

TIDES Training & Consultancy

Northern Ireland · Charity number 103375

Details

Known as	TIDES
Status	Received
Registered	2016-02-18
Register	View on the Charity Commission for Northern Ireland register

Contact

Address	Duncairn Manse Duncairn Complex Duncairn Avenue Bt14 6bp BT14 6BP
Phone	028 90751686
Email	info@tidestraining.org
Website	www.tidestraining.org

Activities

Purposes: The Charity's Objects shall be: i. to advance human rights, conflict resolution or reconciliation and the advancement of peace and good community relationships for the benefit of the public by engaging with associating voluntary organisations, governmental and intergovernmental organisations and other bodies in a common effort to promote the members of the public in the prevention, management and resolution of violent conflict and the alleviation of suffering caused by violent conflict using mediation and training services ; ii. to advance education for the benefit of the public by the provision or by assisting in the provision of education and training programmes to enhance and develop the skills required by members of the public working in a voluntary or professional capacity in situations of conflict; iii. to advance citizenship and community development for the benefit of the public to create a respectful society through the development of good community relations/and building cohesion using community development to promote greater diversity and understanding in communities primarily but not exclusively within the area of Northern Ireland and the border counties of the Republic of Ireland without distinction of age, sex, race, sexual orientation, disability, political, religious or other opinion.

What the charity does: The advancement of education, The advancement of citizenship or community development, The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity

How the charity works: Advice/advocacy/information,Community development,Education/training,Human rights/equality

Who the charity helps: Adult training,Ethnic minorities,Interface communities,Voluntary and community sector

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£254,651	£280,663	£-11,094	8

Trustees

Name	Role	Appointed
Dr Emily Stanton		
Gordon Douglas		
Mr Gordon Walker		
Mr Tony Clarke		
Ms Gillian Hamilton		

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Accounts

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds	2025 Restricted funds	Total funds	2024 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	–	146,664	146,664	107,482
Charitable activities	6	107,142	–	107,142	119,909
Investment income	7	845	–	845	466
Total income		<u>107,987</u>	<u>146,664</u>	<u>254,651</u>	<u>227,857</u>
Expenditure					
Expenditure on charitable activities	8	128,273	152,390	280,663	240,412
Total expenditure		<u>128,273</u>	<u>152,390</u>	<u>280,663</u>	<u>240,412</u>
Net expenditure		<u>(20,286)</u>	<u>(5,726)</u>	<u>(26,012)</u>	<u>(12,555)</u>
Transfers between funds		1,693	(1,693)	–	–
Net movement in funds		<u>(18,593)</u>	<u>(7,419)</u>	<u>(26,012)</u>	<u>(12,555)</u>
Reconciliation of funds					
Total funds brought forward		500,569	19,104	519,673	532,228
Total funds carried forward		<u>481,976</u>	<u>11,685</u>	<u>493,661</u>	<u>519,673</u>

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

The notes on pages 18 to 28 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	14	2,747	5,494
Investments	15	1	1
		<u>2,748</u>	<u>5,495</u>
Current assets			
Debtors	16	65,430	35,983
Cash at bank and in hand		436,577	493,904
		<u>502,007</u>	<u>529,887</u>
Creditors: amounts falling due within one year	17	11,094	15,709
Net current assets		<u>490,913</u>	<u>514,178</u>
Total assets less current liabilities		<u>493,661</u>	<u>519,673</u>
Net assets		<u>493,661</u>	<u>519,673</u>
Funds of the charity			
Restricted funds		11,685	19,104
Unrestricted funds		481,976	500,569
Total charity funds	19	<u>493,661</u>	<u>519,673</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 2 December 2025, and are signed on behalf of the board by:

Ms G Hamilton
Trustee

Dr E Stanton
Trustee

The notes on pages 18 to 28 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net expenditure	(26,012)	(12,555)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,747	2,950
Other interest receivable and similar income	(845)	(466)
Accrued (income)/expenses	(12,924)	79,378
<i>Changes in:</i>		
Trade and other debtors	(20,523)	122,885
Trade and other creditors	(615)	(46,613)
Cash generated from operations	(58,172)	145,579
Interest received	845	466
Net cash (used in)/from operating activities	<u>(57,327)</u>	<u>146,045</u>
Net (decrease)/increase in cash and cash equivalents	(57,327)	146,045
Cash and cash equivalents at beginning of year	493,904	347,859
Cash and cash equivalents at end of year	<u>436,577</u>	<u>493,904</u>

The notes on pages 18 to 28 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Duncairn Complex, Duncairn Avenue, Belfast, Co. Antrim, BT14 6BP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The Trustees have considered the going concern status of the charity and 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, trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	25% straight line
Computer Equipment	-	25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably the cost model will be adopted.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Investments in joint ventures *(continued)*

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The liability of the member is limited. Every member of TIDES undertakes to contribute to the assets of TIDES, in the event of the same being wound up while in membership or within one year afterwards, for payment of the debts and liabilities of TIDES contracting before ceasing to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding one pound (£1.00)

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies

	Restricted Funds £	Total Funds 2025 £	Restricted Funds £	Total Funds 2024 £
Grants				
Community Relations Council	45,007	45,007	46,007	46,007
South West College - Youthscape	38,405	38,405	–	–
Department of Foreign Affairs & Trade - Cyprus	–	–	11,639	11,639
Department of Foreign Affairs & Trade - Elevate Program	50,521	50,521	49,836	49,836
Department of Communities - Jobstart	12,731	12,731	–	–
	<u>146,664</u>	<u>146,664</u>	<u>107,482</u>	<u>107,482</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Training & Mediation	<u>107,142</u>	<u>107,142</u>	<u>119,909</u>	<u>119,909</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>845</u>	<u>845</u>	<u>466</u>	<u>466</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Direct costs	120,603	152,390	272,993
Support costs	7,670	–	7,670
	<u>128,273</u>	<u>152,390</u>	<u>280,663</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Direct costs	127,365	105,207	232,572
Support costs	7,840	–	7,840
	<u>135,205</u>	<u>105,207</u>	<u>240,412</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Analysis of support costs

	Depreciation	Total 2025	Total 2024
	£	£	£
Finance costs	123	123	90
Support costs	2,747	2,747	2,950
	<u>2,870</u>	<u>2,870</u>	<u>3,040</u>

10. Net expenditure

Net expenditure is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets	<u>2,747</u>	<u>2,950</u>

11. Auditors remuneration

	2025	2024
	£	£
Fees payable for the audit of the financial statements	<u>4,800</u>	<u>4,800</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	187,014	152,912
Social security costs	12,312	9,292
Employer contributions to pension plans	3,649	3,115
	<u>202,975</u>	<u>165,319</u>

The average head count of employees during the year was 8 (2024: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Number of staff - type 1	<u>8</u>	<u>6</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £45,337 (2024: £45,091).

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

13. Trustee remuneration and expenses

No members of the Board of Trustee received remuneration during the year. No trustee or other person related to the Charity has any personal interest in any contract or transaction entered into by the Charity during the year (2024 - Nil)

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

14. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2024 and 31 March 2025	<u>5,568</u>	<u>31,626</u>	<u>37,194</u>
Depreciation			
At 1 April 2024	5,568	26,132	31,700
Charge for the year	–	2,747	2,747
At 31 March 2025	<u>5,568</u>	<u>28,879</u>	<u>34,447</u>
Carrying amount			
At 31 March 2025	<u>–</u>	<u>2,747</u>	<u>2,747</u>
At 31 March 2024	<u>–</u>	<u>5,494</u>	<u>5,494</u>

15. Investments

There were no investment assets outside the UK

The company's investment as the balance sheet date in the share capital of the companies include the following:

Tides Trading Services Limited

Registered office: Duncairn Complex, Duncairn Avenue, Belfast, BT14 6BP Nature of business: Dormant

Class of share:	Holding	2025	2024
Ordinary	100%	£	£
Aggregate capital and reserves		1	1

16. Debtors

	2025	2024
	£	£
Trade debtors	26,165	5,642
Prepayments and accrued income	39,265	30,341
	<u>65,430</u>	<u>35,983</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	2,740	4,553
Accruals and deferred income	4,000	8,000
Social security and other taxes	4,206	3,224
Other creditors	148	(68)
	<u>11,094</u>	<u>15,709</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,649 (2024: £3,115).

At the year end an amount totalling £947 was outstanding to be paid (2024: £731).

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income £	Expenditure £	Transfers £	At 31 March 2025 £
General funds	479,229	107,987	(128,273)	1,693	460,636
Internal Development	21,340	–	–	–	21,340
	<u>500,569</u>	<u>107,987</u>	<u>(128,273)</u>	<u>1,693</u>	<u>481,976</u>

	At 1 April 2023	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	490,399	120,375	(131,545)	–	479,229
Internal Development	25,000	–	(3,660)	–	21,340
	<u>515,399</u>	<u>120,375</u>	<u>(135,205)</u>	<u>–</u>	<u>500,569</u>

Internal Development

These funds £25,000 represent unrestricted income deemed to be available to the Board for designated expenditure incurred as part of the operational and strategic review, investment in resources and internal development initiatives, some of which were not practically possible to schedule until post year end March 2021.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Community Relations Council	–	45,007	(45,007)	–	–
South West College - Youthscape	–	38,405	(38,405)	–	–
Department of Foreign Affairs & Trade - Cyprus	1,693	–	–	(1,693)	–
Department of Foreign Affairs & Trade - Strategic Partners	17,411	50,521	(56,247)	–	11,685
Department of Communities - Job Start	–	12,731	(12,731)	–	–
	<u>19,104</u>	<u>146,664</u>	<u>(152,390)</u>	<u>(1,693)</u>	<u>11,685</u>

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Community Relations Council	–	46,007	(46,007)	–	–
South West College - Youthscape	–	–	–	–	–
Department of Foreign Affairs & Trade - Cyprus	10,120	11,639	(20,066)	–	1,693
Department of Foreign Affairs & Trade - Strategic Partners	6,709	49,836	(39,134)	–	17,411
Department of Communities - Job Start	–	–	–	–	–
	<u>16,829</u>	<u>107,482</u>	<u>(105,207)</u>	<u>–</u>	<u>19,104</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	2,747	–	2,747
Investments	1	–	1
Net Current assets	479,228	11,685	490,913
Net assets	481,976	11,685	493,661

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	5,494	–	5,494
Investments	1	–	1
Net Current assets	495,074	19,104	514,178
Net assets	500,569	19,104	519,673

21. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	493,904	(57,327)	436,577

22. Related parties

There were no related party transactions for the year ended 31 March 2025

23. Ethical standards

In common with many other businesses of our size and nature our auditors assist the charity to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Accounts

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		2024		2023	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	–	107,482	107,482	116,032
Charitable activities	6	119,909	–	119,909	373,173
Investment income	7	466	–	466	–
Total income		<u>120,375</u>	<u>107,482</u>	<u>227,857</u>	<u>489,205</u>
Expenditure					
Expenditure on charitable activities	8	135,205	105,207	240,412	439,904
Total expenditure		<u>135,205</u>	<u>105,207</u>	<u>240,412</u>	<u>439,904</u>
Net (expenditure)/income and net movement in funds		<u>(14,830)</u>	<u>2,275</u>	<u>(12,555)</u>	<u>49,301</u>
Reconciliation of funds					
Total funds brought forward		515,399	16,829	532,228	482,927
Total funds carried forward		<u>500,569</u>	<u>19,104</u>	<u>519,673</u>	<u>532,228</u>

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

The notes on pages 17 to 27 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

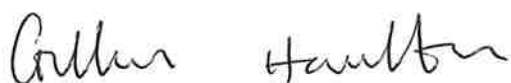
Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	14	5,494	8,444
Investments	15	1	1
		<u>5,495</u>	<u>8,445</u>
Current assets			
Debtors	16	35,983	234,922
Cash at bank and in hand		493,904	347,859
		<u>529,887</u>	<u>582,781</u>
Creditors: amounts falling due within one year	17	15,709	58,998
Net current assets		<u>514,178</u>	<u>523,783</u>
Total assets less current liabilities		<u>519,673</u>	<u>532,228</u>
Net assets		<u>519,673</u>	<u>532,228</u>
Funds of the charity			
Restricted funds		19,104	16,829
Unrestricted funds		500,569	515,399
Total charity funds	19	<u>519,673</u>	<u>532,228</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 26 November 2024, and are signed on behalf of the board by:



Ms Gillian Hamilton
Trustee

The notes on pages 17 to 27 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net (expenditure)/income	(12,555)	49,301
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,950	2,951
Other interest receivable and similar income	(466)	–
Accrued expenses	79,378	50,171
<i>Changes in:</i>		
Trade and other debtors	122,885	(4,831)
Trade and other creditors	(46,613)	37,335
Cash generated from operations	145,579	134,927
Interest received	466	–
Net cash from operating activities	<u>146,045</u>	<u>134,927</u>
Cash flows from investing activities		
Purchase of tangible assets	–	(10,986)
Net cash used in investing activities	<u>–</u>	<u>(10,986)</u>
Net increase in cash and cash equivalents	146,045	123,941
Cash and cash equivalents at beginning of year	347,859	223,918
Cash and cash equivalents at end of year	<u>493,904</u>	<u>347,859</u>

The notes on pages 17 to 27 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Duncairn Complex, Duncairn Avenue, Belfast, Co. Antrim, BT14 6BP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The Trustees have considered the going concern status of the charity and 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, trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	-	25% straight line
Computer Equipment	-	25% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Investments in joint ventures *(continued)*

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The liability of the member is limited. Every member of TIDES undertakes to contribute to the assets of TIDES, in the event of the same being wound up while in membership or within one year afterwards, for payment of the debts and liabilities of TIDES contracting before ceasing to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding one pound (£1.00)

5. Donations and legacies

	Restricted Funds £	Total Funds 2024 £	Restricted Funds £	Total Funds 2023 £
Grants				
Community Relations Council	46,007	46,007	56,027	56,027
South West College	–	–	27,955	27,955
Department of Foreign Affairs - Cyprus	11,639	11,639	10,154	10,154
Department of Foreign Affairs - Elevate Program	49,836	49,836	21,896	21,896
	<u>107,482</u>	<u>107,482</u>	<u>116,032</u>	<u>116,032</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

6. Charitable activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Training & Mediation	119,909	119,909	373,173	373,173

7. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	466	466	–	–

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Direct costs	127,365	105,207	232,572
Support costs	7,840	–	7,840
	<u>135,205</u>	<u>105,207</u>	<u>240,412</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Direct costs	321,356	110,447	431,803
Support costs	8,101	–	8,101
	<u>329,457</u>	<u>110,447</u>	<u>439,904</u>

9. Analysis of support costs

	Depreciation £	Total 2024 £	Total 2023 £
Finance costs	90	90	140
Support costs - Depreciation	2,950	2,950	2,951
	<u>3,040</u>	<u>3,040</u>	<u>3,091</u>

10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2024 £	2023 £
Depreciation of tangible fixed assets	<u>2,950</u>	<u>2,951</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

11. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	<u>4,800</u>	<u>4,800</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	152,912	225,603
Social security costs	9,292	16,319
Employer contributions to pension plans	3,115	3,202
	<u>165,319</u>	<u>245,124</u>

Redundancy Payments

Total payments made during the year in relation to redundancy pay were £nil(2023: £38,019). The accounting policy is to recognise termination payment liability on communication of intention to pay and when quantifiable. Such payments are accounted for as staff costs.

The average head count of employees during the year was 6 (2023: 10).

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £45,091 (2023:£77,306).

13. Trustee remuneration and expenses

No members of the Board of Trustee received remuneration during the year. No trustee or other person related to the Charity has any personal interest in any contract or transaction entered into by the Charity during the year (2023 - Nil)

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

14. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2023 and 31 March 2024	<u>5,568</u>	<u>31,626</u>	<u>37,194</u>
Depreciation			
At 1 April 2023	5,568	23,182	28,750
Charge for the year	–	2,950	2,950
At 31 March 2024	<u>5,568</u>	<u>26,132</u>	<u>31,700</u>
Carrying amount			
At 31 March 2024	–	5,494	5,494
At 31 March 2023	–	8,444	8,444

15. Investments

There were no investment assets outside the UK

The company's investment as the balance sheet date in the share capital of the companies include the following:

Tides Trading Services Limited

Registered office: Duncairn Complex, Duncairn Avenue, Belfast, BT14 6BP Nature of business: Dormant

Class of share:	Holding	2024	2023
Ordinary	100%	£	£
Aggregate capital and reserves		1	1

16. Debtors

	2024	2023
	£	£
Trade debtors	5,642	126,020
Prepayments and accrued income	30,341	108,902
	<u>35,983</u>	<u>234,922</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

17. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	4,553	8,635
Accruals and deferred income	8,000	4,676
Social security and other taxes	3,224	9,572
Other creditors	(68)	36,115
	<u>15,709</u>	<u>58,998</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,115 (2023: £3,202).

At the year end an amount totalling £731 was outstanding to be paid (2023: £655).

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income £	Expenditure £	Transfers £	At 31 March 2024
General funds	490,399	120,375	(131,545)	–	479,229
Internal Development	25,000	–	(3,660)	–	21,340
	<u>515,399</u>	<u>120,375</u>	<u>(135,205)</u>	<u>–</u>	<u>500,569</u>

	At 1 April 2022	Income £	Expenditure £	Transfers £	At 31 March 2023
General funds	437,148	373,173	(329,457)	9,535	490,399
Internal Development	25,000	–	–	–	25,000
	<u>462,148</u>	<u>373,173</u>	<u>(329,457)</u>	<u>9,535</u>	<u>515,399</u>

Internal Development

These funds £25,000 represent unrestricted income deemed to be available to the Board for designated expenditure incurred as part of the operational and strategic review, investment in resources and internal development initiatives, some of which were not practically possible to schedule until post year end March 2021.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 20 24 £
Community Relations Council	–	46,007	(46,007)	–	–
South West College Bytes	–	–	–	–	–
Department of Foreign Affairs - Brexit	–	–	–	–	–
Department of Foreign Affairs - Cyprus	10,120	11,639	(20,066)	–	1,693
Department of Foreign Affairs - Strategic Partners	6,709	49,836	(39,134)	–	17,411
	<u>16,829</u>	<u>107,482</u>	<u>(105,207)</u>	<u>–</u>	<u>19,104</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 20 23 £
Community Relations Council	18	56,027	(56,026)	(19)	–
South West College Bytes	5,634	27,955	(27,955)	(5,634)	–
Department of Foreign Affairs - Brexit	3,880	–	–	(3,880)	–
Department of Foreign Affairs - Cyprus	2	–	–	(2)	–
Department of Foreign Affairs - Strategic Partners	11,245	10,154	(11,279)	–	10,120
	–	21,896	(15,187)	–	6,709
	<u>20,779</u>	<u>116,032</u>	<u>(110,447)</u>	<u>(9,535)</u>	<u>16,829</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	5,494	–	5,494
Investments	1	–	1
Current assets	495,074	19,104	514,178
Net assets	<u>500,569</u>	<u>19,104</u>	<u>519,673</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	8,444	–	8,444
Investments	1	–	1
Current assets	506,954	16,829	523,783
Net assets	<u>515,399</u>	<u>16,829</u>	<u>532,228</u>

21. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	<u>347,859</u>	<u>146,045</u>	<u>493,904</u>

22. Related parties

There were no related party transactions for the year ended 31 March 2024

23. Ethical standards

In common with many other businesses of our size and nature our auditors assist the charity to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Annual report

COMPANY REGISTRATION NUMBER: NI040688
CHARITY REGISTRATION NUMBER: 103375

TIDES Training and Consultancy
Company Limited by Guarantee
Financial Statements
31 March 2024

TIDES Training and Consultancy

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

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TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name TIDES Training and Consultancy

Charity registration number 103375

Company registration number NI040688

Principal office and registered office Duncairn Complex
Duncairn Avenue
Belfast
Co. Antrim
BT14 6BP

The trustees

Ms Hamilton
Mr Clarke
Ms Russam (MBE) (Resigned 24 May 2023)
Ms Swanston
Mr Walker
Dr Stanton (Appointed 15 November 2023)

Company secretary Ms C J Swanston

Auditor Muir & Addy
Chartered accountants & statutory auditor
427 Holywood Road
Belfast
BT4 2LT

Bankers Santander UK plc
Bridle Road
Bootle
Merseyside
L30 4GB

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

TIDES Training and Consultancy is a company limited by guarantee governed by its Memorandum and Articles of Association with Charitable Status. It is committed to helping build community infrastructures necessary to sustain positive equitable peace within communities that have experienced violent conflict.

The appointment of Trustees as set out in the Articles of Association: no more than eleven and no less than four people (including Co-opted Trustees).

Organisational Structure

The board of trustees work closely with the Senior Management Team (SMT) to review and formulate strategy and core areas of activity. Day to day operations is delegated to CEO Liza Wilkinson. The Board met quarterly during the twelve-month period and the senior management committee SMT met monthly to schedule workload and review operational matters.

Objectives and activities

Objectives and aims

TIDES is a registered charity; committed to peacebuilding and conflict resolution. The core remit remains focused on the design and delivery of world class training programmes and mediation processes. Devised to empower people with practical skills to address the legacy of political violence and engage with a more globalised society.

Trustees adhere to the Charity Commissions guidance on public benefit for the purpose of strategic objectives and operational planning.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities *(continued)*

TIDES carry out these objectives by providing:

- "Capacity Building training and activities"
- "Conflict-sensitive planning and strategic development", ie. identifying potential conflicts and setting in place mechanisms to deal with them
- "Mediation Assessment, design and delivery"
- "Restorative approaches and practice"
- "Monitoring & Evaluation" (evaluation skills, inc. the Rikter® Scale tool)
- "Conflict Audit"
- "Organisational Management"
- "Tailored Conflict Management, conflict resolution & conflict analysis training"
- "Advice on conflict-related issues"
- "Mentoring and Conflict Coaching"
- "Good relations work - training, facilitation & group work"
- "Diversity awareness & cultural competency training - bespoke & tailored"

Core values underpinning TIDES remit are: **Transformation of attitudes**, contexts and relationships, Recognition of mutual **Interdependence**, Positive engagement with **Diversity**, **the building of an Equitable** and just society framed by **Sustainable** structures at both a social and ecological level.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance

Chair's Report:

Resilience and leadership is evident as TIDES continued to deal with uncertainty related to the implementation of a programme of change. During the past year TIDES successfully completed all aspects of SEUPB peace programmes alongside the development of core initiatives to address the financial effects of the cost-of-living pressures on all income streams for both established contacts and potential new clients.

TIDES upheld the delivery of high-quality, regional services to organisations and community interest groups across N Ireland, and beyond. With vital support from N Ireland Community Relations Council, sustained in stage 1 funding of a two-year award; combined with investments from other key funding partners.

The extended delivery on elements of some Peace IV programmes came to fruition resulting in a substantial scaling down in staffing capacity during this period. New opportunities also emerged for Trainee roles to enhance scope to deliver regionally across Northern Ireland.

CEO Liza Wilkinson supported by the Senior Management Team (SMT) continued to work collaboratively with the Board of Trustees; to revise and develop strategies that would extend programme reach both locally and internationally.

Strengthening alliances and partnerships with key stakeholders, including statutory bodies keen to advance peacebuilding strategies has helped to support individuals and communities through the conflict transformation journey.

TIDES brand remains integral to convey the vision and values which are fundamental cornerstones at the heart of everything we accomplish. Our reputation relies on staff professionalism in all aspects of work. Aligned with good practice and the merits of the Investors in People quality standards.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Activity Overview in 2023-24:

Throughout the year a blended programme of online and public facing service delivery; enabled TIDES interventions to progress on organisational goals with positive impacts for the people we seek to support.

The Mediation contract with Northern Ireland Housing Executive was successfully renewed to sustain practical mitigation support for individuals and communities through contentious, conflict transformation issues. Alongside similar service requests effectively commissioned from other Housing Associations, Education and private sector clients.

Department of Foreign Affairs, Irish Government, funding for Elevate, the second stage of a three-year programme aiming to enhance the capacity for community champions to explore cultural identity and work towards integration. This work has developed over the programme due to the positive relationships based on trust and respect between the participants and staff. TIDES have offered additional mentoring & conflict management coaching. We have helped participants navigate personal challenges, employment issues with colleagues, management boards as well as a range of community issues involving shared spaces; including dual language signage, racially motivated tensions and the annual summer cultural tensions.

TIDES have been the lead training delivery agent within Shankill Women's Centre Change Maker programme, delivering 3 OCNs to two groups over a 9 month period. TIDES facilitated real practical change at a grassroots level, for example supporting members with their engagement with schools. Moving beyond aggression when police being called to feeling empowered by using school policy to address issues, with personal health and helping participants to champion themselves by challenging assumptions and getting alternative support rather than using anti-depressants. The engagement in wider community activities help develop skills and encourage local groups to be more representative.

This proactive approach from TIDES continues to nurture new and existing relationships for programme delivery across all areas. Contracts successfully carried out in collaboration with International Development Agencies, included a commission for Organisation for Security and Cooperation in Europe OSCE and work in Cyprus for Irish Embassy supported by UN.

Through this comprehensive programme of Training and mediation, TIDES have initiated opportunities and experiences to build self-esteem that will influence service recipients' choices in everyday life by encouraging them to explore employment, further training and greater engagement in local community.

Going forward a new strategy formulated for 2024 onwards aims to uphold quality, meet statutory obligations and lead on voluntary codes of good practice in peacebuilding.

To sustain core programming alongside new initiatives that will respond to the needs of local communities. TIDES will manage income generation targets to meet new challenges.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

Forging Partners:

TIDES will continue to endorse relationships that explore new strategies aiming to drive forward Peace and Reconciliation objectives that respond to diverse social needs within the next round of Peace Programmes.

We will consolidate existing relationships across Belfast, Armagh, Antrim and Newtownabbey Council areas to build on cross community achievements in visioning and capacity building aiming to reinvigorate understanding and integration with hard-to-reach groups.

New alliances that will diversify our client base, drive up business and workforce capacity. Will Explore opportunities to engage with a more globalised society through productive change that will harness TIDES core values TIDES are exploring new partnerships with CRIS, RCN, BCRC, The Junction & The Playhouse, likeminded organisations who share similar values and have different skillsets that would compliment peacebuilding work, TIDES will continue to develop these relationships in anticipation of of Peace Plus.

Strengthening governance:

TIDES values for diversity and equality are reflected in Board representation and staff structure Trustees lead on vision and values, which are shaped by the voices and experience of people with whom we work. Board recruitment is ongoing to reflect skills audit and to negate any conflict of interest within the current members. Governance Training for new Trustees is offered inhouse and via external resources including C03.

Throughout 2023-24, regular evaluation of core programming has informed fund-raising to support practical assistance and education for people affected by conflict. Trustees extended a programme of internal development to invest in organisation capabilities. The Investors in People accreditation has been retained to acknowledge the TIDES ethos and commitment to the skilled workforce. A full policy review cycle will continue into the next year, with TIDES policies being updated in accordance with funding and legislative requirements.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance *(continued)*

ACHIEVEMENT AND PERFORMANCE

TIDES progressive outward-looking remit values collaborations that will ensure programming evolves to meet the needs of the people and communities we support.

Strategic objectives outlined for 2024- 27 will re-invigorate both community and cross sector engagement, at a time when support requirements escalate due to ongoing cost-of-living pressures across all sectors.

This new Strategy will progress on achievements and devise new targets to face challenges head-on. Aiming to nurture recent investments of time and resources to improve performance, cost reduction, and efficiency savings across all aspects of work.

SMT review meetings will continue to manage programme implementation and monitor service delivery to inform planning for organisational sustainability.

TIDES Board of Trustees extend gratitude to all staff, volunteers, and funding partners who have contributed to another successful period with a strong core team and sound financial situation.

To learn more about our work visit our website on www.tidestraining.org.

Financial review

Reserves policy

TIDES comply with statutory guidance and good practice in managing the finances of the charity.

Results for the year are set out in detail on pages 14 to 27, confirming adequate unrestricted funds available to designate, if necessary, up to 12 months full running cost of the charity.

Trustees consider reserves at this level align with the reserves policy to provide sufficient investment in strategic priorities and strengthening financial position to future proof the organisation.

This reserve policy will be reviewed throughout the next year.

TIDES strategy for 2024 -27 will progress towards a more diverse, reliable and above all sustainable. Income streams. With core project activities being developed to explore business opportunities that will augment resources for charitable work.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 26 November 2024 and signed on behalf of the board of trustees by:



Ms Gillian Hamilton
Trustee

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Annual return

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy

Year ended 31 March 2024

Opinion

We have audited the financial statements of TIDES Training and Consultancy (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, 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.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2024

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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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:

We discussed laws and regulations and fraud risks with the client during our audit procedures. The company must comply with the Companies Act 2006 and prepare financial statements and give a true and fair view in accordance with the Act and supplementary regulations. The directors consider that fraud is most likely to involve the misappropriation of expenditure and controls have been implemented around the authorisation of expenditure.

Our engagement team collectively had appropriate experience of applicable laws and regulations and competence to recognise non-compliance. Audit procedures were planned and performed to assess the authorisation of expenditure we used checklist in evaluating the presentation, structure, and content of the financial statements. We consider that our audit has a reasonable chance of detecting material noncompliance with laws and regulations. We remain mindful that fraud, by its very nature, may be difficult to detect and that cash may be misappropriated before it is entered into the accounting records of the company. We tested controls in place for cash income and undertook analytical procedures to identify trends that might indicate misappropriation of income. We consider that our audit has a reasonable chance of detecting a material fraud in this area.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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



Paul Leathem (FCA) (Senior Statutory Auditor)

For and on behalf of
Muir & Addy
Chartered accountants & statutory auditor
427 Holywood Road
Belfast
BT4 2LT

26 November 2024

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Accounts

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	–	116,032	116,032	258,481
Charitable activities	6	373,173	–	373,173	256,454
Total income		<u>373,173</u>	<u>116,032</u>	<u>489,205</u>	<u>514,935</u>
Expenditure					
Expenditure on charitable activities	7	329,457	110,447	439,904	430,135
Total expenditure		<u>329,457</u>	<u>110,447</u>	<u>439,904</u>	<u>430,135</u>
Net income		<u>43,716</u>	<u>5,585</u>	<u>49,301</u>	<u>84,800</u>
Transfers between funds		9,535	(9,535)	–	–
Net movement in funds		<u>53,251</u>	<u>(3,950)</u>	<u>49,301</u>	<u>84,800</u>
Reconciliation of funds					
Total funds brought forward		462,148	20,779	482,927	398,127
Total funds carried forward		<u>515,399</u>	<u>16,829</u>	<u>532,228</u>	<u>482,927</u>

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

The notes on pages 17 to 28 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	13	8,444	409
Investments	14	1	1
		<u>8,445</u>	<u>410</u>
Current assets			
Debtors	15	234,922	280,258
Cash at bank and in hand		347,859	223,918
		<u>582,781</u>	<u>504,176</u>
Creditors: amounts falling due within one year	16	<u>58,998</u>	<u>21,659</u>
Net current assets		<u>523,783</u>	<u>482,517</u>
Total assets less current liabilities		<u>532,228</u>	<u>482,927</u>
Net assets		<u>532,228</u>	<u>482,927</u>
Funds of the charity			
Restricted funds		16,829	20,779
Unrestricted funds		515,399	462,148
Total charity funds	19	<u>532,228</u>	<u>482,927</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 26 September 2023, and are signed on behalf of the board by:



Ms Swanston
Trustee



Mr Clarke
Trustee

The notes on pages 17 to 28 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	49,301	84,800
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	2,951	205
Accrued expenses	50,171	119,235
<i>Changes in:</i>		
Trade and other debtors	(4,831)	(40,438)
Trade and other creditors	37,335	(54,692)
Cash generated from operations	134,927	109,110
Net cash from operating activities	<u>134,927</u>	<u>109,110</u>
Cash flows from investing activities		
Purchase of tangible assets	(10,986)	—
Net cash used in investing activities	<u>(10,986)</u>	<u>—</u>
Net increase in cash and cash equivalents	123,941	109,110
Cash and cash equivalents at beginning of year	223,918	114,808
Cash and cash equivalents at end of year	<u>347,859</u>	<u>223,918</u>

The notes on pages 17 to 28 form part of these financial statements.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Northern Ireland and a registered charity in Northern Ireland. The address of the registered office is Duncairn Complex, Duncairn Avenue, Belfast, Co. Antrim, BT14 6BP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

The Trustees have considered the going concern status of the charity in light of COVID-19 and 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, trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	25% - on cost
Computer Equipment	25% - on cost

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

Investments in joint ventures

Investments in jointly controlled entities accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in jointly controlled entities accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the joint venture arising before or after the date of acquisition.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Defined contribution plans *(continued)*

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The liability of the member is limited. Every member of TIDES undertakes to contribute to the assets of TIDES, in the event of the same being wound up while in membership or within one year afterwards, for payment of the debts and liabilities of TIDES contracting before ceasing to be a member, and of the costs, charges and expenses of winding up the same, and for the adjustment of the rights of the contributories amongst themselves, such amount as may be required not exceeding one pound (£1.00)

5. Donations and legacies

	Restricted Funds £	Total Funds 2023 £	Restricted Funds £	Total Funds 2022 £
Grants				
Community Relations Council	56,027	56,027	56,034	56,034
South West College	27,955	27,955	104,269	104,269
BYTES (EU Funding Peace IV)	–	–	86,933	86,933
Department of Foreign Affairs - Cyprus	10,154	10,154	11,245	11,245
Department of Foreign Affairs - Elevate Program	21,896	21,896	–	–
	<u>116,032</u>	<u>116,032</u>	<u>258,481</u>	<u>258,481</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Training & Mediation	<u>373,173</u>	<u>373,173</u>	<u>256,454</u>	<u>256,454</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Direct costs	321,356	110,447	431,803
Support costs	8,101	–	8,101
	<u>329,457</u>	<u>110,447</u>	<u>439,904</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Direct costs	172,777	255,938	428,715
Support costs	1,420	–	1,420
	<u>174,197</u>	<u>255,938</u>	<u>430,135</u>

8. Analysis of support costs

	Support costs £	Total 2023 £	Total 2022 £
Finance costs	140	140	105
Support costs - Depreciation	2,951	2,951	205
	<u>3,091</u>	<u>3,091</u>	<u>310</u>

9. Net income

Net income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	2,951	205
Foreign exchange differences	–	2,094

10. Auditors remuneration

	2023 £	2022 £
Fees payable for the audit of the financial statements	<u>4,800</u>	<u>4,800</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

11. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	225,603	295,418
Social security costs	16,319	20,739
Employer contributions to pension plans	3,202	4,424
	<u>245,124</u>	<u>320,581</u>

Redundancy Payments

Total payments made during the year in relation to redundancy pay were £38,019 (2022: £3,335). The accounting policy is to recognise termination payment liability on communication of intention to pay and when quantifiable. Such payments are accounted for as staff costs.

The average head count of employees during the year was 10 (2022: 15).

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £77,306 (2022: £73,243).

12. Trustee remuneration and expenses

No members of the Board of Trustee received remuneration during the year. No trustee or other person related to the Charity has any personal interest in any contract or transaction entered into by the Charity during the year (2022 - Nil)

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

13. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2022	5,568	20,640	26,208
Additions	–	10,986	10,986
At 31 March 2023	<u>5,568</u>	<u>31,626</u>	<u>37,194</u>
Depreciation			
At 1 April 2022	5,568	20,231	25,799
Charge for the year	–	2,951	2,951
At 31 March 2023	<u>5,568</u>	<u>23,182</u>	<u>28,750</u>
Carrying amount			
At 31 March 2023	<u>–</u>	<u>8,444</u>	<u>8,444</u>
At 31 March 2022	<u>–</u>	<u>409</u>	<u>409</u>

14. Investments

There were no investment assets outside the UK

The company's investment as the balance sheet date in the share capital of the companies include the following:

Tides Trading Services Limited

Registered office: Duncairn Complex, Duncairn Avenue, Belfast, BT14 6BP Nature of business: Dormant

Class of share:	Holding	2023	2022
Ordinary	100%	£	£
Aggregate capital and reserves		1	1

15. Debtors

	2023	2022
	£	£
Trade debtors	126,020	123,696
Prepayments and accrued income	108,902	156,562
	<u>234,922</u>	<u>280,258</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

16. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	8,635	9,795
Accruals and deferred income	4,676	4,672
Social security and other taxes	9,572	6,953
Other creditors	36,115	239
	<u>58,998</u>	<u>21,659</u>

17. Deferred income

	2023	2022
	£	£
At 1 April 2022	–	55,507
Amount released to income	–	(55,507)
At 31 March 2023	<u>–</u>	<u>–</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,202 (2022: £4,424).

At the year end an amount totalling £607 was outstanding to be paid (2022: £1,121).

19. Analysis of charitable funds

Unrestricted funds

	At	Income	Expenditure	Transfers	At
	1 April 2022	£	£	£	31 March 2023
	£	£	£	£	£
General funds	437,148	373,173	(329,457)	9,535	490,399
Internal Development	25,000	–	–	–	25,000
	<u>462,148</u>	<u>373,173</u>	<u>(329,457)</u>	<u>9,535</u>	<u>515,399</u>
	At	Income	Expenditure	Transfers	At
	1 April 2021	£	£	£	31 March 2022
	£	£	£	£	£
General funds	369,267	256,454	(174,197)	(14,376)	437,148
Internal Development	–	–	–	25,000	25,000
	<u>369,267</u>	<u>256,454</u>	<u>(174,197)</u>	<u>10,624</u>	<u>462,148</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of charitable funds *(continued)*

Internal Development

- These funds £25,000 represent unrestricted income deemed to be available to the Board for designated expenditure incurred as part of the operational and strategic review, investment in resources and internal development initiatives, some of which were not practically possible to schedule until post year end March 2021.

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Community Relations Council	18	56,027	(56,026)	(19)	—
Housing Association Integrated Project	—	—	—	—	—
South West College	5,634	27,955	(27,955)	(5,634)	—
Bytes	3,880	—	—	(3,880)	—
Department of Foreign Affairs - Brexit	2	—	—	(2)	—
Department of Foreign Affairs - Cyprus	11,245	10,154	(11,279)	—	10,120
Extern	—	—	—	—	—
Department of Foreign Affairs - Strategic Partners	—	21,896	(15,187)	—	6,709
	<u>20,779</u>	<u>116,032</u>	<u>(110,447)</u>	<u>(9,535)</u>	<u>16,829</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Community Relations Council	—	56,034	(56,016)	—	18
Housing Association Integrated Project	1,247	—	—	(1,247)	—
South West College	5,634	104,269	(104,269)	—	5,634
Bytes	3,880	86,933	(86,933)	—	3,880
Department of Foreign Affairs - Brexit	8,722	—	(8,720)	—	2
Department of Foreign Affairs - Cyprus	—	11,245	—	—	11,245
Extern	9,377	—	—	(9,377)	—
Department of Foreign Affairs - Strategic Partners	—	—	—	—	—
	<u>28,860</u>	<u>258,481</u>	<u>(255,938)</u>	<u>(10,624)</u>	<u>20,779</u>

TIDES Training and Consultancy

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	8,444	–	8,444
Investments	1	–	1
Current assets	506,954	16,829	523,783
Net assets	<u>515,399</u>	<u>16,829</u>	<u>532,228</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	409	–	409
Investments	1	–	1
Current assets	461,738	20,779	482,517
Net assets	<u>462,148</u>	<u>20,779</u>	<u>482,927</u>

21. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	<u>223,918</u>	<u>123,941</u>	<u>347,859</u>

22. Related parties

There were no related party transactions for the year ended 31 March 2023

23. Ethical standards

In common with many other businesses of our size and nature our auditors assist the charity to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Annual report

COMPANY REGISTRATION NUMBER: NI040688
CHARITY REGISTRATION NUMBER: 103375

TIDES Training and Consultancy
Company Limited by Guarantee
Financial Statements
31 March 2023

TIDES Training and Consultancy

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

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TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	TIDES Training and Consultancy
Charity registration number	103375
Company registration number	NI040688
Principal office and registered office	Duncairn Complex Duncairn Avenue Belfast Co. Antrim BT14 6BP

The trustees

Mr O'Donnell	(Resigned 22 July 2022)
Ms Hamilton	
Mr Clarke	
Ms Russam (MBE)	(Resigned 24 May 2023)
Ms Swanston	
Mr Walker	

Company secretary Ms C J Swanston

Auditor Muir & Addy
Chartered accountants & statutory auditor
427 Holywood Road
Belfast
BT4 2LT

Bankers Santander UK plc
Bridle Road
Bootle
Merseyside
L30 4GB

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

TIDES Training and Consultancy is a company limited by guarantee governed by its Memorandum and Articles of Association with Charitable Status. It is committed to helping build community infrastructures necessary to sustain an equitable peace within communities that have experienced violent conflict.

Appointment of Trustees as set out in the Articles of Association: no more than eleven and no less than four people (including Co-opted Trustees).

Organisational Structure

The board of trustees work closely with the TIDES Senior Management Team to review and formulate strategy and core areas of activity. Day to day operations is delegated to CEO Liza Wilkinson. The Board of Trustees met quarterly during the twelve-month period and a senior management sub-committee met weekly covering strategic and organisational matters.

Objectives and activities

Objectives and aims

TIDES is a registered charity; the core remit is to design and deliver world class peace building programmes and mediation processes to empower people with practical skills to address the legacy of political violence and engage with a more globalised society. Trustees adhere to the Charity Commissions general guidance on public benefit for the purpose of strategic review and objective planning for the year ahead.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Objectives and activities *(continued)*

TIDES carry out these objectives by providing:

- "Capacity Building training and activities" Diversity and Good Relations training.
- "Conflict-sensitive planning and strategic development", ie. identifying potential conflicts and setting in place mechanisms to deal with them.
- "Mediation Assessment, design and delivery" Restorative approaches and practice.
- "Monitoring & Evaluation" (evaluation skills, inc. the Rikter® Scale tool)
- "Conflict Audit"
- "Organisational Management"
- "Tailored Conflict Management training"
- "Advice on conflict-related issues"
- "Mentoring and Conflict Coaching"

TIDES work is underpinned by a value system based on: Transformation of attitudes, contexts and relationships, Recognition of mutual Interdependence, Positive engagement with Diversity, the building of an Equitable and just society framed by Sustainable structures at both a social and ecological level.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance

Chair's Report:

During the year to March 2023, TIDES Training and Consultancy has undertaken a programme of change to reflect the impact of the covid pandemic. Including the completion of SEUPB peace programmes, the development of core initiatives alongside addressing the financial ramifications of the cost-of-living pressures on potential income streams.

The third year of multi-year funding support from the Community Relations Council combined with the investments from key funding partners, TIDES have sustained the delivery of high-quality, regional services to organisations and community interest groups across N Ireland, and the border counties.

TIDES continued to execute the exit strategy from Peace IV programmes, retaining where possible the skills and experience of Project staff. The anticipated scaling down of Peace project delivery had necessitated a significant reduction in staffing capacity up to June 2022. During the year opportunities also emerged for new core staffing roles to enhance scope to deliver regionally across Northern Ireland and beyond.

CEO Liza Wilkinson works closely with the Senior Management Team (SMT) and are supported by a Board of Trustees to revise and develop strategy aiming to extend programme reach. SMT weekly meetings manage programme implementation and monitor service delivery to inform plans for organisational sustainability. TIDES reputation is upheld by staff professionalism in all aspects of work. The TIDES brand is integral to convey the vision and values which are fundamental cornerstones at the heart of everything we accomplish.

Training and mediation programmes continue to facilitate opportunities and experiences to build self-esteem that will influence service recipients' choices in everyday life.

TIDES have strengthened alliances and partnerships with key stakeholders including statutory bodies keen to develop peacebuilding strategies that can support individuals and communities through the conflict transformation journey.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance *(continued)*

Activity Overview in 2022-23:

During the year the impact of TIDES interventions have significantly progressed on organisational goals which directly benefit the people we seek to support. In a blended programme of online and public facing service delivery.

Ongoing challenges and change across the community sector were supported with the extension of some Peace Project work: the Youthscape partnership with Southwest College and Donegal Youth Service successfully came to fruition in June 2022.

There was also a rollover of commitments into this period for The Communities in Transition commission for TEO to tackle Paramilitarism in North Down.

Elsewhere, throughout the year the partnership with Verbal Arts Centre, NIHE & Belfast City Council continued to strengthen cross community visioning and capacity building across Belfast.

All three strands of the comprehensive Key Institutes partnership with Antim and Newtownabbey Council, successfully forged relationships with hard-to-reach groups. To provide a multi stranded package of mentoring, mediation, training, both accredited and non-accredited to deal with contentious issues.

Key aspects of each strand has effectively engaged individuals and groups to training and funding opportunities alongside coaching and mentoring to enhance capacity for meaningful cross community understanding and integration.

Similar work to mitigate on contentious bonfires and parades across Armagh Banbridge Craigavon council area has sustained dialogue within disengaged and hard to reach communities.

TIDES Mediation contract with Northern Ireland Housing Executive was successfully renewed alongside new service requests from other Housing Associations, and private sector clients.

DFA funding for Elevate, a three-year programme has initiated plans to enhance the capacity for community champions to explore cultural identity and work towards integration.

Going forward new strategies for 2023 will uphold quality, meet statutory obligations and voluntary codes of good practice including the Investors in People standard. To sustain core programming alongside new initiatives that respond to the needs of local communities.

TIDES will manage income generation targets to meet these new challenges amidst the cost-of-living pressures across all sectors.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance *(continued)*

Forging Partners:

TIDES aim to strengthen relationships and explore new strategies to support the delivery of Peace and Reconciliation for the next round of Peace Programmes.

We will continue to develop international contacts to sustain work in Cyprus, work with OSCE, with the Island of Ireland women mediators & peace builders. TIDES will continue to be proactive to nurture new and existing relationships for programme delivery in other areas.

Strengthening governance:

TIDES charitable remit is informed by the voices and experience of people with whom we work. Trustees lead on organisation vision and values. During the year to March 2023 Trustees have prioritised internal development and driven investment in TIDES capabilities to enhance sustainability. Governance Training for Trustees is facilitated using inhouse and external resources. Recruitment is ongoing to reflect skills audit and to negate any conflict of interest within the current board. Regular programme evaluations continue to inform TIDES grant applications aiming to support practical assistance and education to people affected by conflict.

ACHIEVEMENT AND PERFORMANCE

TIDES 2022-23 programme has re-invigorated both community and cross sector engagement, to sustain core objectives at a time when support requirements continue to escalate.

A new Strategy will progress on achievements, devise new targets to face challenges head-on. TIDES will sustain recent investments of time and resources to improve performance, cost reduction, and efficiency savings across all aspects of work.

Core values for diversity and equality are reflected in Board representation and staff structure. The Investors in People accreditation will be retained to acknowledge the TIDES ethos which values the commitment of the skilled workforce. A full policy review cycle will continue into the next year, with TIDES policies being updated in accordance with funding and legislative requirements.

TIDES have been resilient and shown leadership in dealing with uncertainty. Our progressive outward-looking remit continues to pursue collaboration that will ensure programming evolves to meet the needs of the people and communities we support.

Trustees extend gratitude to all staff, volunteers, and funding partners who have contributed to another successful period with a strong core team and financial situation.

To learn more about our work visit our website on www.tidestraining.org.

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Reserves policy

TIDES Training and Consultancy comply with statutory guidance and good practice in managing the finances of the charity and as outlined in the Reserves policy.

Results for the year are set out in detail on pages 14 to 23 to show adequate unrestricted funds are available to designate to cover up to 12 months full running cost of the charity.

Trustees consider reserves at this level to be essential to provide sufficient investment in strategic priorities for internal development and strengthening financial position to future proof the organisation as it transitions from the former reliance on Peace funded programmes.

TIDES will continue current activities while consideration is given to ways in which additional funds may be raised. Including plans to explore business opportunities that will augment resources for charitable work.

This reserve policy will be reviewed throughout the next year.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

TIDES Training and Consultancy

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 26 September 2023 and signed on behalf of the board of trustees by:



Ms Swanston
Trustee

TIDES Training & Consultancy

Northern Ireland - Charity number 103375

Annual return

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy

Year ended 31 March 2023



Opinion

We have audited the financial statements of TIDES Training and Consultancy (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 the provisions available for small entities, in the circumstances set out below, 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.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2023



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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2023



Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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:

We discussed laws and regulations and fraud risks with the client during our audit procedures. The company must comply with the Companies Act 2006 and prepare financial statements and give a true and fair view in accordance with the Act and supplementary regulations. The directors consider that fraud is most likely to involve the misappropriation of expenditure and controls have been implemented around the authorisation of expenditure.

Our engagement team collectively had appropriate experience of applicable laws and regulations and competence to recognise non-compliance. Audit procedures were planned and performed to assess the authorisation of expenditure we used checklist in evaluating the presentation, structure, and content of the financial statements. We consider that our audit has a reasonable chance of detecting material non-compliance with laws and regulations. We remain mindful that fraud, by its very nature, may be difficult to detect and that cash may be misappropriated before it is entered into the accounting records of the company. We tested controls in place for cash income and undertook analytical procedures to identify trends that might indicate misappropriation of income. We consider that our audit has a reasonable chance of detecting a material fraud in this area.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*



Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

TIDES Training and Consultancy

Company Limited by Guarantee

Independent Auditor's Report to the Members of TIDES Training and Consultancy *(continued)*

Year ended 31 March 2023



Use of our report

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

A handwritten signature in black ink that reads 'Paul Leatham'.

Paul Leatham (FCA) (Senior Statutory Auditor)

For and on behalf of
Muir & Addy
Chartered accountants & statutory auditor
427 Hollywood Road
Belfast
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26 September 2023