



The Commissioner for Children and Young People for Northern Ireland

Annual Report and Accounts

**For the year ended
31 March 2010**

**Laid before the Northern Ireland Assembly under Commissioner
for Children and Young People (Northern Ireland) Order 2003 by
the OFMdfM**

6 December 2010



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DIRECTOR'S REPORT

The Commissioner for Children and Young People for Northern Ireland (NICCY) is an executive Non-Departmental Public Body (NDPB) sponsored by the Office of the First Minister and deputy First Minister (OFMdfM). NICCY was established on 1st October 2003 under the Commissioner for Children and Young People (Northern Ireland) Order 2003.

These accounts are prepared in accordance with Schedule 2 11 (1) of the Commissioner for Children and Young People (Northern Ireland) Order 2003 and in accordance with the 2009/10 Government Financial Reporting Manual (FRoM) issued by the Department of Finance and Personnel in Northern Ireland (DFP).

Principal Activities

The Commissioner for Children and Young People for Northern Ireland's principal aim is to 'safeguard and promote the rights and best interests of children and young persons'. While the detailed powers are set out in the legislation, they may be grouped under three main areas as follows:

- Promoting children's rights - the Commissioner will be guided by the United Nations Convention on the Rights of the Child (UNCRC), an international agreement setting out how children should be treated and the rights that they have;
- Complaints and legal action - the Commissioner can deal with individual complaints from children and young persons, or their parents/ guardians about any services that impact on those under 18 years of age (or under the age of 21 for those with a disability or leaving care);
- Research and enquiries - the Commissioner will base all her work on thorough research and evidence. The Commissioner has the power to undertake general enquiries into issues where she believes children and young people are being adversely affected. The Commissioner is also required to review the ways that those providing services for children and young people listen to complaints and take account of their views.

Important Events Occurring After the Year End

There have been no significant events since the year end, which would affect these accounts.

Results for the Year

The results for the Commissioner for Children and Young People for Northern Ireland for the period are set out in detail on page 41. The net expenditure for the year ended 31 March 2010 was £1,868,129 following a credit of £21,138 in notional costs. This net expenditure resulted in a balance in reserves of £571,259 at 31 March 2010.

Non Current Assets

Details of the movements of non current assets are set out in Notes 6 and 7 to the Accounts.

Research & Development

The Commissioner for Children and Young People for Northern Ireland does not engage in any research and development activities as defined by International Financial Reporting Standards (IFRS).

Charitable Donations

The Commissioner for Children and Young People for Northern Ireland made no charitable donations during the period.

Pensions Liabilities

Staff Pension Liabilities are borne by the Principal Civil Service Pension Scheme (NI) – see Remuneration Report and notes 1.8 and 3(b) to the Accounts.

Payments to Suppliers

The Commissioner for Children and Young People for Northern Ireland is committed to the prompt payment of bills for goods and services received in accordance with the Confederation of British Industry's Prompt Payers Code.

Unless otherwise stated in the contract, payment was due within 10 days of receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later.

During the period 87.26% of bills were paid within this standard (80.85% in 2008/09).

Disabled Persons

The Commissioner for Children and Young People for Northern Ireland seeks to follow best practice guidance as set out in Disability Codes of Practice, on employment and the provision of services to disabled persons.

Equality of Opportunity

The Commissioner for Children and Young People for Northern Ireland is committed to the provision of equality of opportunity and fair participation to all persons regardless of sex, marital status, religious belief, political affiliation/opinion, age, family status, ethnic or racial background, sexual orientation, disability, nationality or trade union membership.

The Commissioner for Children and Young People for Northern Ireland will, in all its actions, conform to both the letter and the spirit of the relevant equality legislation. The Commissioner for Children and Young People for Northern Ireland will provide equality of opportunity to all persons irrespective of whether or not there are legislative provisions in place.

Employee Involvement

The Commissioner for Children and Young People for Northern Ireland encourages widespread consultation and exchange of information at all levels within the Office through staff and team briefings. NICCY has made a commitment to be an Investor in People accredited organisation.

Sick Absence Data

During the course of the year, 3.77% of the available working days were lost due to staff sickness in NICCY. This figure also includes long term absence which contributed approximately 2% of the working days lost.

Register of Interests

An up to date register of interests is maintained by the Accounting Officer and is available for inspection at the Commissioner for Children and Young People for Northern Ireland offices in Millennium House, 17-25 Great Victoria Street, Belfast BT2 7BA.

Auditors

The financial statements are audited by the Comptroller and Auditor General for Northern Ireland (C&AG) in accordance with the Government Resources and Accounts Act (Northern Ireland) 2001. He is head of the Northern Ireland Audit Office and he and his staff are wholly independent of the Commissioner for Children and Young People. He reports his findings to the Assembly.

The audit of the financial statements for 2009/10 resulted in an audit fee of £13,095 which is included in the Operating Costs within the Net Expenditure Account.

Disclosure of Audit Information

So far as the Accounting Officer is aware, there is no relevant audit information of which the entity's auditors are unaware. The Accounting Officer has taken all steps that she ought to have taken to make herself aware of any audit information and to establish that the entity's auditors are aware of that information.

Offices of the Commissioner for Children and Young People for Northern Ireland:

Millennium House
17-25 Great Victoria Street
Belfast
BT2 7BA

Auditor:

Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

Signed by:



Patricia Lewsley
Commissioner and Accounting Officer

MANAGEMENT COMMENTARY

The Commissioner for Children and Young People for Northern Ireland has prepared this review in accordance with the Accounting Standards Board Reporting Statement: Operating and Financial Review. Following the spirit of the Reporting Standard, this Management Commentary shall focus on matters that are relevant to the interests of members. In the context of the Commissioner for Children and Young People for Northern Ireland, 'members' shall be all users of the accounts.

The Commissioner

On 19 December 2006 Patricia Lewsley was announced as the second Commissioner for Children and Young People and took up appointment on 8 January 2007.

Description of the Business

The mission of the Commissioner for Children and Young People for Northern Ireland (NICCY) is to:

Safeguard and promote the rights and best interests of children and young people by listening to them and working with them to challenge and change the world in which they live.

While the detailed powers are set out in the legislation, they may be grouped under the three main areas identified under 'Principal Activities' within the Director's Report. To ensure that NICCY meets the aspirations set out in our mission statement and succeeds in carrying out its functions and duties under the legislation, NICCY carried out a large scale consultation in 2008. This was used to identify the following five priority areas of work:

- Play and Leisure;
- Having Your Say;
- Wellbeing and Mental Health;
- Protection; and
- Equal Treatment.

Following the identification of these priority areas, the Corporate Plan for NICCY from 2008/11 was developed. This was developed using the Balanced Scorecard tool, with NICCY arranging them into the following quadrants:

- Our stakeholders (children, young people, parents and others);
- How we do things;
- NICCY staff; and
- Money.

This Balanced Scorecard forms the basis against which NICCY measures its performance and reports to Government.



NICCY reports on its progress against objectives and targets within its annual Business Plan on a quarterly basis to OFMdfM. This management commentary section of the report details the broad outcomes and achievements over the course of the financial year 2009/10.

Full details of our priorities and objectives are set out in NICCY's Corporate Plan 2008/11, and the annual Business Plans, all of which are available on the NICCY website (www.niccy.org).

Corporate Governance

NICCY has a Senior Management Team, comprised of Commissioner, Chief Executive, Head of Legal and Casework, Head of Policy and Research and Head of Communications and Participation which meets on a fortnightly basis.

NICCY has established an Audit and Risk Committee which, is an independent advisory committee with no executive functions. The Committee provides an independent oversight on our work and supports the Commissioner in discharging her role in relation to managing risk, internal control and corporate governance. This is managed by carrying out an independent appraisal of these areas and advising on the adequacy of procedures and processes in place and assurances received. The committee members Bob McCann (Chair), John Fenton and Hilary McCartan meet four times a year. The agenda and papers are circulated to members before meetings and minutes are taken of the Committee's discussions, decisions and actions. Committee members term of office expired in early 2010/11 resulting in a recruitment and selection exercise to appoint a new committee with effect from June 2010/11.

The Ethics Committee has three independent advisors and two young people from NICCY's Youth Panel. The Committee ensures that all research and service reviews meet minimum ethical standards and are carried out following best ethical practice. The Committee did not meet during 2009/10.

NICCY's Environment

You can read more about the way NICCY works in our Corporate Plan 2008/11, which is available to download at www.niccy.org. It explains in more detail the context within which NICCY operates. However, the key aspects are as follows:

Legislative and Policy

NICCY was established by the Commissioner for Children and Young People (Northern Ireland) Order 2003. The Order outlines NICCY's functions, duties and powers. A review of NICCY's legislation was also carried out and the recommendations from this are currently being considered. Copies of both the Order and the review of the legislation are available from our website (www.niccy.org).



Other key areas of legislation, proposed legislation and policy initiatives and United Nations reports will have a major influence on the lives of children and young people within Northern Ireland.

- The 10 Year Strategy for Children and Young People in Northern Ireland 'Our Children and Young People - Our Pledge' and associated Action Plan has been published by OFMdFM. While NICCY welcomed the strategy we believed the action plan must be much more robust, with clear targets and action measures. We will continue work closely with Government to review how well this action plan progresses alongside the 10 Year Strategy.
- How the UK Government and Northern Ireland Assembly respond to the recent report and the Concluding Observations by the United Nations Committee on the Rights of the Child.

Political and Administrative

NICCY continues to work with the Northern Ireland Executive and Assembly in a variety of ways. We continue to use opportunities to promote the rights and best interests of children and young people in the services they need and seek to make sure any changes do not lead to children and young people being disadvantaged.

NICCY's relationship with individual committees of the Northern Ireland Assembly is ongoing to ensure mutual understanding of key issues affecting children and young people.

We have continued to develop relationships with our fellow Commissioners in England, Scotland, and Wales to develop a clear agreement on our roles and responsibilities. Along with these Commissioners and the Children's Ombudsman in Ireland, we are part of the British and Irish Network of Ombudsmen and Children's Commissioners (BINOCC). This group meets independently but is also a sub-committee of the European Ombudsmen for Children (ENOC), of which we are a member. Further information about the role of this group can be obtained on its website, www.ombudsnet.org.

NICCY continues to develop memoranda of understanding with statutory, inspectorial and monitoring bodies in addition to those agreed previously.

Economic and Social

The United Nations Committee on the Rights of the Child agreed with NICCY in the view that poverty is one of the main reasons children and young people don't always achieve their rights. We want our work to highlight and challenge the effects of poverty on our children and young people and we will continue to seek improvements. We briefed the Assembly Committee of the First Minister and deputy First Minister on this prior to them producing their report and recommendations to the Northern Ireland Assembly.



Demonising and negative stereotyping continue to be major issues for children and young people in Northern Ireland. This was highlighted by the United Nations Committee on the Rights of the Child and work has been undertaken to support the NICCY Youth Panel campaigning on this issue.

Social exclusion arising from sectarianism, racism, homophobia and discrimination against those with a disability, is a significant factor in children and young people's lives in Northern Ireland. We want to make sure that a consistent and co-ordinated effort is made across the statutory, public, voluntary and private sectors to make children's lives better and have taken part in a series of events and initiatives to highlight this issue.

NICCY has a clear duty to advise and where appropriate challenge government and other statutory agencies when policy, legislation and services are ineffective or inadequate.

Value for Money

NICCY welcomes the developments in public sector governance arrangements. These guide our management activities. We use these to minimise risk and ensure effective controls throughout the organisation. NICCY will continue to develop and improve the way we provide services, organise ourselves and are accountable.

Finance and Resources

NICCY received £1,837,941 of financing from the Office of the First and deputy First Minister for the 2009-10 financial year. Of the total £1,806,336 is grant-in-aid and £31,605 is funding for the letting of office space to the Older People's Advocate. The sublet funding has been accounted for by netting of the appropriate expense items within operating costs. The current structure provides for a complement of 28 full time staff. We will continue to work closely with OFMdFM to make sure the level of resources are fit for purpose and enable us to deliver our priorities as outlined in our Corporate Plan 2008-2011.

Make It Right

THE United Nations Convention on the Rights of the Child celebrated its 20th Anniversary on November 20 2009. The Convention is very important for NICCY because the legislation which set up the Commissioner's office specifically says that NICCY "shall have regard" to the UNCRC.

The Make It Right Campaign runs from November 2009 to the 21st Anniversary of the UNCRC in November 2010. The campaign focuses on eleven key issues affecting children and young people in Northern Ireland. The end of the campaign will culminate in a report which will highlight the positive impact of children and young people on society in addition to counteracting the negative stereotyping which is often portrayed in the media, as highlighted within the most recent United Nations Concluding Observations. As well as raising awareness of these issues, it supports young people to become involved and to help deliver specific messages to Government on children's rights.



The aims of the campaign are as follows:

- To raise awareness among a range of stakeholders (including Government, children and young people and Non-Governmental Organisations) of the UNCRC and its relevance to everyday issues affecting children in Northern Ireland;
- To engage children and young people as child rights campaigners and, through their activities to hold Government to account in delivering on the UNCRC; and
- To produce a range of resources that can be used during the celebration year and beyond to influence the Comprehensive Spending Review (CSR) period and subsequent 2011 NI Assembly elections.

A series of 11 policy briefings will be published throughout 2010 with each briefing identifying three calls to action for Government and specific Government departments. These calls are drawn from the Northern Ireland Commissioner for Children and Young People (NICCY) report: Children's Rights: Rhetoric or Reality (2008) and the United Nations Committee on the Rights of the Child's Concluding Observations on the UK Government's report (2008).

Eleven campaign briefings will also be published each month specifically for children and young people. The purpose of these is to support young people to campaign for Government action to address the very real issues affecting them in Northern Ireland.

Within this financial year, the themes were Tackling Poverty in January; Supporting Families in February and Making Communities Safer for Children and Young People in March.

Highlights of these campaigns, to date, include:

- Pupils from the Parkgate Primary School P7 wrote to David Ford, MLA on the issue of child poverty;
- Students of Belfast Metropolitan College raised a petition with over 200 signatures looking for extra support for young carers. This petition was sent to the Health, Social Services and Public Safety Committee and the Education Committee at the Assembly;
- YMCA Ireland highlighted their youth justice campaign to the UN Human Rights Council;
- The Commissioner delivered a presentation of written and verbal evidence to the OFMdFM committee and DEL committee on child poverty in Northern Ireland;
- Following publication of February's briefing on Supporting Families, questions were asked in the NI Assembly on strengthening the 2006 Caring for Carers Strategy; and



- Following on from the Making Communities Safer for Children and Young People briefing, the Commissioner met with the Police Service of Northern Ireland (PSNI) and was able to pass on the views of children and young people on the issue community safety.

The rest of the 2010/11 will focus on other issues including Children and Young People Having Their Say; Newcomer Children; Play and Leisure; Children with Disabilities; Children and Care; Education; Emotional Health and Wellbeing; Children and Young People in Trouble with the Law.

Evidence gathered will help NICCY develop its next three year Corporate Plan (2011-14) and, through the calls to Government, give the organisation focus to ensure that children and young people receive the services and protection they are entitled to and alert Government to this in line with our duties.

Communicating at NICCY

Influencing change and informing others about the work of NICCY is at the heart of all NICCY's communication plans. This meets our statutory requirements, but also means we can explain in clear terms the issues that affect children and young people in Northern Ireland. We engage both formally and informally with a vast range of stakeholders from children and young people themselves to Government, the media and many individuals and groups all with the same aim in mind – to help protect and safeguard the rights and best interests of children and young people.

One of the key things that NICCY does to communicate is to make sure children and young people are not only at the heart of what we do as an organisation, but that their views and voices are heard.

On August 12 2009, three members of the NICCY Youth Panel, with the support of communication and research staff, conducted a survey into how young people are perceived by the four main daily newspapers to mark International Youth Day. The Youth Panel looked at all stories relating to children and young people during a 4 day period, then marked each article as positive, negative or neutral. The Youth Panel appeared on radio to discuss their findings and challenge the negative perceptions some people have of young people.

To mark the 20th anniversary of the signing of the UNCRC on 20 November 2009, the Youth Panel, in partnership with young people from Young NCB NI and the Northern Ireland Youth Forum, launched 'We Want the Airwaves'. The aim was to make sure their views and voices were heard and listened to on a range of media platforms.



During the anniversary week, the young people were on BBC Radio Ulster, UTV, U105 fm, Feile Fm and on UTV's Seven Thirty Show as well as in print media. They interviewed the First Minister, the Junior Ministers and representatives from the main political parties throughout the week, as well as highlighting issues including the problem of anti-social behaviour and lack of play and leisure.

In February the Commissioner appeared before the Committee of the First Minister and deputy First Minister as it considered progress on recommendations from its inquiry into child poverty.

A key focus of NICCY's work was to bring the issues affecting children directly to Government's attention. This involved meeting Ministers, developing briefings, attending party conferences and supporting young people to report their issues directly to individual Ministers and MLAs. This has been a very successful initiative and one which is being further developed this year.

The work with the media and the many journalists we meet and talk to about the issues faced by children and young people is a major part of the work of the Communications team. Over the period we issued media releases and statements on topics ranging from post-primary transfer, to child poverty, community safety, and finding more safe and accessible things for children and young people to do.

The Commissioner was featured in all of the Northern Irish daily newspapers this year, and had a greater presence in the regional papers. As a result there have been 184 articles this year that have featured the Commissioner or the office. There has also been an increase in coverage of the youth panel, particularly through the NICCY Youth Panel recruitment drive, International Youth Day and We Want the Airwaves.

NICCY also delivered 15 keynote speeches as well as speaking at many other smaller events to raise awareness on a range of issues affecting children and young people throughout the year.

We recognise and are grateful for the work and the commitment of the NI media in supporting the many initiatives over the year by providing the opportunity to bring these issues into the homes and workplaces of so many people.

NICCY's corporate web site (www.niccy.org) underwent significant development during the year, both in terms its design and structure but also in terms of added functionality and new features. The aim of this work was to future proof the site, improving usability and accessibility and most importantly, to make sure it continues to support our engagement with stakeholders and provide a flexible and dynamic online platform to communicate the work of the Commissioner over the coming years. The new site was launched in June 2009 and continued to attract considerable visitors and several thousand documents were downloaded throughout the year.



Another important piece of work was a review of NICCY's overall online presence, with a particular focus on assessing new opportunities for NICCY to engage with children and young people on social networking sites. Following on from this a number of recommendations are to be implemented in 2010.

All aspects of NICCY's work were highlighted with the publication in November 2009 of the NICCY News Annual Review. More than 200,000 readers received a copy of the review, published this year in a calendar format to help preview the Make it Right campaign.

The work of the communications team was also recognised by the Chartered Institute of Public Relations (CIPR), as they were awarded "*outstanding in-house PR team*" at the CIPR Awards ceremony 2009.

Participation

NICCY's legislation requires that we engage and work with Government to ensure structures are in place to enable children and young people to participate and have a say in decisions that affect their lives.

Last year we highlighted the UN Committee's recommendation that Government should bring forward formal structures, policies and practices to make participation a reality and we produced a policy statement which could serve as a commitment from government to achieve this. To date seven government departments have signed up to NICCY's Participation Policy Statement of Intent.

Since NICCY first opened its doors levels of participation of children and young people within the organisation have increased. We have completed an internal participation audit using the 'Hear By Right' model, the recommendations of which are being taken forward to be completed by the end of 2010/11, thus increasing and improving the structures for involving children and young people in our work and governance.

NICCY's Participation Forum met twice this year. The Forum is made up of representatives of NGOs and statutory bodies with a vested interest in the participation of children and young people. We welcomed the attendance of Departmental Children's Champions who in turn welcomed the opportunity to meet and share experiences with their peers in the NGO sector.

We hosted a seminar event with a number of the Children's Champions looking at a legislative overview of participating with children and young people and practical aspects of working with children and young people.

The office has also advised on the development of the NI Youth Assembly and the Network for Youth, both of which gave presentations to the Participation Forum.



We look forward to the ongoing development of these initiatives as they can play a vital role in young people having a direct link with Government.

We continue to advise other public bodies on working directly with children and young people, giving them a voice and enabling these bodies to hear directly from children and young people as citizens and customers about their changing attitudes, needs and their views as to what constitute quality in services and barriers to accessing services. Children and young people can bring fresh perspectives and new ideas about services and policies, helping tackle key objectives and promoting social inclusion. This process of participation can make sure that services and policies can be designed, delivered and evaluated based on actual rather than presumed needs. This has the potential to save money.

Throughout 2009/10 participation staff worked directly with over 4,700 children and young people throughout the year, explaining the work of NICCY, discussing the UNCRC and explaining how it is relevant for every child and young person in Northern Ireland.

The participation service also acts as a channel for NICCY's priority actions, providing feedback to the organisation about issues facing children and young people. A key element in the latter half of the year was supporting the Make it Right campaign (see below/above).

During the year participation staff worked with more than 150 different schools, youth groups and youth organisations. They were also involved in supporting statutory organisations develop good participation practice.

Staff continued to work on NICCY's Democra-School programme, promoting the development of school councils by posting additional resources on www.niccy.org. We also continue to explore the introduction of school council policy, working with the Department of Education, creating relationships with the main teaching unions and the Education and Training Inspectorate, to enable us to move forward in our campaign to make school councils compulsory in every school in Northern Ireland. The Department of Education highlighted our Democra-school guidance on their website and encouraged schools to use it when developing a school council.

In addition, the team supported the personal and skills based development of the NICCY Youth Panel (NYP). The NYP is currently made up of 25 young people from throughout Northern Ireland who advise the Commissioner on issues affecting young people and contribute to the overall work of NICCY.

Members of the panel were involved in a wide variety of NICCY activities ranging from peer research and project planning through to sitting on committees and other decision making bodies. They also continued to play a pivotal role in recruiting new NICCY staff, receiving training, sitting on interview panels and having an equal voice in the selection process.



The NYP has further developed the peer selection model for recruiting new NYP members when 12 young people joined the panel in April '09.

The Participation team supported the panel in developing their skills and personal capacity, through working with them on projects, including writing, filming, directing and taking part in multimedia work. Three DVDs were produced on the 20th Anniversary of the UNCRC; children's rights video for a UNICEF initiative, a video in connection with the International Day of Youth and the physical punishment court case announcement. These videos can be viewed on the NICCY Youth Panel YouTube channel.

One of the key achievements of the Youth Panel was for three members to attend the European Network of Ombudsmen and Commissioners (ENOC) annual conference. Here the panel members planned, prepared and facilitated a workshop on children's rights to European Children's Commissioners and Ombudsmen. This was the first time young people had delivered an interactive workshop to the ENOC group. The involvement of young people at the conference encouraged ENOC to develop the ENOC Network of Youth Advisors (ENYA) where the NICCY youth panel now participate. The NYP in fact drafted the E-Forum Code of Conduct that is used by ENYA and has since been utilised by other European initiatives.

During the year we facilitated and supported members of the panel and other children and young people with the opportunity to speak to Government ministers directly, including the First Minister, and the Junior Ministers.

To highlight the 20th Anniversary of the UN adopting the Convention on the Rights of the Child, members of the youth panel along with young people from Young National Children's Bureau (NCB) and the Northern Ireland Youth Forum formed the We Want the Airwaves project. (see above).

In the early part of the year NICCY and Young at Art worked together on a project called Champion of the Child that used the arts and the story of Janusz Korczak to raise awareness of the concept of children's rights among children; promoted NICCY's role in Northern Ireland to the wider public and used a touring exhibition and associated workshop to raise awareness of the history and importance of the UN convention on the rights of the child among the general public, schools, families and children and young people.

The Champion of the Child exhibition visited Belfast, Derry, Omagh, Enniskillen and Lisburn. NICCY Participation Officers delivered 19 separate 1½hr workshops to local primary, post primary and special schools groups.

NICCY's 'Training the Trainers' programme - where our participation officers pass on skills of facilitation in children's rights education to teachers - continues to develop and expand. A peer training model was developed at St Mary's College with 26 student teachers training almost 100 of their peers in children's rights.



Further programmes were also delivered to 66 Early Year students at Stranmillis College and to 20 teachers under the auspices of Northern Ireland Council for Integrated education.

The Participation Staff also facilitated one off Train the Trainers sessions with Queens University, University of Ulster & Belfast Metropolitan College.

Policy and Research

Advising on the development of policies, legislation and action plans remains an important part of NICCY's work, as it enables us to inform, influence and challenge Government where legislation, policies and practice do not meet the rights and best interests of children.

During 2009/10, many policy and legislative developments affected children in Northern Ireland. In keeping with our legislative requirements, we provided advice in relation to 26 consultations, ranging from the Children's Strategy Action Plan, to spending priorities for money released from Dormant Bank Accounts, the retention of records on the DNA database and NIO proposals on Next Steps for a Bill of Rights for Northern Ireland. Where appropriate, the Commissioner met with Ministers and other decision-makers to discuss specific issues and to advise them to act in accordance with children's rights and best interests. We also provided six evidence papers to Assembly Committees on issues such as the Safeguarding Board, Child Poverty Inquiry and European Issues. Throughout this period, we also produced a broad range of briefing papers to assist the Commissioner in highlighting key issues affecting children and young people and to inform stakeholders of where children's rights are being adversely impacted or not fully met. These addressed such diverse issues as autism, alcohol and drugs, nursing and the role of the UNCRC, G8 themes from a child rights' perspective, social need and equality.

To demonstrate how the advice of the Commissioner promotes the rights and best interests of children, it is useful to consider the example of the Department of Education's Draft EQIA on Proposals to Withdraw Funding from the Preparatory Departments of Grammar Schools. NICCY received more than 80 communications from parents and children voicing concern about the proposals and requesting the Commissioner to raise these with Government. The proposals were intended to promote greater equality as many parents are unable to afford preparatory school fees. In relation to rights, NICCY determined that the Department had no responsibility to fund education other than that provided by the state. However, in relation to best interests, we identified a potentially negative impact on preparatory school pupils, which may have resulted in some children having to transfer schools, due to increased fees. The situation facing controlled preparatory schools was very uncertain, with fears that they could be forced to close. Moreover, it was unclear how the withdrawal of preparatory school funding was in the best interests of non-preparatory school pupils, as it was unlikely to redirect resources to other schools.



Following our advice, the Minister decided to reduce the level of funding rather than withdraw it completely. In doing so, she acknowledged that an entire withdrawal might not be in the best interests of the children affected. Parents acknowledged NICCY's intervention which they believed helped to secure a positive outcome.

Education was a particular focus for NICCY during 2009/10, with advice provided on the education of children and young people from the Traveller community, The Way Forward for Special Educational Needs and the Equality Impact Assessment on Transfer 2010 Guidance. Under our duty to review the adequacy of law and practice in relation to children's rights and best interests, NICCY also monitored developments regarding post-primary transfer arrangements for 2009/10.

Since the restoration of devolution, academic selection has been a particularly contentious political issue. Any new legislation regulating the transfer of children from primary to post-primary schools requires cross-party support within the Executive. However, since political agreement was not reached or legislation passed, two bodies representing grammar schools devised academic entrance tests. The Department of Education also produced guidance on post-primary schools admissions based on a set of entrance criteria. While schools had to show 'due regard' to the guidance, they were not compelled to follow it. NICCY was concerned about the effects of an unregulated transfer process on children, and their lack of involvement in the decision-making process. Following a series of meetings with key stakeholders, the Commissioner received emails from P7 children expressing their anxiety about the tests and transfer process. The Commissioner and staff then met with almost 1,000 primary school pupils to hear about their experiences of the transfer process. Primary teachers, principals and parents were also consulted. In addition, questions on the transfer process were included in the Kids' Life and Times Survey (ARK QUB), an online survey of P7 children. The responses are being analysed and a report on children's experiences of the 2010 transfer process will be launched in autumn 2010.

Following on from our work in 2008/09 relating to the UK Government report to the UN Committee on the Rights of the Child, where NICCY and the other UK Children's Commissioners presented a comprehensive shadow report, we have continued to hold Government to account in responding to the Committee's Concluding Observations. The NICCY UNCRC 'Make It Right' campaign is a key mechanism for achieving this, as each policy and children's campaign briefing references corresponding Concluding Observations. We also advised OFMdfM on its priorities for action relating to the Concluding Observations, although NICCY has expressed its disappointment at the level of attention given to this compared to the devolved administrations in Scotland and Wales.

During 2009, quarterly meetings were established with OFMdfM to monitor government delivery through the Children's Strategy and Action Plans, the six priorities set out in the Programme for Government and the priorities announced in November 2009 for responding to the 2008 UNCRC Concluding Observations. We



established regular meetings with the Director for Social Care and Children in the Health and Social Care Board to monitor developments concerning the provision of services to children. The Commissioner was also represented on various working groups, including the Play and Leisure Implementation Group convened by OFMdFM, the Regional Children's Services Planning Group, the Advisory Group on Regulatory Quality Improvement Authority (RQIA) Inspections of Secure Care, and the Children's Inspectorate and Oversight Bodies Forum. We also collaborated with and actively supported the Commissioner's engagement with a range of statutory, voluntary and community bodies in addressing a diversity of issues pertaining to children and young people. Examples include residential care, special educational needs, mental health matters and the needs of minority ethnic children.

Finally, while NICCY welcomed the creation of the Child Poverty Act 2010, which received Royal Assent in March 2010, we were disappointed that its remit only covered children up to 16 years. In 2009 NICCY funded the NI Anti Poverty Network to conduct research on the rights and entitlements of 16 and 17 year olds, and their access to these rights, in relation to benefits, housing and earnings. The research paper, released in February 2010, identified particular groups of young people, including those living independently or in supported living and those not in education, employment or training, as being at greater risk of experiencing poverty. Participants from various sectors, and young people outlined actions required to meet the particular needs of 16 and 17 year olds experiencing poverty. Contributions from this event will continue to shape our advice to Government as it develops a Child Poverty Strategy for Northern Ireland by March 2011.

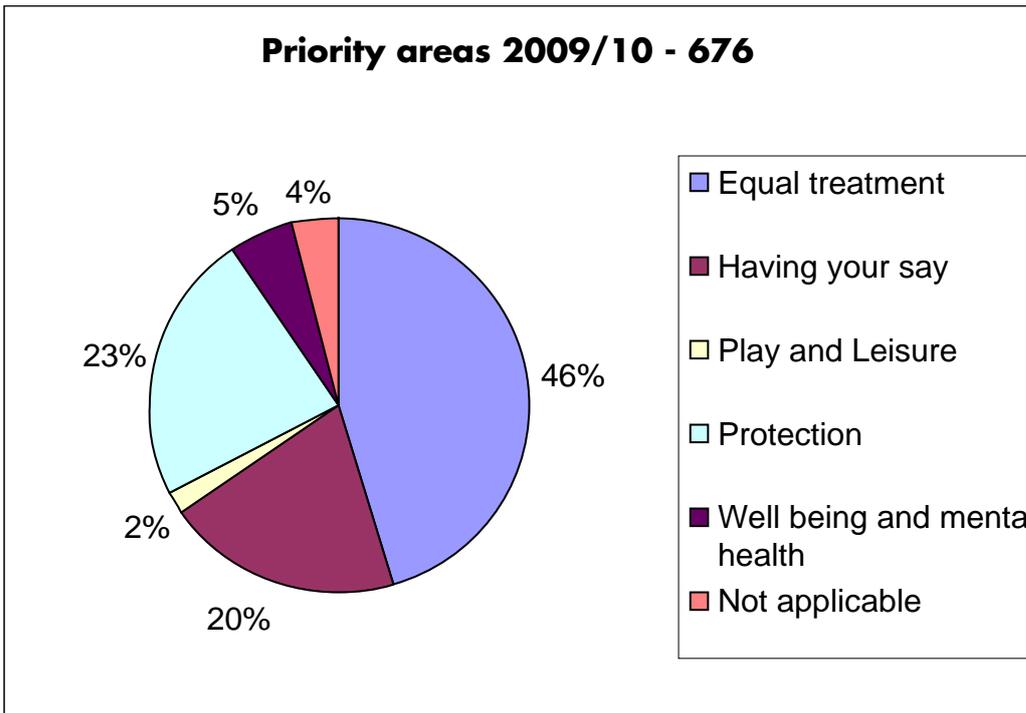
Legal and Casework

The Legal and Casework team support the Commissioner in the promotion and safeguarding of the rights and best interests of children and young people. The team deal with enquiries and cases involving complaints from young people or their parents or carers which relate to relevant authorities.

Casework and NICCY

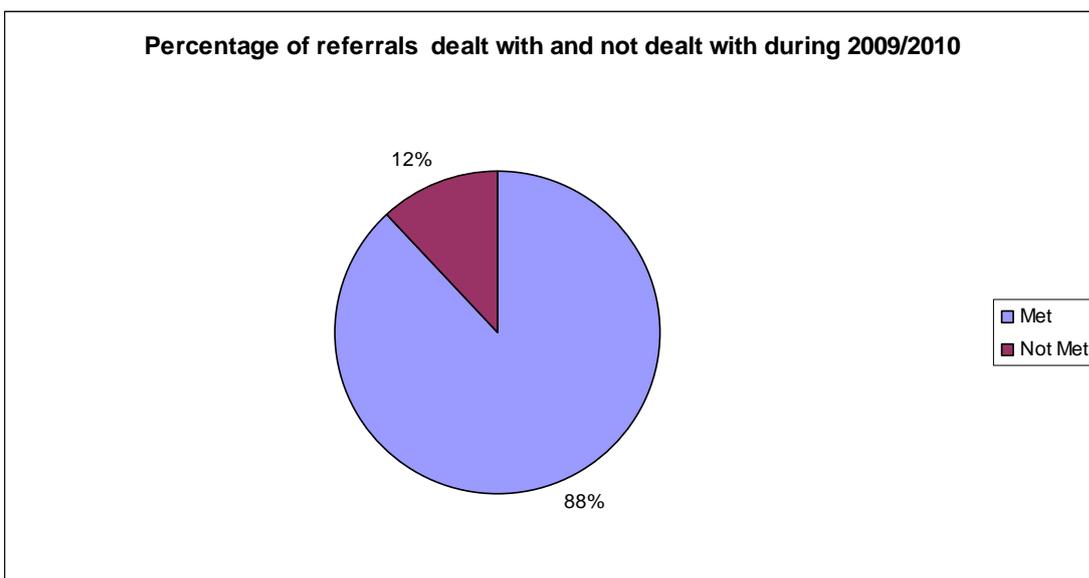
In the year 2009/10 the team received 676 new referrals. This was once again an increase on the previous year. A wide range of issues which affect young people were brought to the team.

The chart below reflects a breakdown of the issues into our five priority areas.

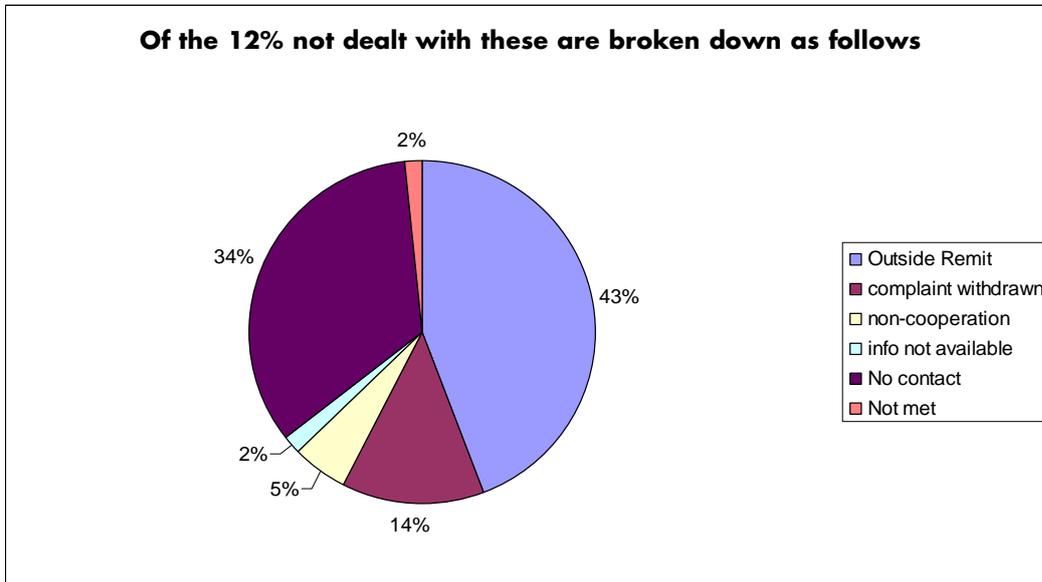


It can be seen from the chart that the majority of referrals to NICCY concerned the equal treatment of children and young people. This was a continuing pattern from the previous year where the figure equated to 45%, and in fact the proportion had risen by 1% on the previous years figure of 45%. Interestingly the level of referrals relating to having your say at 20%, and play and leisure at 2%, remained the same as the previous year.

The pie chart below shows that in 88% of the referrals closed by the Legal and Casework team in the last year the objectives were met. This is a 5% rise on the previous year.



The following chart explains why the remaining 12% were not dealt with. It can be seen that 26% were outside our remit and a further 20% were not dealt with because the client did not maintain contact with NICCY.



Work continued in conjunction with the participation team to provide outreach clinics. 6 outreach clinics took place during the year. These involved working with adults and with children and young people. The various groups we worked with represented children and young people with issues such as visual impairments, autism, homelessness and young carers. In addition we worked with youth groups around general youth issues.

Two examples of the wide range of issues the legal and casework team dealt with during the year are given below.

Accessing Financial Support from Social Services

NICCY were contacted by a single carer with a disability who was experiencing severe financial hardship. This person was caring for a member of her extended family, a child, whose own mother was unable to care for her. The carer had obtained a residence order in respect of the child. NICCY wrote fact finding letters to social services asking what support was available to this person. Social services had stated that as the child had never been a looked after child by the Trust, no foster carer or residence order allowance was payable. However in the particular circumstances they offered financial assistance to cover the costs of various supplementary activities which the child undertook. This allowance was not means tested. The carer was happy with the outcome which was in the best interests of the child involved.



Protecting the home environment of a vulnerable young person

NICCY was contacted by a parent who was concerned about a car park for a park and ride system being built behind their home. The parent objected to this as their son was autistic and they were concerned about the impact upon him. NICCY wrote to the Planning Service on behalf of the parent and raised their objections. At a subsequent Council Meeting the parent's concerns were noted and it was decided to relocate the car park slightly to avoid it being directly behind the home of the young person. The parent was extremely pleased with the outcome and the fact that the best interests of their child had been taken into account in the decision making process.

Legal work at NICCY

The Commissioner has been conferred with certain duties and powers in matters involving law or practice relating to the rights or welfare of children and young persons. A review of these powers under the 'Review of the Commissioner for Children and Young People (NI) Order 2003 (NIA 93/08-09)' was laid before the Assembly in early 2009 and we are at present awaiting the outcome of this.

Corporate Services supporting NICCY

During 2009/10 the Corporate Services team continued its important role of supporting the organisation by developing and maintaining structures, procedures and policies essential for the smooth running and operation of the organisation.

Much of this work was centred around the consolidation of effective governance arrangements as set out by both internal audit and an independent external auditor. This involved maintaining and further developing an effective Audit and Risk Committee. The committee continued to provide independent oversight on our work as well as supporting the Commissioner in discharging her role in relation to managing risk, internal control and corporate governance. In addition, NICCY's annual accounts are audited by the Northern Ireland Audit Office and there is an oversight of the office by our sponsoring department OFMdFM.

As always, NICCY remains committed to being accountable for, and demonstrating value for money, in our work on behalf of children and young people.

In keeping with NICCY's culture of making sure that children and young people have a voice, recruitment activity involved including young people from the NICCY Youth Panel. This involved young people having a say throughout the entire process, from short listing through to sitting on the interview and selection panels. All of the young people involved received recruitment and selection training that was specific and tailored to their needs. Depending on the posts being recruited the young people were also supported by independent advisors.



NICCY continues to encourage work placements for children and young people who are of school age. We believe it is important to offer opportunities to young people who wish to gain an insight into the work of the Commissioner and develop their own skills in a workplace setting. We aim to take on 12 student placements on an annual basis with the length of placement varying from days to weeks depending on the needs of the young person. When NICCY has specific ongoing projects we can also provide opportunities for older young people to become involved as this benefits both the young person and the work of NICCY.

The Corporate Services team has continued to develop new and review existing policies to ensure that they continue to be effective and reflect current best practice. As part of the ongoing performance management process within NICCY, a new staff appraisal programme has been implemented. This enables staff to regularly monitor their progress against the goals and objectives set with their Line Manager. It also enables them to identify any training needs and plan for these accordingly.

In line with the family-friendly ethos of the organisation, the Corporate Services team provided support for staff seeking more flexible working arrangements. NICCY recognises that there are daily stresses and strains on staff and in order to support employees, we have continued to offer our Employee Assistance Programme through Carecall.

During 2009/10 NICCY continued to use the services of AccessNI to ensure all new members of staff were vetted before they started employment with NICCY. This enables NICCY to make informed recruitment decisions as AccessNI provides detailed criminal history information about anyone seeking paid or unpaid work in certain defined areas, such as working with children or vulnerable adults.

Over the course of the year, NICCY through its day to day work with children and young people received a number of disclosures of a child protection nature. These were dealt with and appropriately referred on to the relevant authorities by designated child protection officers, in line with Regional Child Protection procedures.

All new staff commencing employment with NICCY are required to attend a two day child protection training programme. An annual training event relating to child protection and keeping safe is also given to all existing staff through an external service provider and this is tailored to the needs of the organisation. This reviewed signs and symptoms of abuse, referral procedures and new AccessNI arrangements. The child protection policy is reviewed on a regular basis to ensure it remains up to date and addresses any emerging issues.

Other areas of work undertaken by the team took include the operation of NICCY's financial systems and reporting.



In addition lead responsibility on meeting IT needs and making sure standards, in dealing with suppliers, are maintained in line with Government purchasing requirements.

NICCY received a total of 18 Freedom of Information (FOI) requests during 2009/10 and responses to these requests were sent within the required timeframes.

During 2009/10, NICCY ensured the accurate and timely completion of all returns for the Equality Commission in line with the Fair Employment and Treatment Order 1998 and the annual progress reports on Section 75 of the Northern Ireland Act 1998 and Section 49A of the Disability Discrimination Order (DDO) 2006 were also submitted.

During the year NICCY did not receive any formal complaints against the office.

NICCY revised its data protection policy during 2009/10. The security of information is specifically addressed in NICCY's Corporate Risk Register. During the year no personal data related incidents were reported.

Risks Facing NICCY

The Statement on Internal Control sets out our risk management process within NICCY and the actions taken in the year 2009/10 to embed this within the organisation. As stated above, NICCY's Audit and Risk Committee has a major governance role in relation to audit and risk factors, whereby it gives independent assurance to the Commissioner on the effectiveness of the controls and governance framework that is in place.

NICCY's Corporate Risk Register 2009/10 identified 7 risks across the four quadrants of the Balanced Scorecard, which is used for our business planning. This risk register is part of the process whereby NICCY has mainstreamed risk management throughout the organisation, including departments establishing departmental risk registers.

NICCY operates within a dynamic environment and therefore regularly reviews this risk register with oversight from the Audit and Risk Committee, to make sure all risks are identified and effectively managed.

The Commissioner for Children and Young People for Northern Ireland is a corporation sole. She has a Senior Management Team (SMT) consisting of the Commissioner, the Chief Executive, Head of Policy and Research, Head of Communications and Participation and Head of Legal and Casework. SMT's primary purpose is to provide leadership, vision, continuity of purpose, and accountability in taking forward and delivering NICCY's mission, aims and objectives.



NICCY has five reference groups to provide advice and support in key areas, as follows:

- A Youth Panel with 25 young people from across Northern Ireland; this panel acts as a representative consultation committee to provide the Commissioner with views and opinions of children and young people within Northern Ireland. Members are aged between 12 and 18 (and up to age 21 for those who are care experienced or have a disability) and represent different backgrounds and abilities;
- An Audit and Risk Committee, formed in April 2006 with three independent members, who independently contribute to the overall process for ensuring that an effective control system is maintained;
- An Ethics Committee, with three independent members, and two young people from NICCY's Youth Panel. The role of the Committee is to ensure all research and service reviews meet minimum ethical standards and are carried out following best ethical practice. Over the course of the last year NICCY's ethical guidance was reviewed in light of experience and practice;
- The Non Governmental Organisation (NGO) forum which allows the Commissioner to hear the views and issues raised by these organisations as they work with children and young people. It is also an opportunity for the Commissioner to update the NGO sector on the work she is doing; and
- A Participation forum which brings together NGOs, and Children's Champions from Government departments to explore best practice in participatory.

Relationships

Reputation

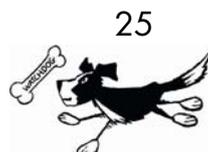
We continue to enhance our reputation within Northern Ireland, the UK and further afield. The Commissioner and the Senior Management Team believes that this is important to NICCY's ability to carry out its work. NICCY monitors its reputation by listening to children and young people when they tell us their views. We listen to employees' opinions, and we monitor the organisation is reported in the media, as well a variety of other public forums.

Children and young people

Children and young people are central to the work of NICCY. NICCY's Youth Panel is a sounding board and focal point for a range of activities including employee recruitment, our participation work, and steering groups for our research projects. We regularly review our relationship with the Youth Panel so that we can continually improve how we work and engage with them.

Employees

NICCY continued to develop and expand its range of employee policies and procedures to ensure effective management and development. NICCY aimed to recruit and retain the best people, with a diverse range of skills, experience and backgrounds, people who are committed to making NICCY successful. NICCY is working towards achieving Investors in People accreditation to ensure that staff skills are developed to their full potential.



NICCY is also committed to supporting staff in maintaining a healthy work-life balance. To this end NICCY maintained its Employers of Choice accreditation.

Statutory and Non Governmental Organisation bodies

NICCY maintains a good working relationship with its sponsoring body, the Office of the First Minister and deputy First Minister. This is through quarterly liaison meetings and other meetings and discussions as required. Six monthly Monitoring meetings were also established to focus on the Executive's strategies and action plans for delivering on the rights and best interests of children and young people. In addition we meet with committees of the Northern Ireland Assembly on a regular basis on specific issues. NICCY recognises the importance of learning and sharing good practice from other Children's Commissioners and Ombudsmen. We are therefore a member of the British and Irish Network of Ombudsmen and Children's Commissioners (BINOCC), and the European Ombudsmen for Children (ENOC). NICCY has also developed relationships with other statutory and NGO bodies, and Memoranda of Understanding with relevant statutory agencies. NICCY staff attended the fourth annual BINOCC Staff Conference in Dublin in November 2009. This brought together staff from five Commissioner's offices to discuss best practice and ways to work together.

Social, Environmental and Ethical Policies

NICCY is committed to improving the lives of children and young people within Northern Ireland. Children and young people make up almost a third of the population within Northern Ireland. Taking into account this number, and the number of parents whose lives may be affected by improvements in their child's life, NICCY has a far-reaching role in improving social well-being. NICCY also works on an operational level to improve the skills of young people within the workplace, by offering work placements and work shadowing within NICCY itself.

NICCY is committed to preventing pollution, minimising waste and maximising opportunities to re-cycle and re-use resources. We now re-cycle paper, toners and cardboard where possible, and also operate a 'no smoking' policy. Where possible we use carbon neutral paper and printing processes when printing publications.

Future Trends and Factors

There are a range of factors, both short and longer term that will have an impact on the future development of NICCY. These include:

- The continuing development of work under our Corporate Plan 2008/11 and our 2010/11 Business Plan;
- The development of our new Corporate Plan 2011/14
- Ongoing implications of the Concluding Observations delivered by the Committee on the Rights of the Child;
- The impact of the Comprehensive Spending Review on services that affect children and young people;



- The further implementation of the Review of Public Administration, which may lead to changes in the type and quality of services provided to children and young people;
- The challenge of how best we use new and emerging technology to communicate and involve children and young people in our work;
- The impact of the Ten Year Strategy and Action Plan; and
- The challenge for Government to meet its target to reduce on child poverty.

Financial Result

NICCY drew down £1,875,001 of its allocation from its sponsoring body for the year 2009/10. This includes £37,060 which related to a 2% carry-over of independent funding from 2008/09. NICCY had expenditure for the year ended 31 March 2010 of £1,868,129.

REMUNERATION REPORT

Remuneration Policy

The remuneration of the Commissioner is approved by the Head of the Northern Ireland Civil Service and the Chief Executive's is approved by the Minister for Finance and Personnel following independent advice from the Review Body on Senior Salaries. Further information about the work of the Review Body can be found at <http://www.ome.uk.com>.

The Northern Ireland Permanent Secretary Remuneration Committee helps determine pay on entry and the annual review of NICS Permanent Secretaries in line with the agreed response to the annual recommendations of the Senior Salaries Review Body.

The pay award for staff in the Northern Ireland Senior Civil Service (SCS) is normally comprised of two elements; a base pay uplift and a non-consolidated bonus. Both elements are based on performance. The senior civil service pay award in 2009/10 comprised a base pay uplift only, with individuals' awards differentiated on the basis of performance and position on the relevant pay band. There were no non-consolidated bonus payments to any senior civil servants as part of the pay award.

The Head of the Civil Service assesses the performance of the Commissioner for Children and Young People, whilst the performance of the Chief Executive is assessed by the Commissioner for Children and Young People, using the formal appraisal system adopted by the Commissioner for Children and Young People.

The remuneration of the other members of the Senior Management Team is made in accordance with the pay awards set out by Northern Ireland Civil Service.

Service Contracts

The appointment of the Commissioner for Children and Young People for Northern Ireland is made by the First Minister and deputy First Minister under Article 5 of the Commissioner for Children and Young People (NI) Order 2003, and in accordance with the recruitment code of the Office of the Commissioner for Public Appointments. The terms and conditions are as set out in Schedule 2 to the Commissioner for Children and Young People (NI) Order 2003.

Patricia Lewsley was appointed as Commissioner for Children and Young People for Northern Ireland on 8th January 2007 for a four-year period, with the possibility of renewal for a further term.

The other members of the Senior Management Team are direct employees of the Commissioner; the appointments, which are permanent, are analogous to grades in the Northern Ireland Civil Service (NICS) with terms and conditions that are very similar but not necessarily identical to those that apply to the NICS.



Salary and Pension Entitlement *(audited)*

The following sections provide details of the remuneration and pension interests of the Commissioner and Senior Management.

	2009-10		2008-09	
	Salary £'000	Benefits in kind (to nearest £100)	Salary £'000	Benefits in kind (to nearest £100)
Commissioner				
P Lewsley (Commissioner)	75 – 80	4,500	75 – 80	4,500
General Management				
G Campbell (Chief Executive) Appointed 01/07/2008	55 – 60	0	40 – 45 (55-60 full year equivalent)	0
E Ryan (Head of Legal and Casework) Appointed 29/10/2008 Previously Acting Head of Legal Services & Complaints Resigned 31/01/2010 (Negotiated termination settlement)	35 – 40 (45-50 full year equivalent)	0	45 – 50	0
T Devlin (Head of Policy & Research) Resigned 18/08/2008	0	0	15 – 20 (45-50 full year equivalent)	0
M Kinghan (Head of Communications and Participation)	50 – 55	0	45 – 50	0
S Weiniger (Corporate Services Manager) Resigned 04/04/2008	0	0	0 – 5 (35-40 full year equivalent)	0
A Tennant (Head of Policy & Research) Appointed 19/01/2009	35 – 40	0	5 – 10 (35-40 full year equivalent)	0
M Simpson (Head of Legal & Casework) Appointed 02/03/2010	0-5 (45-50 full year equivalent)	0	0	0

Salary

'Salary' includes gross salary, performance pay or bonuses, any allowance such as London Weighting Allowances, to the extent that it is subject to UK taxation. This report is based on payments made by the Commissioner for Children and Young People for Northern Ireland and thus recorded in these accounts.

Benefits in Kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by the HM Revenue & Customs as a taxable emolument. The Commissioner received a company car in April 2007 as part of her remuneration package and will be taxed accordingly on this benefit. The other members of the Senior Management Team did not receive any benefits in kind during the year ended 31st March 2010.

Termination Settlement

A payment of £30,000 was made to Ms E. Ryan in January 2010 as part of a negotiated termination settlement. This cost was covered by an insurance policy that NICCY held at the time so there was no financial impact on NICCY's accounts for 2009/10. Ms Ryan left NICCY's employment on 31 January 2010.

Pension Entitlement (audited)

	Accrued pension at age 60 as at 31/3/10 and related lump sum £'000	Real increase in pension and related lump sum at age 60 £'000	CETV at 31/3/09 £'000	CETV at 31/3/10 £'000	Real increase in CETV £'000	Employer contribution to partnership pension account Nearest £100
Commissioner						
P Lewsley	0 – 5 no lump sum	0 -2.5 no lump sum	46	75	20	0
General Management						
G Campbell (Chief Executive)	0 – 5 no lump sum	0 -2.5 no lump sum	7	19	10	0
E Ryan (Head of Legal & Casework)	0 – 5 no lump sum	0 - 2.5 no lump sum	37	47	8	0
M Kinghan (Head of Communications and Participation)	20 - 25 no lump sum	0 - 2.5 no lump sum	310	367	12	0
M Simpson (Head of Legal & Casework)	0 – 5 no lump sum	0 -2.5 no lump sum	0	1	1	0



Pension benefits are provided through the Northern Ireland Civil Service pension arrangements which are administered by Civil Service Pensions (CSP). Staff in post prior to 30 July 2007 may be in one of three statutory based 'final salary' defined benefit arrangements (classic, premium, and classic plus). These arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, and classic plus are increased annually in line with changes in the Retail Prices Index. New entrants joining on or after 1 October 2002 and before 30 July 2007 could choose between membership of premium or joining a good quality 'money purchase' stakeholder arrangement with a significant employer contribution (partnership pension account). New entrants joining on or after 30 July 2007 are eligible for membership of the nuvos arrangement or they can opt for a partnership pension account. Nuvos is an 'earned pension' arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current rate is 2.3%. Earned pension benefits are increased annually in line with increases in the RPI and attract annual pension increase.

Employee contributions are set at the rate of 1.5% of pensionable earnings for classic and 3.5% for premium, classic plus and nuvos. Benefits in classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic plus is essentially a variation of premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per classic.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. Pension age is 60 for members of **classic**, **premium**, and **classic plus** and 65 for members of **nuvos**.

Further details about the CSP arrangements can be found at the website www.civilservice-pensions.gov.uk



Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the CSP arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Signed by:



Patricia Lewsley
Commissioner and Accounting Officer

Date: 11 November 2010

STATEMENT OF ACCOUNTING OFFICER'S RESPONSIBILITIES

Under Schedule 2 11 (1) of the Commissioner for Children and Young People (Northern Ireland) Order 2003, the Commissioner for Children and Young People for Northern Ireland is required to prepare a statement of accounts in the form and on the basis determined by the Office of the First Minister and deputy First Minister, with the approval of the Department of Finance and Personnel. The accounts are prepared on an accruals basis and must give a true and fair view of the Commissioner for Children and Young People for Northern Ireland's state of affairs at the year-end and of its income and expenditure, recognised gains and losses and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- Observe the Accounts Direction issued by the Office of the First Minister and deputy First Minister, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements; and
- Prepare the financial statements on a going concern basis, unless it is inappropriate to presume that the Commissioner for Children and Young People for Northern Ireland will continue in operation.

The Accounting Officer of the Office of the First Minister and deputy First Minister has designated the Commissioner for Children and Young People for Northern Ireland as the Accounting Officer. The Commissioner's duties as Accounting Officer, including responsibility for the propriety and regularity of the public finances, for the keeping of proper records and for safeguarding NICCY's assets are set out in the Non-Departmental Public Bodies Accounting Officer's Memorandum issued by the Department of Finance and Personnel.

Signed by:



Patricia Lewsley
Commissioner and Accounting Officer

Date: 11 November 2010



Statement on Internal Control

Scope of Responsibility

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Commissioner for Children and Young People for Northern Ireland's policies, aims and objectives, whilst safeguarding the public funds and departmental assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland (MPMNI).

The Accounting Officer of the Office of the First Minister and deputy First Minister has designated me as the Accounting Officer for NICCY. In this role I am personally responsible for propriety and regularity in the management of public funds for which I have charge and for the day to day operations and management of NICCY. The relationship between NICCY and OFMdfM is set out in NICCY's Management Statement and Financial Memorandum as agreed with OFMdfM and DFP. The Management Statement and Financial Memorandum defines the financial and administrative framework within which NICCY operates including the arrangements that I have put in place to manage risk, and sets out the conditions on which grant-in-aid is paid and relevant delegations. I act in accordance with the instructions and guidance issued from time to time by OFMdfM and DFP – in particular, the NDPB Accounting Officer's Memorandum issued by DFP and the Treasury document 'Regularity and Propriety'.

The Purpose of the System of Internal Control

The System of Internal Control is designed to manage risk to a reasonable level rather than to eliminate all risk to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Commissioner for Children and Young People for Northern Ireland's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Commissioner for Children and Young People for Northern Ireland for the year ended 31 March 2010 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

Capacity to Handle Risk

As Commissioner for Children and Young People for Northern Ireland, I have developed a robust structure and systems for overseeing the risk management process within NICCY and for ensuring that objectives and risks have been identified alongside a range of organisational controls to manage and mitigate these risks. Key members of the senior management team and other staff members have been trained in risk management best practice to identify and assess risks which might impact on corporate or business plan objectives.



A corporate risk register is in place to define NICCY's system for managing risk. The register includes for each identified risk, the risk rating, business implications, controls and responsible owners and details any further action required to fully manage each risk. NICCY's Audit and Risk Committee has oversight for the initiatives taken by executive officers to promote risk management throughout the organisation. Risk management is a standing agenda item at senior management team meetings and I meet regularly with members of my senior management team to review and update NICCY's risk management processes and the corporate risk register. Risk management is also a regular agenda item on departmental team meetings and departmental risk registers link directly with the corporate risk register. The corporate risk register details the following key business risks:

- Failure to promote and protect the rights and best interests of children and young people;
- Failure to protect the reputation of NICCY; it will be unable to fulfil its objectives and /or statutory functions;
- Failure to protect the internal systems within NICCY and to have an effective disaster recovery plan in place;
- Failure to recruit and retain appropriately skilled staff;
- Failure to manage resources to meet corporate and business objectives;
- Failure to maximise the contribution of our human and financial resources by investing in our people and delivering value for money in all our activities, whilst ensuring the highest levels of governance; and
- Failure to manage corporate business due to the absence of senior staff.

I report on risk management to OFMdFM on a quarterly basis and keep OFMdFM apprised of any changes and/or developments to the corporate risk register. OFMdFM has also designated a liaison officer who attends each quarterly meeting of the Audit and Risk Committee.

The Risk and Control Framework

I have ensured that NICCY has policies and procedures in place for verifying that risk management and internal control are regularly reviewed and reported on. NICCY has an internal audit function which operates to Government Internal Audit Standards (GIAS) and whose work is informed by an analysis of risk to which NICCY is exposed and annual audit plans are based on this analysis. In 2009/10, Internal Audit reviewed the following functions and provided assurance ratings as indicated:

- Payroll – Substantial Assurance
- Human Resources – Substantial Assurance
- Child Protection – Satisfactory Assurance
- Creditor Payments – Satisfactory Assurance
- Governance – Satisfactory Assurance
- IT Security, Strategy and Information Management – Limited Assurance



Internal Audit also followed up on previous audit fieldwork within 2009/10 and provided assurance ratings as follows:

- Communications follow-up – Substantial Assurance
- Corporate Buildings follow-up – Satisfactory Assurance
- Risk Management follow-up – Satisfactory Assurance

In its annual assurance report, Internal Audit reported that there is, overall, satisfactory assurance that the systems within NICCY can be relied upon to support the overall achievement of objectives. Internal Audit has confirmed within its annual assurance report that NICCY continues to display a positive attitude towards the implementations of agreed audit recommendations and, in particular, steps have been taken to minimise risks via further action which has been planned by management. In relation to the limited assurance rating given for IT security, strategy and information management, I can confirm that management continues to make good progress in implementing the outstanding recommendations to be fully completed within quarter 3 of business plan 2010/11.

With regard to the wider control environment, NICCY has in place a range of organisational controls, commensurate with the current assessment of risk, designed to ensure the efficient, effective and economical discharge of its business in accordance with the law and departmental direction. Every effort is made to ensure that the objectives of NICCY are pursued in accordance with the recognised and accepted standards of public administration.

For example: NICCY's recruitment and selection policies and procedures are based on the principle of equality of opportunity and controls are in place to ensure that all such decisions are taken in accordance with the relevant legislation.

Risk to information is considered as an integral part of the risk management process, particularly in relation to the risk of damage to NICCY's reputation and the risk of failure of management information systems. Whilst the monitoring of risks is performed on a continual basis, a formal review of risks (including risks to information) is undertaken on a quarterly and an annual basis. NICCY's corporate risk register includes a specific information based risk and I have nominated my Chief Executive as the Senior Information Risk Owner (SIRO) within the organisation.

NICCY made a negotiated termination settlement to an official on her departure from the organisation in January 2010. The payment was covered by Directors and Officers Liability Insurance which the Commissioner obtained without seeking approval from DFP. Retrospective approval was not given for holding the insurance although it was given by DFP in relation to making the payment.

Review of Effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the Commissioner for Children and Young People for Northern Ireland who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their Report to Those Charged with Governance and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Audit and Risk Committee and internal auditors, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

A review of the Commissioner for Children and Young People for Northern Ireland must be carried out every three years, as per the Management Statement and Financial Memorandum. A report in 2007/08 concluded that NICCY had achieved most of its key objectives, and set out recommendations for further improvement. Progress has been made in implementing these recommendations and a further review of NICCY commenced in February 2010.

The Internal Audit annual assurance report in respect of the year ended 31 March 2010 provided a satisfactory level of assurance in relation to the adequacy of the systems of control in place within the Commissioner for Children and Young People for Northern Ireland and their operation throughout the period under review.

I have given priority to improving the internal control environment and will ensure that the remaining recommendations are implemented accordingly.

Signed by



Patricia Lewsley
Commissioner and Accounting Officer
Northern Ireland Commissioner for Children and Young People

Date: 11 November 2010



The Commissioner for Children and Young People for Northern Ireland

THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

I certify that I have audited the financial statements of the Commissioner for Children and Young People for Northern Ireland for the year ended 31st March 2010 under the Commissioner for Children and Young People (NI) Order 2003. These comprise the Net Expenditure Account, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Reserves and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Accounting Officer and Auditor

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Commissioner as Accounting Officer is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Commissioner for Children and Young People for Northern Ireland's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Commissioner for Children and Young People for Northern Ireland; and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income reported in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Opinion on Regularity

In my opinion, in all material respects the expenditure and income have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.



Opinion on financial statements

In my opinion:

- the financial statements give a true and fair view, of the state of the Commissioner for Children and Young People for Northern Ireland's affairs as at 31 March 2010 and of its net expenditure, cash flows and changes in reserves for the year then ended; and
- the financial statements have been properly prepared in accordance with the Commissioner for Children and Young People (NI) Order 2003 and the Office of the First Minister and Deputy First Minister's directions issued thereunder.

Opinion on other matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Office of the First Minister and Deputy First Minister's directions issued under by the Commissioner for Children and Young People (NI) Order 2003; and
- the information given in the Directors Report and Management Commentary for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- I have not received all of the information and explanations I require for my audit; or
- the Statement on Internal Control does not reflect compliance with Department of Finance and Personnel's guidance.

Report

I have no observations to make on these financial statements.

Kieran J Donnelly

*KJ Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU*

18 November 2010

**NET EXPENDITURE ACCOUNT
 YEAR ENDED 31 MARCH 2010**

	Notes	Year to 31/03/10 £	Year to 31/03/09 £
Expenditure			
Staff Salaries and Commissioner's Fees	3	(949,898)	(909,738)
Operating Costs	4	(570,826)	(539,086)
Programme Costs	5	(222,213)	(229,812)
Depreciation	6,7	(124,679)	(113,433)
		<hr/>	<hr/>
Net Expenditure before Notional Costs		(1,867,616)	(1,792,069)
Loss on disposal of non-current assets		(513)	(476)
Diminution in value of non-current assets		0	(1,598)
Notional Cost of Capital	12	<hr/> (21,138)	<hr/> (21,266))
Net Expenditure After Notional Costs		(1,889,267)	(1,815,409)
Reversal of Notional Cost of Capital	12	21,138	21,266
		<hr/>	<hr/>
Transfer From Reserves		<u>(1,868,129)</u>	<u>(1,794,143)</u>

All amounts above relate to continuing activities.

The notes on pages 45 - 59 form part of these accounts.

**STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2010**

	Notes	Year to 31/03/10 £	Year to 31/03/09 £	Opening balances 01/04/08 £
Non-current Assets				
Property, plant & equipment	6	372,249	415,058	494,873
Intangible assets	7	14,792	1,124	11,474
Total non-current assets		<u>387,041</u>	<u>416,182</u>	<u>506,347</u>
Current Assets				
Trade and other receivables	9	335	10,632	158
Other current assets	9	42,445	41,949	36,305
Cash & cash equivalents	10	376,165	267,115	111,935
Total current assets		<u>418,945</u>	<u>319,696</u>	<u>148,398</u>
Total Assets		<u>805,986</u>	<u>735,878</u>	<u>654,745</u>
Current Liabilities				
Trade and other payables	11	(90,099)	0	(1,798)
Other liabilities	11	(144,628)	(104,144)	(94,605)
Total current liabilities		<u>(234,727)</u>	<u>(104,144)</u>	<u>(96,403)</u>
Assets less liabilities		<u>571,259</u>	<u>631,734</u>	<u>558,342</u>
Financed by				
General Reserve		555,405	617,199	558,342
Revaluation Reserve		15,854	14,535	0
		<u>571,259</u>	<u>631,734</u>	<u>558,342</u>

The notes on pages 45 - 59 form part of these accounts.

Signed By

Patricia Lewsley

Patricia Lewsley
Commissioner and Accounting Officer

Date: 11 November 2010



**STATEMENT OF CASH FLOWS
 FOR YEAR ENDED 31 MARCH 2010**

	Notes	Year to 31/03/10 £	Year to 31/03/09 £
Cash flows from operating activities			
Net expenditure for the financial year		(1,868,129)	(1,794,143)
Adjustment for non-cash transactions;			
Depreciation	6,7	124,679	113,433
Loss on disposal of non-current assets	6	513	476
Diminution on revaluation	6,7	0	1,598
Adjustments for movements in working capital:			
Decrease/(increase) in trade receivables	9	9,801	(16,117)
(Decrease)/increase in trade payables	11	130,583	7,741
Net cash outflow from operating activities		(1,602,553)	(1,687,012)
Cash flows from investing activities			
Purchase of property, plant & equipment	6	(73,409)	(9,430)
Purchase of intangible assets	7	(21,323)	(1,380)
Cash flow from financing activities			
Grant-in-Aid received from OFMDFM		1,806,335	1,853,000
Net increase/(decrease) in cash and cash equivalents in the period		109,050	155,178

The notes on pages 45 - 59 form part of these accounts.

**STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED 31 MARCH 2010**

	Revaluation Reserve £	I&E Reserve £	Total Reserves
Balance at 31 March 2008			
Changes in accounting policy	0	568,960	568,960
Restated balance at 1 April 2008	0	(10,619)	(10,619)
	0	558,341	558,341
Changes in reserves 2008-09			
Net gain/(loss) on revaluation of property, plant & equipment	14,535		14,535
Net gain/(loss) on revaluation of intangible assets	0		0
Net expenditure for the financial year		(1,794,143)	(1,794,143)
Grant-in-Aid received from OFMDFM		1,853,000	1,853,000
Total recognised income & expenses for 2008-09	14,535	58,857	73,392
Balance at 31 March 2009	14,535	617,198	631,733
Changes in reserves 2009-10			
Net gain/(loss) on revaluation of property, plant & equipment	1,042		1,042
Net gain/(loss) on revaluation of intangible assets	277		277
Net expenditure for the financial year		(1,868,129)	(1,868,129)
Grant-in-Aid received from OFMDFM		1,806,336	1,806,336
Total recognised income & expenses for 2009-10	1,319	(61,793)	(60,474)
Balance at 31 March 2010	15,854	555,405	571,259

The notes on pages 45 - 59 form part of these accounts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2010

1. **Statement of Accounting Policies**

These financial statements have been prepared in accordance with Schedule 2 11 (1) of the Commissioner for Children and Young People (Northern Ireland) Order 2003 and in accordance with the 2009-10 Government Financial Reporting Manual (FReM) issued by the Department of Finance and Personnel in Northern Ireland. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Commissioner for Children and Young People for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Commissioner for Children and Young People are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1.1 **Accounting Convention**

The financial statements have been prepared in accordance with the historical cost convention as modified by the revaluation of property, plant and equipment and intangible assets.

1.2 **Funding**

The activities of the Commissioner for Children and Young People for Northern Ireland are fully funded by the Office of the First Minister and deputy First Minister. Income from other sources is immaterial. Permission must be sought from the Office of the First Minister and deputy First Minister before non-grant income can be applied to the Commissioner for Children and Young People for Northern Ireland's activities. Non-grant income for which departmental approval to use is not forthcoming is surrendered to the Consolidated Fund.

Grant-in-Aid and Grant received used to finance activities and expenditure which support the statutory and other objective of the Commissioner for Children and Young People are treated as financing, credited to the General Reserve, because they are regarded as contributions from a controlling party.

1.3 **Expenditure**

All expenditure on goods and services fall within the ambit of the Grant-in-Aid and complies with the Commissioner for Children and Young People for Northern Ireland's Financial Memorandum and government purchasing requirements.



1.4 Property, Plant and Equipment

- (a) The property, plant and equipment additions are fully funded by the Office of the First Minister and deputy First Minister.
- (b) The cost of all property, plant and equipment has been restated to reflect their current value using the relevant price indices at the year end. The revaluation surplus or loss, net of the corresponding adjustment to accumulated depreciation, is credited to the revaluation reserve.
- (c) A capitalisation threshold of £500 is applied.

1.5 Intangible Assets

- (a) The intangible asset additions are fully funded by the Office of the First Minister and deputy First Minister.
- (b) The cost of all intangible assets has been restated to reflect their current value using the relevant price indices at the year end. The revaluation surplus or loss, net of the corresponding adjustment to accumulated depreciation, is credited to the revaluation reserve.
- (c) A capitalisation threshold of £500 is applied.

1.6 Depreciation

Depreciation is provided at rates calculated to write off the cost of each asset evenly over its expected life as follows:

Furniture and Fittings	10 years
Fixtures	10 years
Office Equipment	3 years
IT Equipment	3 years
Intangibles	3 years

1.7 Financial Instruments

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand.

Trade and other receivables

Trade receivables do not carry any interest and are recognised and carried at the lower of their original invoiced value and recoverable amount. Provision is made when there is objective evidence that the asset is impaired. Balances are written off when the probability of recovery is assessed as being remote.

Trade and other payables

Trade payables are not interest bearing and are stated at their nominal value.

1.8 Pension Costs

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (NI). The defined benefit schemes are



unfunded and are non-contributory except in respect of dependants' benefits. The Commissioner for Children and Young People for Northern Ireland recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the Principal Civil Service Pension Scheme (NI) of amounts calculated on an accruing basis. Liability for payments of future benefits is a charge on the Principal Civil Service Pension Scheme (NI). In respect of the defined contribution schemes, the Commissioner for Children and Young People for Northern Ireland recognises the contributions payable for the year.

1.9 Value Added Tax

The Commissioner does not have any income which is subject to output VAT. Accordingly the Commissioner is not VAT registered and cannot recover any input tax.

1.10 Investments

The Commissioner does not undertake any investment activities.

1.11 Stocks

The value of stocks of consumables is immaterial and the Commissioner does not attribute a value for stocks in the accounts.

1.12 Operating Leases

Operating Lease costs are charged to the Net Expenditure Account over the period of the lease.

1.13 Capital Charge

A charge, reflecting the cost of capital utilised by the Commissioner for Children and Young People, is included in the Net Expenditure Account. The charge is calculated at the real rate set by HM Treasury (currently 3.5%) on the average carrying amount of assets less liabilities.

1.14 Operating Segments

The Accounting Officer considers the Commissioner for Children and Young People as one operating unit in making decisions. Management information is generated on a holistic basis for the organisation.

1.15 Staff Costs

Under IAS19 Employee Benefits, all staff costs must be recorded as an expense as soon as the organisation is obliged to pay them. This includes the cost of any untaken leave as at the year end. The cost of untaken leave has been determined with reference to year end leave balances and average salary applied to the average number of employees in post during the year.



2. FIRST-TIME ADOPTION OF IFRS

Reconciliation of UK GAAP reported taxpayers' equity to IFRS at the date of transition 1 April 2008

	General Fund £	Revaluation Reserve £
Taxpayers' equity at 31 March 2008 under UK GAAP	568,960	0
Adjustments for:		
IAS 19 Employee Benefits	(10,619)	0
Taxpayers' equity at 1 April 2008 under IFRS	558,341	0

Reconciliation of UK GAAP reported taxpayers' equity to IFRS at the end of final UK GAAP reporting period 31 March 2009

	General Fund £	Revaluation Reserve £
Taxpayers' equity at 31 March 2009 under UK GAAP	631,685	14,533
Adjustments for:		
IAS 19 Employee Benefits	(14,486)	0
Taxpayers' equity at 1 April 2009 under IFRS	617,199	14,533

Reconciliation of UK GAAP reporting net operating cost to IFRS for the year ended 31 March 2009

Net operating cost for 2008-09 under UK GAAP	£ 1,790,275
Adjustments for:	
IAS 19 Employee Benefits	3,867
Net operating cost for 2008-09 under IFRS	1,794,142



3. Staff numbers and related costs (including Commissioner)

	Year to 31/03/10	Year to 31/03/09
	£	£
Commissioner Fees	104,827	100,752
Staff Salaries	845,071	808,986
	<u>949,898</u>	<u>909,738</u>

3(a) Commissioner Fees

	Year to 31/03/10	Year to 31/03/09
	£	£
Commissioner Fees	79,566	76,388
Social Security Costs	8,154	7,836
Pension Costs	17,107	16,528
	<u>104,827</u>	<u>100,752</u>

3(b) Staff Costs

	2009-10			2008-09
	Total	Permanent staff	Others (Agency & seconded)	Total
	£	£	£	£
Wages/Salaries	792,653	725,142	67,511	769,891
Social Security Costs	57,665	57,665	0	44,685
Other Pension Costs	99,580	99,580	0	95,162
Total Net Costs	<u>949,898</u>	<u>882,387</u>	<u>67,511</u>	<u>909,738</u>

Figures for 2008-09 have been restated in line with International Financial Reporting Standards.

Pension Arrangements

The Principal Civil Service Pension Scheme (PCSPS(NI)) is an unfunded multi-employer defined benefit scheme but the Commissioner for Children and Young People for Northern Ireland is unable to identify its share of the underlying assets and liabilities. A full actuarial valuation was carried out as at 31 March 2003. Details can be found in the resource accounts of the Cabinet Office: Civil Superannuation (www.civilservice-pensions.gov.uk).

For 2009/10, employers' contributions of £99,580 were payable to the PCSPS(NI) (2008/09 £95,162) at one of four rates in the range 16.5 to 23.5 per cent (2008/09: 16.5 to 23.5 per cent) of pensionable pay, based on salary bands.



The contribution rates reflect benefits as they are accrued, not when the costs are actually incurred, and reflect past experience of the scheme.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. No employees of the Commissioner for Children and Young People for Northern Ireland took up this option.

No employees retired early on ill-health grounds during 09-10.

The Commissioner's salary includes taxable benefits in kind but does not include a performance related bonus in accordance with the Commissioner's contract. The Commissioner is a member of the Principal Civil Service Pension Scheme (NI) on the same basis as all other members of staff. At 31 March 2010 the Commissioner has served 3 years and 3 months of a 4-year service contract which may be renewed once. At the year-end she would have been entitled to compensation for premature loss of office amounting to the equivalent of 0.75 years' gross salary.

3(c) Average Number of Persons Employed

The average number of whole-time equivalent persons employed during the year was as follows:

	Total	Permanent staff	2009-10 Number Other (Agency & seconded)	2008-09 Number Total
Commissioner	1	1	0	1
General	20	18	2	23
Management	5	5	0	4
	26	24	2	28



4. Operating Costs

	Year to 31/03/10 £	Year to 31/03/09 £
Rentals under operating leases	207,796	145,477
Service Charge	40,005	39,095
Rates	71,019	71,495
Electricity	18,377	22,255
Cleaning	7,059	27,308
Travel & Subsistence	16,001	20,572
Staff Recruitment	19,560	57,482
Staff Training	32,263	17,348
Postage	3,043	2,711
Telephones	30,051	27,809
Hospitality	3,302	3,520
Audit – external	13,095	14,000
Insurance	7,090	5,874
Miscellaneous	9,997	7,583
Office Consumables	10,717	12,756
Annual Contracts	42,551	38,611
Legal Costs	9,062	(10,754)
Corporate Services	29,837	35,944
	<u>570,826</u>	<u>539,086</u>

Corporate Services costs include £4,139 in respect of vehicle operating leases.

Legal Costs in 08/09 include £40,959 of income relating to the year ended 31 March 2008. This income is paid to NICCY from OFMdfM for the Children's Law Centre and is normally paid out to this organisation immediately. In 07/08 the payment was made to the Children's Law Centre, but the income was not received until the year ended 31 March 2009.

5. Programme Costs

	Year to 31/03/10 £	Year to 31/03/09 £
Communication & Participation	182,760	103,926
Legal & Casework	18,833	103,473
Policy & Research	20,620	22,413
	<u>222,213</u>	<u>229,812</u>



6. Property, Plant & Equipment

	Information Technology £	Office Equipment £	Furniture £	Fixtures £	Total 2010 £
Valuation at 01/04/09	138,749	75,131	96,279	798,215	1,108,374
Additions	61,119	0	12,290	0	73,409
Disposals	0	0	(1,140)	0	(1,140)
Revaluation	34,257	8,447	357	(1,424)	41,637
Valuation at 31/03/10	234,125	83,578	107,786	796,791	1,222,280
Accumulated Depreciation at 01/04/09	132,856	74,088	50,025	436,347	693,316
Depreciation for the period	25,746	543	10,779	79,679	116,747
Depreciation on disposals	0	0	(627)	0	(627)
Revaluation	32,802	8,404	190	(801)	40,595
Accumulated Depreciation at 31/03/10	191,404	83,035	60,367	515,225	850,031
Net Book Value at 31/03/10	42,721	543	47,419	281,566	372,249
Net Book Value at 31/03/09	5,893	1,043	46,254	361,868	415,058

Asset financing:

Owned	42,722	543	47,419	281,566	372,250
Financed Leased	0	0	0	0	0
On-balance sheet PFI contracts	0	0	0	0	0
PFI residual interests	0	0	0	0	0
Net book value at 31/03/10	42,722	543	47,419	281,566	372,250

During the year ended 31 March 2010, property, plant and equipment were restated to reflect their current value using the relevant price indices at the year

end. The revaluation surplus or loss, net of the corresponding adjustment to accumulated depreciation, is credited to the revaluation reserve.

	Information Technology £	Office Equipment £	Furniture £	Fixtures £	Total 2009 £
Valuation at 01/04/08	283,533	72,863	89,724	775,493	1,221,614
Transfers	(127,840)	0	0	0	(127,840)
Additions	4,748	1,564	3,118	0	9,430
Disposals	(12,624)	0	0	0	(12,624)
Revaluation	(9,068)	704	3,436	22,722	17,794
Valuation at 31/03/09	138,749	75,131	96,279	798,215	1,108,374
Accumulated Depreciation at 01/04/08	258,344	71,638	38,909	346,376	715,267
Transfers	(116,366)	0	0	0	(116,366)
Depreciation for the period	11,700	1,756	9,628	79,822	102,906
Depreciation on disposals	(12,624)	0	0	0	(12,624)
Revaluation	(8,198)	694	1,488	10,149	4,133
Accumulated Depreciation at 31/03/09	132,856	74,088	50,025	436,347	693,316
Net Book Value at 31/03/09	5,893	1,042	46,254	361,868	415,058
Net Book Value at 31/03/08	25,189	1,225	50,816	429,117	506,347

Asset financing:

Owned	5,893	1,042	46,254	361,868	415,058
Financed Leased	0	0	0	0	0
On-balance sheet PFI contracts	0	0	0	0	0
PFI residual interests	0	0	0	0	0
Net book value at 31/03/09	5,893	1,042	46,254	361,868	415,058



7. Intangible Assets

	Information Technology Software	Software Licences	Total 2010
	£	£	£
Valuation at 01/04/09	94,431	18,436	112,867
Additions	0	21,323	21,323
Disposals	(11,108)	(1,271)	(12,379)
Revaluation	23,315	4,552	27,867
Valuation at 31/03/10	106,638	43,040	149,678
Accumulated Depreciation at 01/04/09	93,307	18,436	111,743
Depreciation for the period	825	7,107	7,932
Depreciation on disposals	(11,108)	(1,271)	(12,379)
Revaluation	23,038	4,552	27,590
Accumulated Depreciation at 31/03/10	106,062	28,824	134,886
Net Book Value at 31/03/10	576	14,216	14,792
Net Book Value at 31/03/09	1,124	0	1,124

Asset financing:

Owned	576	14,216	14,792
Financed Leased	0	0	0
On-balance sheet PFI contracts	0	0	0
PFI residual interests	0	0	0
Net book value at 31/03/10	576	14,216	14,792

During the year ended 31 March 2010, intangible assets were restated to reflect their current value using the relevant price indices at the year end. The revaluation gain, net of the corresponding adjustment to accumulated depreciation, is debited to the net expenditure account.



	Information Technology Software £	Software Licences £	Total 2009 £
Valuation at 01/04/08	0	0	0
Transfers	106,633	21,207	127,840
Additions	1,383	0	1,383
Disposals	(6,825)	(1,428)	(8,253)
Revaluation	(6,760)	(1,343)	(8,103)
Valuation at 31/03/09	94,431	18,436	112,867
Accumulated Depreciation at 01/04/08	0	0	0
Transfers	96,604	19,762	116,366
Depreciation for the period	9,652	877	10,529
Depreciation on disposals	(6,825)	(952)	(7,777)
Revaluation	(6,124)	(1,251)	(7,375)
Accumulated Depreciation at 31/03/09	93,307	18,436	111,743
Net Book Value at 31/03/09	1,124	0	1,124
Net Book Value at 31/03/08	0	0	0

Asset financing:

Owned	1,124	0	1,124
Financed Leased	0	0	0
On-balance sheet PFI contracts	0	0	0
PFI residual interests	0	0	0
Net book value at 31/03/10	1,124	0	1,124

8. Financial Instruments

As the cash requirements of the Commissioner for Children & Young People (NICCY) are met through Grant-in-Aid provided by the Office of the First Minister and deputy First Minister, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with NICCY's expected purchase and usage requirements and NICCY is therefore exposed to little credit, liquidity or market risk.



9. Trade receivables and other current assets

a. Analysis by Type

	31/03/10	31/03/09
	£	£
Trade receivables	0	80
Other receivables	335	10,552
Prepayments	42,445	41,949
	42,780	52,581

b. Intra-Government Balances

	31/03/10	31/03/09
	£	£
Balances with other central government bodies	0	0
Balances with bodies external to government	42,780	52,581
Total debtors and prepayments at 31 March	42,780	52,581

10. Cash and cash equivalents

	31/03/10	31/03/09
	£	£
Cash in Bank	375,749	266,910
Cash in Hand	416	205
	376,165	267,115

11. Trade payables and other current liabilities

a. Analysis by Type

	31/03/10	31/03/09
	£	£
Taxation and social security	27,872	0
Trade payables	90,099	0
Accruals	116,756	104,144
	234,727	104,144

b. Intra-Government Balances

	31/03/10	31/03/09
	£	£
Balances with other central government agencies	19,321	59,371
Balances bodies external to government	215,406	44,773
Total creditors and accruals at 31 March	234,727	104,144

Figures for 2008-09 have been restated in line with International Financial Reporting Standards.

12. Notional Costs

Notional Costs included in Expenditure

	Year to 31/03/10	Year to 31/03/09
	£	£
Notional Costs of Capital	21,138	21,266
	21,138	21,266

13. Commitments under Leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods:

Buildings

	2010	2009
	£	£
Not later than one year	244,283	244,283
Later than one year and not later than five years	753,206	977,132
Later than five years	0	20,357
Total	997,489	1,241,772

Equipment

	2010	2009
	£	£
Not later than one year	5,680	5,680
Later than one year and not later than five years	0	5,680
Later than five years	0	0
Total	5,680	11,360

Commitments under finance leases £nil.

14. Related Party Transactions

The Commissioner for Children and Young People for Northern Ireland is a Non-Departmental Public Body sponsored by the Office of the First Minister and Deputy First Minister (OFMdfM). OFMdfM is regarded as a related party. During the year the Commissioner had various material transactions with OFMdfM and various other bodies for which OFMdfM is regarded as the parent body.

During the year neither the Commissioner, members of the Audit and Risk Committee, Senior Management nor other related parties have undertaken any material transactions with The Commissioner for Children and Young People.

In addition, the Commissioner for Children and Young People for Northern Ireland has had a small number of transactions with other government departments and other central government bodies.

15. Capital Commitments

There were no capital commitments as at 31 March 2010.

16. Commitments under PFI Contracts

There were no PFI contracts as at 31 March 2010.

