

The niacro logo is a red circle with a white border. Inside the circle, the word "niacro" is written in white lowercase letters. The background of the circle has a subtle pattern of overlapping circles.

niacro



NIACRO ANNUAL REPORT 2020-2021

Working to reduce crime and its
impact on people and communities



Marking our 50th year, 1971-2021



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OUR VISION

Our vision is of a society in which the needs and rights of all citizens are equally respected. This includes victims of crime, adults and children who have offended, and those who are at risk of offending, and their families.

MISSION STATEMENT

Working to reduce crime and its impact on people and communities.



SERVICE LOCATIONS

Belfast

Amelia House
4 Amelia Street
Belfast
BT2 7GS
028 9032 0157

Portadown

6 Carleton Street
Portadown
Craigavon
BT62 3EP
028 3833 1168

Derry/Londonderry

Embassy Building
2nd Floor
3 Strand Road
Derry/Londonderry
BT48 7BH
028 7127 1459

We also deliver services in PBNI offices and all custodial establishments in Northern Ireland.



INTRODUCTION

2020-21 was an unprecedented year for every organisation in our sector. It is one which was challenging but also brought opportunity for reflection for NIACRO.

Feedback from our partners, including the NI Prison Service (NIPS), Probation Board (PBNI) and the Department for Communities (DfC), was that we adopted a pro-active approach from day one of the March 2020 lockdown. We demonstrated our commitment to maintaining service delivery in every way possible to reach those needing services, for some more than ever, and to support the efforts of the statutory agencies across criminal justice, and beyond.

We closely followed the guidance from the Public Health Agency (PHA), The Executive Office, funders, and partners in response to the rapidly developing public health situation. And in anticipation of the mandatory lockdown, our staff were equipped with the necessary IT equipment to work remotely. When lockdown came into effect, we were ready, and work got underway.

Despite the challenges presented by the pandemic, 2020-21 remained a busy year for NIACRO. We worked with 6,665 adults, families, children & young people across 27 services.

Some of the key highlights were:

- Aspire, our mentoring service for those in contact with the criminal justice system, provided over 700 supports to improve health and wellbeing, and to secure stable accommodation
- Support networks for 318 people were improved through the work of Children and Family Services

- Working Well, our employability support service in prisons and community, supported 353 people into employment, education, or training
- 376 people improved their financial circumstances after working with our welfare and money management advice services
- 667 families, including 180 children, facing challenges associated with having a family member in prison were supported by our Family Links work

In May, the Justice Minister Naomi Long met with us to learn more about our work and services and in doing so gave us an opportunity to engage on several key policy issues.

We responded to several consultations throughout the year, all of which are detailed in this report. Most significant was the launch of the public consultation on the Rehabilitation of Offender legislation in January 2021. We organised and hosted a series of events for a range of different interested parties, from employers to agencies working within criminal justice. Encouraging responses to the consultation was important as the legislation requires change, given its impact on so many people in so many ways.

Our Annual General Meeting was held virtually in November 2020 and provided us with an opportunity to change the focus. We had input from a range of staff and insight from our service users as to the value of the support they had received from NIACRO.

This was also the year when we would begin to mark the 50th year of NIACRO. Under normal circumstances a programme of activities would have been planned but given the gravity of the public health situation it was necessary to adapt. We launched a series of events, the first of which was a virtual staff event in March 2021, addressed

by Ronnie Armour, Director General of the Prison Service, Cheryl Lamont, then PBNI Chief Executive and Ulster University Professor Siobhan O'Neill, Interim Mental Health Champion NI.

Mr Armour put on record his ***'gratitude to NIACRO for helping shape and implement our Strengthening Family Relations Strategy'*** and drew attention to our work with marginalised groups. Ms Lamont recognised the contribution to influencing public policy makers and highlighted the ***'responsiveness and agility of NIACRO staff during the pandemic to ensure we can, together, continue to meet the needs of service users'***.

Reflecting on the past year, the organisation is grateful for the ongoing support of its partners and funders, as well as the sustained commitment of its staff, volunteers, and Executive Committee.



Olwen Lyner,
Chief Executive



Majella McCloskey,
Chair

'What I like about NIACRO is the fact that for you it's not just about holding others to account, it's about you rolling up your sleeves, coming alongside and working with the statutory sector in making things better.'

Ronnie Armour, Director General of the Northern Ireland Prisons Service

'NIACRO hasn't just survived, it has thrived over the past 50 years and is a shining example of the vibrancy and values of the voluntary sector.'

Cheryl Lamont, Chief Executive of the Probation Board for Northern Ireland (retired)

'I had no previous convictions and found myself in a situation where I had to seek an entirely different career. What was most helpful about the Working Well programme was having someone to offer advice and answer questions.'

Working Well participant now in full-time post

"I would never have been able to do things that you've done for my son; I don't know what we'd have done without you."

Mum of ASPIRE client



CHILDREN AND YOUNG PEOPLE

Belief:

Early interventions can support children and young people to make positive life choices and avoid risk-taking behaviours. We therefore work alongside families, schools, and communities to offer such support.

The impact of lockdown was most significant on our services to children and young people. The volunteer-led Independent Visitor service moved to virtual connections with young people. Many struggled with this transition and the level of anxiety amongst carers and volunteers was evident. As a result, we developed an online activity profile, led by the staff, and provided support, sending activity packs to young people. Meetings were held with volunteers to prepare for a return to more normal connections in the autumn of 2020, but spring saw a reduction in volunteers as they too reflected on their Covid experience.



A telephone service was established with Lakewood Secure Care Centre to deliver the Independent Representation service. Delivery of



the service was challenging but engagement was sustained when an activity programme, designed by the young people, was put in place. In early 2021, the young people participated in feedback on two key consultations. These were:

- The joint Department of Health and Department of Justice consultation on the Establishment of a Regional Care and Justice Campus for Children and Young People
- The NI Commissioner for Children and Young People's research on the impact of COVID on young people

Referral routes of early intervention services were adversely affected by lockdown. Traditionally, referrals are made from schools and community sources but as schools closed and communities locked down there was difficulty identifying referrals. And our virtual services had to compete with a family's need for connection to school and other activities. With the easing of restrictions, engagement increased and feedback from our funders and statutory partners is that we played a significant role in recovery. New work was developed with the Southern Trust to focus on supporting families where domestic abuse may be a concern and a widening of referral criteria to support those on CAMHS waiting lists. Work to support families using interpreters was supported in Belfast. The Portadown Family Support Hub continued to be active and was a significant aspect of support for families and partners.

In February 2021, a virtual 'Care Day' was held, and guest speaker was the exceptional Ben Ashcroft, author of the book **'51 Moves'**, where he relates his experience of moving 51 times from his first placement as a ten-year-old boy until he left care at the age of 16.

EVIDENCE OF OUR IMPACT

Service	Activity	Primary Funder
Independent Visitor Volunteers befriend and support “looked after” young people.	35 matches made. 494 activities completed over 515 hours.	BHSCT/SEHSCT
Independent Representation Advocacy and support for young people in Lakewood.	53 connections/visits to Lakewood raising 14 issues.	SEHSCT
EISS (Early Intervention Support Service) Support for families when difficulties arise, before they need involvement with statutory services.		
EISS (Southern)	78 families supported.	PHA
EISS (Belfast)	98 families supported.	PHA
CAPS (Child and Parent Support/Southern Trust) Intensive support for families, whose children, aged 8-13, are experiencing significant difficulties at home, school or in the community.	54 families supported.	HSCB/SHSCT
Family Support Hub NIACRO Chairs a group of voluntary, community and statutory bodies providing family support in SHSCT area.	242 referrals; virtual Hub meetings continued with 123 additional enquiries signposted.	SHSCT
Scope One to one support to children and young people who have a family member in prison.	46 children benefitted from the service.	BBC Children in Need



FAMILIES AFFECTED BY IMPRISONMENT

Belief:

People in prison and their families have the right to maintain (or not) relationships in prison and in the community. Helping families to access services strengthens their ability to cope, to achieve effective resettlement and to desist from crime.

We, therefore, work to reduce (re)offending, and its impact, by supporting families affected by imprisonment.

Whilst in-prison services had to be suspended, all community-based programmes remained open, with telephone and online support. Staff maintained regular contact with statutory partners and funders during the pandemic ensuring we:

- Maintained a flow of information to those who could no longer visit family members and friends in prison and would have queries and concerns (including how virtual visiting arrangements would be put in place).
- Contacted new committals to prison so that those with family members who could benefit from Family Links were identified (support which NIACRO was and is still able to offer family members).

By the end of March 2020, the freephone transport line was transformed into a dedicated freephone Helpline, so we provided two lines of support. A rota of staff ensured the Helpline was operated daily from the Belfast office; a critical first step to ensuring a point of contact for queries. The help of statutory partners (particularly NIPS and PBNI)

was needed to promote this facility. Having lost the 'reach' to people in prison, we were dependent upon NIPS to inform people in prison about our services, including the Helpline. Work to continue advising people on benefits and finances meant we were recognised as one of the key agencies by the Social Security Agency (SSA) and DfC; this enabled staff to work closely with them, as well as NIPS and PBNI, to find resolutions to the complex difficulties people were experiencing.

2020-21 had been earmarked as the year for NIACRO to 'embed' the Visitor Centre Services contract (awarded Autumn 2019), maximising connections with Family Links and Working Well (with respect to placements for people in prison). Our work in supporting families and consolidating relationships with NIPS staff at the three prisons was notable. We continue to be engaged in discussions with NIPS staff as we anticipate visiting arrangements are likely to become more 'blended' over time.

During the year, Family Links worked hard to secure referrals and provide a more engaged level of support to a lesser number of families, including helping families to prepare for and reflect on virtual visiting experiences. Visitors Centre services, whilst suspended except in the lead up to Christmas, delivered support services to families within their reach and to many who made use of the virtual connection to their family member or friend in prison.

The transport service was suspended for the year. Reducing numbers using the service, together with anticipated changes to the way visits are delivered, resulted in a decision to bring the service to an end in March 2021.

The Families and Money Matters programme dealt with reduced numbers as staff did not have direct access to prisoners but the service was vital to many.

EVIDENCE OF OUR IMPACT

Service	Activity	Primary Funder
Family Links Emotional and practical support for families affected by imprisonment.	667 referrals to the project; engaged 180 children and provided 3,734 interventions.	NIPS, HSCB, WHSCT
Visitor Centre Services Hospitality, childcare, and welcome services to prison visitors at all three prisons.	Provided a tailored programme of seasonal/ monthly activities to families who engaged. Supported virtual connection for those in prison. Embedded connection with NIPS staff - with focus on preparations for safe resumption of face-to-face visits. NIPS undertook work at all three prison sites to upgrade facilities which will support the welcome for families. New services planned for visitors.	NIPS
Transport Service Affordable and accessible transport to all three prisons to support family contact.	No journeys in the year.	NIPS
FAMM Providing debt advice to families and those in the community.	312 referrals.	Advice NI

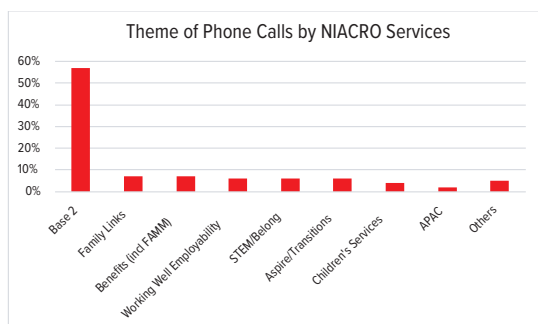
ADULTS IN PRISON AND IN THE COMMUNITY

Belief:

Supporting people who have offended or who are at risk of offending to make positive choices contributes to desistance from crime.

We, therefore, work to contribute to a reduction in offending and re-offending by supporting adults leaving prison and in the community.

In the 26 weeks (April 13 to October 9, 2020), we received 1,792 calls from people in need. There was an average of 15 calls per day, with particularly busy periods over July and August and again from late September to early October. The table below records the services that were requested.



An estimated 45% of all callers (818 calls) were from those recently released from custody. Primary concerns related to benefits, accommodation and accessing health services.

It is noteworthy that 57% related most closely to NIACRO's Base 2 service; these were callers who

claimed to be under threat/potential threat from individuals, community groups or gangs and/or paramilitary groups. The 1,665 referrals to Base 2 represent a 51% rise from the previous year. There was also a 30% increase in referrals of women to the service. This significant demand suggests high levels of disruption within communities. This rise in demand was managed without additional resource. The Base 2 team is always working to improve its connections in the verification process and has seen significant improvement in lines of communication with the PSNI over the past year.

Our advice service had a busy year acting as a trusted partner between NIPS and the Welfare Advice Service regarding benefits that most prisoners need when returning to the community. Almost 500 individuals were supported against a target of 200, and all with one member of staff.

All our adult services are concerned with supporting rehabilitation and with this comes a requirement, at times, to challenge offending behaviours. During the year, Aspire Mentoring, Aspire Community Engagement, Transitions, Working Well and our Women's Project supported 1,555 people, who have offended, and voluntarily took up the offer of support to build the motivation, confidence and skills required to make more positive life choices, particularly to desist from further offending.

As a result of the pandemic, the Department for Economy (DfE) suspended targets for Year three of the European Social Fund (ESF) programme and despite lockdowns and court closures, the programme maintained almost the same referral numbers from across PBNi areas as the previous year. A significant addition to Working Well this

year was the introduction of participants on Community Service. Through agreement with PBNI, Working Well started to support participants serving Community Service Orders; up to 20% of their allotted hours can now be served by engaging in employability training and support. This brought about a significant rise in referrals between quarters two and three, adding a new ‘flavour’ to the programme; the team are finding Community Service participants to be more ‘job ready’ than other participants, and highly motivated to engage.

Working Well worked particularly hard over the year to adjust delivery models, supporting people into training, education, and employment by phone and online. Tablets were provided to participants who otherwise could not access online support and online vocational courses. 149 people completed online training, six times more than the previous year. Whilst the programme could not be delivered in-prison, 225 participants were supported through the gate with employability support, with 22% securing employment.

Funding was secured in May 2020 from the ufi VocTech Trust to deliver a project, SITE IT, in Maghaberry. This involved developing a ‘Virtual Reality’ Level 1 qualification in Construction Site Health & Safety, to be uploaded onto Oculus headsets, which was completed in February 2021. The intention was to test the VR with 65 Working Well participants in Maghaberry, however testing was adapted as there was no access to the prison during the pandemic.

APAC, STEM and Belong programmes support people in relation to tenancies and community integration. Primarily supporting those whose tenancies are at risk due to anti-social behaviour, APAC’s credibility and its community links have seen it develop bespoke services to support those from ethnic minorities whose tenancy may be at risk due to harassment or intimidation. Belong is an advice service which supports those from an ethnic minority background with issues relating to integration, addressing issues of victimisation, community safety and cohesion. It had operated

as a face-to-face drop-in service, but was forced to adapt in March 2020, with staff delivering services via a freephone number, following up all requests for support with a telephone appointment within five days.

Get Real, our Peace IV programme, addressing issues of Hate Crime concluded its final year of activity. The programme worked across communities and with statutory agencies on a cross-border basis, engaging 685 people during its four-year lifetime. The pandemic brought its challenges during the final year and forced the planned community-based face-to-face approach to be paused and delivery was moved to online platforms. The learning gained practically throughout the programme fed into our response to Judge Marrinan’s Hate Crime Legislation Review, the findings of which were published in December 2020. The Review is calling for a change in hate crime legislation, recognising that the current arrangements are not fit for purpose.

In March 2021, the programme closed but not before a week-long programme of films was released on our social media platforms. The films highlighted the learning and achievements of the programme and included endorsements from the SEUPB Chief Executive, the Justice Minister, Ministers from The Executive Office, and the Irish government’s Minister for Rural & Community Development.



SITE IT in testing

CASE STUDY:

Patrick was referred to Working Well specifically for support with disclosure. He recognised this as his main barrier to securing employment. It was important to him that he had a disclosure statement that reflected his true nature as a person and not simply an outline of his convictions.

We refreshed his CV and with an optimistic and proactive approach to job searching, he was offered a position but declined due to a low wage. With each interview, he grew in confidence.

Soon after attending a training day with his local council and joining a waiting list with another employer, he was offered temporary employment and signed off the programme.

Patrick has kept in touch and recently let us know he has secured a full-time permanent position.

"I just wanted to thank you for all you have done for me regarding my disclosure, all the phone calls and the job adverts you sent me through. Your help has been very much appreciated and I just wanted to tell you the good news."

EVIDENCE OF OUR IMPACT

Service	Activity	Primary Funder
Base 2 Crisis response.	1,674 referrals.	The Housing Executive
Welfare Advice for people who have been affected by the criminal justice system and their families.	478 individuals supported. 61% received support and benefit checks.	NIACRO
Aspire – made up of two services: Aspire Mentoring and Aspire Community Engagement.		
Aspire Mentoring Support for young men referred by PBNI.	261 participants supported.	PBNI
Aspire Community Engagement Support for young men not in the formal criminal justice system.	325 participants supported.	PBNI
Transitions Mentoring support for PBNI referrals not fitting Aspire criteria (men and women).	113 participants supported.	PBNI

EVIDENCE OF OUR IMPACT

Working Well – Employment support for people with convictions, in prisons and in the community and including disclosure advice for individuals and employers.		
Working Well Community Employability support based in probation and NIACRO offices.	790 referrals received.	ESF/PBNI
Working Well Prisons Providing support to those incarcerated by connecting them with services and programmes to enhance skills and support individuals towards release and resettlement.	370 referrals received.	ESF/NIPS
Disclosure Hub Advice on how to disclose a conviction and support if discrimination is experienced; advice to employers for compliance with legislative requirements.	179 enquiries received; training delivered to 20 people across 15 sessions.	ESF/NIACRO
Women's Project Support PBNI in the management of women in the community who have previously offended.	23 referrals with average weekly attendance of 3 participants.	ESF/Pilgrim Trust
APAC - Support for people to keep their tenancy and prevent homelessness		
APAC ASB Support for people to keep their tenancy and prevent homelessness because of anti-social behaviour.	52 referrals. The capacity of the service has not dropped below 115% during the year.	The Housing Executive-Supporting People
APAC STEM Support for people whose tenancy may be at risk due to harassment or intimidation because of ethnicity.	14 referrals.	The Housing Executive-Supporting People
Belong Drop in advice and support for people from BAME and migrant communities to access services.	758 cases supported.	The Housing Executive
Get Real Peace IV programme using restorative approaches to tackle hate motivated crime and incidents.	During the lifetime of the programme Strand 1 (focused on individuals) engaged 49 participants. Strand 2 (focused on community groups) engaged 365 participants Strand 3 (focused on statutory service providers) engaged 364 participants. Programme ended 31 March 2021.	SEUPB



EXTERNAL ENGAGEMENTS

Belief:

The knowledge and experience we gain from our work give us the obligation, authority and the responsibility to seek to influence decision makers, service providers, community leaders and the wider public.

We will continue to have an impact on policy and practice by communicating our policy asks and engaging relevant publics.

While the lockdown affected how our external engagement work was undertaken, it was an amazingly busy year. Amongst the many consultations (not already mentioned) were:

- Department of Justice Consultation on 'Empowering Change in Women's Lives: Strategy for supporting and challenging women and girls in contact with the justice system.'
- Department of Justice Consultation on the Development of an Adult Restorative Justice Strategy
- Department of Justice Consultation on Enhancing Legal Protections for Victims of Domestic Abuse
- Department of Health Consultation on the Draft Mental Health Strategy 2021-2031
- Department of Health Consultation on 'Making Life Better – Preventing Harm & Empowering Recovery: A Strategic Framework to Tackle the Harm from Substance Use'.
- NI Assembly Ad Hoc Committee: Consultation on the Creation of a Bill of Rights for Northern Ireland
- Department of Justice Consultation of Consent to Serious Harm for Sexual Gratification: Not a Defence
- Programme for Government Framework Consultation
- Call to Evidence: Northern Ireland Assembly Justice Committee — Domestic Abuse and Family Proceedings Bill
- Department of Justice Consultation on Proposals to Amend the Legislation Governing the Retention of DNA and Fingerprints in Northern Ireland
- Consultation on proposed amendments to the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

Additionally,

- As Chair of NI's Homelessness Prevention Forum, participated in Housing Executive consultations on the Review of Temporary Accommodation and the Supporting People Strategy (2021-2024).
- We facilitated opportunities for Criminal Justice Inspection NI (CIJNI) inspectors to hear from staff, service users and family members over the year.
- The CEO, alongside the NIPS Director General, spoke on BBC Radio Ulster about the value of virtual connections during lockdown for the families and friends of those in prison, and shared the view that while a return to in-person visits was the goal, a mixture of offerings was to be valued.
- We continued to chair the Accessing Services for Offenders (ASFO) group (an informal connection between those third sector groups working with those in the criminal justice system) holding six meetings. These meetings were more valuable than ever and enabled members to connect and understand how each was dealing with challenges.

EVIDENCE OF OUR IMPACT

- The group also facilitated DoJ officials to discuss and gain feedback on the proposed strategy to support and challenge women and girls in contact with the justice system.

The Independent Reporting Commission (IRC) published its third report in November 2020 in which it commended the work we do, especially that of the Aspire programme. It was recognised as continuing to deliver positive outcomes for young men. The IRC commented on the programme's ability to show good results when bespoke intensive initiatives are sufficiently resourced, highlighting a wider lesson for government to be realistic about the level of need, the time it takes to deliver lasting change and the need to allocate sufficient resources to sustain such initiatives.

NIACRO, through our Working Well Programme, was part of an advisory group for the 'Ban the Box' initiative, led by the DoJ, alongside Access

NI and the Equality Commission. We are working to develop an employer guide and toolkit and have supported the co-delivery of workshops for employers with Business in the Community.

In late 2020, we provided evidence and case studies to the NI Human Rights Commission to support its application for a judicial review on the disclosure of past convictions to employers, and other bodies. Our work evidences the fact that being in employment is a significant factor in reducing offending and provided evidence and examples of the impact that having a lifelong record has on life chances.

Throughout the year, we have worked to ensure that European citizens were made aware of the approaching deadline of the need to apply for Settled status. Communications and meetings were held with the DoJ, and specifically NIPS, to ensure that those eligible were supported to apply. This remains an ongoing concern.

Service	Activity
Communication	NIACRO NEWS – There were two publications in the year with the second focusing on the 50 th anniversary.
Policy Development	Staff are currently undertaking a comprehensive review of organisational policy asks of the NI Assembly. This work will ensure that our policy asks align with the needs of service users and communities to reduce offending behaviours and address trends.
Reporting and Research	<p>2019-2020 Annual Report was completed.</p> <p>Having employed a research intern through an Ulster University Graduate programme, we submitted a research paper to DoJ in 2021 highlighting the impact of custodial sentences for women defaulting on fine payments. We hope to engage in further awareness-raising activities relating to this in 2021-22.</p> <p>In January we were asked by the Consumer Council NI to prepare a research paper entitled 'Barriers to Inclusion? Debt, Accessing Credit and Illegal Money Lending: Exploring the issues facing people in Northern Ireland'. NIACRO engaged an independent researcher to conduct research with staff from relevant services and we delivered our draft report of the findings to the Consumer Council in March 2021.</p>



APPLYING RESOURCES EFFECTIVELY

Belief:

We must use our resources efficiently and effectively to bring maximum benefit to our service users.

To realise our outcomes, we will support our staff and volunteers, and secure and manage the necessary resources.

Throughout the year the Central Services Support team worked on a rota basis from the Belfast Office, providing helpline services as well, and ensuring the necessary financial processes and procedures were maintained.

Service	Activity
Staff Support and Training	<p>The internal Wellbeing Group focused on a wide range of connecting and supportive activities, including a comprehensive and well received programme in December, including online team and whole organisation events with local community involvement.</p> <p>A comprehensive training programme was resourced to ensure that the lockdown period provided the organisation with opportunities to prepare for and develop the skills it would need in the future.</p>
Volunteers	30 active volunteers.
Securing Resources	See financial information on Pages 18-19.
Quality Standards and Controls	Work ongoing to secure the renewal of Investing in Volunteers and in Children. The organisation was re-accredited for CyberPlus essentials.

Meet Iseult...

"I have been volunteering with NIACRO since January 2020. I was matched with an amazing young person who is wonderfully creative and also has an encyclopedic knowledge of movies (so I am always learning). Over recent months, we have been able to return to enjoying outdoor pizza and ice-cream, and the next step will be returning to the cinema. The NIACRO community is very supportive and helpful, with advice available at any time. Colleagues have great ideas on engaging with the young people, especially important during the first lockdown, when we were all trying to figure out a way to keep supporting the young people. It is very uplifting to be part of the Independent Visitor Scheme, and I have learned a lot from everyone."



30 volunteers

continued to befriend and mentor looked after children throughout the challenge of lockdown



APAC, our housing-related support service, helped 91% of its service users retain their tenancies



Over 750 people from ethnic minority and migrant backgrounds, with barriers to integration, were helped by our Belong team

Meet Yasmin...

"As a volunteer with NIACRO I was under the impression that I would be enhancing and supporting a young person who has been through a significantly challenging time. In actual fact I have been greatly impacted by what the young person has taught me. They have taught me the importance of trust and friendship and inspired me through their resilience and positive outlook on life. The young people that NIACRO support are truly inspirational individuals and it is an honour to be accepted and welcomed into their lives."



Meet Ryan...

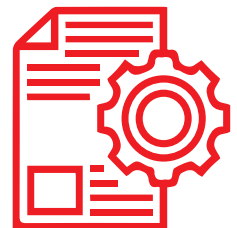
"Young people are often unashamedly themselves, which I admire. On the Independent Volunteer Scheme, I try to encourage relaxed and informal environments."



Our disclosure specialists dealt with almost

200 queries

on the disclosure of convictions and living with a conviction





GOVERNANCE

We are registered with the Charity Commission for Northern Ireland and make a full Directors' Return which includes a statement of governance related policies.

NIACRO Executive

NIACRO Directors during the year ending 31 March 2021 were as follows:

- Sid McDowell (Chairman)
- Majella McCloskey (Vice-Chair)
- Tony Glover (Treasurer)
- Christine Hunter
- Gillian McNaul
- Frank Mulhern
- Karen Collins
- Paul Farrell
- Conor Murray
- John Patrick Clayton (Elected November 2020)

NIACRO Senior Leadership Team

- Olwen Lyner, Chief Executive
- Fiona Greene, Director of Operations (Appointed May 2020)
- Ruth Walker, Business Development Manager
- Gareth Eannetta, Programme Manager
- Rachel Long, Programme Manager (In post until December 2020)
- Tracey Gillen, Programme Manager (In post until December 2020)
- Patrick Anderson, Programme Manager (Appointed January 2021)
- Maggie Butler, Central Services Support Manager

Key Information

Company Registration Number: NI 018121

Charity Registration Number: NIC101599

Registered Office

Amelia House, 4 Amelia Street, Belfast BT2 7GS

Company Secretary

Olwen Lyner

You can request a copy of the full Financial Statements by emailing us at: niacro@niacro.co.uk or write to us at the Registered Office address above.

"My support from NIACRO and probation through this lockdown have been brilliant, always keeping in touch. My mentor has helped by keeping in touch and my Probation Officer too has been brilliant even though only phone calls through the lock-down. They have been more than amazing, a wee phone call and a chat really does help. My mentor and Probation Officer support is defo 10 out of 10."

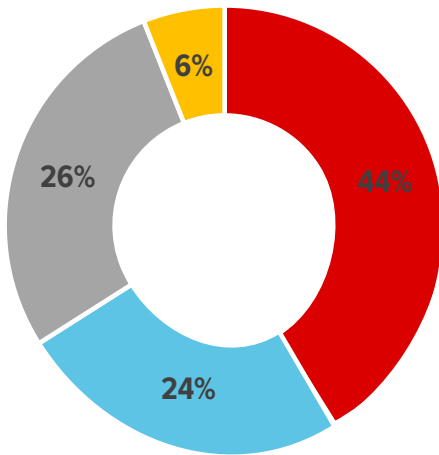
Aspire Client



FINANCIAL OVERVIEW

Our Funders	Value £	Classification
Advice NI	81,542	Other
Arts Council	320	Other
Belfast City Council	15,974	Local Admin
Belfast Health & Social Care Trust	79,443	Local Admin
Charitable Trust & Foundations	21,501	Other
Children in Need	31,304	Other
Construction Industry Training Board	7,604	Other
Consumer Council	4,500	Other
Department of Justice	265,738	Criminal Justice
European Social Fund	937,102	European
Health and Social Care Board	226,923	Local Admin
Money & Pensions Service	42,618	Other
Money Advice Service	2,546	Other
Northern Ireland Housing Executive	440,977	Local Admin
Northern Ireland Prison Service	791,290	Criminal Justice
Pilgrim Trust	16,023	Other
Probation Board For Northern Ireland	983,780	Criminal Justice
Public Health Agency	305,040	Local Admin
South Eastern Health & Social Care Trust	22,069	Local Admin
Southern Health & Social Care Trust	125,715	Local Admin
Special EU Programmes Body	165,191	European
ufi Vol Tech Trust	35,461	Other
Voluntary Agencies	4,457	Other
Western Health & Social Care Trust	10,902	Local Admin
Donations	3,264	Other
Investment Income	3,421	Other
Services Income	49	Other
	4,624,753	

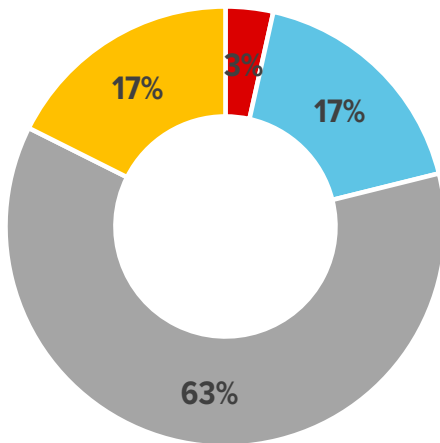
Breakdown of Income Sources



- Criminal Justice
- European
- Local Admin
- Other

INCOME OVERVIEW

Breakdown of Income Sources £		
Criminal Justice	2,040,808	44
European	1,102,293	24
Local Admin	1,227,043	26
Other	254,609	6
Grand Total	4,624,753	100%



- Fundraising & Governance
- Children & Young People
- Adults in Prison & the Community
- Families Affected by Imprisonment

BREAKDOWN OF RESOURCES EXPENDED

Breakdown of Resources Expended £		
Children and Young People	771,310	17%
Adults in Prison and the Community	2,900,680	63%
Families Affected by Imprisonment	807,341	17%
Fundraising and Governance	152,601	3%
	4,631,932	100%

NIACRO is grateful for all the funding it has received over the years from both public and private organisations.

The logos here represent current funding partners and/or streams.



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