a private company limited by guarantee incorporated in Northern Ireland. The registered office is Glengall Exchange, 3 Glengall Street, Belfast, Co. Antrim, BT12 5AB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

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

1.4 Income

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1.6 Tangible fixed assets

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

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

Freehold land and buildings	2% straight line
Office equipment	20% straight line
Fixtures and fittings	10% straight line
Computers	25% reducing balance

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	22		(109,489)		(10,354)
Investing activities					
Purchase of tangible fixed assets		(17,043)		(9,650)	
Investment income received		249		53	
Net cash used in investing activities			(16,794)		(9,597)
Financing activities					
Repayment of bank loans		(10,000)		(10,000)	
Net cash used in financing activities			(10,000)		(10,000)
Net decrease in cash and cash equivalents			(136,283)		(29,951)
Cash and cash equivalents at beginning of year			263,667		293,618
Cash and cash equivalents at end of year			127,384		263,667

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

2 Critical accounting estimates and judgements

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

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

Key sources of estimation uncertainty

Tangible fixed assets

Tangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets are assessed annually and may vary depending on a number of factors. In reassessing asset lives factors such as maintenance programmes are taken into account. Residual value assessments consider issued such as the remaining life of the asset and the estimated value in use.

Debtors

The charity uses estimates based on historical experience and current information in determining the level of debts for which an impairment charge is required. The level of impairment required is reviewed on an ongoing basis. The total amount of other debtors is £139,050 (2022: £145,064).

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Grants	434,578	179,321	613,899	571,558	275,997	847,555
Grants						
Department of Health, Social Services & Public Safety	-	81,983	81,983	-	163,966	163,966
Health and Social Care Board	359,496	-	359,496	359,496	-	359,496
Emotional Health & Wellbeing	33,348	-	33,348	54,680	-	54,680
NIPS	9,420	-	9,420	7,350	-	7,350
MUMO Project	11,700	-	11,700	12,150	-	12,150
Positive Life	737	-	737	2,979	-	2,979
Community Foundation - Golden Threads	-	75,504	75,504	-	62,107	62,107
PHA - Relationship and sexuality education	-	-	-	88,085	-	88,085
PST	11,309	-	11,309	17,497	-	17,497
Other	8,568	21,834	30,402	29,321	49,924	79,245
	434,578	179,321	613,899	571,558	275,997	847,555

4 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
External training courses	3,674	11,299
Other income	46,383	56,200
Rental income	13,910	18,011
Business development	10,064	-
Other trading activities	74,031	85,510

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

5 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable activities		
Counselling income	228,350	210,586

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	249	53

7 Charitable activities

	Activities Undertaken Directly 2024 £	Governance Costs 2024 £	Total 2024 £	Activities Undertaken Directly 2023 £	Governance Costs 2023 £	Total 2023 £
Relationship counselling direct expenditure	674,851	-	674,851	740,313	-	740,313
Share of support costs (see note 9)	379,755	-	379,755	344,256	-	344,256
Share of governance costs (see note 9)	-	4,800	4,800	-	4,800	4,800
	<u>1,054,606</u>	<u>4,800</u>	<u>1,059,406</u>	<u>1,084,569</u>	<u>4,800</u>	<u>1,089,369</u>
Analysis by fund						
Unrestricted funds	852,475	4,800	857,275	807,937	4,800	812,737
Restricted funds	202,131	-	202,131	276,632	-	276,632
	<u>1,054,606</u>	<u>4,800</u>	<u>1,059,406</u>	<u>1,084,569</u>	<u>4,800</u>	<u>1,089,369</u>

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8	Net movement in funds	2024	2023
		£	£

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

Fees payable for the audit of the charity's financial statements	4,800	4,800
Depreciation of owned tangible fixed assets	27,648	25,743

9	Support costs	Support costs	Governance costs	2024Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	179,855	-	179,855	168,487	-	168,487
Depreciation	27,649	-	27,649	25,743	-	25,743
Repairs and maintenance	95	-	95	479	-	479
Office expenses and service charge	29,257	-	29,257	40,650	-	40,650
Printing and computer costs	41,555	-	41,555	38,234	-	38,234
Sundry expenses	26,204	-	26,204	16,759	-	16,759
Accountancy	36,090	-	36,090	30,569	-	30,569
Legal and professional	35,094	-	35,094	19,958	-	19,958
Bank charges and interest payable	3,956	-	3,956	3,378	-	3,378
Audit fees	-	4,800	4,800	-	4,800	4,800
	<u>379,755</u>	<u>4,800</u>	<u>384,555</u>	<u>344,257</u>	<u>4,800</u>	<u>349,057</u>
Analysed between Charitable activities	<u>379,755</u>	<u>4,800</u>	<u>384,555</u>	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>

10 Trustees

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

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Charitable activities	21	27
Administration	18	16
	<u>39</u>	<u>43</u>

Employment costs

	2024 £	2023 £
Wages and salaries	646,471	718,559
Social security costs	46,727	48,319
Other pension costs	16,787	17,660
	<u>709,985</u>	<u>784,538</u>

The total amount of employee benefits received by key management personnel was £147,972 (2023: £188,917). The charity considers its key management personnel comprise of the Chief Executive Officer, Business Services and Performance Manager and Professional Services Manager.

There was one employee whose annual remuneration was £60,000 or more.

12 Tangible fixed assets

	Freehold land and buildings £	Office equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2023	819,161	5,768	95,071	141,638	1,061,638
Additions	-	-	-	17,043	17,043
	<u>819,160</u>	<u>5,768</u>	<u>95,073</u>	<u>158,679</u>	<u>1,078,680</u>
At 31 March 2024					
Depreciation and impairment					
At 1 April 2023	193,310	5,768	86,868	111,502	397,448
Depreciation charged in the year	16,383	-	821	10,444	27,648
	<u>209,693</u>	<u>5,768</u>	<u>87,688</u>	<u>121,946</u>	<u>425,095</u>
At 31 March 2024					
Carrying amount					
At 31 March 2024	609,467	-	7,385	36,733	653,585
	<u>625,851</u>	<u>-</u>	<u>8,203</u>	<u>30,136</u>	<u>664,190</u>
At 31 March 2023					

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

13 Debtors		2024	2023
		£	£
Amounts falling due within one year:			
Other debtors		131,920	139,050
Prepayments and accrued income		7,908	15,228
		<u>139,828</u>	<u>154,278</u>
		<u><u>139,828</u></u>	<u><u>154,278</u></u>
14 Loans and overdrafts		2024	2023
		£	£
Bank loans		23,632	33,632
		<u>23,632</u>	<u>33,632</u>
Payable within one year		10,000	10,000
Payable after one year		13,632	23,632
		<u>13,632</u>	<u>23,632</u>
		<u><u>13,632</u></u>	<u><u>23,632</u></u>
The long-term loan is secured by fixed charges over the assets of the charity.			
15 Creditors: amounts falling due within one year		2024	2023
	Notes	£	£
Bank loans	14	10,000	10,000
Other taxation and social security		3,220	14,991
Other creditors		14,725	19,925
Accruals and deferred income		32,942	24,432
		<u>60,887</u>	<u>69,348</u>
		<u><u>60,887</u></u>	<u><u>69,348</u></u>
16 Creditors: amounts falling due after more than one year		2024	2023
	Notes	£	£
Bank loans	14	13,632	23,632
		<u>13,632</u>	<u>23,632</u>
		<u><u>13,632</u></u>	<u><u>23,632</u></u>

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
Department of Health, Social Services and Public Safety	-	81,983	(81,983)	-
National Lottery	20,632	21,834	(42,466)	-
Community Foundation - Golden Threads	2,178	75,504	(77,682)	-
	<u>22,810</u>	<u>179,321</u>	<u>(202,131)</u>	<u>-</u>

Restricted funds are funds received for specified purposes within the overall aims of the charity

18 Unrestricted funds

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

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
Fixed asset fund	664,190	-	-	(10,605)	653,585
RSE	52,664	-	(52,664)	-	-
General funds	249,491	737,208	(804,611)	10,605	192,693
	<u>966,345</u>	<u>737,208</u>	<u>(857,275)</u>	<u>-</u>	<u>846,278</u>
	<u><u>966,345</u></u>	<u><u>737,208</u></u>	<u><u>(857,275)</u></u>	<u><u>-</u></u>	<u><u>846,278</u></u>
Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
Fixed asset fund	680,284	-	-	(16,094)	664,190
RSE	-	88,085	(35,421)	-	52,664
General funds	231,091	779,622	(777,316)	16,094	249,491
	<u>911,375</u>	<u>867,707</u>	<u>812,737</u>	<u>-</u>	<u>966,345</u>
	<u><u>911,375</u></u>	<u><u>867,707</u></u>	<u><u>812,737</u></u>	<u><u>-</u></u>	<u><u>966,345</u></u>

The fixed asset fund has been set up to assist in identifying thus funds that are not free funds and it represents the net book value of tangible fixed assets which have been funded by unrestricted income.

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

19 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	653,585	-	653,585
Current assets/(liabilities)	206,325	-	206,325
Long term liabilities	(13,632)	-	(13,632)
	<u>846,278</u>	<u>-</u>	<u>846,278</u>
	<u><u>846,278</u></u>	<u><u>-</u></u>	<u><u>846,278</u></u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	664,190	-	664,190
Current assets/(liabilities)	325,787	22,810	348,597
Long term liabilities	(23,632)	-	(23,632)
	<u>966,345</u>	<u>22,810</u>	<u>989,155</u>
	<u><u>966,345</u></u>	<u><u>22,810</u></u>	<u><u>989,155</u></u>

20 Events after the reporting date

Relate NI and Family Mediation NI have merged following the period ended 31 March 2024. This merger will provide a seamless service between counselling, therapy and family mediation, ensuring the right relationship support service is available to people at the right time. As demand for services continues to grow and needs become more diverse, the consolidation will also ensure that people across the region can exercise choice and independence when accessing support.

The merger has not impacted service users or staff. Both charities will continue to offer services separately for the coming months. Relate NI's centres throughout Northern Ireland will continue to operate as normal whilst Family Mediation NI services can also be accessed as normal at its existing locations and online.

A rebrand to introduce a new, merged entity is expected in 2025.

21 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

		2024	2023
		£	£
22	Cash generated from operations		
	(Deficit)/surplus for the year	(142,877)	54,335
	Adjustments for:		
	Investment income recognised in statement of financial activities	(249)	(53)
	Depreciation and impairment of tangible fixed assets	27,648	25,743
	Movements in working capital:		
	(Increase)/decrease in stocks	-	2,143
	Decrease in debtors	14,450	8,929
	(Decrease) in creditors	(8,461)	(101,451)
	Cash absorbed by operations	(109,489)	(10,354)

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.

Annual report

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees have pleasure in submitting their annual report together with the audited financial statements of the organisation for the year from 01 April 2023 to 31 March 2024.

Relate NI is a registered charity (No. NIC102102) and a company limited by guarantee (No. NI 032111). The company is registered at 3 Glengall Street, Belfast, BT12 5AB. The organisation is governed by a Memorandum and Articles of Association. The Trustees of the company consider the result and current financial position to be satisfactory.

The Board of Relate NI

On the date of approval of this report, trustees were:

- Natalie Dowey (Chair)
- Aidan Bennett (Treasurer)
- Vernon Fox
- Felicity Lamrock
- Bernie Kelly (Vice-Chair)
- Sarah Cole
- Siobhan Casey
- Nikki Armstrong

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Vision, Mission and Values of Relate NI

Vision Statement

Relate NI's vision is

"A future in which healthy relationships form the heart of a thriving society"

Mission Statement

Relate NI's mission is

"To make expert information and support for healthy relationships available for everyone"

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Purpose and Activities of the Charity

The purposes of the charity are:

- a) to educate the public and individuals concerning the institution of marriage, civil partnerships and secure couple relationships with particular reference to emotional, physical and sexual relationships and with a view to developing personal responsibilities and enriching family life.
- b) to promote research into all aspects of marriage, civil partnerships and secure couple relationships and to publish the results of all such research.
- c) to safeguard, seek to enhance and protect the good health both mental and physical of adults and children.
- d) to encourage conflict resolution and reconciliation and to prevent poverty, hardship and distress caused by the break-up of marriage, civil partnership or other relationship.
- e) to offer assistance and support to victims of domestic abuse.
- f) to educate and engage with perpetrators of domestic abuse in order to promote reconciliation and avoid future abuse from occurring.
- g) to offer psychosexual therapy.
- h) to offer assistance to individuals interacting with health and social care and the criminal justice systems; and
- i) to offer guidance and assistance to individuals, couples, groups and families on all aspects of relationships regardless of age, sexual orientation or relationship status.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The main activities undertaken in relation to these purposes are:

Purpose (a) - Relate NI publishes a range of information in written and video format and on digital platforms for the benefit of the public, individuals, parents and service planners and to facilitate and promote access to our relationship counselling services for families, children and young people.

Purpose (b) - Relate NI undertakes evidence based and action research into a wide range of relationship issues and publishes the results of this research for the benefit of informing the public and to influence public policy on relationship issues.

Purpose (c) - Relate NI provides relationship counselling services throughout NI. We enhance emotional wellbeing in individuals, couples, families and communities by delivering professional counselling and therapeutic services.

Purpose (d) - Relate NI provides a range of counselling services which support individuals, couples, families, children and young people and develops and participates in integrated partnership projects with other organisations which focus on delivering joined up, wraparound services for the benefit of the community.

Purpose (e) - Relate NI provides counselling services to the victims/survivors of domestic abuse.

Purpose (f) - Relate NI provides counselling services to the perpetrators of domestic abuse and delivers awareness and training programmes including our 'Safety in Relationships' programme to the perpetrators of domestic abuse.

Purpose (g) - Relate NI provides psychosexual therapy to individuals and couples to help address sexual dysfunction and intimacy issues.

Purpose (h) - Relate NI provides counselling services in partnership with a range of partners in the statutory, voluntary and community sectors to people interacting with the health and social care and criminal justice systems and

Purpose (i) - Relate NI promotes equality of opportunity and good relations and we promote and deliver our counselling services to everyone in the community.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Public Benefit

Relate NI's Trustee Board has taken due regard of the Northern Ireland Charity Commission's guidance on public benefit. The organisation's counselling, information, education and training services further Relate NI's purposes for the public benefit in terms of the following:

- a) An understanding, knowledge and awareness by the public of what constitutes positive emotional relationships which contributes to healthy relationships;
- b) Increased individual and collective knowledge, understanding and awareness of the health and wellbeing needs of positive relationships which contribute to family policy development in Northern Ireland;
- c) Improved emotional, mental and physical health wellbeing and increased capacity to demonstrate resilience by both adults and children;
- d) Enhancement of the stability of relationships, relief of the emotional impact of separation due to family breakdown and re-establishment of a level of trust between couples and partners. This enables clients to lead more effective lives through improved relationships, enables them to continue with daily activities and improves their ability to continue in employment or education;
- e) Improved emotional and mental health wellbeing, enhanced self-esteem and resilience of the victims and survivors of domestic abuse and violence;
- f) Improved behavioural change amongst the perpetrators of domestic abuse which leads to reduced victimisation and a reduction in the frequency and severity of domestic abuse. Improved safety in relationships is also reported by partners and children affected by domestic abuse;
- g) Improved sexual function in response to the sexual difficulties experienced by clients;
- h) Improved emotional, mental and physical health wellbeing and increased resilience demonstrated by both adults and children;
- i) Improved emotional, mental and physical health wellbeing and resilience of individuals, couples, groups and families within an equality and diversity service delivery context.

All of the benefits in purposes (a) to (e) are demonstrated through feedback from our clients through evaluation questionnaires, the use of client outcomes measurement tools, monitoring and evaluation of our services by both statutory health and social care and voluntary funding organisations. These benefits are also demonstrated by independently commissioned evaluations of our services as may be undertaken from time to time.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Achievements and Performance

Relate NI is the leading relationship support charity in Northern Ireland focused on the promoting the importance of healthy relationships; preventing relationship distress; and protecting people at times of relationship breakdown. We provide a range of high quality and specialist support services to people right across Northern Ireland.

Relate NI services include:

- Relate Kids - counselling for children from the ages of 4 - 12
- Relate Teen - counselling for young people from 13 - 19
- Adult Relationship counselling for couples and individuals
- Family Counselling
- Psychosexual Therapy
- Schools Counselling
- Education and training which includes our Relationships and Sexuality Education (RSE) work, education programmes and our counsellor training.
- Development and delivery of information campaigns aimed at supporting people with the knowledge and skills to be able to develop healthy relationships, recognise when relationships aren't healthy and negotiate relationship transitions.
- Delivery of projects in line with the organisation's charitable purposes. In 22/23, the delivery of Sustaining Healthy Relationships project continued and a new project, *Golden Threads: A Relational Approach to Improving Mental Wellbeing* commenced.

Emerging themes from casework

During 23/24 the emerging themes that have become evident are centered around domestic violence and abuse, family separation and family difficulties, child and adult safeguarding risks, mental health and addiction/ substance misuse.

There has been an increased need for support because of the escalating demand for health & social care statutory services which is often reflecting an increase in the complexity of issues and needs that clients are presenting with.

Through internal clinical consults and key findings from clinical practice, the data indicates:

- High levels of anxiety and stress in relation to work pressures and financial impact of cost of living rises with parents having to make radical choices to provide for families
- Financial worries impacting on individual well-being and family relationships
- Mental health of younger children, particularly experiencing anxiety and low mood with school refusal being identified
- In schools, there are higher levels of safeguarding issues and concerns regarding pupils. Many of these relate to issues in parents' own mental health and other life event traumas such as bereavement and losses, past DVA or historical abuse.
- Supporting family relationships around child diagnosis of neurodivergence and transgender identities. Increasing numbers of families unable to access assessment for children's diagnosis of Neurodivergence or able to meet thresholds for CAMHs services

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

- Identified younger children in schools that do not meet their needs, i.e. specialist schools would be more appropriate however, limited spaces available, increase stress on teachers and parents as a result and possibly related to COVID-19 and lockdowns. (Schools)
- Slight increase in LAC clients (Schools)
- Increasing demand for separation and co-parenting counselling support and supporting CYP where family separation has been presented as a referring issue.
- Family separation: Increase in contact arrangements disputes and the impact on parents and children, court involvement and risk issues, CYP, Schools, Couples & Family services.
- Self-harm / suicidal ideation appears to have increased slightly in CYP & schools counselling.
- Complex couples' referrals. Traumatic backgrounds and social work involvement, often children being on the CPR or placed in care / kinship placements.
- Increase in referrals related to mental health conditions (some more complex and enduring) and their impacts on relationships.
- Small increase in addiction related issues and its impact on relationships and the wider family.

2023 – 2024 – The year in review

In 2023-2024, Relate NI has continued its mission supporting individuals, couples and families to strengthen relationships through expert counselling, education and advocacy. In a year marked by unique challenges and opportunities, our team has worked tirelessly to adapt, innovate, and grow our core services to continue support to meet the growing needs of our communities.

Key Highlights

In September of 2023, we introduced a new customer Relationship Management system (CRM). With the collaboration of JP Morgan, we have worked closely in developing and streamlining how we support clients and manage data. The system has already led to enhanced efficiency. It has reduced administrative burdens and allowed for the enrichment of data collection and improved how we use this to improve our services.

Our Golden Threads Programme proved successful in the Southern Trust area. It was the cornerstone of our community work weaving together key themes that strengthen Relationships across all aspects of our services. Golden Threads was a unique Programme that allowed for the adaption of workshops to meet the needs of individuals in the community, with a focus on inclusivity and accessibility blended with one a time counselling session for those that required further therapeutic support.

Relate NI was nominated and shortlisted to the final 3 for a community impact award by the Parent Rooms highlighting the great work we have done with perinatal mental health.

In March 2022, we sought a research partner to uncover and collate academic evidence on the importance of relationships throughout life cycles. It is one thing knowing through our experience the fundamental importance; it is quite another to evidence this academically. The team at Ulster University have done so with clarity, enthusiasm and rigour. Not only have they evidenced the importance of relationships through various studies worldwide but have produced 20 recommendations for improved public policy commissioning including a Healthy Relationship Strategy for government that could tackle much of the silo working we experience and look at family ecosystems more holistically. The 'Sustaining Healthy Relationships' report along with 4 briefing papers were published in 2023/24.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Relate NI has also tried to lead the way in well-being and support within the workplace and this year we put staff at the center of this. We joined the Belfast Business Promise ensuring we were leading in policy, terms and conditions for staff, green innovation and workplace wellbeing. We gained our member status and will continue next year to the next level of accreditation. We also continue to be a real living wage employer and have implemented in collaboration with other industries to create a well-being Programme for staff both face to face and online.

Relate NI completed BCACP level 5 couples counselling to increase capacity for couples counselling to meet the high demand. We have also successfully worked with Queens University and Ulster University to provide Placements for Family Systemic therapist and Art and Play therapy.

Reach & Impact of Relate NI in 2022/2023

How much did we do?

- Delivered 8436 counselling sessions across Northern Ireland.
- Received 2218 referrals for counselling services.
- 2,242 people were directly supported through the organisation's range of therapeutic services.
- Engaged with 73 community groups delivering 485 Relationship and sexuality workshops with a 94.7% completion rate.
- 740 people engaged in our Golden Threads Workshops in the Southern trust area through 111 workshops.
- Delivery of a *Relieve the Pressure* campaign over Christmas and new year to provide practical information and support to families over the festive period in conjunction with 5 partner organisations. The campaign engaged with 7065 people across an 8- week period.
- Relate NI's website had 39,161 users.
- Engaged with 11,641 people through our suite of digital resources including downloadable relationship self- help and video resources across the organisation's website.

How well did we do it?

- "You've been a big help to us as a family, thank you!"
- "I cannot praise the work that RELATE NI have done with our pupils enough. Feedback from our pupils was brilliant. They enjoyed how Geraldine delivered the programme and how she engaged with them. The Relationship and Sexual Education programme is something every school should use. Everything, from engaging with Kellie to setting up the programme to Geraldine coming into the centre was done professionally and efficiently. We will set this programme up on a yearly basis for our pupils."
- "Relate NI has been instrumental in mending my life for the past year. I want to specifically mention my counsellor who is an extremely talented, compassionate and comforting counsellor who has, in many ways, saved my life and allowed me to flourish in ways I didn't think possible before starting. The reception staff are always welcoming and friendly as well. There may be a bit of a waiting list, but that is more reflective of a lack of services across NI and the volume of individuals who require treatment not readily available in this country. Relate are worth the wait and I am blessed to have been provided their services which I continue to use when and as needed."
- "A very comprehensive yet user friendly service that supports individuals and community"
- "Kellie delivered an extremely informative session to our new parents to be in Gold Surestart which was so well received. We will use this service again in the coming months. Thank you"
- "She can talk more about how she is feeling, moments of sadness are less, and she bounces back more quickly, she can play in park again with friends and she is going to school each day"

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

- The organisation's website audience continued to increase, by 12% in this year, with a corresponding 92% increase in website visits in 23/24, compared to 2022/23.
- The time users spend on the website increased from 1 minute 39 seconds in 2022/23 to 1 minute 44 seconds in 2023/24.

What difference did we make?

- 86% of respondents of Primary School Counselling reported that the relationship with their family was 'excellent +' or 'good' after counselling.
- 78% of children's behaviour improved.
- 77% of children's evaluations stated improvements were excellent or good.
- 97% of children stated that they enjoyed counselling.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

What Issues Are People Seeking Support On?

Anxiety	30%
Behavioural Issues	13%
Bereavement	9%
Family difficulties	8%
Low mood	7%
Communication issues	4%
Stress	4%
Relationship difficulties	4%
Self- worth	4%
Parental conflict	3%
Anger	3%
Problems at school	2%
Domestic violence/ abuse	2%
Problems with friends	2%
Bullying	2%
Sexual abuse/ assault	1%
Health	1%
Depression	1%

Figure 5 – Presenting Issues

Relationships experience distress for a range of reasons, when families are exposed to different stressors. Most issues that families experience which drive them to seek the support of Relate NI services are relational in nature. Increase in family difficulties; bereavement; separation & divorce; affairs; managing the impact of unemployment and financial worries on family relationships; and parenting are just some of the issues that people have identified when reaching out to Relate NI. However, health and wellbeing presentations also represent a significant portion of our presenting issues. Anxiety, stress and self-worth feature high on the list of health and wellbeing presentations into our services. However, there is also recognition of the linkages between relationship quality and health & wellbeing.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

PARTNERSHIP WORKING AND SERVICE DEVELOPMENT

Department of Health and the Health and Social Care Trusts

Relate NI provides delivers a range of counselling services under contract with the Strategic Planning and Performance Group (SPPG), formerly the Health and Social Care Board (HSCB). Through this contract, we continue to work in partnership with the Department of Health, the Health and Social Care Board (HSCB) and the five Health and Social Care Trusts to provide relationship services to families throughout Northern Ireland. Relate NI works closely with social workers and health and social care professionals to facilitate access to our therapeutic services for the benefit of families, children and young people. We continue to participate in the review of the Department of Health's Regional Families Strategy. Over the course of this year and through this contract, we also consulted with Sure Start teams in Belfast to support better joint working, promote access to Relate NI services through the Sure Start network in Belfast.

FSCN Schools Counselling

Over the course of the 23/24 year, the Relate NI team continued to work flexibly to support the school community. This involved working with parents, teachers as well as school children to support wellbeing and adjustment to post pandemic through direct contact as well as through the development of information and video resources through school networks. Access to wider Relate NI services was facilitated where this was agreed by families as being of benefit. Schools Relate NI also developed an emotional wellbeing Programme to be delivered to primary school aged children by our school's counsellors.

Hollywood Family Trust

Hollywood Family Trust is based in North Down and the trust helps to equip individuals and families through some of the issues in their lives and contribute towards an inclusive community. Hollywood Family Trust appointed Relate NI to provide children and young person's counselling sessions.

Parentline NI

Relate NI has been delighted to continue our partnership with Children in NI (CiNI) to support delivery of the Regional Parenting Helpline Service to parents across NI. This work is provided under contract with the Health and Social Care Board. Over the course of this year, the Parentline NI team have been busy continuing to provide much needed support to parents through telephone, web and face to face appointments. Also in this year, a range of workshops for parents was developed and delivered by the Parentline NI Team.

Delivery of Counselling, Education & Research in Surviving Sexual Violence and Abuse Service in Northern Ireland

Relate NI is delighted to continue to work in partnership with Nexus NI to provide relationship counselling and support to survivors of sexual abuse, victims of sexual violence including those who have experienced rape and sexual assault. This service was also commissioned by the Strategic Planning and Performance Group of the Department of Health and operates on a referral basis with Nexus NI subcontracting Relate to deliver relationship counselling to their clients.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Psychosexual Therapy Services & Belfast Health and Social Care Trust

During 23/24, Relate NI continued to receive referrals from Knockbracken Psychosexual Services for those clients/patients with sexual dysfunctions under a contractual arrangement with the Belfast Health and Social Care Trust. We also continue to provide psychosexual services to people who refer themselves directly to Relate NI. As with all of our services, our PST work was transitioned to online and phone delivery.

Relationship and Sexuality Education (RSE)

Relate NI has been part of a partnership with Nexus and led by The Rainbow Project over the last 6 years to deliver RSE Programmes to young people in community settings. The Public Health Agency tendered for a new Relationships and Sexuality Education (RSE) Project in December 2021. As part of this process, the current partnership reviewed partnership working over the last 6 years. As a result of this process, the partnership model has been updated, and Relate NI now lead this partnership which was successful in securing a new contract from the Public Health Agency. Over the course of the 23/24 year, we also reviewed the name of the Programme in partnership with young people. As a result of this, the RSE Programme will now be called 'Relateable'.

BHSCT Primary Care Talking Therapies

Relate NI works in partnership with the Belfast Health and Social Care Trust to deliver counselling services to clients experiencing low level anxiety and depression who are referred by GPs. We were delighted to be awarded a place on the new framework through a tender exercise completed this year.

'Moving Up, Moving On' (MUMO) Service

In 2015 Relate NI joined a consortium led by Forthspring Inter Community Group which submitted a proposal which was funded by the Big Lottery Fund. Since the project commenced in the spring of 2016, Relate NI has been an active partner in the MUMO partnership, providing a range of therapeutic services to families and primary school children of a Protestant and Catholic primary school in an interface area in West Belfast. We continue to provide therapeutic support to project participants and support the overall aims of this project.

Northern Ireland Prison Service

We were delighted to be able to return to on site delivery of our counselling work within Maghaberry during this year. The return to face-to-face delivery has enabled a more structured and steady support of clients supported through this work.

The Parent Rooms

Over the course of this year, we were delighted to continue our partnership with The Parent Rooms. This partnership provides much need and timely access to therapeutic support for parents struggling with mental health issues in recognition of the specific mental health challenges associated with the perinatal period.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Forward South Belfast – Seamless Transition through Education Project (STEP)

During the year, we continued to work in partnership with the Seamless Transition through Education partnership. The partnership is an early intervention programme specifically designed to provide support to families and children to help them get the best start in life. Relate NI commenced provision of therapeutic support services to schools in the South Belfast area, supporting children, parents and teachers in order to enhance emotional wellbeing.

Queens University Belfast

Relate NI was delighted to establish a new partnership with Queens University Belfast through the MSc in Systemic Psychotherapy. Relate NI hosted placement clinics for a number of students completing their qualification, providing the clinical governance infrastructure and supervision, support and guidance to enable high quality therapeutic work to be undertaken.

Ulster University

We were also delighted to establish a similar partnership with Ulster University through the MSc in Art Psychotherapy course. We hosted a placement clinic for one of the students completing this qualification. As well as providing the clinical governance infrastructure and supervision, we also provided support through the appointment of a practice teacher who worked alongside the student throughout the course of the placement.

REVIEW OF OTHER ACTIVITIES & FUTURE DEVELOPMENTS

Governance

As acknowledged in last year's Trustees Report, robust governance systems and processes have been and will continue to be a core feature of the organisation's strategic and operational systems. Many trustees have given freely of their time and expertise over 75 years to enable the organisation to deliver its charitable purpose for thousands of people each year and we wish to publicly thank those people as we celebrate this important milestone.

The important role of governance, and the availability of a diverse, skilled and experienced cohort of people willing to step into governance roles is the key reason why Relate NI was delighted to continue its support of the Boardroom Apprentice Programme, our 6th year of engagement. Boardroom Apprentices continue to impact positively on the work of governance at Relate NI, and participation in the Programme is an important way Relate NI can practically support the development of a growing number of people with the skills and values to lead in governance roles.

Over the past 12 months, the board has dedicated attention to the continued leadership and development of the organisation through focus on strategy, sustainability and performance monitoring. This involved the ongoing monitoring of the organisation's strategy, operational plans and annual budget as well as review and maintenance of the wider systems of control in place within the organisation.

Over the 23/24 year we also bade farewell to several trustees, namely Brendan Morrissey, and Maria Pimental. The board and staff of Relate NI wish to recognise their commitment and contribution to Relate NI over many years. Relate NI continued to grow its board through the Boardroom apprentice scheme for the 4th year in a row.

Natalie Dowey continues to provide leadership as chair, having been reappointed to the role. The organisation has prioritised robust board succession planning in recent years to ensure continuity and effective governance. As part of this effort, Bernie Kelly was appointed vice-chair at the AGM, bringing valuable experience and a fresh perspective to the board's leadership team.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Governance and Strategic Development at Relate NI (2023-2024)

Relate NI's Board of Trustees undertook several initiatives to advance the organisation's workforce development, operational sustainability, and governance standards.

In October last year, the Board of Trustees made the strategic decision to appoint an interim CEO following the departure of Duane Farrell, who had served as Relate NI's CEO for over five years. This executive decision was taken to ensure continuity while creating an opportunity to critically assess the organization's processes, policies, and structure, paving the way for sustained growth and development.

The Board appointed Katrina Hinfey as the Interim CEO, tasking her with a focused mandate to strengthen senior leadership governance and conduct a comprehensive organizational review. Over her tenure, Katrina prioritized stakeholder engagement, ensuring the voices of key partners, funders, and beneficiaries were heard and valued. She conducted in-depth interviews with staff to identify both strengths and areas for improvement within the internal culture and operational framework. Additionally, client testimonials were collected to provide honest, firsthand insights into the impact and perception of Relate NI's services.

This rigorous approach has enabled the organization to build a well-rounded, fair, and transparent understanding of its current state, laying the groundwork for informed and strategic decision-making by the Board in the upcoming 2024-2025 year. The review also facilitated a reassessment of operational priorities, allowing the Board to align Relate NI's objectives more closely with the evolving needs of its service users and stakeholders.

Katrina's leadership during this transitional period has been instrumental in maintaining stability while fostering a culture of reflection and openness. Her findings and recommendations will guide the organization's next steps, ensuring Relate NI remains well-positioned to deliver high-quality services and adapt to future challenges in a dynamic social and economic environment.

Workforce Development

As trustees, we recognized the critical importance of addressing workforce challenges to ensure the continued delivery of high-quality services at Relate NI. In response to this, the Board initiated a comprehensive review of pay and compensation for our specialist services, particularly for counsellors and therapists. This review aimed to ensure that our remuneration packages were competitive and aligned with industry standards, fostering both retention and attraction of top talent. As a result, we successfully expanded our associate pool of counsellors across Northern Ireland, enabling Relate to meet the growing demand for services in a way that was sustainable and effective.

Engagement with staff was at the core of this initiative, with feedback collected through surveys, interviews, and team discussions. This invaluable input directly informed the development of a workplace wellbeing programme, which sought to enhance existing wellbeing initiatives by introducing new components tailored specifically to the needs and preferences of our staff. By blending existing strategies with fresh ideas based on team feedback, we created a more supportive work environment that helps to maintain staff engagement, job satisfaction, and overall wellbeing.

In addition to these internal developments, our longstanding partnership with Ulster University (UU) and Queen's University Belfast (QUB) continued to flourish. Together, we have supported high-quality MSc placements in Systemic Psychotherapy and Art Psychotherapy, which have been instrumental in developing a new generation of therapists. This collaboration not only enriched the skills of our workforce but also expanded Relate NI's capacity to serve clients through a growing team of qualified Art and Family Therapists.

As part of our commitment to creating a fair and equitable working environment, the Board endorsed Relate NI's application to become a Living Wage accredited employer. This decision reflects our dedication to ensuring that all our staff are compensated fairly, reinforcing our core values of equity and respect. Additionally, Relate NI joined the Belfast Business Promise, a collective effort to boost pledges aimed at improving local employment standards and fostering a more inclusive economy.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

In terms of Strategic Development Relate NI focused on core services of couples, families and individuals, increasing delivery within the Northern Ireland Prison Service and within the Belfast and southern Trust area. This not only highlights the quality of the services we provide but also underscores Relate NI's role as a leading training provider in the sector. By investing in the development of our staff and expanding our team of highly trained professionals, we are reinforcing our mission to support individuals and families across Northern Ireland through effective, compassionate therapy and support services.

Sustainability Efforts

As trustees, we have consistently acknowledged that sustainability remains one of the core challenges facing Relate NI. In the face of evolving financial pressures and increasing demand for services, we are committed to ensuring that the organization remains financially viable while continuing to deliver high-quality relationship support to those who need it most. To address these challenges, the Board has taken a proactive approach, continually reviewed our sustainability strategy and identified key areas for growth and improvement.

One of the key highlights of the year was the Trustee Away Day, where we took the opportunity to evaluate the progress we've made against our long-term organisational strategy. The Away Day was an essential forum for deep, strategic discussions, particularly focusing on the pillars of relationship support, digital engagement, and our ongoing brand alignment with Relate England. Trustees were pleased to see significant progress in these areas, particularly in the expansion of our digital platforms, which have allowed us to reach a broader audience, as well as aligning our brand more closely with the broader Relate network, ensuring consistency and shared values.

Equally important, the Away Day provided a valuable space for the Board to explore potential future partnerships and mergers to support Relate NI's long-term sustainability. After a thorough review of potential partners, discussions with Family Mediation Northern Ireland (FMNI) proved to be particularly promising. The collaborative discussions with FMNI centered around the mutual benefits of joining forces to create a more integrated service offering. We believe that a merger with FMNI will not only enhance our ability to deliver comprehensive relationship support services but will also strengthen our financial sustainability by pooling resources, expertise, and client bases.

Following these productive talks, trustees were pleased to move forward with the discussions, and formal negotiations to initiate the merger began. We believe this partnership will be a pivotal step in ensuring the ongoing viability of Relate NI, both in terms of financial sustainability and the continued quality of the services we provide. This forward-thinking approach to partnerships and mergers demonstrates our commitment to securing the future of Relate NI while continuously improving the breadth and depth of our support for individuals and families across Northern Ireland.

Governance and Risk Management

The Audit and Risk Committee (ARC) played a critical role, meeting quarterly to oversee risk, safeguarding, and infrastructure readiness. The ARC closely monitored the Corporate Risk Register, safeguarding practices, and financial health, ensuring robust controls and compliance. A focus on quality was evident through reviews of complaints, staffing concerns, and safeguarding self-assessments using Volunteer Now's tools. Trustees received unqualified audit opinions, reflecting strong fiscal governance.

These initiatives have positioned Relate NI to continue delivering impactful relationship support services while fostering staff wellbeing and ensuring long-term organisational sustainability.

In terms of Strategic Development Relate NI focused on core services of couples, families and individuals, increasing delivery within the Northern Ireland Prison Service and within the Belfast and southern Trust area.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Stakeholder Engagement, Policy Development and Communications

Relate NI believes that access to services is essential for people who are experiencing relationship distress or who are interested in preventative maintenance of their relationships. Action, such as access to high quality services at the individual or family level is a key building block to our vision of healthy relationships at the heart of a thriving society. At a societal level, access to information and effective public policy are also key cornerstones of that vision. To that end, Relate NI continues to engage with partners and stakeholders to build understanding of the challenges experienced by people and families across NI and to ensure that relevant public policy areas are influenced and shaped by the experiences of people who access Relate NI services.

The year started with a rebranding of our Relationships and Sexuality Education (RSE) programme, renaming the programme to 'Relateable'. A competition on social media was launched to win tickets to see Lizzo at Belsonic and our winner came up with the name.

In April 2023, Relate NI had two Belfast Marathon relay teams raise funds for Relate NI. After a successful fundraising campaign online, we raised a total of £680.

Relate NI continued to engage with political parties throughout the 23/24 year to engage MLAs in our 'Relationships Manifesto'. Staff members met with Cara Hunter MLA, Kate Nicholl MLA, David Brooks MLA and Cheryl Brownlee MLA with an ask of the introduction of compulsory, age- appropriate and evidence- based curriculum for RSE for schools in Northern Ireland. We were delighted that after our meetings, Kate Nicholl MLA raised a motion in the NI assembly to be debated, and the motion was passed.

Relate NI are proud to have with the Executive Office, alongside others in the Community and Voluntary sector on the co-design process of the Ending Violence against Women and Girl's strategic framework. We are delighted that 'healthy, respectful relationships' are being proposed as a key outcome of the Ending Violence against Women and Girls strategic framework.

The organisation continued to work to promote the importance of healthy relationships in the context of ending gender-based violence. We welcomed the opportunity to participate as a key stakeholder in a co-design process along with colleagues from across the community, voluntary and statutory sectors. This process represented a significant investment of time for all the organisation's represented. The resulting strategic framework which has emerged from this process has been welcomed by those who participated in the process.

We also continue to engage with partners in the third sector to share information, create organisational linkages in the best interests of the people we work with and to support the development of Relate NI and its team. Over the course of this year, we have also commented publicly on a range of issues relevant to the development and maintenance of healthy relationships and continue to ensure that public debate about the fundamental importance of healthy relationships to our health and wellbeing, physical and mental, continues to be included in relevant public debates.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Financial Review

Relate NI seeks to comply with best practice in managing the finances of the charity and as outlined in the Reserves Policy should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

The balance sheet as at the 31 March 2024 reflected cash at bank and in hand of £127,384. The Net Current Assets at 31st March 2024 were £206,325 and general unrestricted reserves were £183,220 which equates to 3 months running costs of the charity. The board will be considering appropriate actions over the year ahead to ensure the charity's policy is achieved.

Reserves Policy

The Trustees continually review the reserves policy. Considering the variable income and fixed commitments required to allow the charity to be managed effectively and to provide a buffer for uninterrupted services, the Board, has agreed that the organisation should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

Risk Policy

In line with the organisation's risk management strategy, the Trustees who served during the year have undertaken an analysis of the work of the charity and identified the major risks to which the charity is exposed. The Trustees are satisfied that appropriate policies, practices and procedures are in place to mitigate those risks.

Structure, Governance and Management

Relate NI is constituted by way of a Memorandum and Articles of Association and is both a registered charity and a registered company limited by guarantee. The organisation is governed by a Board of Directors of up to 18 members. The Directors who are non-executive, represent a diverse range of relevant experience including finance, legal, management, administrative, education, clinical, health, housing and family services.

The Directors of the charity are its trustees for the purposes of charity law. The Directors who served the charity during the year are noted on Page 1.

The Board meets at least six times during the financial year with additional meetings called if necessary. Board members do not receive any remuneration in respect of their services to the charity. Receipted expenses are reimbursed when incurred. An Audit and Risk Committee meets and reports to Relate NI's Trustee Board.

The Board delegates the day to day management of Relate NI to an executive senior management team which comprises the Chief Executive Officer, the Business Services and Performance Manager and the Professional Services Manager.

The Trustees' report was approved by the Board of Trustees.

Ms N Dowey

Trustee

Dated: 23 December 2024

RELATE NORTHERN IRELAND

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees (who are also directors of Relate Northern Ireland for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

To the knowledge and belief of the trustees, there is no relevant information that the charitable company's auditors are not aware of, and the trustees have taken all steps necessary to ensure the trustees are aware of any relevant information, and to establish that the charitable company's auditors are aware of the information.

Small Company Provisions

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

By order of the Board of Trustees

Ms N Dowey
Trustee

23 December 2024

Relate Northern Ireland

Northern Ireland - Charity number 102102

Annual return

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Opinion

We have audited the financial statements of Relate Northern Ireland (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and/or senior management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the company's legal advisors;

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Angela Craigan (Senior Statutory Auditor)
for and on behalf of Harbinson Mulholland**

**Chartered Accountants
Statutory Auditor**

23 December 2024
Centrepont
24 Ormeau Avenue
Belfast
Co. Antrim
Northern Ireland
BT2 8HS

Accounts

Charity registration number NIC102102

Company registration number NI032111 (Northern Ireland)

RELATE NORTHERN IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

RELATE NORTHERN IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr A Bennett Ms N Dowey Mr V Fox Dr F Lamrock Mrs M Pimentel Ms B Kelly Mr B Morrissey Mrs S Casey Ms N Armstrong	(Appointed 21 June 2022) (Appointed 1 September 2022)
Chief Executive Officer	Mr D Farrell	(Resigned 31 October 2023)
Charity number	NIC102102	
Company number	NI032111	
Registered office	Glengall Exchange 3 Glengall Street Belfast Co. Antrim BT12 5AB	
Auditor	Harbinson Mulholland Centrepont 24 Ormeau Avenue Belfast Co. Antrim Northern Ireland BT2 8HS	
Bankers	First Trust Bank 11-15 Donegall Sq North Belfast BT1 5GB	
Solicitors	Hewitt & Gilpin 14-16 James Street South Belfast BT2 7GA	

RELATE NORTHERN IRELAND

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RELATE NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees have pleasure in submitting their annual report together with the audited financial statements of the organisation for the year from 01 April 2022 to 31 March 2023.

Relate NI is a registered charity (No. NIC102102) and a company limited by guarantee (No. NI 032111). The company is registered at 3 Glengall Street, Belfast, BT12 5AB. The organisation is governed by a Memorandum and Articles of Association. The Trustees of the company consider the result and current financial position to be satisfactory.

The Board of Relate NI

On the date of approval of this report, trustees were:

- Natalie Dowey (Chair)
- Aidan Bennett (Vice-chair & Treasurer)
- Maria Pimentel
- Vernon Fox
- Felicity Lamrock
- Bernie Kelly
- Brendan Morrissey
- Siobhan Casey
- Nikki Armstrong

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Vision, Mission and Values of Relate NI

Vision Statement

Relate NI's vision is

"A future in which healthy relationships form the heart of a thriving society"

Mission Statement

Relate NI's mission is

"To make expert information and support for healthy relationships available for everyone"

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Purpose and Activities of the Charity

The purposes of the charity are:

- a) to educate the public and individuals concerning the institution of marriage, civil partnerships and secure couple relationships with particular reference to emotional, physical and sexual relationships and with a view to developing personal responsibilities and enriching family life.
- b) to promote research into all aspects of marriage, civil partnerships and secure couple relationships and to publish the results of all such research.
- c) to safeguard, seek to enhance and protect the good health both mental and physical of adults and children.
- d) to encourage conflict resolution and reconciliation and to prevent poverty, hardship and distress caused by the break-up of marriage, civil partnership or other relationship.
- e) to offer assistance and support to victims of domestic abuse.
- f) to educate and engage with perpetrators of domestic abuse in order to promote reconciliation and avoid future abuse from occurring.
- g) to offer psychosexual therapy.
- h) to offer assistance to individuals interacting with health and social care and the criminal justice systems; and
- i) to offer guidance and assistance to individuals, couples, groups and families on all aspects of relationships regardless of age, sexual orientation or relationship status.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The main activities undertaken in relation to these purposes are:

Purpose (a) - Relate NI publishes a range of information in written and video format and on digital platforms for the benefit of the public, individuals, parents and service planners and to facilitate and promote access to our relationship counselling services for families, children and young people.

Purpose (b) - Relate NI undertakes evidence based and action research into a wide range of relationship issues and publishes the results of this research for the benefit of informing the public and to influence public policy on relationship issues.

Purpose (c) - Relate NI provides relationship counselling services throughout NI. We enhance emotional wellbeing in individuals, couples, families and communities by delivering professional counselling and therapeutic services.

Purpose (d) - Relate NI provides a range of counselling services which support individuals, couples, families, children and young people and develops and participates in integrated partnership projects with other organisations which focus on delivering joined up, wraparound services for the benefit of the community.

Purpose (e) - Relate NI provides counselling services to the victims/survivors of domestic abuse.

Purpose (f) - Relate NI provides counselling services to the perpetrators of domestic abuse and delivers awareness and training programmes including our 'Safety in Relationships' programme to the perpetrators of domestic abuse.

Purpose (g) - Relate NI provides psychosexual therapy to individuals and couples to help address sexual dysfunction and intimacy issues.

Purpose (h) - Relate NI provides counselling services in partnership with a range of partners in the statutory, voluntary and community sectors to people interacting with the health and social care and criminal justice systems and

Purpose (i) - Relate NI promotes equality of opportunity and good relations and we promote and deliver our counselling services to everyone in the community.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Public Benefit

Relate NI's Trustee Board has taken due regard of the Northern Ireland Charity Commission's guidance on public benefit. The organisation's counselling, information, education and training services further Relate NI's purposes for the public benefit in terms of the following:

- a) An understanding, knowledge and awareness by the public of what constitutes positive emotional relationships which contributes to healthy relationships;
- b) Increased individual and collective knowledge, understanding and awareness of the health and wellbeing needs of positive relationships which contribute to family policy development in Northern Ireland;
- c) Improved emotional, mental and physical health wellbeing and increased capacity to demonstrate resilience by both adults and children;
- d) Enhancement of the stability of relationships, relief of the emotional impact of separation due to family breakdown and re-establishment of a level of trust between couples and partners. This enables clients to lead more effective lives through improved relationships, enables them to continue with daily activities and improves their ability to continue in employment or education;
- e) Improved emotional and mental health wellbeing, enhanced self-esteem and resilience of the victims and survivors of domestic abuse and violence;
- f) Improved behavioural change amongst the perpetrators of domestic abuse which leads to reduced victimisation and a reduction in the frequency and severity of domestic abuse. Improved safety in relationships is also reported by partners and children affected by domestic abuse;
- g) Improved sexual function in response to the sexual difficulties experienced by clients;
- h) Improved emotional, mental and physical health wellbeing and increased resilience demonstrated by both adults and children;
- i) Improved emotional, mental and physical health wellbeing and resilience of individuals, couples, groups and families within an equality and diversity service delivery context.

All of the benefits in purposes (a) to (e) are demonstrated through feedback from our clients through evaluation questionnaires, the use of client outcomes measurement tools, monitoring and evaluation of our services by both statutory health and social care and voluntary funding organisations. These benefits are also demonstrated by independently commissioned evaluations of our services as may be undertaken from time to time.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance

Relate NI is the leading relationship support charity in Northern Ireland focused on the promoting the importance of healthy relationships; preventing relationship distress; and protecting people at times of relationship breakdown. We provide a range of high quality and specialist support services to people right across Northern Ireland.

Relate NI services include:

- Relate Kids - counselling for children from the ages of 4 - 12
- Relate Teen - counselling for young people from 13 - 19
- Adult Relationship counselling for couples and individuals
- Family Counselling
- Psychosexual Therapy
- Schools Counselling
- Education and training which includes our Relationships and Sexuality Education (RSE) work, education programmes and our counsellor training.
- Development and delivery of information campaigns aimed at supporting people with the knowledge and skills to be able to develop healthy relationships, recognise when relationships aren't healthy and negotiate relationship transitions.
- Delivery of projects in line with the organisation's charitable purposes. In 22/23, the delivery of Sustaining Healthy Relationships project continued and a new project, *Golden Threads: A Relational Approach to Improving Mental Wellbeing* commenced.

Emerging themes from casework

During 22/23 the emerging themes that have become evident are centred around the impact of the cost-of-living crisis, post-pandemic losses and adjustments which are still being felt across families, couples and individuals.

There has been an increased need for support as a result of the escalating demand for health & social care statutory services which is often reflecting an increase on the complexity of issues and needs that clients are presenting with.

Key findings from clinical practice indicates:

- High levels of anxiety and stress in relation to work pressures as people adapt to workplace changes, impact of increased demands on healthcare workers, financial pressure and worries, fear for the future.
- Financial worries and pressure this has on individual well-being and family relationships.
- In schools, counsellors have noticed high levels of safeguarding issues and concerns regarding pupils. Many of these relate to issues in parents' own mental health and other life event traumas such as bereavement and losses, past DVA or historical abuse.
- Supporting family relationships around child diagnosis of neurodivergence and transgender identities
- There is an increasing demand for separation and co-parenting counselling post pandemic. This is also having an impact on CYP referrals coming through.
- Self-harm / suicidal ideation appears to have increased slightly in CYP & schools counselling.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- Increased CYP waiting on CAMHS in schools and community counselling.
- Coercive control and DVA risk increase – however this could be down to better safeguarding procedures or better use of clinical consult / PHL, and individual time being offered in couples' assessments.
- Complex couples' referrals coming through. Traumatic backgrounds and social work involvement, often children being on the CPR or placed in care / kinship placements.

2022 – 2023 – The year in review

The 2022-2023 year was an important year for Relate NI as the organisation celebrated the significant milestone of providing services to people in Northern Ireland for 75 years. The organisation's tradition of supporting people and communities has continually evolved over those 75 years and the occasion of this milestone offered the opportunity to celebrate this legacy and also drive a wider conversation about the fundamental importance of healthy relationships to our society and deliver new innovative services.

Celebrating the Legacy

Celebrating the legacy of Relate NI services was an activity that lasted throughout the year. In our social channels, we shared feedback from clients about the impact that Relate NI services had on their lives. We would also like to express our thanks to Belfast Live for hosting a small photographic exhibition of Relate NI over the years.

We remain thankful to the Lord Mayor of Belfast, Tina Black, for playing a key role in our celebrations. On 4th September 2022, she hosted a delegation of Relate NI staff and trustees, past and present, in the Lord Mayor's Parlour, 75 years to the day after the initial meeting of the organisation took place in that very venue. We were delighted when 10 of our 11 local councils agreed to light up council buildings in Relate NI colours on the 4th September to recognise the contribution of Relate NI to communities right across NI.

We also celebrated the legacy of the organisation in the most modern of ways – by hosting a Facebook Live event with longer serving and newer members of the Relate NI staff team.

Importance of Healthy Relationships

As we planned our 75th birthday, Trustees and staff were passionate that the milestone of such a significant birthday should not only be a reflection back on our achievements of the past. It was agreed that the year should major in focusing on our core charitable purpose – healthy relationships. To that end, we were delighted to host 140 people from a range of organisations to a major conference. *Relationships Matter: The Fundamental Importance of Healthy Relationships for Families and Communities in Northern Ireland* brought together over 140 people from a range of statutory, voluntary and academic organisations. Participants heard about the importance of healthy relationships from a range of speakers including psychotherapist and bestselling author Owen O'Kane, Mental Health Champion Professor Siobhan O'Neill and academics from Ulster University. In the afternoon, a range of workshops focusing on Children and Young People; Mental Health; Family Law; Family Support; Criminal Justice and the Cost of Living were facilitated.

Relate NI also commissioned a review of international evidence on the role of healthy relationships in achieving public policy objectives. The review found a range of evidence in the available literature which demonstrates how healthy relationships are positive factors in relation to mental health; parenting; intimate partner violence; homelessness; educational attainment; substance use and engagement with the criminal justice system.

Delivering New and Innovative Services

In the 22/23 year, we also launched 2 new services to continue the evolution of our portfolio of services. The development of these services is rooted in meeting the needs of people who require relationship support in more accessible ways and builds on Relate NI's well established tradition of evolution of relationship support.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- The Relationship MOT is a psycho-educational intervention aimed at supporting couples to undertake routine relationship maintenance. Often, people reach out to Relate NI Services at a point of acute relationship pressure. The MOT service will allow us to support people at an earlier stage, with the potential to avoid acute relationship pressures building up. More broadly, the availability of a service such as this is intended to normalize the process of reaching out for relationship support at earlier times and not just at particularly acute points of relationship difficulties.
- One at A Time Therapy (OaATT) is a therapeutic service focused on providing help to clients in a single session with their relationship wellbeing in the here and now. It also aims to be a timely intervention and enable the organisation to work with clients at the point of their need rather than at the point of our availability.

Reach & Impact of Relate NI in 2022/2023

How much did we do?

- Directly helped 36,026 people throughout the year across all of the organisation's services including therapeutic services, programmes and digital engagement.
- Offered 15,926 hours of Therapy across all of our therapeutic service programmes.
- 2,242 people were directly supported through the organisation's range of therapeutic services.
- Therapeutic service provision had a wider impact on 3,474 people.
- Engaged with 921 people through our programmes such as Relatable; Golden Threads and Sustaining Healthy Relationships
- Delivery of a comprehensive *Relationships Week* public campaign aimed at improving public debate on the importance of healthy relationships.
- Delivery of a longer *Relieve the Pressure* campaign over Christmas and new year to provide practical information and support to families over the festive period in conjunction with 7 partner organisations.
- Engaged with 32,863 people through our suite of digital resources across the organisation's website and social platforms.
- Participated with colleagues across the Relate Federation in rolling out the new Relate brand.
- Invested in, and secured IIP accreditation.

How well did we do it?

- 89% of respondents would recommend Relate NI to a friend or family member.
- 91% of respondents would return to Relate NI if further counselling was required.
- 95% of respondents found their initial engagement with Relate NI 'extremely' or 'very' helpful.
- 91% of respondents found their initial engagement with a Counsellor 'excellent' or 'good' in introducing the counselling process.
- 86% of respondents rated their counsellor as 'excellent' or 'good' in terms of helping them work through their presenting issues.
- 83% of respondents found that their ability to deal with relationship issues changed since they attended counselling.
- 82% of respondents wished they'd attended Relate NI sooner.
- Schools Counselling scored an average 75% score on the Child Session Rating Scale, a measure of therapeutic alliance completed at the end of each session.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- Within school counselling 50% of parents noted an improvement in their child's behaviour and overall wellbeing.
- *"She is like a new child, for two years she has been constantly crying and not telling us what was wrong. We were so frustrated with her, she was stuck to us all the time and now her attitude has improved, she is able to talk to us about her feelings and what she is thinking.... she can go out to play...before she would not leave the house unless I was with her."*
- 33% of teachers stated an improvement in their relationship with the children attending schools counselling.
- *"MC has definitely appeared to be more relaxed and happier in himself over the past few months. I think learning the coping strategies with his counsellor has had a huge impact on his attitude and outlook. He has become more open when talking about his feelings and coping better when feeling upset or anxious."*
- *"You have been such a big support"* – Parent with child accessing child therapy.
- *"I know now that if I get into trouble I will not be taken away from Foster Parent. I have been able to talk about what happened in my family."* – Child accessing child therapy.
- The organisation's website audience continued to increase, by 53% in this year, with a corresponding 30% increase in website visits.
- The time users spend on the website increased by 59%.

What difference did we make?

- 90% of respondents rated any improvements for their children as 'excellent' or 'good'
- 52% of respondents accessing services which used the Clinical Outcomes Routine Evaluation (CORE) measure demonstrated reliable improvement (a change in CORE scores of five points or more) across their therapeutic journey, with 36% of those also representing clinical improvement, meaning their overall core score has reduced to below 10.
- Children accessing our Schools Counselling Service demonstrated an average 38% improvement in pre and post intervention Child Outcome Rating Scale (CORS) Scores. Breaking down the individual questions, children reported a 21% improvement in their family life, 12% improvement in school life, 11% improvement overall in how they are feeling about everything.
- 89% of responses received for CORS scored 6 or above for each category.
- Parent assessment and evaluation tools used in our schools counselling service demonstrated an average 32% improvement in scores, driven by significant improvements in parental scores for their child's behaviour (50% average improvement), their overall wellbeing (50% average improvement) and their relationship with other members of the family (33% average improvement)
- Teacher assessment and evaluation tools used in our schools counselling service demonstrated an average 12% improvement in scores, driven by significant improvements in teacher scores for the child's relationship with them (33%); Relationship with family members (33%); and the child's overall wellbeing (50%).
- Teens/Young people accessing counselling through Hollywood Family Trust demonstrated a 43% improvement across YP CORS.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

2022 – 2023: Service Data Analysis

Who Attends Relate NI Therapeutic Services?

Relate NI services are provided throughout Northern Ireland through the organisation's premises and a network of out centres. We also deliver our therapeutic services online and via telephone in line with our clinical policies. While Relate NI services are there for everyone to avail themselves of, the different contracts we operate may have restrictions which govern who access services under specific contracts. This is most clearly demonstrated in our school's counselling contract where the people accessing services will all be primary school aged children.

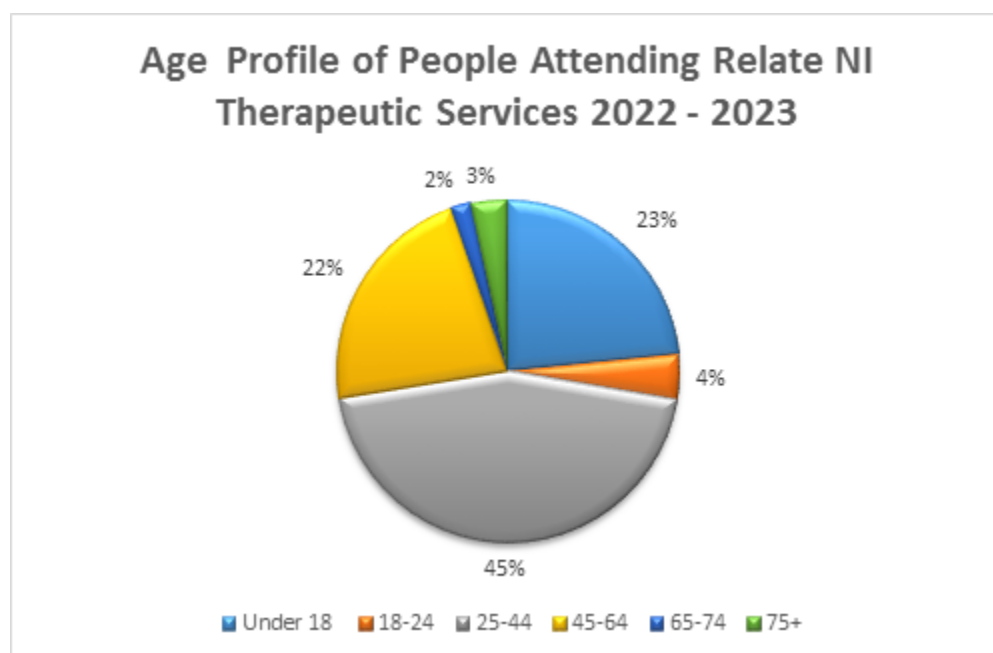


Figure 1 - Age Profile

In 22/23, the largest percentage (45%) of people who accessed our services were aged between 25-44. Under 18 (23%) and 45–64-year-olds (22%) represent the next largest percentages of user of our therapeutic services. In particular, the work with children and young people under the age of 18 is driven by the work ongoing in primary schools both through our Full-Service Community Network (FSCN) contract and some work through the Healthy, Happy Minds (HHM) contract toward the end of the financial year. Similar to the trend in the 21/22 year, our work with people over the age of 65 represents a smaller percentage of people. As a response to the trend identified last year regarding people aged over 65, Relate NI was excited in the 22/23 year to commence a partnership with Age NI and others focused on reaching out and connecting to older men on the issue of mental health.

The Good Vibrations programme aims to improve the health and wellbeing of men aged 50+ across Northern Ireland. Relate NI will be partnering in the programme to promote the importance of healthy relationships to personal wellbeing.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

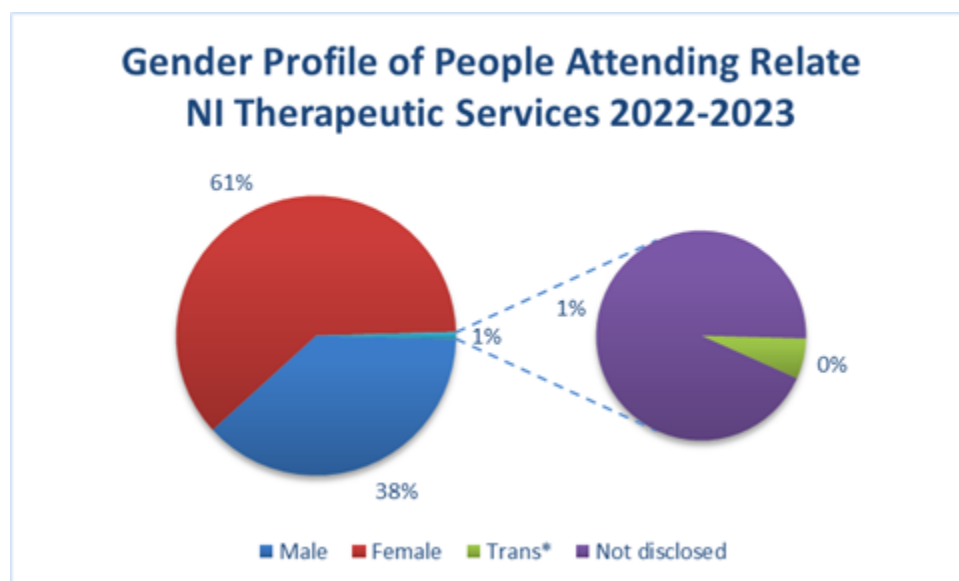


Figure 2 - Gender profile

Evidence indicates that females are more likely than men to identify issues within a relationship, whether that is a couple relationship, family relationship or social relationships. It comes as no surprise therefore that females represent 61% of the people who access Relate NI therapeutic services, a figure which has increased from last year.

Relate NI's Communications and Engagement plans seek to take account of this by presenting relevant content and images with the aim of engaging more men in the debate about healthy relationships and in understanding the value of relationship support. We passionately believe that increasing numbers of men playing an active role in attending to relationship support needs is an important milestone on the journey to Relate NI's vision of healthy relationships.

Where are they accessing services?

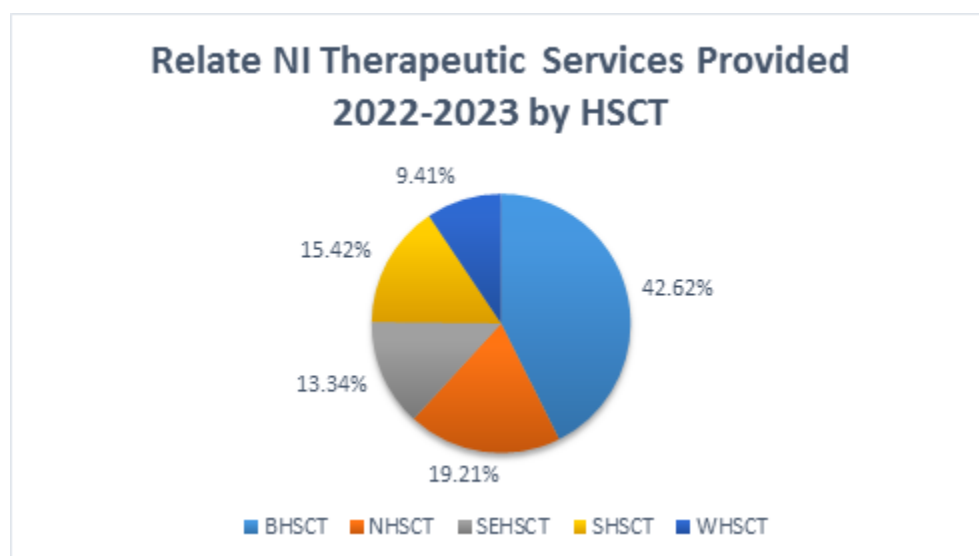


Figure 3 – Services by Trust Area

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

In terms of the geographical breakdown of people accessing Relate NI services, Belfast HSCT and Northern HSCT represent the home Trust of 62% of those people accessing Relate NI therapeutic services. The figures for the 22/23 year are broadly in line with the figures from last year. Already, our communications and engagement strategies are seeking to take account of these figures with additional promotion and engagement work being undertaken across Trust geographies.

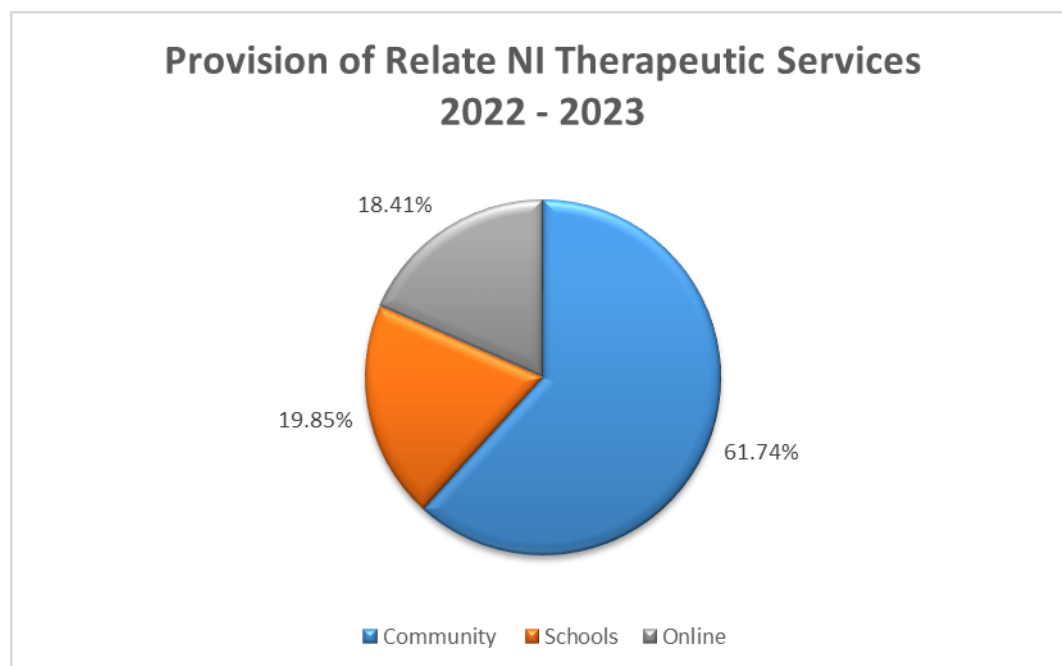


Figure 4 – Services by Delivery Arena

Figure 4 above indicates a growth in the proportion of Relate NI services being provided in schools, increasing to nearly 20% of therapeutic services provided in this year, up from 15% last year. This is largely reflective of the fact that in this year, we have been able to employ additional counsellors allowing us to deliver to some primary schools through the Healthy, Happy Minds contract.

The 22/23 year has also seen a small decrease in demand for online service provision, reducing from 21% to 18%.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

What Issues Are People Seeking Support On?

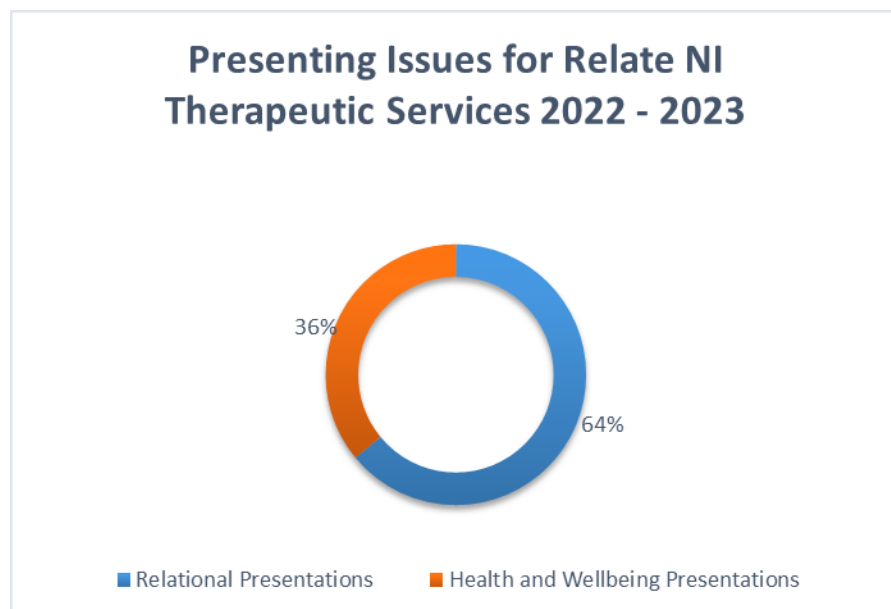


Figure 5 – Presenting Issues

Relationships experience distress for a range of reasons, and when families are exposed to different stressors. The largest majority of issues that families experience which drive them to seek the support of Relate NI services are relational in nature. Increase in family conflict; bereavement; separation & divorce; affairs; managing the impact of unemployment and financial worries on family relationships; and parenting are just some of the issues that people have identified when reaching out to Relate NI. Over the last year, the proportion of presentations to Relate NI services which were relational in nature increased by just over 3%.

However, health and wellbeing presentations also represent a significant portion of our presenting issues. Anxiety, depression and stress feature high on the list of health and wellbeing presentations into our services however there is also recognition of the linkages between relationship quality and health & wellbeing. The proportion of Health & Wellbeing presentations reduced slightly by 3%, directly corresponding to the increase in relational presentations.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

PARTNERSHIP WORKING AND SERVICE DEVELOPMENT

Department of Health and the Health and Social Care Trusts

Relate NI provides delivers a range of counselling services under contract with the Strategic Planning and Performance Group (SPPG), formerly the Health and Social Care Board (HSCB). Through this contract, we continue to work in partnership with the Department of Health, the Health and Social Care Board (HSCB) and the five Health and Social Care Trusts to provide relationship services to families throughout Northern Ireland. Relate NI works closely with social workers and health and social care professionals to facilitate access to our therapeutic services for the benefit of families, children and young people. We continue to participate in the review of the Department of Health's Regional Families Strategy. Over the course of this year and through this contract, we also consulted with Sure Start teams in Belfast to support better joint working, promote access to Relate NI services through the Sure Start network in Belfast.

FSCN Schools Counselling

Over the course of the 22/23 year, the Relate NI team continued to work flexibly to support the school community. This involved working with parents, teachers as well as school children to support wellbeing and adjustment to post pandemic through direct contact as well as through the development of information and video resources through school's networks. Access to wider Relate NI services was facilitated where this was agreed by families as being of benefit. Schools Relate NI also developed an emotional wellbeing programme to be delivered with primary school aged children by our school's counsellors.

Happy Healthy Minds

The Happy Healthy Minds pilot was launched by the EA in November 2021 to provide an opportunity for a wide range of therapeutic interventions to be tested at primary school level that included play, drama, music, art and equine assisted therapy and learning. Relate NI were approved on the framework for the delivery of this across Northern Ireland and delivery commenced in October 2022 in a Primary School in West Belfast and further delivery commenced in December 2022 across Mid Ulster.

Hollywood Family Trust

Hollywood Family Trust is based in North Down and the trust helps to equip individuals and families through some of the issues in their lives and contribute towards an inclusive community. Hollywood Family Trust appointed Relate NI in October 2022 to provide children and young person's counselling sessions at their premises in Hollywood.

Parentline NI

Relate NI has been delighted to continue our partnership with Children in NI (CiNI) to support delivery of the Regional Parenting Helpline Service to parents across NI. This work is provided under contract with the Health and Social Care Board. Over the course of this year, the Parentline NI team have been busy continuing to provide much needed support to parents through telephone, web and face to face appointments. Also in this year, a range of workshops for parents was developed and delivered by the Parentline NI Team.

Delivery of Counselling, Education & Research in Surviving Sexual Violence and Abuse Service in Northern Ireland

Relate NI is delighted to continue to work in partnership with Nexus NI to provide relationship counselling and support to survivors of sexual abuse, victims of sexual violence including those who have experienced rape and sexual assault. This service was also commissioned by the Strategic Planning and Performance Group of the Department of Health and operates on a referral basis with Nexus NI sub-contracting Relate to deliver relationship counselling to their clients.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Psychosexual Therapy Services & Belfast Health and Social Care Trust

During 22/23, Relate NI continued to receive referrals from Knockbracken Psychosexual Services for those clients/patients with sexual dysfunctions under a contractual arrangement with the Belfast Health and Social Care Trust. We also continue to provide psychosexual services to people who refer themselves directly to Relate NI. As with all of our services, our PST work was transitioned to online and phone delivery.

Relationship and Sexuality Education (RSE)

Relate NI has been part of a partnership with Nexus and led by The Rainbow Project over the last 6 years to deliver RSE programmes to young people in community settings. The Public Health Agency tendered for a new Relationships and Sexuality Education (RSE) Project in December 2021. As part of this process, the current partnership reviewed partnership working over the last 6 years. As a result of this process, the partnership model has been updated and Relate NI now lead this partnership which was successful in securing a new contract from the Public Health Agency. Over the course of the 22/23 year, we also reviewed the name of the programme in partnership with young people. As a result of this, the RSE programme will now be called 'Relateable'.

BHSCT Primary Care Talking Therapies

Relate NI works in partnership with the Belfast Health and Social Care Trust to deliver counselling services to clients experiencing low level anxiety and depression who are referred by GPs. We were delighted to be awarded a place on the new framework through a tender exercise completed in this year.

'Moving Up, Moving On' (MUMO) Service

In 2015 Relate NI joined a consortium led by Forthspring Inter Community Group which submitted a proposal which was funded by the Big Lottery Fund. Since the project commenced in the spring of 2016, Relate NI has been an active partner in the MUMO partnership, providing a range of therapeutic services to families and primary school children of a Protestant and Catholic primary school in an interface area in West Belfast. We continue to provide therapeutic support to project participants and support the overall aims of this project.

'+ Family Life' service with Positive Life

In 2015 Relate NI teamed up with Positive Life, a charity which provides a range of support services to people living with HIV across Northern Ireland and Citizens Advice NI. Positive Life is the lead member of the consortium which secured funding from the Big Lottery Fund to provide a range of support services to families affected by HIV. Relate NI continue to support the project aims and objectives, working with the Positive Life Team and clients.

Northern Ireland Prison Service

We were delighted to be able to return to on site delivery of our counselling work within Maghaberry during this year. The return to face-to-face delivery has enabled a more structured and steady support of clients supported through this work.

The Parent Rooms

Over the course of this year, we were delighted to continue our partnership with The Parent Rooms. This partnership provides much need and timely access to therapeutic support for parents struggling with mental health issues in recognition of the specific mental health challenges associated with the perinatal period.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Forward South Belfast – Seamless Transition through Education Project (STEP)

During the year, we continued to work in partnership with the Seamless Transition through Education partnership. The partnership is an early intervention programme specifically designed to provide support to families and children to help them get the best start in life. Relate NI commenced provision of therapeutic support services to schools in the South Belfast area, supporting children, parents and teachers in order to enhance emotional wellbeing.

Queens University Belfast

Relate NI was delighted to establish a new partnership with Queens University Belfast through the MSc in Systemic Psychotherapy. Relate NI hosted placement clinics for a number of students completing their qualification, providing the clinical governance infrastructure and supervision, support and guidance to enable high quality therapeutic work to be undertaken.

Ulster University

We were also delighted to establish a similar partnership with Ulster University through the MSc in Art Psychotherapy course. We hosted a placement clinic for one of the students completing this qualification. As well as providing the clinical governance infrastructure and supervision, we also provided support through the appointment of a practice teacher who worked alongside the student throughout the course of the placement.

REVIEW OF OTHER ACTIVITIES & FUTURE DEVELOPMENTS

Governance

As acknowledged in last year's Trustees Report, robust governance systems and processes has been and will continue to be a core feature of the organisation's strategic and operational systems. Many trustees have given freely of their time and expertise over 75 years to enable the organisation to deliver its charitable purpose for thousands of people each year and we wish to publicly thank those people as we celebrate this important milestone.

The important role of governance, and the availability of a diverse, skilled and experienced cohort of people willing to step into governance roles is the key reason why Relate NI was delighted to continue its support of the Boardroom Apprentice programme, our 5th year of engagement. Boardroom Apprentices continue to impact positively on the work of governance at Relate NI, and participation in the programme is an important way Relate NI can practically support the development of a growing number of people with the skills and values to lead in governance roles.

Over the past 12 months, the board have dedicated attention to the continued leadership and development of the organisation through focus on strategy, sustainability and performance monitoring. This involved the ongoing monitoring of the organisation's strategy, operational plans and annual budget as well as review and maintenance of the wider systems of control in place within the organisation.

Over the 21/22 year, the board completed a trustee recruitment exercise by co-opting trustees Nikki Armstrong and Siobhan Casey onto the board. We also bade farewell to a number of trustees, namely Alison Grundle, Sarah-Jane Mowbray and Colin Sims. The board and staff of Relate NI wish to recognise their commitment and contribution to Relate NI over many years.

During this year, Natalie Dowey was also appointed as chair. The organisation has focused on board succession processes in recent years. In practice, the incumbent chair will step back into the role of vice-chair for a year in order to support the incoming chair as they take on their new responsibilities. Aidan Bennett has followed this practice and will remain as vice chair until the AGM in 2023.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

At the start of the year, the board approved a number of key plans which are integral to strategically developing the organisation's operations. As well as the operational plan and budget, the board also approved specific plans to address key challenges which the organisation faces, namely workforce challenges and organisational sustainability.

In terms of workforce development, the board approved a programme of work focused on a review of pay and reward in the organisation and the establishment of new workforce development partnership with Ulster University (UU) and Queens University Belfast (QUB) to support high quality placements for students undertaking MSc's in both Systemic Psychotherapy and Art Psychotherapy. This built on prior commitments of the board to achieve the Investors in People standard which the organisation successfully did in this year.

The review of Pay and Reward was undertaken, and the board approved a consultation process with Relate NI employees to address the findings of the Pay and Review process. All employees engaged with the consultation process and as a result, new Terms and Conditions were introduced in this year.

Work was also undertaken to build a new programme focused on workplace wellbeing. The programme is based on the views of the current staff team and seeks to blend existing wellbeing initiatives and enhance these with a new programme elements informed by the feedback from the team.

Towards the end of this year, the board also considered feedback gathered through this process to target additional support within the organisation to those roles which are lowest paid. As a result, trustees approved a proposal to become a Living Wage accredited employer. This work will be taken forward in the 23/24 business year.

As with many community and voluntary organisations, sustainability continues to be a core challenge which requires focus and attention from our governance work. In the 22/23 year, trustees reviewed the ongoing sustainability analysis which it had first considered in the 21/22 year. Subsequently, trustees approved a proposal to invest in growing an organisational fundraising function and develop a robust infrastructure to support an increase in gifts and grants income. As part of this work, trustees also approved a proposal to co-opt a new trustee with significant experience in the area of fundraising who would be able to support the development of this work from a governance perspective. As a result, Siobhan Casey was co-opted onto the board.

The Trustee Away Day in 2022 focused on reviewing progress against the organisation's strategic plan. Trustees affirmed the progress which has been made in the lifetime of this strategy. In particular they noted progress on developing a wider spectrum of relationship support for people to access; the organisation's continued growth in engaging people digitally and maximising the opportunities offered by digital platforms; ongoing development of workplace culture and employee engagement as evidenced through the recent IIP accreditation and the feedback from employees as part of that process.

Trustees also considered the brand development work being undertaken by colleagues in England and the plans to implement the new brand in Northern Ireland, launching it as part of Relationships Week 2022. Trustees also focused on the organisation's plans with regard to the fundraising function at the away day.

In terms of maintaining effective systems of control within the organisation, significant attention was paid in year to reviewing policies, procedures and wider systems in effect. During the year, trustees heard about ongoing progress to maintain high quality standards for our clinical systems and processes on the back of a previous review. Through the year as well, both the Audit and Risk Committee and the Board heard from the organisation's auditor and reviewed the Report to Those Charged with Governance on the foot of the annual audit process. Trustees were happy to note an unqualified audit opinion.

Trustees also attended our Team Day in December 2022 which commenced our planning process for the next year. Trustees engaging in meaningful opportunities to understand the context to, and specifics of the challenges faced by people we work with is an important underpinning of trustees' ability to lead the organisation and set strategy. The Relate NI team were delighted to hear from Natalie Dowey as incoming chair of the organisation at the start of the Team Day.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The Audit and Risk Committee (ARC) of Relate NI is comprised of trustee board members. As board officer roles changed during the year, so too did the chair of ARC. The committee was chaired by Natalie Dowey, and Aidan Bennett took on this role in the middle of the financial year. Over the course of the last year, has been comprised of trustees Maria Pimentel, Brendan Morrissey and Nikki Armstrong. As a participant board of the Boardroom Apprentice programme, the committee meetings are open to attendance by the organisation's nominated Apprentice each year. The Committee is attended by the senior executive team of the organisation.

Over the 22/23 financial year, the committee met on 4 occasions, timed to coincide with the cycle of trustee board meetings. This enabled the committee to provide assurance or raise issues about the organisation's risk environment and operations as required.

The work of ARC is an essential element of the governance operations of the organisation as we emerged from the pandemic. Over the course of this year, the focus of ARC meetings was:

- Considering and monitoring the organisation's risk environment and ensuring that controls in place were successfully managing the organisation's identified risks. ARC reviewed the organisation's Corporate Risk Register at each meeting, engaging the senior team in the rationale for the approach to risk scores and on the additional controls required to effectively manage risks. The key risk for Relate NI continues to be sustainability of the organisation's charitable purposes through adequate financial resourcing. The Committee continued to support and challenge the Relate NI team on plans to address sustainability, and regularly reviewed the executive team's development proposals and activities.
- Another key risk which continues to be monitored by ARC trustees is keeping our staff and beneficiaries safe, particularly as the organisation has had to deliver existing services in new ways and develop new services. Over the course of this year specifically, ARC members considered quarterly safeguarding reports and updates to the Safeguarding Action Plan into ARC. The Safeguarding trustee continues to meet quarterly with both the CEO and Head of Clinical Services to review in detail the quarterly report. The Committee also reviewed the Corporate Risk Register detail on emerging risks.
- Ensuring that the organisation's infrastructure was fit for purpose and meets current understandings of best practice. Over the course of the 22/23 year, ARC received another report on progress to implement the findings of a 2020 independent Information Management Review which provided assurance about the organisation's approach to complying with requirements in force.
- Reviewing the financial position of the organisation, and scrutinizing budget and associated budget reprofile proposals. The committee regularly reviewed management accounts including cashflows and provided assurance to the board on the financial position of the organisation. The Chair of ARC also engaged with auditors Harbinson Mulholland during the process to approve the organisation's annual accounts for the 21/22 financial year.
- ARC continues to monitor a number of key areas related to quality in the organisation. Routinely, ARC receives reports on complaints; and staffing issues with a view to identifying any systemic issues which may exist and ensuring identified issues are addressed.
- Reviewing the Safeguarding Report at each meeting. In advance of each meeting, the lead safeguarding trustee meets with the CEO and the Head of Clinical Services to review the report. Over the course of this year, The Head of Clinical Services mapped Relate NI safeguarding systems using the self-assessment tool provided by Volunteer Now and developed an associated improvement plan. Over the course of the year, both the Safeguarding Trustee and ARC were appraised of the progress against the improvement plan.

Over the course of the year, ARC provided the Board of Trustees of Relate NI with assurance and updates on the programme of work at each board meeting, highlighting the key themes emerging from the work of ARC and enabling those themes to be considered and discussed more widely as appropriate.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Stakeholder Engagement, Policy Development and Communications

Relate NI believes that access to services is essential for people who are experiencing relationship distress or who are interested in preventative maintenance of their relationships. Action, such as access to high quality services at the individual or family level is a key building block to our vision of healthy relationships at the heart of a thriving society. At a societal level, access to information and effective public policy are also key cornerstones of that vision. To that end, Relate NI continues to engage with partners and stakeholders to build understanding of the challenges experienced by people and families across NI and also to ensure that relevant public policy areas are influenced and shaped by the experiences of people who access Relate NI services.

The year started with an Assembly Election campaign in May 2022. As reported in last year's Trustees Report, the board had just signed off a manifesto which the organisation would use as the basis for engaging with parties and candidates in the election.

The manifesto highlighted key legislative and policy development priorities for an incoming Executive and Assembly. The manifesto was also aimed at giving political candidates an insight into importance of healthy relationships, allowing them to champion relationships at the centre of campaigning and public policy.

The key priorities identified in the manifesto were:

- Passing of 'No Fault Divorce' legislation to bring Northern Ireland into line with other jurisdictions across these islands.
- Introduction of a compulsory, age appropriate and evidence-based curriculum for Relationships and Sexuality Education for schools in Northern Ireland.
- Increasing access to relationship support by making Adult Relationship Counselling for Couples and Family Counselling available through Primary Care Talking Therapies contracts in HSC Trust areas.
- Introduction of a programme to deliver early intervention approaches to reducing parental conflict in order to support improved outcomes for children
- Full implementation of the Mental Health Strategy.

Through the campaign, Relate NI engaged with a number of the political parties in order to build support for these proposals as well as promoting the asks more widely through the organisation's wider communications work.

Relate NI has continued to work as a key stakeholder to the Department of Health's review of the Regional Family and Parenting Strategy, meeting with Departmental officials periodically with a view to ensuring that a vision of healthy relationships, and recourse to support when relationships aren't healthy is at the heart of the revised strategy. In this year, we welcomed the participation of key staff from the Department at our conference, including as a speaker at the Family Support workshop.

We've also engaged with the ongoing development of the Mental Health strategy, and specifically the prevention and early intervention work ongoing. We were delighted that representatives from the Department and the PHA were able to attend our conference and engage as speakers in the Mental Health workshop. We also submitted the Evidence Review undertaken by Ulster University to those charged with developing the Early Intervention and Prevention Action Plan as indications of what evidence exists about the role of healthy relationships in this arena.

We continue to engage with the Mental Health Champion across this year and were delighted to host Professor O'Neill at the organisation's offices. Relate NI are passionate about the fact that familial and social relationships are a wider determinant of mental health and wellbeing and continued our discussion with the Champion on this. These links were made even clearer when Professor O'Neill presented at our policy focused conference in September 2022.

We also welcomed the opportunity to engage with a policy roundtable hosted by the Champion and the Mental health Foundation focused on the economic case for investing in the prevention of mental health conditions in the UK.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Last year, this Trustees Report included a call for the community & voluntary sector workforce to be included in the scope of the Department's workforce review. Unfortunately, that review focused exclusively on the statutory workforce. Relate NI believes that this approach is shortsighted and that more work must be undertaken as part of the Department of Health's focus on the mental health workforce. The community and voluntary sector are a significant provider of services to people who experience poor mental health, and the last year has demonstrated the workforce challenges we all face. Relate NI is seeking to address some of these challenges by supporting the development of a skilled and values-based workforce through our partnerships with Ulster University and Queens University Belfast. However more needs to be done to support our sector to be part of the solution to mounting workforce challenges.

Over the last year, Relate NI also engaged in the Independent Review of Childrens' Social Care undertaken by a team led by Professor Ray Jones. Relate NI

The organisation continued to work to promote the importance of healthy relationships in the context of ending gender-based violence. We welcomed the opportunity to participate as a key stakeholder in a co-design process along with colleagues from across the community, voluntary and statutory sectors. This process represented a significant investment of time for all of the organisation's represented. The resulting strategic framework which has emerged from this process has been welcomed by those who participated in the process.

We also continue to engage with partners in the third sector to share information, create organisational linkages in the best interests of people we work with and to support the development of Relate NI and its team. Over the course of this year, we have also commented publicly on a range of issues relevant to the development and maintenance of healthy relationships and continue to ensure that public debate about the fundamental importance of healthy relationships to our health and wellbeing, physical and mental, continues to be included in relevant public debates.

Financial Review

Relate NI seeks to comply with best practice in managing the finances of the charity and as outlined in the Reserves Policy should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

The balance sheet as at the 31 March 2023 reflected cash at bank and in hand of £263,667. The Net Current Assets at 31st March 2023 were £348,597 and general unrestricted reserves were £249,491 which equates to 3 months running costs of the charity. The board will be considering appropriate actions over the year ahead to ensure the charity's policy is achieved.

Reserves Policy

The Trustees continually review the reserves policy. Considering the variable income and fixed commitments required to allow the charity to be managed effectively and to provide a buffer for uninterrupted services, the Board, has agreed that the organisation should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

Risk Policy

In line with the organisation's risk management strategy, the Trustees who served during the year have undertaken an analysis of the work of the charity and identified the major risks to which the charity is exposed. The Trustees are satisfied that appropriate policies, practices and procedures are in place to mitigate those risks.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Structure, Governance and Management

Relate NI is constituted by way of a Memorandum and Articles of Association and is both a registered charity and a registered company limited by guarantee. The organisation is governed by a Board of Directors of up to 18 members. The Directors who are non-executive, represent a diverse range of relevant experience including finance, legal, management, administrative, education, clinical, health, housing and family services.

The Directors of the charity are its trustees for the purposes of charity law. The Directors who served the charity during the year are noted on Page 1.

The Board meets at least six times during the financial year with additional meetings called if necessary. Board members do not receive any remuneration in respect of their services to the charity. Receipted expenses are reimbursed when incurred. An Audit and Risk Committee meets and reports to Relate NI's Trustee Board.

The Board delegates the day to day management of Relate NI to an executive senior management team which comprises the Chief Executive Officer, the Business Services and Performance Manager and the Professional Services Manager.

The Trustees' report was approved by the Board of Trustees.



.....
Mr A Bennett
Trustee 15/11/2023
Dated:



.....
Ms N Dowey
Trustee 15/11/2023
Dated:.....

RELATE NORTHERN IRELAND

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees (who are also directors of Relate Northern Ireland for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

To the knowledge and belief of the trustees, there is no relevant information that the charitable company's auditors are not aware of, and the trustees have taken all steps necessary to ensure the trustees are aware of any relevant information, and to establish that the charitable company's auditors are aware of the information.

Small Company Provisions

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

By order of the Board of Trustees



.....
Mr A Bennett
Trustee



.....
Ms N Dowey
Trustee

15/11/2023
Date:

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and/or senior management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the company's legal advisors;

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Harbinson Mulholland

Angela Craigan (Senior Statutory Auditor)
for and on behalf of Harbinson Mulholland

Chartered Accountants
Statutory Auditor

15/11/2023

.....

Centrepoint
24 Ormeau Avenue
Belfast
Co. Antrim
Northern Ireland
BT2 8HS

RELATE NORTHERN IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
<u>Income from:</u>							
Donations and legacies	3	571,558	275,997	847,555	514,643	242,650	757,293
Charitable activities	5	210,586	-	210,586	274,728	-	274,728
Other trading activities	4	85,510	-	85,510	54,581	-	54,581
Investments	6	53	-	53	33	-	33
Total income		867,707	275,997	1,143,704	843,985	242,650	1,086,635
<u>Expenditure on:</u>							
Charitable activities	7	812,737	276,632	1,089,369	848,166	219,205	1,067,371
Net income/(expenditure) for the year/							
Net movement in funds		54,970	(635)	54,335	(4,181)	23,445	19,264
Fund balances at 1 April 2022		911,375	23,445	934,820	915,556	-	915,556
Fund balances at 31 March 2023		966,345	22,810	989,155	911,375	23,445	934,820

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

RELATE NORTHERN IRELAND

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		664,190		680,284
Current assets					
Stocks	12	-		2,143	
Debtors	13	154,278		163,207	
Cash at bank and in hand		263,667		293,618	
			417,945		458,968
Creditors: amounts falling due within one year	15	(69,348)		(170,800)	
Net current assets			348,597		288,168
Total assets less current liabilities			1,012,787		968,452
Creditors: amounts falling due after more than one year	16		(23,632)		(33,632)
Net assets			989,155		934,820
Income funds					
Restricted funds	17		22,810		23,445
<u>Unrestricted funds</u>					
Designated funds	18	716,854		680,284	
General unrestricted funds		240,018		221,617	
Revaluation reserve		9,474		9,474	
			966,345		911,375
			989,155		934,820

RELATE NORTHERN IRELAND

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011. The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 15/11/2023



.....
Mr A Bennett
Trustee



.....
Ms N Dowey
Trustee

Company registration number NI032111

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(10,354)		53,099
Investing activities					
Purchase of tangible fixed assets		(9,650)		(25,506)	
Proceeds on disposal of tangible fixed assets		-		150	
Investment income received		53		33	
Net cash used in investing activities			(9,597)		(25,323)
Financing activities					
Repayment of bank loans		(10,000)		(6,368)	
Net cash used in financing activities			(10,000)		(6,368)
Net (decrease)/increase in cash and cash equivalents			(29,951)		21,408
Cash and cash equivalents at beginning of year			293,618		272,210
Cash and cash equivalents at end of year			263,667		293,618

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Relate Northern Ireland is a private company limited by guarantee incorporated in Northern Ireland. The registered office is Glengall Exchange, 3 Glengall Street, Belfast, Co. Antrim, BT12 5AB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

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

1.4 Income

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1.6 Tangible fixed assets

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

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

Freehold land and buildings	2% straight line
Office equipment	20% straight line
Fixtures and fittings	10% straight line
Computers	25% reducing balance

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

1.7 Impairment of fixed assets

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

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

RELATE NORTHERN IRELAND

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

1 Accounting policies

(Continued)

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

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

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

RELATE NORTHERN IRELAND

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

2 Critical accounting estimates and judgements

(Continued)

Key sources of estimation uncertainty

Tangible fixed assets

Tangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets are assessed annually and may vary depending on a number of factors. In reassessing asset lives factors such as maintenance programmes are taken into account. Residual value assessments consider issues such as the remaining life of the asset and the estimated value in use.

Debtors

The charity uses estimates based on historical experience and current information in determining the level of debts for which an impairment charge is required. The level of impairment required is reviewed on an ongoing basis. The total amount of other debtors is £139,050 (2022: £145,064).

RELATE NORTHERN IRELAND

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

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2023 £	2023 £	2023 £	2022 £
Grants receivable	571,558	275,997	847,555	757,293
For the year ended 31 March 2022	514,643	242,650		757,293
Grants receivable for core activities				
Department of Health, Social Services & Public Safety	-	163,966	163,966	204,957
Health and Social Care Board	359,496	-	359,496	359,495
Emotional Health & Wellbeing	54,680	-	54,680	39,819
NIPS	7,350	-	7,350	12,350
MUMO Project	12,150	-	12,150	12,050
Positive Life	2,979	-	2,979	3,685
Community Foundation - Golden Threads	-	62,107	62,107	-
PHA - Relationship and sexuality education	88,085	-	88,085	22,384
PST	17,497	-	17,497	13,549
National Lottery - Sustaining Healthy Relationships	-	49,924	49,924	28,090
Covid Recovery Programme	-	-	-	45,711
Other unrestricted	29,321	-	29,321	5,600
Other restricted	-	-	-	9,603
	571,558	275,997	847,555	757,293

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
External training courses	11,299	2,225
Other income	56,200	42,554
Rental income	18,011	9,802
Other trading activities	85,510	54,581

RELATE NORTHERN IRELAND

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

5 Charitable activities

	2023 £	2022 £
Counselling income	210,586	274,728

6 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	53	33

7 Charitable activities

	Activities Undertaken Directly 2023 £	Governance Costs 2023 £	Total 2023 £	Activities Undertaken Directly 2022 £	Governance Costs 2022 £	Total 2022 £
Relationship counselling direct expenditure	740,313	-	740,313	702,536	-	702,536
Share of support costs (see note 8)	344,256	-	344,256	360,835	-	360,835
Share of governance costs (see note 8)	-	4,800	4,800	-	4,000	4,000
	<u>1,084,569</u>	<u>4,800</u>	<u>1,089,369</u>	<u>1,063,371</u>	<u>4,000</u>	<u>1,067,371</u>
Analysis by fund						
Unrestricted funds	807,937	4,800	812,737	844,166	4,000	848,166
Restricted funds	276,632	-	276,632	219,205	-	219,205
	<u>1,084,569</u>	<u>4,800</u>	<u>1,089,369</u>	<u>1,063,371</u>	<u>4,000</u>	<u>1,067,371</u>

RELATE NORTHERN IRELAND

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

8 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	168,487	-	168,487	162,718	-	162,718
Depreciation	25,743	-	25,743	23,494	-	23,494
Repairs and maintenance	479	-	479	443	-	443
Office expenses and service charge	40,650	-	40,650	38,179	-	38,179
Printing and computer costs	38,234	-	38,234	41,666	-	41,666
Sundry expenses	16,759	-	16,759	19,248	-	19,248
Accountancy	30,569	-	30,569	30,918	-	30,918
Legal and professional	19,958	-	19,958	40,560	-	40,560
Bank charges and interest payable	3,377	-	3,377	3,609	-	3,609
Audit fees	-	4,800	4,800	-	4,000	4,000
	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>	<u>360,835</u>	<u>4,000</u>	<u>364,835</u>
Analysed between Charitable activities	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>	<u>360,835</u>	<u>4,000</u>	<u>364,835</u>

9 Trustees

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

RELATE NORTHERN IRELAND

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

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable activities	27	25
Administration	16	14
	<u>43</u>	<u>39</u>

Employment costs

	2023 £	2022 £
Wages and salaries	718,559	596,280
Social security costs	48,319	40,686
Other pension costs	17,660	15,408
	<u>784,538</u>	<u>652,374</u>

The total amount of employee benefits received by key management personnel was £188,917 (2022: £187,347). The charity considers its key management personnel comprise of the Chief Executive Officer, Business Services and Performance Manager and Professional Services Manager.

There was one employee whose annual remuneration was £60,000 or more.

11 Tangible fixed assets

	Freehold land and buildings £	Office equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2022	819,161	5,768	94,563	132,496	1,051,988
Additions	-	-	508	9,142	9,650
At 31 March 2023	<u>819,161</u>	<u>5,768</u>	<u>95,071</u>	<u>141,638</u>	<u>1,061,638</u>
Depreciation and impairment					
At 1 April 2022	176,927	5,768	85,955	103,054	371,704
Depreciation charged in the year	16,383	-	913	8,447	25,743
At 31 March 2023	<u>193,310</u>	<u>5,768</u>	<u>86,868</u>	<u>111,502</u>	<u>397,448</u>
Carrying amount					
At 31 March 2023	<u>625,851</u>	<u>-</u>	<u>8,203</u>	<u>30,136</u>	<u>664,190</u>
At 31 March 2022	<u>642,234</u>	<u>-</u>	<u>8,608</u>	<u>29,442</u>	<u>680,284</u>

RELATE NORTHERN IRELAND

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

12 Stocks

	2023 £	2022 £
Finished goods and goods for resale	-	2,143

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	139,050	145,064
Prepayments and accrued income	15,228	18,143
	<u>154,278</u>	<u>163,207</u>

14 Loans and overdrafts

	2023 £	2022 £
Bank loans	33,632	43,632
Payable within one year	10,000	10,000
Payable after one year	23,632	33,632

The long-term loan is secured by fixed charges over the assets of the charity.

15 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	14	10,000	10,000
Other taxation and social security		14,991	13,026
Other creditors		19,925	21,413
Accruals and deferred income		24,432	126,361
		<u>69,348</u>	<u>170,800</u>

16 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	14	23,632	33,632

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Department of Health, Social Services and Public Safety	-	163,966	(163,966)	-
National Lottery	23,445	49,924	(52,737)	20,632
Community Foundation - Golden Threads	-	62,107	(59,929)	2,178
	<u>23,445</u>	<u>275,997</u>	<u>(276,632)</u>	<u>22,810</u>

Restricted funds are funds received for specified purposes within the overall aims of the charity

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Fixed asset fund	680,284	-	-	(16,094)	664,190
RSE	-	88,085	(35,421)	-	52,664
	<u>680,284</u>	<u>88,085</u>	<u>(35,421)</u>	<u>(16,094)</u>	<u>716,854</u>

The fixed asset fund has been set up to assist in identifying thus funds that are not free funds and it represents the net book value of tangible fixed assets which have been funded by unrestricted income.

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	664,190	-	664,190	680,284	680,284
Current assets/(liabilities)	325,787	22,810	348,597	264,723	288,168
Long term liabilities	(23,632)	-	(23,632)	(33,632)	(33,632)
	<u>966,345</u>	<u>22,810</u>	<u>989,155</u>	<u>23,445</u>	<u>934,820</u>

RELATE NORTHERN IRELAND

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

20 Events after the reporting date

There have been no material events, occurring after the reporting date that require adjustments to or disclosure in the financial statements.

21 Related party transactions

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

22 Cash generated from operations	2023 £	2022 £
Surplus for the year	54,335	19,264
Adjustments for:		
Investment income recognised in statement of financial activities	(53)	(33)
(Gain)/loss on disposal of tangible fixed assets	-	115
Depreciation and impairment of tangible fixed assets	25,743	23,379
Movements in working capital:		
Decrease in stocks	2,143	-
Decrease/(increase) in debtors	8,929	(11,689)
(Decrease)/increase in creditors	(101,451)	22,063
Cash (absorbed by)/generated from operations	(10,354)	53,099

Annual report

Charity registration number NIC102102

Company registration number NI032111 (Northern Ireland)

RELATE NORTHERN IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

RELATE NORTHERN IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr A Bennett Ms N Dowey Mr V Fox Dr F Lamrock Mrs M Pimentel Ms B Kelly Mr B Morrissey Mrs S Casey Ms N Armstrong	(Appointed 21 June 2022) (Appointed 1 September 2022)
Chief Executive Officer	Mr D Farrell	(Resigned 31 October 2023)
Charity number	NIC102102	
Company number	NI032111	
Registered office	Glengall Exchange 3 Glengall Street Belfast Co. Antrim BT12 5AB	
Auditor	Harbinson Mulholland Centrepont 24 Ormeau Avenue Belfast Co. Antrim Northern Ireland BT2 8HS	
Bankers	First Trust Bank 11-15 Donegall Sq North Belfast BT1 5GB	
Solicitors	Hewitt & Gilpin 14-16 James Street South Belfast BT2 7GA	

RELATE NORTHERN IRELAND

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RELATE NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees have pleasure in submitting their annual report together with the audited financial statements of the organisation for the year from 01 April 2022 to 31 March 2023.

Relate NI is a registered charity (No. NIC102102) and a company limited by guarantee (No. NI 032111). The company is registered at 3 Glengall Street, Belfast, BT12 5AB. The organisation is governed by a Memorandum and Articles of Association. The Trustees of the company consider the result and current financial position to be satisfactory.

The Board of Relate NI

On the date of approval of this report, trustees were:

- Natalie Dowey (Chair)
- Aidan Bennett (Vice-chair & Treasurer)
- Maria Pimentel
- Vernon Fox
- Felicity Lamrock
- Bernie Kelly
- Brendan Morrissey
- Siobhan Casey
- Nikki Armstrong

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Vision, Mission and Values of Relate NI

Vision Statement

Relate NI's vision is

"A future in which healthy relationships form the heart of a thriving society"

Mission Statement

Relate NI's mission is

"To make expert information and support for healthy relationships available for everyone"

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Purpose and Activities of the Charity

The purposes of the charity are:

- a) to educate the public and individuals concerning the institution of marriage, civil partnerships and secure couple relationships with particular reference to emotional, physical and sexual relationships and with a view to developing personal responsibilities and enriching family life.
- b) to promote research into all aspects of marriage, civil partnerships and secure couple relationships and to publish the results of all such research.
- c) to safeguard, seek to enhance and protect the good health both mental and physical of adults and children.
- d) to encourage conflict resolution and reconciliation and to prevent poverty, hardship and distress caused by the break-up of marriage, civil partnership or other relationship.
- e) to offer assistance and support to victims of domestic abuse.
- f) to educate and engage with perpetrators of domestic abuse in order to promote reconciliation and avoid future abuse from occurring.
- g) to offer psychosexual therapy.
- h) to offer assistance to individuals interacting with health and social care and the criminal justice systems; and
- i) to offer guidance and assistance to individuals, couples, groups and families on all aspects of relationships regardless of age, sexual orientation or relationship status.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The main activities undertaken in relation to these purposes are:

Purpose (a) - Relate NI publishes a range of information in written and video format and on digital platforms for the benefit of the public, individuals, parents and service planners and to facilitate and promote access to our relationship counselling services for families, children and young people.

Purpose (b) - Relate NI undertakes evidence based and action research into a wide range of relationship issues and publishes the results of this research for the benefit of informing the public and to influence public policy on relationship issues.

Purpose (c) - Relate NI provides relationship counselling services throughout NI. We enhance emotional wellbeing in individuals, couples, families and communities by delivering professional counselling and therapeutic services.

Purpose (d) - Relate NI provides a range of counselling services which support individuals, couples, families, children and young people and develops and participates in integrated partnership projects with other organisations which focus on delivering joined up, wraparound services for the benefit of the community.

Purpose (e) - Relate NI provides counselling services to the victims/survivors of domestic abuse.

Purpose (f) - Relate NI provides counselling services to the perpetrators of domestic abuse and delivers awareness and training programmes including our 'Safety in Relationships' programme to the perpetrators of domestic abuse.

Purpose (g) - Relate NI provides psychosexual therapy to individuals and couples to help address sexual dysfunction and intimacy issues.

Purpose (h) - Relate NI provides counselling services in partnership with a range of partners in the statutory, voluntary and community sectors to people interacting with the health and social care and criminal justice systems and

Purpose (i) - Relate NI promotes equality of opportunity and good relations and we promote and deliver our counselling services to everyone in the community.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Public Benefit

Relate NI's Trustee Board has taken due regard of the Northern Ireland Charity Commission's guidance on public benefit. The organisation's counselling, information, education and training services further Relate NI's purposes for the public benefit in terms of the following:

- a) An understanding, knowledge and awareness by the public of what constitutes positive emotional relationships which contributes to healthy relationships;
- b) Increased individual and collective knowledge, understanding and awareness of the health and wellbeing needs of positive relationships which contribute to family policy development in Northern Ireland;
- c) Improved emotional, mental and physical health wellbeing and increased capacity to demonstrate resilience by both adults and children;
- d) Enhancement of the stability of relationships, relief of the emotional impact of separation due to family breakdown and re-establishment of a level of trust between couples and partners. This enables clients to lead more effective lives through improved relationships, enables them to continue with daily activities and improves their ability to continue in employment or education;
- e) Improved emotional and mental health wellbeing, enhanced self-esteem and resilience of the victims and survivors of domestic abuse and violence;
- f) Improved behavioural change amongst the perpetrators of domestic abuse which leads to reduced victimisation and a reduction in the frequency and severity of domestic abuse. Improved safety in relationships is also reported by partners and children affected by domestic abuse;
- g) Improved sexual function in response to the sexual difficulties experienced by clients;
- h) Improved emotional, mental and physical health wellbeing and increased resilience demonstrated by both adults and children;
- i) Improved emotional, mental and physical health wellbeing and resilience of individuals, couples, groups and families within an equality and diversity service delivery context.

All of the benefits in purposes (a) to (e) are demonstrated through feedback from our clients through evaluation questionnaires, the use of client outcomes measurement tools, monitoring and evaluation of our services by both statutory health and social care and voluntary funding organisations. These benefits are also demonstrated by independently commissioned evaluations of our services as may be undertaken from time to time.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance

Relate NI is the leading relationship support charity in Northern Ireland focused on the promoting the importance of healthy relationships; preventing relationship distress; and protecting people at times of relationship breakdown. We provide a range of high quality and specialist support services to people right across Northern Ireland.

Relate NI services include:

- Relate Kids - counselling for children from the ages of 4 - 12
- Relate Teen - counselling for young people from 13 - 19
- Adult Relationship counselling for couples and individuals
- Family Counselling
- Psychosexual Therapy
- Schools Counselling
- Education and training which includes our Relationships and Sexuality Education (RSE) work, education programmes and our counsellor training.
- Development and delivery of information campaigns aimed at supporting people with the knowledge and skills to be able to develop healthy relationships, recognise when relationships aren't healthy and negotiate relationship transitions.
- Delivery of projects in line with the organisation's charitable purposes. In 22/23, the delivery of Sustaining Healthy Relationships project continued and a new project, *Golden Threads: A Relational Approach to Improving Mental Wellbeing* commenced.

Emerging themes from casework

During 22/23 the emerging themes that have become evident are centred around the impact of the cost-of-living crisis, post-pandemic losses and adjustments which are still being felt across families, couples and individuals.

There has been an increased need for support as a result of the escalating demand for health & social care statutory services which is often reflecting an increase on the complexity of issues and needs that clients are presenting with.

Key findings from clinical practice indicates:

- High levels of anxiety and stress in relation to work pressures as people adapt to workplace changes, impact of increased demands on healthcare workers, financial pressure and worries, fear for the future.
- Financial worries and pressure this has on individual well-being and family relationships.
- In schools, counsellors have noticed high levels of safeguarding issues and concerns regarding pupils. Many of these relate to issues in parents' own mental health and other life event traumas such as bereavement and losses, past DVA or historical abuse.
- Supporting family relationships around child diagnosis of neurodivergence and transgender identities
- There is an increasing demand for separation and co-parenting counselling post pandemic. This is also having an impact on CYP referrals coming through.
- Self-harm / suicidal ideation appears to have increased slightly in CYP & schools counselling.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- Increased CYP waiting on CAMHS in schools and community counselling.
- Coercive control and DVA risk increase – however this could be down to better safeguarding procedures or better use of clinical consult / PHL, and individual time being offered in couples' assessments.
- Complex couples' referrals coming through. Traumatic backgrounds and social work involvement, often children being on the CPR or placed in care / kinship placements.

2022 – 2023 – The year in review

The 2022-2023 year was an important year for Relate NI as the organisation celebrated the significant milestone of providing services to people in Northern Ireland for 75 years. The organisation's tradition of supporting people and communities has continually evolved over those 75 years and the occasion of this milestone offered the opportunity to celebrate this legacy and also drive a wider conversation about the fundamental importance of healthy relationships to our society and deliver new innovative services.

Celebrating the Legacy

Celebrating the legacy of Relate NI services was an activity that lasted throughout the year. In our social channels, we shared feedback from clients about the impact that Relate NI services had on their lives. We would also like to express our thanks to Belfast Live for hosting a small photographic exhibition of Relate NI over the years.

We remain thankful to the Lord Mayor of Belfast, Tina Black, for playing a key role in our celebrations. On 4th September 2022, she hosted a delegation of Relate NI staff and trustees, past and present, in the Lord Mayor's Parlour, 75 years to the day after the initial meeting of the organisation took place in that very venue. We were delighted when 10 of our 11 local councils agreed to light up council buildings in Relate NI colours on the 4th September to recognise the contribution of Relate NI to communities right across NI.

We also celebrated the legacy of the organisation in the most modern of ways – by hosting a Facebook Live event with longer serving and newer members of the Relate NI staff team.

Importance of Healthy Relationships

As we planned our 75th birthday, Trustees and staff were passionate that the milestone of such a significant birthday should not only be a reflection back on our achievements of the past. It was agreed that the year should major in focusing on our core charitable purpose – healthy relationships. To that end, we were delighted to host 140 people from a range of organisations to a major conference. *Relationships Matter: The Fundamental Importance of Healthy Relationships for Families and Communities in Northern Ireland* brought together over 140 people from a range of statutory, voluntary and academic organisations. Participants heard about the importance of healthy relationships from a range of speakers including psychotherapist and bestselling author Owen O'Kane, Mental Health Champion Professor Siobhan O'Neill and academics from Ulster University. In the afternoon, a range of workshops focusing on Children and Young People; Mental Health; Family Law; Family Support; Criminal Justice and the Cost of Living were facilitated.

Relate NI also commissioned a review of international evidence on the role of healthy relationships in achieving public policy objectives. The review found a range of evidence in the available literature which demonstrates how healthy relationships are positive factors in relation to mental health; parenting; intimate partner violence; homelessness; educational attainment; substance use and engagement with the criminal justice system.

Delivering New and Innovative Services

In the 22/23 year, we also launched 2 new services to continue the evolution of our portfolio of services. The development of these services is rooted in meeting the needs of people who require relationship support in more accessible ways and builds on Relate NI's well established tradition of evolution of relationship support.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- The Relationship MOT is a psycho-educational intervention aimed at supporting couples to undertake routine relationship maintenance. Often, people reach out to Relate NI Services at a point of acute relationship pressure. The MOT service will allow us to support people at an earlier stage, with the potential to avoid acute relationship pressures building up. More broadly, the availability of a service such as this is intended to normalize the process of reaching out for relationship support at earlier times and not just at particularly acute points of relationship difficulties.
- One at A Time Therapy (OaATT) is a therapeutic service focused on providing help to clients in a single session with their relationship wellbeing in the here and now. It also aims to be a timely intervention and enable the organisation to work with clients at the point of their need rather than at the point of our availability.

Reach & Impact of Relate NI in 2022/2023

How much did we do?

- Directly helped 36,026 people throughout the year across all of the organisation's services including therapeutic services, programmes and digital engagement.
- Offered 15,926 hours of Therapy across all of our therapeutic service programmes.
- 2,242 people were directly supported through the organisation's range of therapeutic services.
- Therapeutic service provision had a wider impact on 3,474 people.
- Engaged with 921 people through our programmes such as Relatable; Golden Threads and Sustaining Healthy Relationships
- Delivery of a comprehensive *Relationships Week* public campaign aimed at improving public debate on the importance of healthy relationships.
- Delivery of a longer *Relieve the Pressure* campaign over Christmas and new year to provide practical information and support to families over the festive period in conjunction with 7 partner organisations.
- Engaged with 32,863 people through our suite of digital resources across the organisation's website and social platforms.
- Participated with colleagues across the Relate Federation in rolling out the new Relate brand.
- Invested in, and secured IIP accreditation.

How well did we do it?

- 89% of respondents would recommend Relate NI to a friend or family member.
- 91% of respondents would return to Relate NI if further counselling was required.
- 95% of respondents found their initial engagement with Relate NI 'extremely' or 'very' helpful.
- 91% of respondents found their initial engagement with a Counsellor 'excellent' or 'good' in introducing the counselling process.
- 86% of respondents rated their counsellor as 'excellent' or 'good' in terms of helping them work through their presenting issues.
- 83% of respondents found that their ability to deal with relationship issues changed since they attended counselling.
- 82% of respondents wished they'd attended Relate NI sooner.
- Schools Counselling scored an average 75% score on the Child Session Rating Scale, a measure of therapeutic alliance completed at the end of each session.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- Within school counselling 50% of parents noted an improvement in their child's behaviour and overall wellbeing.
- *"She is like a new child, for two years she has been constantly crying and not telling us what was wrong. We were so frustrated with her, she was stuck to us all the time and now her attitude has improved, she is able to talk to us about her feelings and what she is thinking.... she can go out to play...before she would not leave the house unless I was with her."*
- 33% of teachers stated an improvement in their relationship with the children attending schools counselling.
- *"MC has definitely appeared to be more relaxed and happier in himself over the past few months. I think learning the coping strategies with his counsellor has had a huge impact on his attitude and outlook. He has become more open when talking about his feelings and coping better when feeling upset or anxious."*
- *"You have been such a big support"* – Parent with child accessing child therapy.
- *"I know now that if I get into trouble I will not be taken away from Foster Parent. I have been able to talk about what happened in my family."* – Child accessing child therapy.
- The organisation's website audience continued to increase, by 53% in this year, with a corresponding 30% increase in website visits.
- The time users spend on the website increased by 59%.

What difference did we make?

- 90% of respondents rated any improvements for their children as 'excellent' or 'good'
- 52% of respondents accessing services which used the Clinical Outcomes Routine Evaluation (CORE) measure demonstrated reliable improvement (a change in CORE scores of five points or more) across their therapeutic journey, with 36% of those also representing clinical improvement, meaning their overall core score has reduced to below 10.
- Children accessing our Schools Counselling Service demonstrated an average 38% improvement in pre and post intervention Child Outcome Rating Scale (CORS) Scores. Breaking down the individual questions, children reported a 21% improvement in their family life, 12% improvement in school life, 11% improvement overall in how they are feeling about everything.
- 89% of responses received for CORS scored 6 or above for each category.
- Parent assessment and evaluation tools used in our schools counselling service demonstrated an average 32% improvement in scores, driven by significant improvements in parental scores for their child's behaviour (50% average improvement), their overall wellbeing (50% average improvement) and their relationship with other members of the family (33% average improvement)
- Teacher assessment and evaluation tools used in our schools counselling service demonstrated an average 12% improvement in scores, driven by significant improvements in teacher scores for the child's relationship with them (33%); Relationship with family members (33%); and the child's overall wellbeing (50%).
- Teens/Young people accessing counselling through Hollywood Family Trust demonstrated a 43% improvement across YP CORS.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

2022 – 2023: Service Data Analysis

Who Attends Relate NI Therapeutic Services?

Relate NI services are provided throughout Northern Ireland through the organisation's premises and a network of out centres. We also deliver our therapeutic services online and via telephone in line with our clinical policies. While Relate NI services are there for everyone to avail themselves of, the different contracts we operate may have restrictions which govern who access services under specific contracts. This is most clearly demonstrated in our school's counselling contract where the people accessing services will all be primary school aged children.

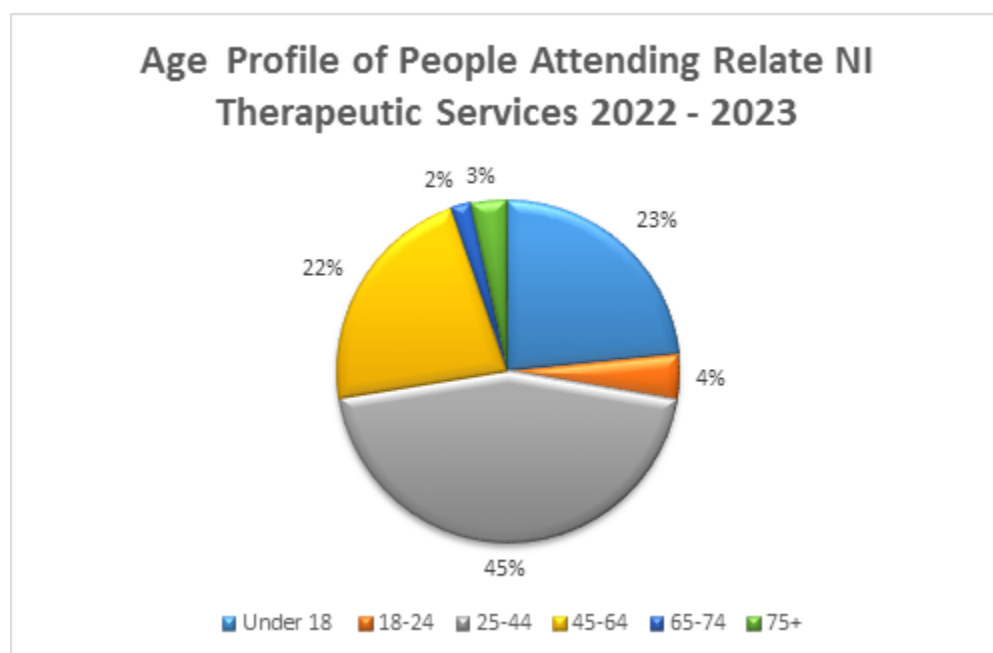


Figure 1 - Age Profile

In 22/23, the largest percentage (45%) of people who accessed our services were aged between 25-44. Under 18 (23%) and 45–64-year-olds (22%) represent the next largest percentages of user of our therapeutic services. In particular, the work with children and young people under the age of 18 is driven by the work ongoing in primary schools both through our Full-Service Community Network (FSCN) contract and some work through the Healthy, Happy Minds (HHM) contract toward the end of the financial year. Similar to the trend in the 21/22 year, our work with people over the age of 65 represents a smaller percentage of people. As a response to the trend identified last year regarding people aged over 65, Relate NI was excited in the 22/23 year to commence a partnership with Age NI and others focused on reaching out and connecting to older men on the issue of mental health.

The Good Vibrations programme aims to improve the health and wellbeing of men aged 50+ across Northern Ireland. Relate NI will be partnering in the programme to promote the importance of healthy relationships to personal wellbeing.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

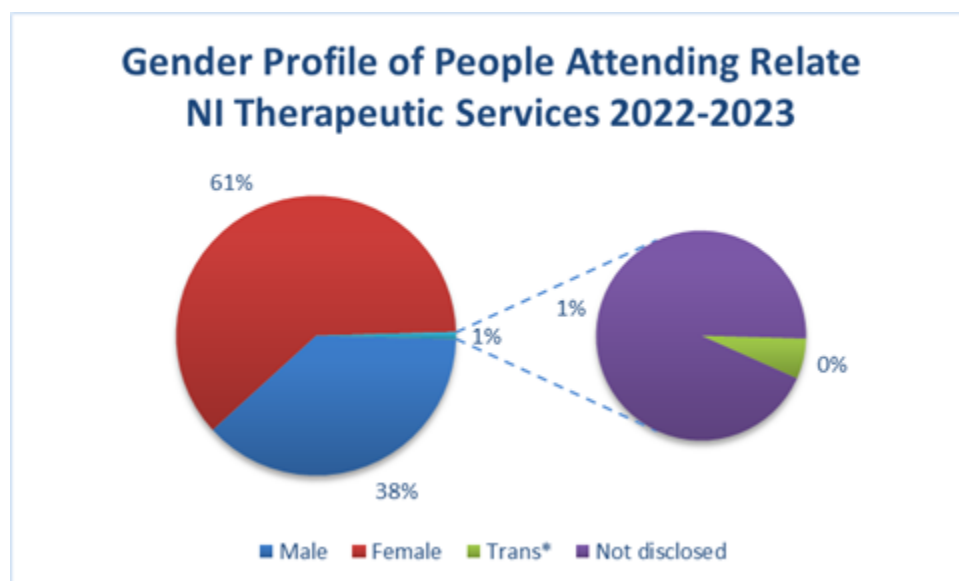


Figure 2 - Gender profile

Evidence indicates that females are more likely than men to identify issues within a relationship, whether that is a couple relationship, family relationship or social relationships. It comes as no surprise therefore that females represent 61% of the people who access Relate NI therapeutic services, a figure which has increased from last year.

Relate NI's Communications and Engagement plans seek to take account of this by presenting relevant content and images with the aim of engaging more men in the debate about healthy relationships and in understanding the value of relationship support. We passionately believe that increasing numbers of men playing an active role in attending to relationship support needs is an important milestone on the journey to Relate NI's vision of healthy relationships.

Where are they accessing services?

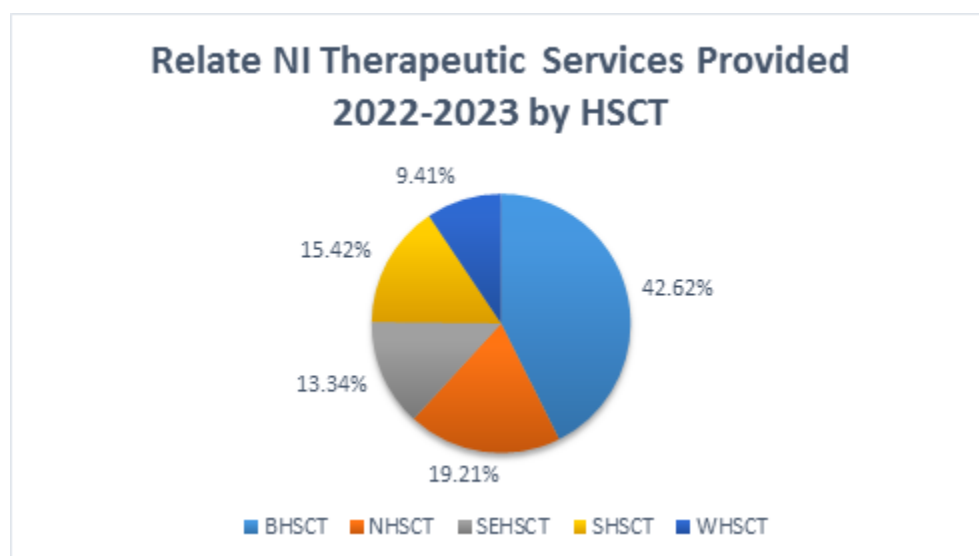


Figure 3 – Services by Trust Area

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

In terms of the geographical breakdown of people accessing Relate NI services, Belfast HSCT and Northern HSCT represent the home Trust of 62% of those people accessing Relate NI therapeutic services. The figures for the 22/23 year are broadly in line with the figures from last year. Already, our communications and engagement strategies are seeking to take account of these figures with additional promotion and engagement work being undertaken across Trust geographies.

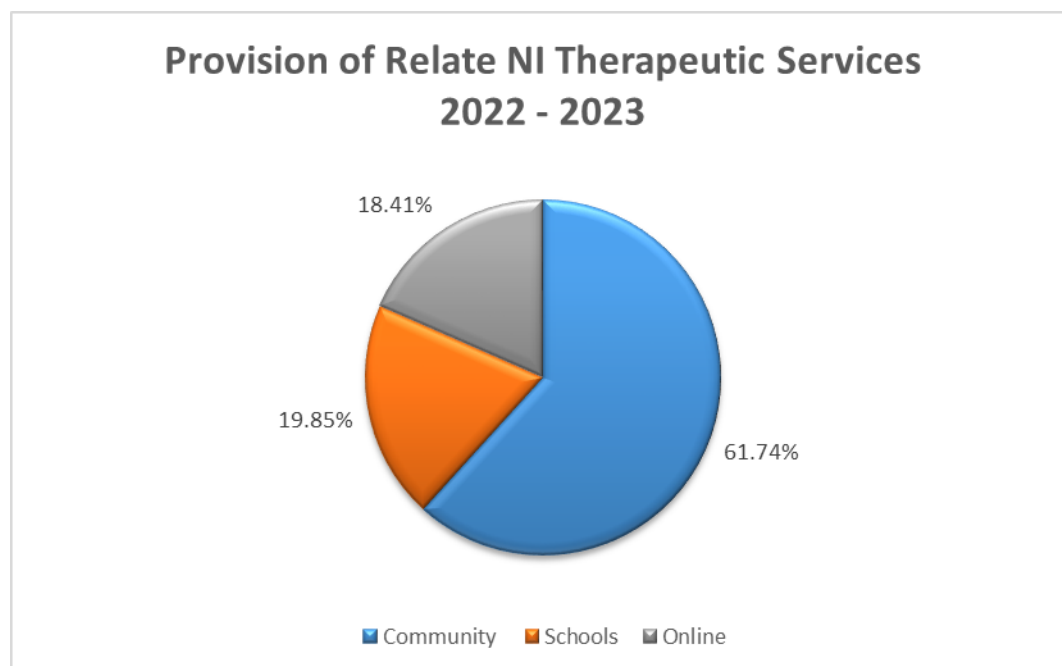


Figure 4 – Services by Delivery Arena

Figure 4 above indicates a growth in the proportion of Relate NI services being provided in schools, increasing to nearly 20% of therapeutic services provided in this year, up from 15% last year. This is largely reflective of the fact that in this year, we have been able to employ additional counsellors allowing us to deliver to some primary schools through the Healthy, Happy Minds contract.

The 22/23 year has also seen a small decrease in demand for online service provision, reducing from 21% to 18%.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

What Issues Are People Seeking Support On?

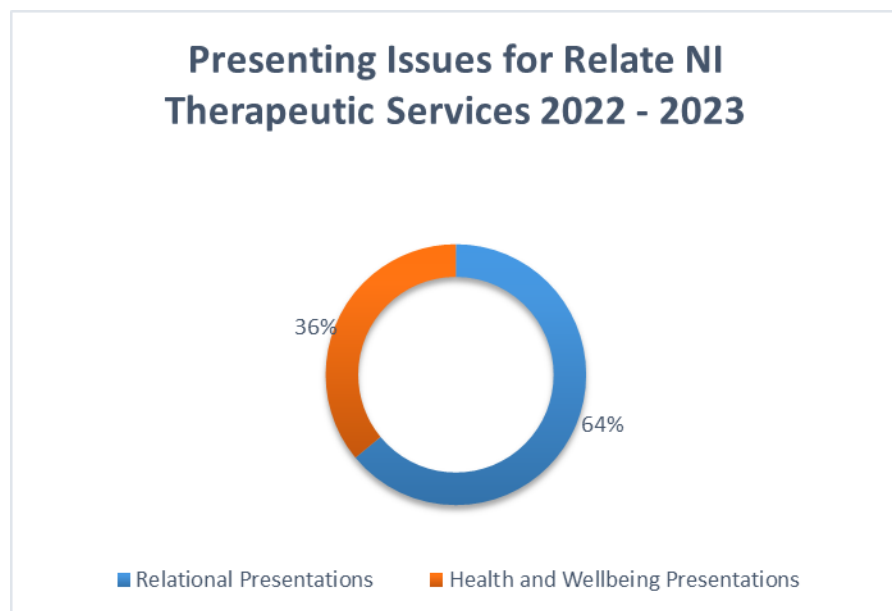


Figure 5 – Presenting Issues

Relationships experience distress for a range of reasons, and when families are exposed to different stressors. The largest majority of issues that families experience which drive them to seek the support of Relate NI services are relational in nature. Increase in family conflict; bereavement; separation & divorce; affairs; managing the impact of unemployment and financial worries on family relationships; and parenting are just some of the issues that people have identified when reaching out to Relate NI. Over the last year, the proportion of presentations to Relate NI services which were relational in nature increased by just over 3%.

However, health and wellbeing presentations also represent a significant portion of our presenting issues. Anxiety, depression and stress feature high on the list of health and wellbeing presentations into our services however there is also recognition of the linkages between relationship quality and health & wellbeing. The proportion of Health & Wellbeing presentations reduced slightly by 3%, directly corresponding to the increase in relational presentations.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

PARTNERSHIP WORKING AND SERVICE DEVELOPMENT

Department of Health and the Health and Social Care Trusts

Relate NI provides delivers a range of counselling services under contract with the Strategic Planning and Performance Group (SPPG), formerly the Health and Social Care Board (HSCB). Through this contract, we continue to work in partnership with the Department of Health, the Health and Social Care Board (HSCB) and the five Health and Social Care Trusts to provide relationship services to families throughout Northern Ireland. Relate NI works closely with social workers and health and social care professionals to facilitate access to our therapeutic services for the benefit of families, children and young people. We continue to participate in the review of the Department of Health's Regional Families Strategy. Over the course of this year and through this contract, we also consulted with Sure Start teams in Belfast to support better joint working, promote access to Relate NI services through the Sure Start network in Belfast.

FSCN Schools Counselling

Over the course of the 22/23 year, the Relate NI team continued to work flexibly to support the school community. This involved working with parents, teachers as well as school children to support wellbeing and adjustment to post pandemic through direct contact as well as through the development of information and video resources through school's networks. Access to wider Relate NI services was facilitated where this was agreed by families as being of benefit. Schools Relate NI also developed an emotional wellbeing programme to be delivered with primary school aged children by our school's counsellors.

Happy Healthy Minds

The Happy Healthy Minds pilot was launched by the EA in November 2021 to provide an opportunity for a wide range of therapeutic interventions to be tested at primary school level that included play, drama, music, art and equine assisted therapy and learning. Relate NI were approved on the framework for the delivery of this across Northern Ireland and delivery commenced in October 2022 in a Primary School in West Belfast and further delivery commenced in December 2022 across Mid Ulster.

Hollywood Family Trust

Hollywood Family Trust is based in North Down and the trust helps to equip individuals and families through some of the issues in their lives and contribute towards an inclusive community. Hollywood Family Trust appointed Relate NI in October 2022 to provide children and young person's counselling sessions at their premises in Hollywood.

Parentline NI

Relate NI has been delighted to continue our partnership with Children in NI (CiNI) to support delivery of the Regional Parenting Helpline Service to parents across NI. This work is provided under contract with the Health and Social Care Board. Over the course of this year, the Parentline NI team have been busy continuing to provide much needed support to parents through telephone, web and face to face appointments. Also in this year, a range of workshops for parents was developed and delivered by the Parentline NI Team.

Delivery of Counselling, Education & Research in Surviving Sexual Violence and Abuse Service in Northern Ireland

Relate NI is delighted to continue to work in partnership with Nexus NI to provide relationship counselling and support to survivors of sexual abuse, victims of sexual violence including those who have experienced rape and sexual assault. This service was also commissioned by the Strategic Planning and Performance Group of the Department of Health and operates on a referral basis with Nexus NI sub-contracting Relate to deliver relationship counselling to their clients.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Psychosexual Therapy Services & Belfast Health and Social Care Trust

During 22/23, Relate NI continued to receive referrals from Knockbracken Psychosexual Services for those clients/patients with sexual dysfunctions under a contractual arrangement with the Belfast Health and Social Care Trust. We also continue to provide psychosexual services to people who refer themselves directly to Relate NI. As with all of our services, our PST work was transitioned to online and phone delivery.

Relationship and Sexuality Education (RSE)

Relate NI has been part of a partnership with Nexus and led by The Rainbow Project over the last 6 years to deliver RSE programmes to young people in community settings. The Public Health Agency tendered for a new Relationships and Sexuality Education (RSE) Project in December 2021. As part of this process, the current partnership reviewed partnership working over the last 6 years. As a result of this process, the partnership model has been updated and Relate NI now lead this partnership which was successful in securing a new contract from the Public Health Agency. Over the course of the 22/23 year, we also reviewed the name of the programme in partnership with young people. As a result of this, the RSE programme will now be called 'Relateable'.

BHSCT Primary Care Talking Therapies

Relate NI works in partnership with the Belfast Health and Social Care Trust to deliver counselling services to clients experiencing low level anxiety and depression who are referred by GPs. We were delighted to be awarded a place on the new framework through a tender exercise completed in this year.

'Moving Up, Moving On' (MUMO) Service

In 2015 Relate NI joined a consortium led by Forthspring Inter Community Group which submitted a proposal which was funded by the Big Lottery Fund. Since the project commenced in the spring of 2016, Relate NI has been an active partner in the MUMO partnership, providing a range of therapeutic services to families and primary school children of a Protestant and Catholic primary school in an interface area in West Belfast. We continue to provide therapeutic support to project participants and support the overall aims of this project.

'+ Family Life' service with Positive Life

In 2015 Relate NI teamed up with Positive Life, a charity which provides a range of support services to people living with HIV across Northern Ireland and Citizens Advice NI. Positive Life is the lead member of the consortium which secured funding from the Big Lottery Fund to provide a range of support services to families affected by HIV. Relate NI continue to support the project aims and objectives, working with the Positive Life Team and clients.

Northern Ireland Prison Service

We were delighted to be able to return to on site delivery of our counselling work within Maghaberry during this year. The return to face-to-face delivery has enabled a more structured and steady support of clients supported through this work.

The Parent Rooms

Over the course of this year, we were delighted to continue our partnership with The Parent Rooms. This partnership provides much need and timely access to therapeutic support for parents struggling with mental health issues in recognition of the specific mental health challenges associated with the perinatal period.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Forward South Belfast – Seamless Transition through Education Project (STEP)

During the year, we continued to work in partnership with the Seamless Transition through Education partnership. The partnership is an early intervention programme specifically designed to provide support to families and children to help them get the best start in life. Relate NI commenced provision of therapeutic support services to schools in the South Belfast area, supporting children, parents and teachers in order to enhance emotional wellbeing.

Queens University Belfast

Relate NI was delighted to establish a new partnership with Queens University Belfast through the MSc in Systemic Psychotherapy. Relate NI hosted placement clinics for a number of students completing their qualification, providing the clinical governance infrastructure and supervision, support and guidance to enable high quality therapeutic work to be undertaken.

Ulster University

We were also delighted to establish a similar partnership with Ulster University through the MSc in Art Psychotherapy course. We hosted a placement clinic for one of the students completing this qualification. As well as providing the clinical governance infrastructure and supervision, we also provided support through the appointment of a practice teacher who worked alongside the student throughout the course of the placement.

REVIEW OF OTHER ACTIVITIES & FUTURE DEVELOPMENTS

Governance

As acknowledged in last year's Trustees Report, robust governance systems and processes has been and will continue to be a core feature of the organisation's strategic and operational systems. Many trustees have given freely of their time and expertise over 75 years to enable the organisation to deliver its charitable purpose for thousands of people each year and we wish to publicly thank those people as we celebrate this important milestone.

The important role of governance, and the availability of a diverse, skilled and experienced cohort of people willing to step into governance roles is the key reason why Relate NI was delighted to continue its support of the Boardroom Apprentice programme, our 5th year of engagement. Boardroom Apprentices continue to impact positively on the work of governance at Relate NI, and participation in the programme is an important way Relate NI can practically support the development of a growing number of people with the skills and values to lead in governance roles.

Over the past 12 months, the board have dedicated attention to the continued leadership and development of the organisation through focus on strategy, sustainability and performance monitoring. This involved the ongoing monitoring of the organisation's strategy, operational plans and annual budget as well as review and maintenance of the wider systems of control in place within the organisation.

Over the 21/22 year, the board completed a trustee recruitment exercise by co-opting trustees Nikki Armstrong and Siobhan Casey onto the board. We also bade farewell to a number of trustees, namely Alison Grundle, Sarah-Jane Mowbray and Colin Sims. The board and staff of Relate NI wish to recognise their commitment and contribution to Relate NI over many years.

During this year, Natalie Dowey was also appointed as chair. The organisation has focused on board succession processes in recent years. In practice, the incumbent chair will step back into the role of vice-chair for a year in order to support the incoming chair as they take on their new responsibilities. Aidan Bennett has followed this practice and will remain as vice chair until the AGM in 2023.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

At the start of the year, the board approved a number of key plans which are integral to strategically developing the organisation's operations. As well as the operational plan and budget, the board also approved specific plans to address key challenges which the organisation faces, namely workforce challenges and organisational sustainability.

In terms of workforce development, the board approved a programme of work focused on a review of pay and reward in the organisation and the establishment of new workforce development partnership with Ulster University (UU) and Queens University Belfast (QUB) to support high quality placements for students undertaking MSc's in both Systemic Psychotherapy and Art Psychotherapy. This built on prior commitments of the board to achieve the Investors in People standard which the organisation successfully did in this year.

The review of Pay and Reward was undertaken, and the board approved a consultation process with Relate NI employees to address the findings of the Pay and Review process. All employees engaged with the consultation process and as a result, new Terms and Conditions were introduced in this year.

Work was also undertaken to build a new programme focused on workplace wellbeing. The programme is based on the views of the current staff team and seeks to blend existing wellbeing initiatives and enhance these with a new programme elements informed by the feedback from the team.

Towards the end of this year, the board also considered feedback gathered through this process to target additional support within the organisation to those roles which are lowest paid. As a result, trustees approved a proposal to become a Living Wage accredited employer. This work will be taken forward in the 23/24 business year.

As with many community and voluntary organisations, sustainability continues to be a core challenge which requires focus and attention from our governance work. In the 22/23 year, trustees reviewed the ongoing sustainability analysis which it had first considered in the 21/22 year. Subsequently, trustees approved a proposal to invest in growing an organisational fundraising function and develop a robust infrastructure to support an increase in gifts and grants income. As part of this work, trustees also approved a proposal to co-opt a new trustee with significant experience in the area of fundraising who would be able to support the development of this work from a governance perspective. As a result, Siobhan Casey was co-opted onto the board.

The Trustee Away Day in 2022 focused on reviewing progress against the organisation's strategic plan. Trustees affirmed the progress which has been made in the lifetime of this strategy. In particular they noted progress on developing a wider spectrum of relationship support for people to access; the organisation's continued growth in engaging people digitally and maximising the opportunities offered by digital platforms; ongoing development of workplace culture and employee engagement as evidenced through the recent IIP accreditation and the feedback from employees as part of that process.

Trustees also considered the brand development work being undertaken by colleagues in England and the plans to implement the new brand in Northern Ireland, launching it as part of Relationships Week 2022. Trustees also focused on the organisation's plans with regard to the fundraising function at the away day.

In terms of maintaining effective systems of control within the organisation, significant attention was paid in year to reviewing policies, procedures and wider systems in effect. During the year, trustees heard about ongoing progress to maintain high quality standards for our clinical systems and processes on the back of a previous review. Through the year as well, both the Audit and Risk Committee and the Board heard from the organisation's auditor and reviewed the Report to Those Charged with Governance on the foot of the annual audit process. Trustees were happy to note an unqualified audit opinion.

Trustees also attended our Team Day in December 2022 which commenced our planning process for the next year. Trustees engaging in meaningful opportunities to understand the context to, and specifics of the challenges faced by people we work with is an important underpinning of trustees' ability to lead the organisation and set strategy. The Relate NI team were delighted to hear from Natalie Dowey as incoming chair of the organisation at the start of the Team Day.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The Audit and Risk Committee (ARC) of Relate NI is comprised of trustee board members. As board officer roles changed during the year, so too did the chair of ARC. The committee was chaired by Natalie Dowey, and Aidan Bennett took on this role in the middle of the financial year. Over the course of the last year, has been comprised of trustees Maria Pimentel, Brendan Morrissey and Nikki Armstrong. As a participant board of the Boardroom Apprentice programme, the committee meetings are open to attendance by the organisation's nominated Apprentice each year. The Committee is attended by the senior executive team of the organisation.

Over the 22/23 financial year, the committee met on 4 occasions, timed to coincide with the cycle of trustee board meetings. This enabled the committee to provide assurance or raise issues about the organisation's risk environment and operations as required.

The work of ARC is an essential element of the governance operations of the organisation as we emerged from the pandemic. Over the course of this year, the focus of ARC meetings was:

- Considering and monitoring the organisation's risk environment and ensuring that controls in place were successfully managing the organisation's identified risks. ARC reviewed the organisation's Corporate Risk Register at each meeting, engaging the senior team in the rationale for the approach to risk scores and on the additional controls required to effectively manage risks. The key risk for Relate NI continues to be sustainability of the organisation's charitable purposes through adequate financial resourcing. The Committee continued to support and challenge the Relate NI team on plans to address sustainability, and regularly reviewed the executive team's development proposals and activities.
- Another key risk which continues to be monitored by ARC trustees is keeping our staff and beneficiaries safe, particularly as the organisation has had to deliver existing services in new ways and develop new services. Over the course of this year specifically, ARC members considered quarterly safeguarding reports and updates to the Safeguarding Action Plan into ARC. The Safeguarding trustee continues to meet quarterly with both the CEO and Head of Clinical Services to review in detail the quarterly report. The Committee also reviewed the Corporate Risk Register detail on emerging risks.
- Ensuring that the organisation's infrastructure was fit for purpose and meets current understandings of best practice. Over the course of the 22/23 year, ARC received another report on progress to implement the findings of a 2020 independent Information Management Review which provided assurance about the organisation's approach to complying with requirements in force.
- Reviewing the financial position of the organisation, and scrutinizing budget and associated budget reprofile proposals. The committee regularly reviewed management accounts including cashflows and provided assurance to the board on the financial position of the organisation. The Chair of ARC also engaged with auditors Harbinson Mulholland during the process to approve the organisation's annual accounts for the 21/22 financial year.
- ARC continues to monitor a number of key areas related to quality in the organisation. Routinely, ARC receives reports on complaints; and staffing issues with a view to identifying any systemic issues which may exist and ensuring identified issues are addressed.
- Reviewing the Safeguarding Report at each meeting. In advance of each meeting, the lead safeguarding trustee meets with the CEO and the Head of Clinical Services to review the report. Over the course of this year, The Head of Clinical Services mapped Relate NI safeguarding systems using the self-assessment tool provided by Volunteer Now and developed an associated improvement plan. Over the course of the year, both the Safeguarding Trustee and ARC were appraised of the progress against the improvement plan.

Over the course of the year, ARC provided the Board of Trustees of Relate NI with assurance and updates on the programme of work at each board meeting, highlighting the key themes emerging from the work of ARC and enabling those themes to be considered and discussed more widely as appropriate.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Stakeholder Engagement, Policy Development and Communications

Relate NI believes that access to services is essential for people who are experiencing relationship distress or who are interested in preventative maintenance of their relationships. Action, such as access to high quality services at the individual or family level is a key building block to our vision of healthy relationships at the heart of a thriving society. At a societal level, access to information and effective public policy are also key cornerstones of that vision. To that end, Relate NI continues to engage with partners and stakeholders to build understanding of the challenges experienced by people and families across NI and also to ensure that relevant public policy areas are influenced and shaped by the experiences of people who access Relate NI services.

The year started with an Assembly Election campaign in May 2022. As reported in last year's Trustees Report, the board had just signed off a manifesto which the organisation would use as the basis for engaging with parties and candidates in the election.

The manifesto highlighted key legislative and policy development priorities for an incoming Executive and Assembly. The manifesto was also aimed at giving political candidates an insight into importance of healthy relationships, allowing them to champion relationships at the centre of campaigning and public policy.

The key priorities identified in the manifesto were:

- Passing of 'No Fault Divorce' legislation to bring Northern Ireland into line with other jurisdictions across these islands.
- Introduction of a compulsory, age appropriate and evidence-based curriculum for Relationships and Sexuality Education for schools in Northern Ireland.
- Increasing access to relationship support by making Adult Relationship Counselling for Couples and Family Counselling available through Primary Care Talking Therapies contracts in HSC Trust areas.
- Introduction of a programme to deliver early intervention approaches to reducing parental conflict in order to support improved outcomes for children
- Full implementation of the Mental Health Strategy.

Through the campaign, Relate NI engaged with a number of the political parties in order to build support for these proposals as well as promoting the asks more widely through the organisation's wider communications work.

Relate NI has continued to work as a key stakeholder to the Department of Health's review of the Regional Family and Parenting Strategy, meeting with Departmental officials periodically with a view to ensuring that a vision of healthy relationships, and recourse to support when relationships aren't healthy is at the heart of the revised strategy. In this year, we welcomed the participation of key staff from the Department at our conference, including as a speaker at the Family Support workshop.

We've also engaged with the ongoing development of the Mental Health strategy, and specifically the prevention and early intervention work ongoing. We were delighted that representatives from the Department and the PHA were able to attend our conference and engage as speakers in the Mental Health workshop. We also submitted the Evidence Review undertaken by Ulster University to those charged with developing the Early Intervention and Prevention Action Plan as indications of what evidence exists about the role of healthy relationships in this arena.

We continue to engage with the Mental Health Champion across this year and were delighted to host Professor O'Neill at the organisation's offices. Relate NI are passionate about the fact that familial and social relationships are a wider determinant of mental health and wellbeing and continued our discussion with the Champion on this. These links were made even clearer when Professor O'Neill presented at our policy focused conference in September 2022.

We also welcomed the opportunity to engage with a policy roundtable hosted by the Champion and the Mental health Foundation focused on the economic case for investing in the prevention of mental health conditions in the UK.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Last year, this Trustees Report included a call for the community & voluntary sector workforce to be included in the scope of the Department's workforce review. Unfortunately, that review focused exclusively on the statutory workforce. Relate NI believes that this approach is shortsighted and that more work must be undertaken as part of the Department of Health's focus on the mental health workforce. The community and voluntary sector are a significant provider of services to people who experience poor mental health, and the last year has demonstrated the workforce challenges we all face. Relate NI is seeking to address some of these challenges by supporting the development of a skilled and values-based workforce through our partnerships with Ulster University and Queens University Belfast. However more needs to be done to support our sector to be part of the solution to mounting workforce challenges.

Over the last year, Relate NI also engaged in the Independent Review of Childrens' Social Care undertaken by a team led by Professor Ray Jones. Relate NI

The organisation continued to work to promote the importance of healthy relationships in the context of ending gender-based violence. We welcomed the opportunity to participate as a key stakeholder in a co-design process along with colleagues from across the community, voluntary and statutory sectors. This process represented a significant investment of time for all of the organisation's represented. The resulting strategic framework which has emerged from this process has been welcomed by those who participated in the process.

We also continue to engage with partners in the third sector to share information, create organisational linkages in the best interests of people we work with and to support the development of Relate NI and its team. Over the course of this year, we have also commented publicly on a range of issues relevant to the development and maintenance of healthy relationships and continue to ensure that public debate about the fundamental importance of healthy relationships to our health and wellbeing, physical and mental, continues to be included in relevant public debates.

Financial Review

Relate NI seeks to comply with best practice in managing the finances of the charity and as outlined in the Reserves Policy should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

The balance sheet as at the 31 March 2023 reflected cash at bank and in hand of £263,667. The Net Current Assets at 31st March 2023 were £348,597 and general unrestricted reserves were £249,491 which equates to 3 months running costs of the charity. The board will be considering appropriate actions over the year ahead to ensure the charity's policy is achieved.

Reserves Policy

The Trustees continually review the reserves policy. Considering the variable income and fixed commitments required to allow the charity to be managed effectively and to provide a buffer for uninterrupted services, the Board, has agreed that the organisation should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

Risk Policy

In line with the organisation's risk management strategy, the Trustees who served during the year have undertaken an analysis of the work of the charity and identified the major risks to which the charity is exposed. The Trustees are satisfied that appropriate policies, practices and procedures are in place to mitigate those risks.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Structure, Governance and Management

Relate NI is constituted by way of a Memorandum and Articles of Association and is both a registered charity and a registered company limited by guarantee. The organisation is governed by a Board of Directors of up to 18 members. The Directors who are non-executive, represent a diverse range of relevant experience including finance, legal, management, administrative, education, clinical, health, housing and family services.

The Directors of the charity are its trustees for the purposes of charity law. The Directors who served the charity during the year are noted on Page 1.

The Board meets at least six times during the financial year with additional meetings called if necessary. Board members do not receive any remuneration in respect of their services to the charity. Receipted expenses are reimbursed when incurred. An Audit and Risk Committee meets and reports to Relate NI's Trustee Board.

The Board delegates the day to day management of Relate NI to an executive senior management team which comprises the Chief Executive Officer, the Business Services and Performance Manager and the Professional Services Manager.

The Trustees' report was approved by the Board of Trustees.



.....
Mr A Bennett
Trustee 15/11/2023
Dated:



.....
Ms N Dowey
Trustee 15/11/2023
Dated:.....

RELATE NORTHERN IRELAND

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees (who are also directors of Relate Northern Ireland for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

To the knowledge and belief of the trustees, there is no relevant information that the charitable company's auditors are not aware of, and the trustees have taken all steps necessary to ensure the trustees are aware of any relevant information, and to establish that the charitable company's auditors are aware of the information.

Small Company Provisions

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

By order of the Board of Trustees



.....
Mr A Bennett
Trustee



.....
Ms N Dowey
Trustee

15/11/2023
Date:

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and/or senior management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the company's legal advisors;

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Harbinson Mulholland

Angela Craigan (Senior Statutory Auditor)
for and on behalf of Harbinson Mulholland

Chartered Accountants
Statutory Auditor

15/11/2023

.....

Centrepoint
24 Ormeau Avenue
Belfast
Co. Antrim
Northern Ireland
BT2 8HS

RELATE NORTHERN IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
<u>Income from:</u>							
Donations and legacies	3	571,558	275,997	847,555	514,643	242,650	757,293
Charitable activities	5	210,586	-	210,586	274,728	-	274,728
Other trading activities	4	85,510	-	85,510	54,581	-	54,581
Investments	6	53	-	53	33	-	33
Total income		867,707	275,997	1,143,704	843,985	242,650	1,086,635
<u>Expenditure on:</u>							
Charitable activities	7	812,737	276,632	1,089,369	848,166	219,205	1,067,371
Net income/(expenditure) for the year/							
Net movement in funds		54,970	(635)	54,335	(4,181)	23,445	19,264
Fund balances at 1 April 2022		911,375	23,445	934,820	915,556	-	915,556
Fund balances at 31 March 2023		966,345	22,810	989,155	911,375	23,445	934,820

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

RELATE NORTHERN IRELAND

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		664,190		680,284
Current assets					
Stocks	12	-		2,143	
Debtors	13	154,278		163,207	
Cash at bank and in hand		263,667		293,618	
			417,945		458,968
Creditors: amounts falling due within one year	15	(69,348)		(170,800)	
Net current assets			348,597		288,168
Total assets less current liabilities			1,012,787		968,452
Creditors: amounts falling due after more than one year	16		(23,632)		(33,632)
Net assets			989,155		934,820
Income funds					
Restricted funds	17		22,810		23,445
<u>Unrestricted funds</u>					
Designated funds	18	716,854		680,284	
General unrestricted funds		240,018		221,617	
Revaluation reserve		9,474		9,474	
			966,345		911,375
			989,155		934,820

RELATE NORTHERN IRELAND

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011. The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 15/11/2023



.....
Mr A Bennett
Trustee



.....
Ms N Dowey
Trustee

Company registration number NI032111

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(10,354)		53,099
Investing activities					
Purchase of tangible fixed assets		(9,650)		(25,506)	
Proceeds on disposal of tangible fixed assets		-		150	
Investment income received		53		33	
Net cash used in investing activities			(9,597)		(25,323)
Financing activities					
Repayment of bank loans		(10,000)		(6,368)	
Net cash used in financing activities			(10,000)		(6,368)
Net (decrease)/increase in cash and cash equivalents			(29,951)		21,408
Cash and cash equivalents at beginning of year			293,618		272,210
Cash and cash equivalents at end of year			263,667		293,618

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Relate Northern Ireland is a private company limited by guarantee incorporated in Northern Ireland. The registered office is Glengall Exchange, 3 Glengall Street, Belfast, Co. Antrim, BT12 5AB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

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

1.4 Income

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1.6 Tangible fixed assets

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

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

Freehold land and buildings	2% straight line
Office equipment	20% straight line
Fixtures and fittings	10% straight line
Computers	25% reducing balance

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

1.7 Impairment of fixed assets

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

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

RELATE NORTHERN IRELAND

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

1 Accounting policies

(Continued)

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

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

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

RELATE NORTHERN IRELAND

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

2 Critical accounting estimates and judgements

(Continued)

Key sources of estimation uncertainty

Tangible fixed assets

Tangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets are assessed annually and may vary depending on a number of factors. In reassessing asset lives factors such as maintenance programmes are taken into account. Residual value assessments consider issues such as the remaining life of the asset and the estimated value in use.

Debtors

The charity uses estimates based on historical experience and current information in determining the level of debts for which an impairment charge is required. The level of impairment required is reviewed on an ongoing basis. The total amount of other debtors is £139,050 (2022: £145,064).

RELATE NORTHERN IRELAND

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

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2023 £	2023 £	2023 £	2022 £
Grants receivable	571,558	275,997	847,555	757,293
For the year ended 31 March 2022	514,643	242,650		757,293
Grants receivable for core activities				
Department of Health, Social Services & Public Safety	-	163,966	163,966	204,957
Health and Social Care Board	359,496	-	359,496	359,495
Emotional Health & Wellbeing	54,680	-	54,680	39,819
NIPS	7,350	-	7,350	12,350
MUMO Project	12,150	-	12,150	12,050
Positive Life	2,979	-	2,979	3,685
Community Foundation - Golden Threads	-	62,107	62,107	-
PHA - Relationship and sexuality education	88,085	-	88,085	22,384
PST	17,497	-	17,497	13,549
National Lottery - Sustaining Healthy Relationships	-	49,924	49,924	28,090
Covid Recovery Programme	-	-	-	45,711
Other unrestricted	29,321	-	29,321	5,600
Other restricted	-	-	-	9,603
	571,558	275,997	847,555	757,293

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
External training courses	11,299	2,225
Other income	56,200	42,554
Rental income	18,011	9,802
Other trading activities	85,510	54,581

RELATE NORTHERN IRELAND

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

5 Charitable activities

	2023 £	2022 £
Counselling income	210,586	274,728

6 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	53	33

7 Charitable activities

	Activities Undertaken Directly 2023 £	Governance Costs 2023 £	Total 2023 £	Activities Undertaken Directly 2022 £	Governance Costs 2022 £	Total 2022 £
Relationship counselling direct expenditure	740,313	-	740,313	702,536	-	702,536
Share of support costs (see note 8)	344,256	-	344,256	360,835	-	360,835
Share of governance costs (see note 8)	-	4,800	4,800	-	4,000	4,000
	<u>1,084,569</u>	<u>4,800</u>	<u>1,089,369</u>	<u>1,063,371</u>	<u>4,000</u>	<u>1,067,371</u>
Analysis by fund						
Unrestricted funds	807,937	4,800	812,737	844,166	4,000	848,166
Restricted funds	276,632	-	276,632	219,205	-	219,205
	<u>1,084,569</u>	<u>4,800</u>	<u>1,089,369</u>	<u>1,063,371</u>	<u>4,000</u>	<u>1,067,371</u>

RELATE NORTHERN IRELAND

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

8 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	168,487	-	168,487	162,718	-	162,718
Depreciation	25,743	-	25,743	23,494	-	23,494
Repairs and maintenance	479	-	479	443	-	443
Office expenses and service charge	40,650	-	40,650	38,179	-	38,179
Printing and computer costs	38,234	-	38,234	41,666	-	41,666
Sundry expenses	16,759	-	16,759	19,248	-	19,248
Accountancy	30,569	-	30,569	30,918	-	30,918
Legal and professional	19,958	-	19,958	40,560	-	40,560
Bank charges and interest payable	3,377	-	3,377	3,609	-	3,609
Audit fees	-	4,800	4,800	-	4,000	4,000
	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>	<u>360,835</u>	<u>4,000</u>	<u>364,835</u>
Analysed between Charitable activities	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>	<u>360,835</u>	<u>4,000</u>	<u>364,835</u>

9 Trustees

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

RELATE NORTHERN IRELAND

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

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable activities	27	25
Administration	16	14
	<u>43</u>	<u>39</u>

Employment costs

	2023 £	2022 £
Wages and salaries	718,559	596,280
Social security costs	48,319	40,686
Other pension costs	17,660	15,408
	<u>784,538</u>	<u>652,374</u>

The total amount of employee benefits received by key management personnel was £188,917 (2022: £187,347). The charity considers its key management personnel comprise of the Chief Executive Officer, Business Services and Performance Manager and Professional Services Manager.

There was one employee whose annual remuneration was £60,000 or more.

11 Tangible fixed assets

	Freehold land and buildings £	Office equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2022	819,161	5,768	94,563	132,496	1,051,988
Additions	-	-	508	9,142	9,650
At 31 March 2023	<u>819,161</u>	<u>5,768</u>	<u>95,071</u>	<u>141,638</u>	<u>1,061,638</u>
Depreciation and impairment					
At 1 April 2022	176,927	5,768	85,955	103,054	371,704
Depreciation charged in the year	16,383	-	913	8,447	25,743
At 31 March 2023	<u>193,310</u>	<u>5,768</u>	<u>86,868</u>	<u>111,502</u>	<u>397,448</u>
Carrying amount					
At 31 March 2023	<u>625,851</u>	<u>-</u>	<u>8,203</u>	<u>30,136</u>	<u>664,190</u>
At 31 March 2022	<u>642,234</u>	<u>-</u>	<u>8,608</u>	<u>29,442</u>	<u>680,284</u>

RELATE NORTHERN IRELAND

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

12 Stocks

	2023 £	2022 £
Finished goods and goods for resale	-	2,143

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	139,050	145,064
Prepayments and accrued income	15,228	18,143
	<u>154,278</u>	<u>163,207</u>

14 Loans and overdrafts

	2023 £	2022 £
Bank loans	<u>33,632</u>	<u>43,632</u>
Payable within one year	10,000	10,000
Payable after one year	<u>23,632</u>	<u>33,632</u>

The long-term loan is secured by fixed charges over the assets of the charity.

15 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	14	10,000	10,000
Other taxation and social security		14,991	13,026
Other creditors		19,925	21,413
Accruals and deferred income		24,432	126,361
		<u>69,348</u>	<u>170,800</u>

16 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	14	<u>23,632</u>	<u>33,632</u>

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Department of Health, Social Services and Public Safety	-	163,966	(163,966)	-
National Lottery	23,445	49,924	(52,737)	20,632
Community Foundation - Golden Threads	-	62,107	(59,929)	2,178
	<u>23,445</u>	<u>275,997</u>	<u>(276,632)</u>	<u>22,810</u>

Restricted funds are funds received for specified purposes within the overall aims of the charity

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Fixed asset fund	680,284	-	-	(16,094)	664,190
RSE	-	88,085	(35,421)	-	52,664
	<u>680,284</u>	<u>88,085</u>	<u>(35,421)</u>	<u>(16,094)</u>	<u>716,854</u>

The fixed asset fund has been set up to assist in identifying thus funds that are not free funds and it represents the net book value of tangible fixed assets which have been funded by unrestricted income.

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	664,190	-	664,190	680,284	680,284
Current assets/(liabilities)	325,787	22,810	348,597	264,723	288,168
Long term liabilities	(23,632)	-	(23,632)	(33,632)	(33,632)
	<u>966,345</u>	<u>22,810</u>	<u>989,155</u>	<u>23,445</u>	<u>934,820</u>

RELATE NORTHERN IRELAND

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

20 Events after the reporting date

There have been no material events, occurring after the reporting date that require adjustments to or disclosure in the financial statements.

21 Related party transactions

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

22 Cash generated from operations	2023 £	2022 £
Surplus for the year	54,335	19,264
Adjustments for:		
Investment income recognised in statement of financial activities	(53)	(33)
(Gain)/loss on disposal of tangible fixed assets	-	115
Depreciation and impairment of tangible fixed assets	25,743	23,379
Movements in working capital:		
Decrease in stocks	2,143	-
Decrease/(increase) in debtors	8,929	(11,689)
(Decrease)/increase in creditors	(101,451)	22,063
Cash (absorbed by)/generated from operations	(10,354)	53,099

Relate Northern Ireland

Northern Ireland - Charity number 102102

Annual return

Charity registration number NIC102102

Company registration number NI032111 (Northern Ireland)

RELATE NORTHERN IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

RELATE NORTHERN IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr A Bennett Ms N Dowey Mr V Fox Dr F Lamrock Mrs M Pimentel Ms B Kelly Mr B Morrissey Mrs S Casey Ms N Armstrong	(Appointed 21 June 2022) (Appointed 1 September 2022)
Chief Executive Officer	Mr D Farrell	(Resigned 31 October 2023)
Charity number	NIC102102	
Company number	NI032111	
Registered office	Glengall Exchange 3 Glengall Street Belfast Co. Antrim BT12 5AB	
Auditor	Harbinson Mulholland Centrepont 24 Ormeau Avenue Belfast Co. Antrim Northern Ireland BT2 8HS	
Bankers	First Trust Bank 11-15 Donegall Sq North Belfast BT1 5GB	
Solicitors	Hewitt & Gilpin 14-16 James Street South Belfast BT2 7GA	

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RELATE NORTHERN IRELAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees have pleasure in submitting their annual report together with the audited financial statements of the organisation for the year from 01 April 2022 to 31 March 2023.

Relate NI is a registered charity (No. NIC102102) and a company limited by guarantee (No. NI 032111). The company is registered at 3 Glengall Street, Belfast, BT12 5AB. The organisation is governed by a Memorandum and Articles of Association. The Trustees of the company consider the result and current financial position to be satisfactory.

The Board of Relate NI

On the date of approval of this report, trustees were:

- Natalie Dowey (Chair)
- Aidan Bennett (Vice-chair & Treasurer)
- Maria Pimentel
- Vernon Fox
- Felicity Lamrock
- Bernie Kelly
- Brendan Morrissey
- Siobhan Casey
- Nikki Armstrong

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Vision, Mission and Values of Relate NI

Vision Statement

Relate NI's vision is

"A future in which healthy relationships form the heart of a thriving society"

Mission Statement

Relate NI's mission is

"To make expert information and support for healthy relationships available for everyone"

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Purpose and Activities of the Charity

The purposes of the charity are:

- a) to educate the public and individuals concerning the institution of marriage, civil partnerships and secure couple relationships with particular reference to emotional, physical and sexual relationships and with a view to developing personal responsibilities and enriching family life.
- b) to promote research into all aspects of marriage, civil partnerships and secure couple relationships and to publish the results of all such research.
- c) to safeguard, seek to enhance and protect the good health both mental and physical of adults and children.
- d) to encourage conflict resolution and reconciliation and to prevent poverty, hardship and distress caused by the break-up of marriage, civil partnership or other relationship.
- e) to offer assistance and support to victims of domestic abuse.
- f) to educate and engage with perpetrators of domestic abuse in order to promote reconciliation and avoid future abuse from occurring.
- g) to offer psychosexual therapy.
- h) to offer assistance to individuals interacting with health and social care and the criminal justice systems; and
- i) to offer guidance and assistance to individuals, couples, groups and families on all aspects of relationships regardless of age, sexual orientation or relationship status.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The main activities undertaken in relation to these purposes are:

Purpose (a) - Relate NI publishes a range of information in written and video format and on digital platforms for the benefit of the public, individuals, parents and service planners and to facilitate and promote access to our relationship counselling services for families, children and young people.

Purpose (b) - Relate NI undertakes evidence based and action research into a wide range of relationship issues and publishes the results of this research for the benefit of informing the public and to influence public policy on relationship issues.

Purpose (c) - Relate NI provides relationship counselling services throughout NI. We enhance emotional wellbeing in individuals, couples, families and communities by delivering professional counselling and therapeutic services.

Purpose (d) - Relate NI provides a range of counselling services which support individuals, couples, families, children and young people and develops and participates in integrated partnership projects with other organisations which focus on delivering joined up, wraparound services for the benefit of the community.

Purpose (e) - Relate NI provides counselling services to the victims/survivors of domestic abuse.

Purpose (f) - Relate NI provides counselling services to the perpetrators of domestic abuse and delivers awareness and training programmes including our 'Safety in Relationships' programme to the perpetrators of domestic abuse.

Purpose (g) - Relate NI provides psychosexual therapy to individuals and couples to help address sexual dysfunction and intimacy issues.

Purpose (h) - Relate NI provides counselling services in partnership with a range of partners in the statutory, voluntary and community sectors to people interacting with the health and social care and criminal justice systems and

Purpose (i) - Relate NI promotes equality of opportunity and good relations and we promote and deliver our counselling services to everyone in the community.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Public Benefit

Relate NI's Trustee Board has taken due regard of the Northern Ireland Charity Commission's guidance on public benefit. The organisation's counselling, information, education and training services further Relate NI's purposes for the public benefit in terms of the following:

- a) An understanding, knowledge and awareness by the public of what constitutes positive emotional relationships which contributes to healthy relationships;
- b) Increased individual and collective knowledge, understanding and awareness of the health and wellbeing needs of positive relationships which contribute to family policy development in Northern Ireland;
- c) Improved emotional, mental and physical health wellbeing and increased capacity to demonstrate resilience by both adults and children;
- d) Enhancement of the stability of relationships, relief of the emotional impact of separation due to family breakdown and re-establishment of a level of trust between couples and partners. This enables clients to lead more effective lives through improved relationships, enables them to continue with daily activities and improves their ability to continue in employment or education;
- e) Improved emotional and mental health wellbeing, enhanced self-esteem and resilience of the victims and survivors of domestic abuse and violence;
- f) Improved behavioural change amongst the perpetrators of domestic abuse which leads to reduced victimisation and a reduction in the frequency and severity of domestic abuse. Improved safety in relationships is also reported by partners and children affected by domestic abuse;
- g) Improved sexual function in response to the sexual difficulties experienced by clients;
- h) Improved emotional, mental and physical health wellbeing and increased resilience demonstrated by both adults and children;
- i) Improved emotional, mental and physical health wellbeing and resilience of individuals, couples, groups and families within an equality and diversity service delivery context.

All of the benefits in purposes (a) to (e) are demonstrated through feedback from our clients through evaluation questionnaires, the use of client outcomes measurement tools, monitoring and evaluation of our services by both statutory health and social care and voluntary funding organisations. These benefits are also demonstrated by independently commissioned evaluations of our services as may be undertaken from time to time.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Achievements and Performance

Relate NI is the leading relationship support charity in Northern Ireland focused on the promoting the importance of healthy relationships; preventing relationship distress; and protecting people at times of relationship breakdown. We provide a range of high quality and specialist support services to people right across Northern Ireland.

Relate NI services include:

- Relate Kids - counselling for children from the ages of 4 - 12
- Relate Teen - counselling for young people from 13 - 19
- Adult Relationship counselling for couples and individuals
- Family Counselling
- Psychosexual Therapy
- Schools Counselling
- Education and training which includes our Relationships and Sexuality Education (RSE) work, education programmes and our counsellor training.
- Development and delivery of information campaigns aimed at supporting people with the knowledge and skills to be able to develop healthy relationships, recognise when relationships aren't healthy and negotiate relationship transitions.
- Delivery of projects in line with the organisation's charitable purposes. In 22/23, the delivery of Sustaining Healthy Relationships project continued and a new project, *Golden Threads: A Relational Approach to Improving Mental Wellbeing* commenced.

Emerging themes from casework

During 22/23 the emerging themes that have become evident are centred around the impact of the cost-of-living crisis, post-pandemic losses and adjustments which are still being felt across families, couples and individuals.

There has been an increased need for support as a result of the escalating demand for health & social care statutory services which is often reflecting an increase on the complexity of issues and needs that clients are presenting with.

Key findings from clinical practice indicates:

- High levels of anxiety and stress in relation to work pressures as people adapt to workplace changes, impact of increased demands on healthcare workers, financial pressure and worries, fear for the future.
- Financial worries and pressure this has on individual well-being and family relationships.
- In schools, counsellors have noticed high levels of safeguarding issues and concerns regarding pupils. Many of these relate to issues in parents' own mental health and other life event traumas such as bereavement and losses, past DVA or historical abuse.
- Supporting family relationships around child diagnosis of neurodivergence and transgender identities
- There is an increasing demand for separation and co-parenting counselling post pandemic. This is also having an impact on CYP referrals coming through.
- Self-harm / suicidal ideation appears to have increased slightly in CYP & schools counselling.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

- Increased CYP waiting on CAMHS in schools and community counselling.
- Coercive control and DVA risk increase – however this could be down to better safeguarding procedures or better use of clinical consult / PHL, and individual time being offered in couples' assessments.
- Complex couples' referrals coming through. Traumatic backgrounds and social work involvement, often children being on the CPR or placed in care / kinship placements.

2022 – 2023 – The year in review

The 2022-2023 year was an important year for Relate NI as the organisation celebrated the significant milestone of providing services to people in Northern Ireland for 75 years. The organisation's tradition of supporting people and communities has continually evolved over those 75 years and the occasion of this milestone offered the opportunity to celebrate this legacy and also drive a wider conversation about the fundamental importance of healthy relationships to our society and deliver new innovative services.

Celebrating the Legacy

Celebrating the legacy of Relate NI services was an activity that lasted throughout the year. In our social channels, we shared feedback from clients about the impact that Relate NI services had on their lives. We would also like to express our thanks to Belfast Live for hosting a small photographic exhibition of Relate NI over the years.

We remain thankful to the Lord Mayor of Belfast, Tina Black, for playing a key role in our celebrations. On 4th September 2022, she hosted a delegation of Relate NI staff and trustees, past and present, in the Lord Mayor's Parlour, 75 years to the day after the initial meeting of the organisation took place in that very venue. We were delighted when 10 of our 11 local councils agreed to light up council buildings in Relate NI colours on the 4th September to recognise the contribution of Relate NI to communities right across NI.

We also celebrated the legacy of the organisation in the most modern of ways – by hosting a Facebook Live event with longer serving and newer members of the Relate NI staff team.

Importance of Healthy Relationships

As we planned our 75th birthday, Trustees and staff were passionate that the milestone of such a significant birthday should not only be a reflection back on our achievements of the past. It was agreed that the year should major in focusing on our core charitable purpose – healthy relationships. To that end, we were delighted to host 140 people from a range of organisations to a major conference. *Relationships Matter: The Fundamental Importance of Healthy Relationships for Families and Communities in Northern Ireland* brought together over 140 people from a range of statutory, voluntary and academic organisations. Participants heard about the importance of healthy relationships from a range of speakers including psychotherapist and bestselling author Owen O'Kane, Mental Health Champion Professor Siobhan O'Neill and academics from Ulster University. In the afternoon, a range of workshops focusing on Children and Young People; Mental Health; Family Law; Family Support; Criminal Justice and the Cost of Living were facilitated.

Relate NI also commissioned a review of international evidence on the role of healthy relationships in achieving public policy objectives. The review found a range of evidence in the available literature which demonstrates how healthy relationships are positive factors in relation to mental health; parenting; intimate partner violence; homelessness; educational attainment; substance use and engagement with the criminal justice system.

Delivering New and Innovative Services

In the 22/23 year, we also launched 2 new services to continue the evolution of our portfolio of services. The development of these services is rooted in meeting the needs of people who require relationship support in more accessible ways and builds on Relate NI's well established tradition of evolution of relationship support.

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- The Relationship MOT is a psycho-educational intervention aimed at supporting couples to undertake routine relationship maintenance. Often, people reach out to Relate NI Services at a point of acute relationship pressure. The MOT service will allow us to support people at an earlier stage, with the potential to avoid acute relationship pressures building up. More broadly, the availability of a service such as this is intended to normalize the process of reaching out for relationship support at earlier times and not just at particularly acute points of relationship difficulties.
- One at A Time Therapy (OaATT) is a therapeutic service focused on providing help to clients in a single session with their relationship wellbeing in the here and now. It also aims to be a timely intervention and enable the organisation to work with clients at the point of their need rather than at the point of our availability.

Reach & Impact of Relate NI in 2022/2023

How much did we do?

- Directly helped 36,026 people throughout the year across all of the organisation's services including therapeutic services, programmes and digital engagement.
- Offered 15,926 hours of Therapy across all of our therapeutic service programmes.
- 2,242 people were directly supported through the organisation's range of therapeutic services.
- Therapeutic service provision had a wider impact on 3,474 people.
- Engaged with 921 people through our programmes such as Relatable; Golden Threads and Sustaining Healthy Relationships
- Delivery of a comprehensive *Relationships Week* public campaign aimed at improving public debate on the importance of healthy relationships.
- Delivery of a longer *Relieve the Pressure* campaign over Christmas and new year to provide practical information and support to families over the festive period in conjunction with 7 partner organisations.
- Engaged with 32,863 people through our suite of digital resources across the organisation's website and social platforms.
- Participated with colleagues across the Relate Federation in rolling out the new Relate brand.
- Invested in, and secured IIP accreditation.

How well did we do it?

- 89% of respondents would recommend Relate NI to a friend or family member.
- 91% of respondents would return to Relate NI if further counselling was required.
- 95% of respondents found their initial engagement with Relate NI 'extremely' or 'very' helpful.
- 91% of respondents found their initial engagement with a Counsellor 'excellent' or 'good' in introducing the counselling process.
- 86% of respondents rated their counsellor as 'excellent' or 'good' in terms of helping them work through their presenting issues.
- 83% of respondents found that their ability to deal with relationship issues changed since they attended counselling.
- 82% of respondents wished they'd attended Relate NI sooner.
- Schools Counselling scored an average 75% score on the Child Session Rating Scale, a measure of therapeutic alliance completed at the end of each session.

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- Within school counselling 50% of parents noted an improvement in their child's behaviour and overall wellbeing.
- *"She is like a new child, for two years she has been constantly crying and not telling us what was wrong. We were so frustrated with her, she was stuck to us all the time and now her attitude has improved, she is able to talk to us about her feelings and what she is thinking.... she can go out to play...before she would not leave the house unless I was with her."*
- 33% of teachers stated an improvement in their relationship with the children attending schools counselling.
- *"MC has definitely appeared to be more relaxed and happier in himself over the past few months. I think learning the coping strategies with his counsellor has had a huge impact on his attitude and outlook. He has become more open when talking about his feelings and coping better when feeling upset or anxious."*
- *"You have been such a big support"* – Parent with child accessing child therapy.
- *"I know now that if I get into trouble I will not be taken away from Foster Parent. I have been able to talk about what happened in my family."* – Child accessing child therapy.
- The organisation's website audience continued to increase, by 53% in this year, with a corresponding 30% increase in website visits.
- The time users spend on the website increased by 59%.

What difference did we make?

- 90% of respondents rated any improvements for their children as 'excellent' or 'good'
- 52% of respondents accessing services which used the Clinical Outcomes Routine Evaluation (CORE) measure demonstrated reliable improvement (a change in CORE scores of five points or more) across their therapeutic journey, with 36% of those also representing clinical improvement, meaning their overall core score has reduced to below 10.
- Children accessing our Schools Counselling Service demonstrated an average 38% improvement in pre and post intervention Child Outcome Rating Scale (CORS) Scores. Breaking down the individual questions, children reported a 21% improvement in their family life, 12% improvement in school life, 11% improvement overall in how they are feeling about everything.
- 89% of responses received for CORS scored 6 or above for each category.
- Parent assessment and evaluation tools used in our schools counselling service demonstrated an average 32% improvement in scores, driven by significant improvements in parental scores for their child's behaviour (50% average improvement), their overall wellbeing (50% average improvement) and their relationship with other members of the family (33% average improvement)
- Teacher assessment and evaluation tools used in our schools counselling service demonstrated an average 12% improvement in scores, driven by significant improvements in teacher scores for the child's relationship with them (33%); Relationship with family members (33%); and the child's overall wellbeing (50%).
- Teens/Young people accessing counselling through Hollywood Family Trust demonstrated a 43% improvement across YP CORS.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

2022 – 2023: Service Data Analysis

Who Attends Relate NI Therapeutic Services?

Relate NI services are provided throughout Northern Ireland through the organisation's premises and a network of out centres. We also deliver our therapeutic services online and via telephone in line with our clinical policies. While Relate NI services are there for everyone to avail themselves of, the different contracts we operate may have restrictions which govern who access services under specific contracts. This is most clearly demonstrated in our school's counselling contract where the people accessing services will all be primary school aged children.

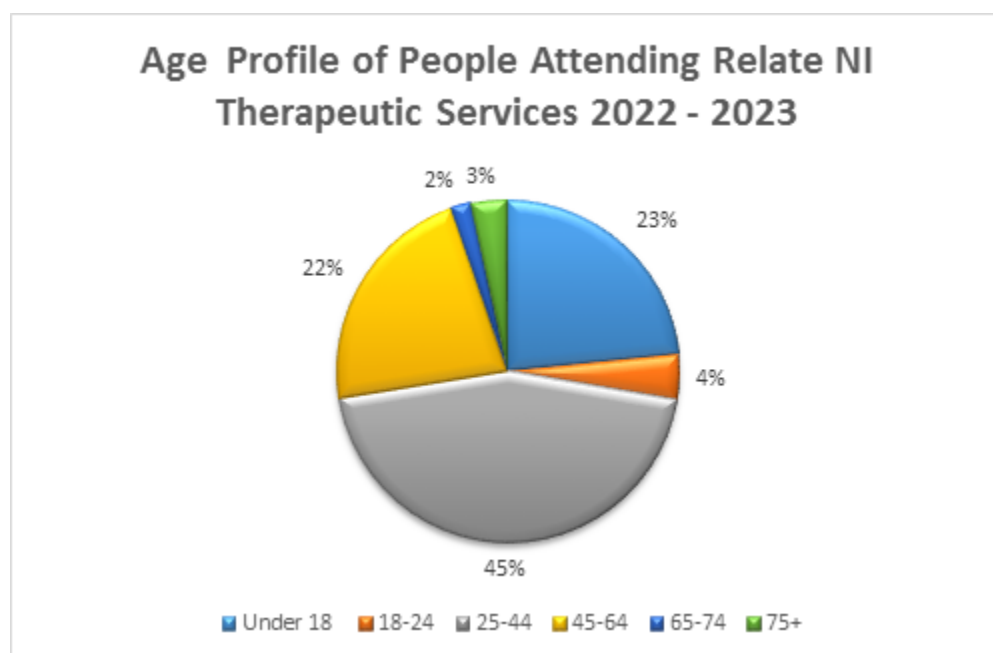


Figure 1 - Age Profile

In 22/23, the largest percentage (45%) of people who accessed our services were aged between 25-44. Under 18 (23%) and 45–64-year-olds (22%) represent the next largest percentages of user of our therapeutic services. In particular, the work with children and young people under the age of 18 is driven by the work ongoing in primary schools both through our Full-Service Community Network (FSCN) contract and some work through the Healthy, Happy Minds (HHM) contract toward the end of the financial year. Similar to the trend in the 21/22 year, our work with people over the age of 65 represents a smaller percentage of people. As a response to the trend identified last year regarding people aged over 65, Relate NI was excited in the 22/23 year to commence a partnership with Age NI and others focused on reaching out and connecting to older men on the issue of mental health.

The Good Vibrations programme aims to improve the health and wellbeing of men aged 50+ across Northern Ireland. Relate NI will be partnering in the programme to promote the importance of healthy relationships to personal wellbeing.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

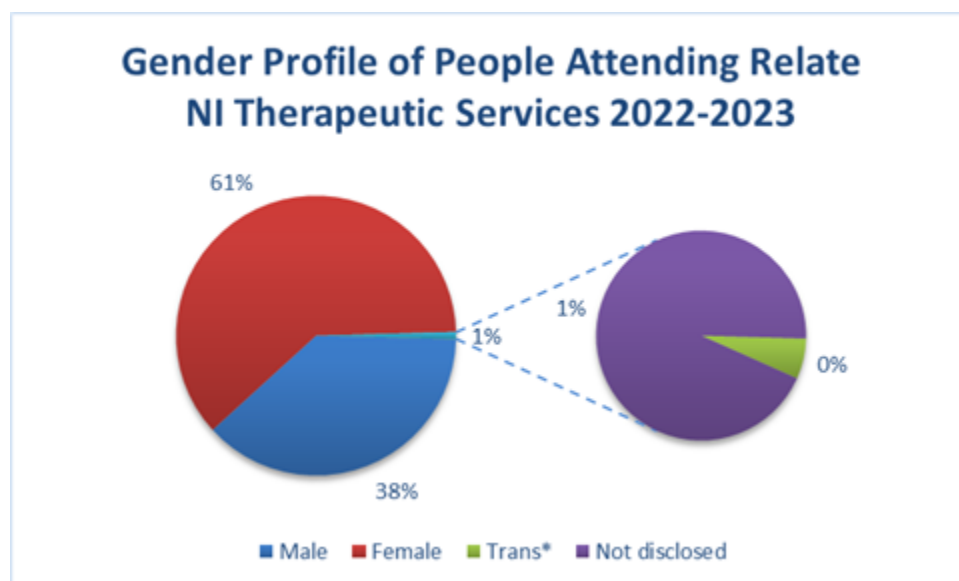


Figure 2 - Gender profile

Evidence indicates that females are more likely than men to identify issues within a relationship, whether that is a couple relationship, family relationship or social relationships. It comes as no surprise therefore that females represent 61% of the people who access Relate NI therapeutic services, a figure which has increased from last year.

Relate NI's Communications and Engagement plans seek to take account of this by presenting relevant content and images with the aim of engaging more men in the debate about healthy relationships and in understanding the value of relationship support. We passionately believe that increasing numbers of men playing an active role in attending to relationship support needs is an important milestone on the journey to Relate NI's vision of healthy relationships.

Where are they accessing services?

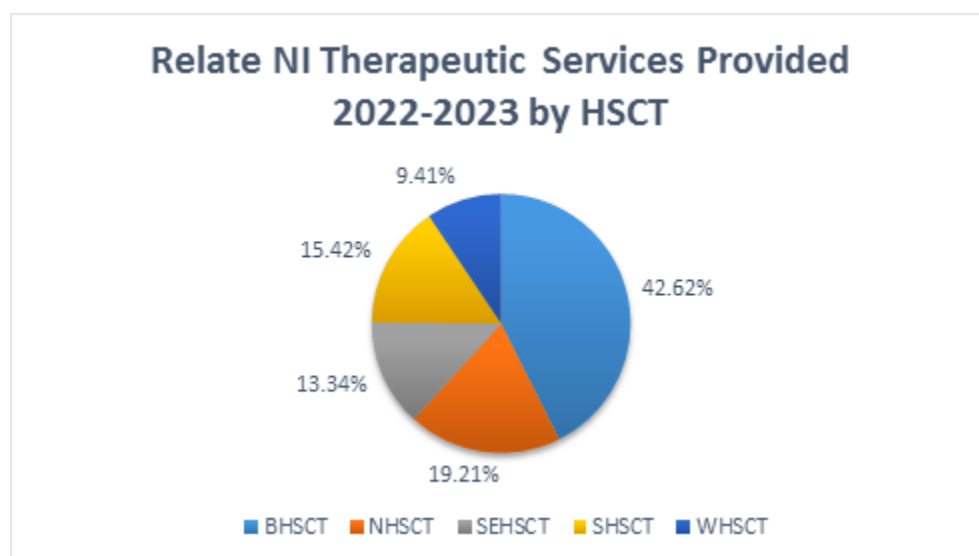


Figure 3 – Services by Trust Area

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In terms of the geographical breakdown of people accessing Relate NI services, Belfast HSCT and Northern HSCT represent the home Trust of 62% of those people accessing Relate NI therapeutic services. The figures for the 22/23 year are broadly in line with the figures from last year. Already, our communications and engagement strategies are seeking to take account of these figures with additional promotion and engagement work being undertaken across Trust geographies.

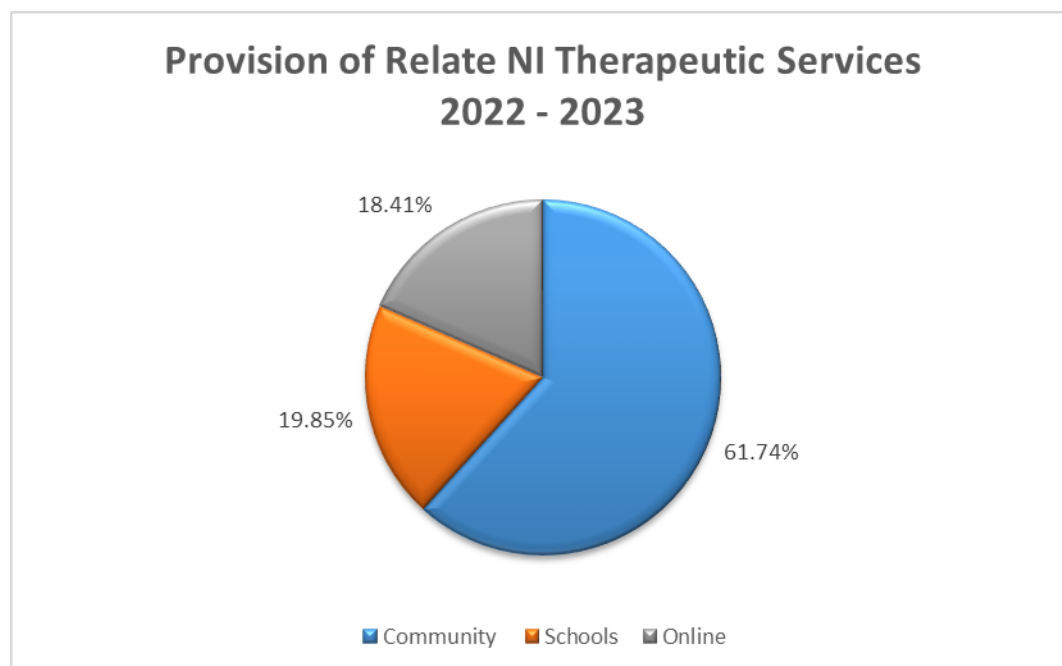


Figure 4 – Services by Delivery Arena

Figure 4 above indicates a growth in the proportion of Relate NI services being provided in schools, increasing to nearly 20% of therapeutic services provided in this year, up from 15% last year. This is largely reflective of the fact that in this year, we have been able to employ additional counsellors allowing us to deliver to some primary schools through the Healthy, Happy Minds contract.

The 22/23 year has also seen a small decrease in demand for online service provision, reducing from 21% to 18%.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

What Issues Are People Seeking Support On?

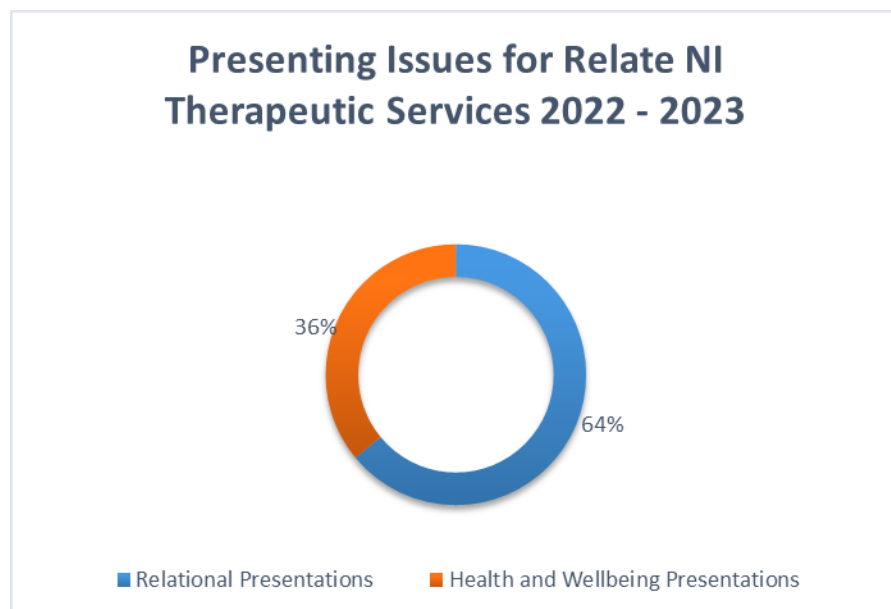


Figure 5 – Presenting Issues

Relationships experience distress for a range of reasons, and when families are exposed to different stressors. The largest majority of issues that families experience which drive them to seek the support of Relate NI services are relational in nature. Increase in family conflict; bereavement; separation & divorce; affairs; managing the impact of unemployment and financial worries on family relationships; and parenting are just some of the issues that people have identified when reaching out to Relate NI. Over the last year, the proportion of presentations to Relate NI services which were relational in nature increased by just over 3%.

However, health and wellbeing presentations also represent a significant portion of our presenting issues. Anxiety, depression and stress feature high on the list of health and wellbeing presentations into our services however there is also recognition of the linkages between relationship quality and health & wellbeing. The proportion of Health & Wellbeing presentations reduced slightly by 3%, directly corresponding to the increase in relational presentations.

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TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

PARTNERSHIP WORKING AND SERVICE DEVELOPMENT

Department of Health and the Health and Social Care Trusts

Relate NI provides delivers a range of counselling services under contract with the Strategic Planning and Performance Group (SPPG), formerly the Health and Social Care Board (HSCB). Through this contract, we continue to work in partnership with the Department of Health, the Health and Social Care Board (HSCB) and the five Health and Social Care Trusts to provide relationship services to families throughout Northern Ireland. Relate NI works closely with social workers and health and social care professionals to facilitate access to our therapeutic services for the benefit of families, children and young people. We continue to participate in the review of the Department of Health's Regional Families Strategy. Over the course of this year and through this contract, we also consulted with Sure Start teams in Belfast to support better joint working, promote access to Relate NI services through the Sure Start network in Belfast.

FSCN Schools Counselling

Over the course of the 22/23 year, the Relate NI team continued to work flexibly to support the school community. This involved working with parents, teachers as well as school children to support wellbeing and adjustment to post pandemic through direct contact as well as through the development of information and video resources through school's networks. Access to wider Relate NI services was facilitated where this was agreed by families as being of benefit. Schools Relate NI also developed an emotional wellbeing programme to be delivered with primary school aged children by our school's counsellors.

Happy Healthy Minds

The Happy Healthy Minds pilot was launched by the EA in November 2021 to provide an opportunity for a wide range of therapeutic interventions to be tested at primary school level that included play, drama, music, art and equine assisted therapy and learning. Relate NI were approved on the framework for the delivery of this across Northern Ireland and delivery commenced in October 2022 in a Primary School in West Belfast and further delivery commenced in December 2022 across Mid Ulster.

Hollywood Family Trust

Hollywood Family Trust is based in North Down and the trust helps to equip individuals and families through some of the issues in their lives and contribute towards an inclusive community. Hollywood Family Trust appointed Relate NI in October 2022 to provide children and young person's counselling sessions at their premises in Hollywood.

Parentline NI

Relate NI has been delighted to continue our partnership with Children in NI (CiNI) to support delivery of the Regional Parenting Helpline Service to parents across NI. This work is provided under contract with the Health and Social Care Board. Over the course of this year, the Parentline NI team have been busy continuing to provide much needed support to parents through telephone, web and face to face appointments. Also in this year, a range of workshops for parents was developed and delivered by the Parentline NI Team.

Delivery of Counselling, Education & Research in Surviving Sexual Violence and Abuse Service in Northern Ireland

Relate NI is delighted to continue to work in partnership with Nexus NI to provide relationship counselling and support to survivors of sexual abuse, victims of sexual violence including those who have experienced rape and sexual assault. This service was also commissioned by the Strategic Planning and Performance Group of the Department of Health and operates on a referral basis with Nexus NI sub-contracting Relate to deliver relationship counselling to their clients.

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Psychosexual Therapy Services & Belfast Health and Social Care Trust

During 22/23, Relate NI continued to receive referrals from Knockbracken Psychosexual Services for those clients/patients with sexual dysfunctions under a contractual arrangement with the Belfast Health and Social Care Trust. We also continue to provide psychosexual services to people who refer themselves directly to Relate NI. As with all of our services, our PST work was transitioned to online and phone delivery.

Relationship and Sexuality Education (RSE)

Relate NI has been part of a partnership with Nexus and led by The Rainbow Project over the last 6 years to deliver RSE programmes to young people in community settings. The Public Health Agency tendered for a new Relationships and Sexuality Education (RSE) Project in December 2021. As part of this process, the current partnership reviewed partnership working over the last 6 years. As a result of this process, the partnership model has been updated and Relate NI now lead this partnership which was successful in securing a new contract from the Public Health Agency. Over the course of the 22/23 year, we also reviewed the name of the programme in partnership with young people. As a result of this, the RSE programme will now be called 'Relateable'.

BHSCT Primary Care Talking Therapies

Relate NI works in partnership with the Belfast Health and Social Care Trust to deliver counselling services to clients experiencing low level anxiety and depression who are referred by GPs. We were delighted to be awarded a place on the new framework through a tender exercise completed in this year.

'Moving Up, Moving On' (MUMO) Service

In 2015 Relate NI joined a consortium led by Forthspring Inter Community Group which submitted a proposal which was funded by the Big Lottery Fund. Since the project commenced in the spring of 2016, Relate NI has been an active partner in the MUMO partnership, providing a range of therapeutic services to families and primary school children of a Protestant and Catholic primary school in an interface area in West Belfast. We continue to provide therapeutic support to project participants and support the overall aims of this project.

'+ Family Life' service with Positive Life

In 2015 Relate NI teamed up with Positive Life, a charity which provides a range of support services to people living with HIV across Northern Ireland and Citizens Advice NI. Positive Life is the lead member of the consortium which secured funding from the Big Lottery Fund to provide a range of support services to families affected by HIV. Relate NI continue to support the project aims and objectives, working with the Positive Life Team and clients.

Northern Ireland Prison Service

We were delighted to be able to return to on site delivery of our counselling work within Maghaberry during this year. The return to face-to-face delivery has enabled a more structured and steady support of clients supported through this work.

The Parent Rooms

Over the course of this year, we were delighted to continue our partnership with The Parent Rooms. This partnership provides much need and timely access to therapeutic support for parents struggling with mental health issues in recognition of the specific mental health challenges associated with the perinatal period.

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Forward South Belfast – Seamless Transition through Education Project (STEP)

During the year, we continued to work in partnership with the Seamless Transition through Education partnership. The partnership is an early intervention programme specifically designed to provide support to families and children to help them get the best start in life. Relate NI commenced provision of therapeutic support services to schools in the South Belfast area, supporting children, parents and teachers in order to enhance emotional wellbeing.

Queens University Belfast

Relate NI was delighted to establish a new partnership with Queens University Belfast through the MSc in Systemic Psychotherapy. Relate NI hosted placement clinics for a number of students completing their qualification, providing the clinical governance infrastructure and supervision, support and guidance to enable high quality therapeutic work to be undertaken.

Ulster University

We were also delighted to establish a similar partnership with Ulster University through the MSc in Art Psychotherapy course. We hosted a placement clinic for one of the students completing this qualification. As well as providing the clinical governance infrastructure and supervision, we also provided support through the appointment of a practice teacher who worked alongside the student throughout the course of the placement.

REVIEW OF OTHER ACTIVITIES & FUTURE DEVELOPMENTS

Governance

As acknowledged in last year's Trustees Report, robust governance systems and processes has been and will continue to be a core feature of the organisation's strategic and operational systems. Many trustees have given freely of their time and expertise over 75 years to enable the organisation to deliver its charitable purpose for thousands of people each year and we wish to publicly thank those people as we celebrate this important milestone.

The important role of governance, and the availability of a diverse, skilled and experienced cohort of people willing to step into governance roles is the key reason why Relate NI was delighted to continue its support of the Boardroom Apprentice programme, our 5th year of engagement. Boardroom Apprentices continue to impact positively on the work of governance at Relate NI, and participation in the programme is an important way Relate NI can practically support the development of a growing number of people with the skills and values to lead in governance roles.

Over the past 12 months, the board have dedicated attention to the continued leadership and development of the organisation through focus on strategy, sustainability and performance monitoring. This involved the ongoing monitoring of the organisation's strategy, operational plans and annual budget as well as review and maintenance of the wider systems of control in place within the organisation.

Over the 21/22 year, the board completed a trustee recruitment exercise by co-opting trustees Nikki Armstrong and Siobhan Casey onto the board. We also bade farewell to a number of trustees, namely Alison Grundle, Sarah-Jane Mowbray and Colin Sims. The board and staff of Relate NI wish to recognise their commitment and contribution to Relate NI over many years.

During this year, Natalie Dowey was also appointed as chair. The organisation has focused on board succession processes in recent years. In practice, the incumbent chair will step back into the role of vice-chair for a year in order to support the incoming chair as they take on their new responsibilities. Aidan Bennett has followed this practice and will remain as vice chair until the AGM in 2023.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

At the start of the year, the board approved a number of key plans which are integral to strategically developing the organisation's operations. As well as the operational plan and budget, the board also approved specific plans to address key challenges which the organisation faces, namely workforce challenges and organisational sustainability.

In terms of workforce development, the board approved a programme of work focused on a review of pay and reward in the organisation and the establishment of new workforce development partnership with Ulster University (UU) and Queens University Belfast (QUB) to support high quality placements for students undertaking MSc's in both Systemic Psychotherapy and Art Psychotherapy. This built on prior commitments of the board to achieve the Investors in People standard which the organisation successfully did in this year.

The review of Pay and Reward was undertaken, and the board approved a consultation process with Relate NI employees to address the findings of the Pay and Review process. All employees engaged with the consultation process and as a result, new Terms and Conditions were introduced in this year.

Work was also undertaken to build a new programme focused on workplace wellbeing. The programme is based on the views of the current staff team and seeks to blend existing wellbeing initiatives and enhance these with a new programme elements informed by the feedback from the team.

Towards the end of this year, the board also considered feedback gathered through this process to target additional support within the organisation to those roles which are lowest paid. As a result, trustees approved a proposal to become a Living Wage accredited employer. This work will be taken forward in the 23/24 business year.

As with many community and voluntary organisations, sustainability continues to be a core challenge which requires focus and attention from our governance work. In the 22/23 year, trustees reviewed the ongoing sustainability analysis which it had first considered in the 21/22 year. Subsequently, trustees approved a proposal to invest in growing an organisational fundraising function and develop a robust infrastructure to support an increase in gifts and grants income. As part of this work, trustees also approved a proposal to co-opt a new trustee with significant experience in the area of fundraising who would be able to support the development of this work from a governance perspective. As a result, Siobhan Casey was co-opted onto the board.

The Trustee Away Day in 2022 focused on reviewing progress against the organisation's strategic plan. Trustees affirmed the progress which has been made in the lifetime of this strategy. In particular they noted progress on developing a wider spectrum of relationship support for people to access; the organisation's continued growth in engaging people digitally and maximising the opportunities offered by digital platforms; ongoing development of workplace culture and employee engagement as evidenced through the recent IIP accreditation and the feedback from employees as part of that process.

Trustees also considered the brand development work being undertaken by colleagues in England and the plans to implement the new brand in Northern Ireland, launching it as part of Relationships Week 2022. Trustees also focused on the organisation's plans with regard to the fundraising function at the away day.

In terms of maintaining effective systems of control within the organisation, significant attention was paid in year to reviewing policies, procedures and wider systems in effect. During the year, trustees heard about ongoing progress to maintain high quality standards for our clinical systems and processes on the back of a previous review. Through the year as well, both the Audit and Risk Committee and the Board heard from the organisation's auditor and reviewed the Report to Those Charged with Governance on the foot of the annual audit process. Trustees were happy to note an unqualified audit opinion.

Trustees also attended our Team Day in December 2022 which commenced our planning process for the next year. Trustees engaging in meaningful opportunities to understand the context to, and specifics of the challenges faced by people we work with is an important underpinning of trustees' ability to lead the organisation and set strategy. The Relate NI team were delighted to hear from Natalie Dowey as incoming chair of the organisation at the start of the Team Day.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The Audit and Risk Committee (ARC) of Relate NI is comprised of trustee board members. As board officer roles changed during the year, so too did the chair of ARC. The committee was chaired by Natalie Dowey, and Aidan Bennett took on this role in the middle of the financial year. Over the course of the last year, has been comprised of trustees Maria Pimentel, Brendan Morrissey and Nikki Armstrong. As a participant board of the Boardroom Apprentice programme, the committee meetings are open to attendance by the organisation's nominated Apprentice each year. The Committee is attended by the senior executive team of the organisation.

Over the 22/23 financial year, the committee met on 4 occasions, timed to coincide with the cycle of trustee board meetings. This enabled the committee to provide assurance or raise issues about the organisation's risk environment and operations as required.

The work of ARC is an essential element of the governance operations of the organisation as we emerged from the pandemic. Over the course of this year, the focus of ARC meetings was:

- Considering and monitoring the organisation's risk environment and ensuring that controls in place were successfully managing the organisation's identified risks. ARC reviewed the organisation's Corporate Risk Register at each meeting, engaging the senior team in the rationale for the approach to risk scores and on the additional controls required to effectively manage risks. The key risk for Relate NI continues to be sustainability of the organisation's charitable purposes through adequate financial resourcing. The Committee continued to support and challenge the Relate NI team on plans to address sustainability, and regularly reviewed the executive team's development proposals and activities.
- Another key risk which continues to be monitored by ARC trustees is keeping our staff and beneficiaries safe, particularly as the organisation has had to deliver existing services in new ways and develop new services. Over the course of this year specifically, ARC members considered quarterly safeguarding reports and updates to the Safeguarding Action Plan into ARC. The Safeguarding trustee continues to meet quarterly with both the CEO and Head of Clinical Services to review in detail the quarterly report. The Committee also reviewed the Corporate Risk Register detail on emerging risks.
- Ensuring that the organisation's infrastructure was fit for purpose and meets current understandings of best practice. Over the course of the 22/23 year, ARC received another report on progress to implement the findings of a 2020 independent Information Management Review which provided assurance about the organisation's approach to complying with requirements in force.
- Reviewing the financial position of the organisation, and scrutinizing budget and associated budget reprofile proposals. The committee regularly reviewed management accounts including cashflows and provided assurance to the board on the financial position of the organisation. The Chair of ARC also engaged with auditors Harbinson Mulholland during the process to approve the organisation's annual accounts for the 21/22 financial year.
- ARC continues to monitor a number of key areas related to quality in the organisation. Routinely, ARC receives reports on complaints; and staffing issues with a view to identifying any systemic issues which may exist and ensuring identified issues are addressed.
- Reviewing the Safeguarding Report at each meeting. In advance of each meeting, the lead safeguarding trustee meets with the CEO and the Head of Clinical Services to review the report. Over the course of this year, The Head of Clinical Services mapped Relate NI safeguarding systems using the self-assessment tool provided by Volunteer Now and developed an associated improvement plan. Over the course of the year, both the Safeguarding Trustee and ARC were appraised of the progress against the improvement plan.

Over the course of the year, ARC provided the Board of Trustees of Relate NI with assurance and updates on the programme of work at each board meeting, highlighting the key themes emerging from the work of ARC and enabling those themes to be considered and discussed more widely as appropriate.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Stakeholder Engagement, Policy Development and Communications

Relate NI believes that access to services is essential for people who are experiencing relationship distress or who are interested in preventative maintenance of their relationships. Action, such as access to high quality services at the individual or family level is a key building block to our vision of healthy relationships at the heart of a thriving society. At a societal level, access to information and effective public policy are also key cornerstones of that vision. To that end, Relate NI continues to engage with partners and stakeholders to build understanding of the challenges experienced by people and families across NI and also to ensure that relevant public policy areas are influenced and shaped by the experiences of people who access Relate NI services.

The year started with an Assembly Election campaign in May 2022. As reported in last year's Trustees Report, the board had just signed off a manifesto which the organisation would use as the basis for engaging with parties and candidates in the election.

The manifesto highlighted key legislative and policy development priorities for an incoming Executive and Assembly. The manifesto was also aimed at giving political candidates an insight into importance of healthy relationships, allowing them to champion relationships at the centre of campaigning and public policy.

The key priorities identified in the manifesto were:

- Passing of 'No Fault Divorce' legislation to bring Northern Ireland into line with other jurisdictions across these islands.
- Introduction of a compulsory, age appropriate and evidence-based curriculum for Relationships and Sexuality Education for schools in Northern Ireland.
- Increasing access to relationship support by making Adult Relationship Counselling for Couples and Family Counselling available through Primary Care Talking Therapies contracts in HSC Trust areas.
- Introduction of a programme to deliver early intervention approaches to reducing parental conflict in order to support improved outcomes for children
- Full implementation of the Mental Health Strategy.

Through the campaign, Relate NI engaged with a number of the political parties in order to build support for these proposals as well as promoting the asks more widely through the organisation's wider communications work.

Relate NI has continued to work as a key stakeholder to the Department of Health's review of the Regional Family and Parenting Strategy, meeting with Departmental officials periodically with a view to ensuring that a vision of healthy relationships, and recourse to support when relationships aren't healthy is at the heart of the revised strategy. In this year, we welcomed the participation of key staff from the Department at our conference, including as a speaker at the Family Support workshop.

We've also engaged with the ongoing development of the Mental Health strategy, and specifically the prevention and early intervention work ongoing. We were delighted that representatives from the Department and the PHA were able to attend our conference and engage as speakers in the Mental Health workshop. We also submitted the Evidence Review undertaken by Ulster University to those charged with developing the Early Intervention and Prevention Action Plan as indications of what evidence exists about the role of healthy relationships in this arena.

We continue to engage with the Mental Health Champion across this year and were delighted to host Professor O'Neill at the organisation's offices. Relate NI are passionate about the fact that familial and social relationships are a wider determinant of mental health and wellbeing and continued our discussion with the Champion on this. These links were made even clearer when Professor O'Neill presented at our policy focused conference in September 2022.

We also welcomed the opportunity to engage with a policy roundtable hosted by the Champion and the Mental health Foundation focused on the economic case for investing in the prevention of mental health conditions in the UK.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Last year, this Trustees Report included a call for the community & voluntary sector workforce to be included in the scope of the Department's workforce review. Unfortunately, that review focused exclusively on the statutory workforce. Relate NI believes that this approach is shortsighted and that more work must be undertaken as part of the Department of Health's focus on the mental health workforce. The community and voluntary sector are a significant provider of services to people who experience poor mental health, and the last year has demonstrated the workforce challenges we all face. Relate NI is seeking to address some of these challenges by supporting the development of a skilled and values-based workforce through our partnerships with Ulster University and Queens University Belfast. However more needs to be done to support our sector to be part of the solution to mounting workforce challenges.

Over the last year, Relate NI also engaged in the Independent Review of Childrens' Social Care undertaken by a team led by Professor Ray Jones. Relate NI

The organisation continued to work to promote the importance of healthy relationships in the context of ending gender-based violence. We welcomed the opportunity to participate as a key stakeholder in a co-design process along with colleagues from across the community, voluntary and statutory sectors. This process represented a significant investment of time for all of the organisation's represented. The resulting strategic framework which has emerged from this process has been welcomed by those who participated in the process.

We also continue to engage with partners in the third sector to share information, create organisational linkages in the best interests of people we work with and to support the development of Relate NI and its team. Over the course of this year, we have also commented publicly on a range of issues relevant to the development and maintenance of healthy relationships and continue to ensure that public debate about the fundamental importance of healthy relationships to our health and wellbeing, physical and mental, continues to be included in relevant public debates.

Financial Review

Relate NI seeks to comply with best practice in managing the finances of the charity and as outlined in the Reserves Policy should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

The balance sheet as at the 31 March 2023 reflected cash at bank and in hand of £263,667. The Net Current Assets at 31st March 2023 were £348,597 and general unrestricted reserves were £249,491 which equates to 3 months running costs of the charity. The board will be considering appropriate actions over the year ahead to ensure the charity's policy is achieved.

Reserves Policy

The Trustees continually review the reserves policy. Considering the variable income and fixed commitments required to allow the charity to be managed effectively and to provide a buffer for uninterrupted services, the Board, has agreed that the organisation should aim to hold adequate reserves to cover no fewer than three months and no greater than six months full running costs of the charity.

Risk Policy

In line with the organisation's risk management strategy, the Trustees who served during the year have undertaken an analysis of the work of the charity and identified the major risks to which the charity is exposed. The Trustees are satisfied that appropriate policies, practices and procedures are in place to mitigate those risks.

RELATE NORTHERN IRELAND

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Structure, Governance and Management

Relate NI is constituted by way of a Memorandum and Articles of Association and is both a registered charity and a registered company limited by guarantee. The organisation is governed by a Board of Directors of up to 18 members. The Directors who are non-executive, represent a diverse range of relevant experience including finance, legal, management, administrative, education, clinical, health, housing and family services.

The Directors of the charity are its trustees for the purposes of charity law. The Directors who served the charity during the year are noted on Page 1.

The Board meets at least six times during the financial year with additional meetings called if necessary. Board members do not receive any remuneration in respect of their services to the charity. Receipted expenses are reimbursed when incurred. An Audit and Risk Committee meets and reports to Relate NI's Trustee Board.

The Board delegates the day to day management of Relate NI to an executive senior management team which comprises the Chief Executive Officer, the Business Services and Performance Manager and the Professional Services Manager.

The Trustees' report was approved by the Board of Trustees.



.....
Mr A Bennett
Trustee 15/11/2023
Dated:



.....
Ms N Dowey
Trustee 15/11/2023
Dated:.....

RELATE NORTHERN IRELAND

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees (who are also directors of Relate Northern Ireland for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently; observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

To the knowledge and belief of the trustees, there is no relevant information that the charitable company's auditors are not aware of, and the trustees have taken all steps necessary to ensure the trustees are aware of any relevant information, and to establish that the charitable company's auditors are aware of the information.

Small Company Provisions

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

By order of the Board of Trustees



.....
Mr A Bennett
Trustee



.....
Ms N Dowey
Trustee

Date: 15/11/2023
.....

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Responsibilities of Trustees

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2008 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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.

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF RELATE NORTHERN IRELAND

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and/or senior management, and from our commercial knowledge and experience of the sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and the company's legal advisors;

RELATE NORTHERN IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF RELATE NORTHERN IRELAND

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Harbinson Mulholland

Angela Craigan (Senior Statutory Auditor)
for and on behalf of Harbinson Mulholland

Chartered Accountants
Statutory Auditor

15/11/2023

.....

Centrepoint
24 Ormeau Avenue
Belfast
Co. Antrim
Northern Ireland
BT2 8HS

RELATE NORTHERN IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
<u>Income from:</u>							
Donations and legacies	3	571,558	275,997	847,555	514,643	242,650	757,293
Charitable activities	5	210,586	-	210,586	274,728	-	274,728
Other trading activities	4	85,510	-	85,510	54,581	-	54,581
Investments	6	53	-	53	33	-	33
Total income		867,707	275,997	1,143,704	843,985	242,650	1,086,635
<u>Expenditure on:</u>							
Charitable activities	7	812,737	276,632	1,089,369	848,166	219,205	1,067,371
Net income/(expenditure) for the year/							
Net movement in funds		54,970	(635)	54,335	(4,181)	23,445	19,264
Fund balances at 1 April 2022		911,375	23,445	934,820	915,556	-	915,556
Fund balances at 31 March 2023		966,345	22,810	989,155	911,375	23,445	934,820

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

RELATE NORTHERN IRELAND

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		664,190		680,284
Current assets					
Stocks	12	-		2,143	
Debtors	13	154,278		163,207	
Cash at bank and in hand		263,667		293,618	
		417,945		458,968	
Creditors: amounts falling due within one year	15	(69,348)		(170,800)	
Net current assets			348,597		288,168
Total assets less current liabilities			1,012,787		968,452
Creditors: amounts falling due after more than one year	16		(23,632)		(33,632)
Net assets			989,155		934,820
Income funds					
Restricted funds	17		22,810		23,445
<u>Unrestricted funds</u>					
Designated funds	18	716,854		680,284	
General unrestricted funds		240,018		221,617	
Revaluation reserve		9,474		9,474	
			966,345		911,375
			989,155		934,820

RELATE NORTHERN IRELAND

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011. The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 15/11/2023



.....
Mr A Bennett
Trustee



.....
Ms N Dowey
Trustee

Company registration number NI032111

RELATE NORTHERN IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(10,354)		53,099
Investing activities					
Purchase of tangible fixed assets		(9,650)		(25,506)	
Proceeds on disposal of tangible fixed assets		-		150	
Investment income received		53		33	
Net cash used in investing activities			(9,597)		(25,323)
Financing activities					
Repayment of bank loans		(10,000)		(6,368)	
Net cash used in financing activities			(10,000)		(6,368)
Net (decrease)/increase in cash and cash equivalents			(29,951)		21,408
Cash and cash equivalents at beginning of year			293,618		272,210
Cash and cash equivalents at end of year			263,667		293,618

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Relate Northern Ireland is a private company limited by guarantee incorporated in Northern Ireland. The registered office is Glengall Exchange, 3 Glengall Street, Belfast, Co. Antrim, BT12 5AB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

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

1.4 Income

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

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

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

RELATE NORTHERN IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1.6 Tangible fixed assets

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

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

Freehold land and buildings	2% straight line
Office equipment	20% straight line
Fixtures and fittings	10% straight line
Computers	25% reducing balance

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

1.7 Impairment of fixed assets

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

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

RELATE NORTHERN IRELAND

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

1 Accounting policies

(Continued)

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

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

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

RELATE NORTHERN IRELAND

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

2 Critical accounting estimates and judgements

(Continued)

Key sources of estimation uncertainty

Tangible fixed assets

Tangible assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets are assessed annually and may vary depending on a number of factors. In reassessing asset lives factors such as maintenance programmes are taken into account. Residual value assessments consider issues such as the remaining life of the asset and the estimated value in use.

Debtors

The charity uses estimates based on historical experience and current information in determining the level of debts for which an impairment charge is required. The level of impairment required is reviewed on an ongoing basis. The total amount of other debtors is £139,050 (2022: £145,064).

RELATE NORTHERN IRELAND

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

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2023 £	2023 £	2023 £	2022 £
Grants receivable	571,558	275,997	847,555	757,293
For the year ended 31 March 2022	514,643	242,650		757,293
Grants receivable for core activities				
Department of Health, Social Services & Public Safety	-	163,966	163,966	204,957
Health and Social Care Board	359,496	-	359,496	359,495
Emotional Health & Wellbeing	54,680	-	54,680	39,819
NIPS	7,350	-	7,350	12,350
MUMO Project	12,150	-	12,150	12,050
Positive Life	2,979	-	2,979	3,685
Community Foundation - Golden Threads	-	62,107	62,107	-
PHA - Relationship and sexuality education	88,085	-	88,085	22,384
PST	17,497	-	17,497	13,549
National Lottery - Sustaining Healthy Relationships	-	49,924	49,924	28,090
Covid Recovery Programme	-	-	-	45,711
Other unrestricted	29,321	-	29,321	5,600
Other restricted	-	-	-	9,603
	571,558	275,997	847,555	757,293

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
External training courses	11,299	2,225
Other income	56,200	42,554
Rental income	18,011	9,802
Other trading activities	85,510	54,581

RELATE NORTHERN IRELAND

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

5 Charitable activities

	2023 £	2022 £
Counselling income	210,586	274,728

6 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	53	33

7 Charitable activities

	Activities Undertaken Directly 2023 £	Governance Costs 2023 £	Total 2023 £	Activities Undertaken Directly 2022 £	Governance Costs 2022 £	Total 2022 £
Relationship counselling direct expenditure	740,313	-	740,313	702,536	-	702,536
Share of support costs (see note 8)	344,256	-	344,256	360,835	-	360,835
Share of governance costs (see note 8)	-	4,800	4,800	-	4,000	4,000
	1,084,569	4,800	1,089,369	1,063,371	4,000	1,067,371
Analysis by fund						
Unrestricted funds	807,937	4,800	812,737	844,166	4,000	848,166
Restricted funds	276,632	-	276,632	219,205	-	219,205
	1,084,569	4,800	1,089,369	1,063,371	4,000	1,067,371

RELATE NORTHERN IRELAND

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

8 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	168,487	-	168,487	162,718	-	162,718
Depreciation	25,743	-	25,743	23,494	-	23,494
Repairs and maintenance	479	-	479	443	-	443
Office expenses and service charge	40,650	-	40,650	38,179	-	38,179
Printing and computer costs	38,234	-	38,234	41,666	-	41,666
Sundry expenses	16,759	-	16,759	19,248	-	19,248
Accountancy	30,569	-	30,569	30,918	-	30,918
Legal and professional	19,958	-	19,958	40,560	-	40,560
Bank charges and interest payable	3,377	-	3,377	3,609	-	3,609
Audit fees	-	4,800	4,800	-	4,000	4,000
	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>	<u>360,835</u>	<u>4,000</u>	<u>364,835</u>
Analysed between Charitable activities	<u>344,256</u>	<u>4,800</u>	<u>349,056</u>	<u>360,835</u>	<u>4,000</u>	<u>364,835</u>

9 Trustees

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

RELATE NORTHERN IRELAND

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

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable activities	27	25
Administration	16	14
	<u>43</u>	<u>39</u>

Employment costs

	2023 £	2022 £
Wages and salaries	718,559	596,280
Social security costs	48,319	40,686
Other pension costs	17,660	15,408
	<u>784,538</u>	<u>652,374</u>

The total amount of employee benefits received by key management personnel was £188,917 (2022: £187,347). The charity considers its key management personnel comprise of the Chief Executive Officer, Business Services and Performance Manager and Professional Services Manager.

There was one employee whose annual remuneration was £60,000 or more.

11 Tangible fixed assets

	Freehold land and buildings £	Office equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2022	819,161	5,768	94,563	132,496	1,051,988
Additions	-	-	508	9,142	9,650
At 31 March 2023	<u>819,161</u>	<u>5,768</u>	<u>95,071</u>	<u>141,638</u>	<u>1,061,638</u>
Depreciation and impairment					
At 1 April 2022	176,927	5,768	85,955	103,054	371,704
Depreciation charged in the year	16,383	-	913	8,447	25,743
At 31 March 2023	<u>193,310</u>	<u>5,768</u>	<u>86,868</u>	<u>111,502</u>	<u>397,448</u>
Carrying amount					
At 31 March 2023	<u>625,851</u>	<u>-</u>	<u>8,203</u>	<u>30,136</u>	<u>664,190</u>
At 31 March 2022	<u>642,234</u>	<u>-</u>	<u>8,608</u>	<u>29,442</u>	<u>680,284</u>

RELATE NORTHERN IRELAND

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

12 Stocks

	2023 £	2022 £
Finished goods and goods for resale	-	2,143

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	139,050	145,064
Prepayments and accrued income	15,228	18,143
	<u>154,278</u>	<u>163,207</u>

14 Loans and overdrafts

	2023 £	2022 £
Bank loans	<u>33,632</u>	<u>43,632</u>
Payable within one year	10,000	10,000
Payable after one year	<u>23,632</u>	<u>33,632</u>

The long-term loan is secured by fixed charges over the assets of the charity.

15 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	14	10,000	10,000
Other taxation and social security		14,991	13,026
Other creditors		19,925	21,413
Accruals and deferred income		24,432	126,361
		<u>69,348</u>	<u>170,800</u>

16 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	14	<u>23,632</u>	<u>33,632</u>

RELATE NORTHERN IRELAND

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

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Department of Health, Social Services and Public Safety	-	163,966	(163,966)	-
National Lottery	23,445	49,924	(52,737)	20,632
Community Foundation - Golden Threads	-	62,107	(59,929)	2,178
	<u>23,445</u>	<u>275,997</u>	<u>(276,632)</u>	<u>22,810</u>

Restricted funds are funds received for specified purposes within the overall aims of the charity

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Fixed asset fund	680,284	-	-	(16,094)	664,190
RSE	-	88,085	(35,421)	-	52,664
	<u>680,284</u>	<u>88,085</u>	<u>(35,421)</u>	<u>(16,094)</u>	<u>716,854</u>

The fixed asset fund has been set up to assist in identifying thus funds that are not free funds and it represents the net book value of tangible fixed assets which have been funded by unrestricted income.

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:					
Tangible assets	664,190	-	664,190	680,284	680,284
Current assets/(liabilities)	325,787	22,810	348,597	264,723	288,168
Long term liabilities	(23,632)	-	(23,632)	(33,632)	(33,632)
	<u>966,345</u>	<u>22,810</u>	<u>989,155</u>	<u>23,445</u>	<u>934,820</u>

RELATE NORTHERN IRELAND

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

20 Events after the reporting date

There have been no material events, occurring after the reporting date that require adjustments to or disclosure in the financial statements.

21 Related party transactions

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

22 Cash generated from operations	2023 £	2022 £
Surplus for the year	54,335	19,264
Adjustments for:		
Investment income recognised in statement of financial activities	(53)	(33)
(Gain)/loss on disposal of tangible fixed assets	-	115
Depreciation and impairment of tangible fixed assets	25,743	23,379
Movements in working capital:		
Decrease in stocks	2,143	-
Decrease/(increase) in debtors	8,929	(11,689)
(Decrease)/increase in creditors	(101,451)	22,063
Cash (absorbed by)/generated from operations	(10,354)	53,099