

**ANNUAL REPORT**  
**2005-2006**

## CHAIRPERSON'S REMARKS

The past year has continued to see further consolidation and growth for ICR. It has continued to be a pleasure to serve as Chair of ICR and I would like to thank everyone who has helped and supported me during the past year. I would like to thank all the staff for their hard work and dedication to the work of ICR. I always enjoy any visit or meeting in ICR in addition to valuing the work of the whole staff team. I feel I always learn from these visits and that there is a great deal of activity going on here. This is the Institute for Conflict Research 6<sup>th</sup> Annual Report and the organisation has continued to grow and develop. There is much cause for celebrating the many achievements of ICR and the organisation has earned a reputation for delivering high quality innovative research.

I would like to both thank and congratulate Neil for his continued hard work as Director of ICR. Under his leadership ICR has grown from strength to strength. The past few years have continued to see a steady increase in funding and contracts with ICR undertaking and delivering many diverse research contracts. In particular it was a great achievement for ICR to secure core funding from the Community Relations Council, this will enable ICR to move forward on a more secure financial footing, it will provide the funding for many of ICR's none funded activities such as the provision of training, information sessions and research consultation particularly with the voluntary and community sectors. ICR is working with an increasingly diverse range of organisations ranging from the community and voluntary sector to a range of statutory and Government organisations. ICR has also been able to develop more in-house research projects managing to successfully secure funding to see such initiatives through thus ensuring that ICR makes its own unique contribution to the field of conflict research.

From our accounts you can see that Neil and the staff have secured additional funding for the next year in the very difficult funding climate that continues in Northern Ireland, thus ensuring that ICR remains financially secure for yet another year. Some of the contracts take ICR into the year after that. This is a great achievement in the present circumstances but careful financial management is essential.

The Board would like to acknowledge and thank all the staff in ICR for their continued hard work and achievements during the past year. Jennifer Hamilton continues as Senior Research Officer with Research Officers Ulf Hansson and Jonny Byrne, interns John Bell and Danielle Blaylock, and Sylvia Anderson our Finance and Office Manager. We would like to thank members of staff who have moved on to other posts, Katy Radford, Malcolm Ostermeyer and Jennifer Betts and intern Mary Conway, all of whom have made valuable contributions to the work of ICR.

Much of the Board's time during the past few years has been devoted to improving conditions for the staff team. In addition to improvements in the physical environment we have also worked to improve the terms and conditions of employment for staff. Working within budgetary constraints it was still possible to build on previous developments with regard to staff pensions by improving sick leave, maternity leave etc, ensuring that staff have an annual incremental system in place and ensuring that

all legislation changes regarding employees were fully implemented. The Board is proud of achievements that have been made in partnership with the staff team and this culminated with the production last year of a new and more modern staff handbook. These changes have been fully implemented during the past year.

In the past year there have also been changes to the Board with the departure of Tony Gallagher, Bernie Kelly and James Knox. ICR would like to thank them for their commitment and valuable contribution over the past few years. Chris O'Halloran, Des Fiddes, Noreen Campbell, Ken Cathcart, Michael Boyle and Marie-Therese O'Hagan have continued to serve on the Board. Their commitment and experience has been invaluable.

During the past year we have been able to recruit new members to the Board bringing new skills and experience, adding to an already diverse Board. The Board would like to welcome Barry Fitzpatrick, Rachel Monaghan, Sam Gibson, and Richard English and we look forward to working together over the next year.

ICR continues to make a very significant contribution to the field both on a national and international level. ICR remains very productive conducting research into a broad range of areas. This work has been ground breaking and reflects the very real issues facing Northern Ireland at this time. ICR has also continued to produce commissioned research. This work has made a major contribution to the field and staff's expertise in these areas has been widely acknowledged.

ICR has continued to build on its record of providing evaluations for a wide range of organisations and has also been able to build on this by undertaking a range of training and educational projects, providing support to a range of national and international organisations.

The staff are particularly proud of their achievements in working in partnership with community organisations to develop community research programmes. ICR has gained an excellent reputation for this work. It is a unique feature of ICR's practice and an area that demonstrates their innovative nature and commitment to working in partnership with local communities.

ICR has continued to extend and build on its excellent publication record during the past year. Staff have been involved in the development of policy in Northern Ireland, sitting on several working groups and advisory boards. They have presented their work at many key conferences both nationally and internationally during the past year ensuring that their work reaches as wide an audience as possible. This aim is further facilitated through all publications being available online with the newly formatted website which is proving very positive.

As Chair of ICR I have continued to be impressed by the volume and quality of the work undertaken by the Institute. The work continues to make an important and valuable contribution. In all, this has been an outstanding year for ICR and it has been both a pleasure and privilege to be Chair of such a dynamic organisation.

I would like to thank the other Board members for their hard work and much needed support during the past year. The Board is made up of a diverse range of people with a wide range of skills and knowledge committed to the work of ICR. In the past year we have overseen much change and each member of the Board has made a valuable contribution to this process. Finally the Board would also like to express their sincere condolences to Marie Smyth, former Director, on the death of her husband Alan Breen in July 2005.

**Arlene Healey**  
**Chair**  
**June 2006**

## **DIRECTOR'S REVIEW**

The past year has been one of both consolidation and growth for ICR. We have continued to demonstrate that it is not only possible to survive as an independent, not-for-profit research organisation, but also that it is possible to flourish and develop from such a base. Over the past year we have consolidated our reputation for reliability and for producing high quality accessible research and we have expanded the range of our work, the number of organisations we work for and the number of organisations we work with.

ICR is in something of a unique position in Northern Ireland. We are an independent, not-for-profit research organisation working on social justice issues. But also we work closely with a very broad range of organisations including government departments, statutory agencies, universities and also with the community and voluntary sector. This diversity is one of our strengths and the diversity of our working relationships and partnerships continues to grow and develop.

Over the past year we have continued to work with and for a number of funders and commissioning bodies many of whom we have worked with over a number of years. These include OFMDFM, CRC, Human Rights Commission, the NI Policing Board and the Police Ombudsman. We have also won tenders from organisations such as the Electoral Commission, the Equality Commission and the Department of Health and have thus established new contacts and begun to develop new relationships. However, we have also continued to develop our working relationships with non-governmental organisations such as Linc Resource Centre, Belfast Interface Project, Off the Streets and Groundwork Northern Ireland.

Although many of the projects and the areas of our work have built on work undertaken in previous years, 2005-2006 has been notable for the development of a number of successful partnership projects and has seen ICR establishing ourselves as capable of working beyond the boundaries of Northern Ireland. We are close to completing a project in partnership with the Centre for Cross Border Studies in Armagh and the National Consultative Committee on Racism and Interculturalism in Dublin, which involves research in Northern Ireland, Scotland and the Republic, and we are junior partners with the London Metropolitan University in a UK wide study related to migration and migrant workers. Also towards the end of the year we won a number of tenders in partnership with other organisations on Traveller education with Trademark and An Munia Tober and on LGB issues with University College Dublin and Barry Fitzpatrick Consulting.

We have also been able to expand our range of contacts and links further afield. We have continued to attract interest for our research from other countries and we are in the process of developing a number of projects with individuals and organisations in Europe and America, as well as in Ireland and the UK. We hope that some of these initiatives will begin to bear fruit in the next year.

Our ability and capacity to consolidate our position and to develop as an organisation has been due to the quality of the staff team and the support of the Board. One of the

strengths of ICR over the past few years has been the consistency of the core of the organisation, this has not only included the core staff team of Jennifer Hamilton, Sylvia Anderson, Ulf Hansson and Jonny Byrne, which has now been together for more than three years, but also the reliable support we have received from Board, in particular the chair Arlene Healey, the treasurer Des Fiddes, and Chris O'Halloran who has been involved with ICR in many different roles for many years.

This strong core has been an important element in enabling us to expand our capacity through working with a range of short-term staff and interns such as Katy Radford, Paul Hutchinson, Jennifer Betts, Mary Conway, John Bell and Danielle Blaylock and those members of the Board who have joined more recently. Each of these people continue to help ICR consolidate its working practices, expand its capacities and develop its reputation. Long may it continue!

**Neil Jarman**  
**23 June 2006**

## RESEARCH

ICR staff have worked on a variety of research projects over the past year and the research team continues to engage in project development, fund-raising, policy development, writing and dissemination. Our work includes projects that we have initiated ourselves, research that we have been specifically commissioned to undertake and other pieces that we have won under a tendering process.

### Social Capital

**Living Together: Social Networks, Community Cohesion and Social Capital in Mixed Residential Communities:** This Peace II funded project is due for completion in June 2006. The research team has involved Ulf Hansson, Jonny Byrne and John Bell. The research involves analysing issues related to quality of life and social relationships in mixed residential communities in three areas of Northern Ireland.

### Interface Issues

**Interface Violence in East Belfast: The Impact on Local Residents and the Wider Voluntary, Political, Business and Statutory Sectors:** This Peace II funded project, carried out by Jonny Byrne, involved working with members of the two main communities in East Belfast to examine the impact of the violence and disorder around the Short Strand and Inner East Belfast during 2002. A report was published in October 2005.

**Responsible Citizens:** Neil Jarman has a grant from the Royal Irish Academy under the Third Sector Research Programme to write up research on community responses to public disorder. Three papers for journals and books have been produced so far.

**Interface Bibliography:** This was one of a number of pieces commissioned by the Belfast Interface Project, and involved summarising all identifiable articles on interface communities in Northern Ireland. The work, carried out by Mary Conway and Jonny Byrne, was published in August 2005.

**Mapping Belfast Interfaces:** A brief project for BIP to map and document each of the NIO interface barriers in Belfast. The final document was published on the BIP website.

**Best Practice in Reducing Interface Violence:** A third piece commissioned by BIP and funded by CRC was carried out by Neil Jarman and was published in May 2006.

### Young People

**Youth Alienation and Communal Disorder:** This Peace II funded project, undertaken by Ulf Hansson and begun in January 2003, looked at the attitudes and experiences of young people in Belfast and Derry Londonderry. A report was published in September 2005.

**Youth Participation in the Democratic Process:** This research, undertaken by Jennifer Hamilton for the Electoral Commission, was completed in September 2005. It explored the attitudes of young people towards participation in the democratic process, including electoral registration and voting at elections. The research was launched in January 2006.

**Phab:** This report highlighted the main findings from The Facing the Future Project. It documented the needs and experiences of young people who had acquired a disability through their own anti-social behaviour, and provided the opportunity for a greater understanding of the issues this group face and the level of service provision for them. This report was completed in September 2005.

## **Minority Ethnic Communities**

**New Migrant Communities in East Tyrone:** The research, undertaken by Jennifer Hamilton and Jennifer Betts, was commissioned by East Tyrone College to investigate the attitudes of staff and students towards the increasing migrant population in the area.

**Policing Accountability and the BME Communities:** This project, carried out by Katy Radford, Malcolm Ostermeyer and Jennifer Betts, investigated the experiences and attitudes of members of the black and minority ethnic communities towards the new policing arrangements. It was commissioned by the Policing Board and the Police Ombudsman, the report was published in February 2006.

**Diversity Training in Education:** ICR worked with Business in the Community and Northbrook Technologies to undertake preliminary research aimed at supporting the development of a diversity training programme in primary schools. The research has been completed and we are currently seeking funds for the training phase of the programme.

**Migrant Workers in Fermanagh:** Danielle Blaylock assisted a staff member from Fermanagh FHE College in a study of migrant worker issues in Fermanagh area. The work involved helping in the design and analysis of a questionnaire used to survey the experiences of over 100 individuals.

**Service Provision for Minority Ethnic Communities:** ICR is working with the National Consultative Committee on Racism and Interculturalism in Dublin on a comparative study of service provision to BME population in Northern Ireland, the Republic of Ireland and Scotland. The project, commissioned by OFMDFM, and managed by the Centre for Cross Border Studies, will run until June 2006.

**Racism within the Health Sector:** This project for the Department of Health involves exploring the experiences of racism by members of minority ethnic communities who are currently working in the state and private health sectors in Northern Ireland. It is due for completion in June 2006.



**Immigration and Inclusion:** ICR is a partner with the London Metropolitan University in a UK wide project on issues related to migration and integration. The project is funded by the Joseph Rowntree Trust and will run through until 2007.

## **LGB Issues**

**Policing Accountability and the LGB Population:** This project was carried out by Katy Radford, Malcolm Ostermeyer and Jennifer Betts. It investigated the experiences and attitudes of members of the Black and minority ethnic communities towards the new policing arrangements. It was commissioned by the Policing Board and the Police Ombudsman, the report was published in February 2006.

ICR has also won two tenders for further work on LGB and LGBT issues from the Equality Commission and OFMDFM. This work will be carried out in the next financial year.

## **Project Development**

Developing new projects and proposals is an important part of the work of the research team. We have a number of other research proposals which have either already been approved by funders or for which we are seeking funding. These include:

**Young People in Dunclug:** This project involves working with a youth/community worker in the Dunclug Estate in Ballymena over an 18 month period. The programme involves working with 14-17 year old males from both sides of the community and focuses on issues around community tension and development. The project is due to commence in September 2006.

**Cross Border Women's Health Study:** This work has been commissioned by Derry Well Women and ICR is a junior partner with The Institute of Public Health taking the lead. The project focuses on the impact of the Troubles on Women in the Border Regions and is due for completion in December 2006.

**Young Traveller Education Needs:** ICR has just been commissioned to undertake a study of the educational needs of young Travellers. The research, which links two of our key areas of work – young people and minority communities - is funded by NICCY and the Equality Commission and will be undertaken in partnership with Trademark and An Munia Tober.

## EVALUATIONS

Over the past year ICR has continued to develop our range of work by carrying out a number of evaluations. In most of the cases we competed in a tender process, while some projects have been developed in response to a direct approach from the commissioning body. The majority of our evaluation work is focused on community relations or community development projects and includes the following current or recent work:

**Conflict Intervention Programme:** Neil Jarman carried out an evaluation of the North Belfast Conflict Intervention Programme being run by LINC and Intercomm on behalf of Atlantic Philanthropies. An evaluation of the second phase of the project will take place in 2007.

**Groundwork NI – Community Empowerment Support Programme:** Neil Jarman and Paul Hutchinson are currently involved in a review of the CES Programme being run in ten areas across North Belfast. The evaluation is due to be completed in December 2006.

**Groundwork NI – Changing Places:** Jonny Byrne is currently evaluating the Changing Places Transforming Communities cross border project on behalf of Groundwork NI and the County Leitrim Partnership.

**Linc Resource Centre:** Neil Jarman carried out a brief evaluation of the Community Bridges programme being run by Linc Resource Centre as part of the wider conflict intervention work. The report was submitted in December 2005.

**Northern Ireland Music Therapy Trust:** Katy Radford evaluated the impact of the Coda Project run through the NIMTT. This was carried out for Save the Children and was completed in January 2006.

**Playing for Peace:** ICR staff worked with PfP staff to devise a means of evaluating the impact that their basketball programme had on the attitudes of primary school pupils. ICR produced a series of questionnaires, which Danielle Blaylock analysed. We are currently working with PfP staff in developing the next phase of the project.

**St Columb's Park House:** ICR has been asked to review the Interaction Project being run by St Columb's Park House with a number of groups of young people in different areas of Derry Londonderry.

**TullyGallFord Flyers:** ICR worked with the TullyGallFord Flyers (a cross-border youth training project that brings young people from Galliagh (Derry Londonderry), Tullyally (Derry Londonderry) and Lifford (Co. Donegal) together) to devise a means of evaluating the impact of various accredited and non-accredited courses and events on participants. ICR assisted with the design and analysis of questionnaires to look at attitudes and opinions among participants towards sectarianism, violence and the peace process in the three areas.

## COMMUNITY RESEARCH PROGRAMME

The community research programme began in 2003 in response to a request to provide support and training for community activists in North Belfast. Following the initial project, the community research programme has been continued with a number of groups in Belfast and Derry Londonderry. Community research projects are initiated by the local groups, while ICR provides advice, training and technical support. Most of the projects have been funded by the CRC Diversity Grants scheme. The programme is being led by Ulf Hansson, with support from other members of staff where appropriate.

**Artillery Youth Club:** Ulf Hansson worked with staff at the Artillery Youth Club in New Lodge to research the attitudes and experiences of young women to violence and disorder. This involved working with young people to design a questionnaire which examined young women's attitudes towards violence, personal safety and risky behaviour in the Greater New Lodge area. 200 questionnaires were distributed to youth clubs and youth groups and 135 were returned, a response rate of 68%. The research is being used by Artillery in its work with young women.

**Ballysillan Churches:** ICR worked with community groups and churches in the Ballysillan area of North Belfast to develop and analyse a questionnaire focusing on the relationship between the community and churches.

**Carew II:** ICR and Carew II Family and Training Centre in East Belfast designed a questionnaire which aimed to establish baseline data on residents' perceptions and attitudes towards black & ethnic minorities living and working within inner and outer East Belfast. The questionnaire was administered to individuals in various community centres within inner and outer East Belfast during three weeks in November 2005. A total of 700 questionnaires were distributed of which 195 were returned. The report was completed in April 2006.

**Greencastle Community Association:** ICR helped design two questionnaires with Greencastle Community Association. The first involved a basic audit of resources, issues and problems in the Whitewell area. This has been completed and the report presented to the association. The second project, exploring resident's attitudes and experiences of parades in the area, is still in progress.

**Off the Streets:** We provided further support to Off the Streets in their work in Galliagh by analysing a questionnaire on experiences of anti-social behaviour in the area.

We are currently seeking further funds that will enable us to expand on the community research programme by employing a member of staff to work full-time to develop further training projects with community based groups.

## OTHER ACTIVITIES

Although ICR is primarily focused on carrying out research and evaluation work, staff are also involved in a range of other activities: training and development work, participation in working groups and advisory boards, presentations made to various conferences and the provision of briefing and presentations to a wide variety of individuals and organisations from diverse countries.

**OSCE/ODIHR:** Neil Jarman is currently working with the Office of Democratic Institutions and Human Rights at the OSCE in developing their work on freedom of assembly. This has involved attendance at a number of conferences, a review of Armenian legislation on freedom of assembly and participation in an international panel developing guidelines on freedom of assembly.

**Human Rights and Conflict Management Project:** ICR has been working with the Northern Ireland Human Rights Commission and Michael Hamilton of the Transitional Justice Institute at the University of Ulster in developing and delivering a training programme in human rights for community relations workers. Five training sessions were delivered to organisations in Belfast, Derry Londonderry and Newry.

**Nerve Centre Community Relations Online:** ICR is preparing a series of modules for an online training resource in community relations for the Nerve Centre, a multi media project in Derry Londonderry.

### Policy Development and Support

Staff have continued to be involved in a number of policy initiatives and providing support for other projects and programmes:

- Neil Jarman continues to participate as a co-opted member of the policy committee of the Community Relations Council. ICR staff continue to attend the CRC funded project dialogue forum for core funded groups.
- Neil Jarman is a member of the Social Justice Fund committee, which is administered by the Community Foundation for Northern Ireland. He also sits on the management committee of Trademark, a not for profit training organisation, and North Belfast Alternatives, a restorative justice project based in the Sunningdale area of Belfast.
- ICR staff were part of the advisory team for the Boyz II Men research programme run by the Rainbow Project.

As well as the formal policy work ICR are also frequently contacted by students and academics both locally and from further afield for interviews and advice. We always try to make time to accommodate such requests.

## Public Events

ICR staff have made presentations at numerous public events, these include the following conferences and seminars:

- Society of Friends Annual Meeting, Portadown, April.
- Southern Area Equality and Human Rights Forum, Armagh, April.
- Community Development Work Conference, Warwick, September
- British Association for the Advancement of Science, Dublin, September.
- Legal Island Conference, Antrim, October.
- Eisenhower Fellows Annual Meeting, Derry, October.
- Equality Commission Conference, Belfast, November.
- Independent Monitoring Commission, Belfast, November.
- Flags Conference, Oslo University, November.
- Equality Commission Staff Seminar, Belfast, January.
- Business in the Community Seminar, Portadown, January.
- PSNI Hate Crime Conference, Belfast, February.
- Newry Good Relations Forum, Newry, February.
- Lisburn Good Relations Forum, Lisburn, February.
- NCCRI – CCBS Conference, Belfast, March.

ICR is also regularly contacted by journalists from Northern Ireland, the UK and from Europe for information on a wide variety of topics, while our research and writings have also been quoted or cited extensively in the local, national and international media.

ICR staff have also been interviewed for a range of local and national radio and television programmes on issues such as hate crime, migrant workers, interface violence and rioting.

## PUBLICATIONS

Papers and articles have been published in various journals and books. They include the following:

Neil Jarman: Belfast, Brum & Paris. *Fortnight*, January 2006.

Jonny Byrne: Community Workers Help Build Peace. *Scope*, December January 2005-2006

Neil Jarman: Migration and Northern Ireland. *Spectrum* 10, December 2005.

Neil Jarman: Round and round we go? *Scope*, November 2005.

Jonny Byrne, Ulf Hansson and Neil Jarman: Teenage kicks. *Arvac Bulletin* 98, November 2005.

Neil Jarman: Loyalist Riots - Moving beyond Whiterock. *Fortnight*, October 2005.

Mary McKee and Neil Jarman: Politics of the Last Atrocity. *Scope*, October 2005.

Neil Jarman: Changing Spaces, Moving Boundaries: The Development of New Interface Areas. *Shared Space* No 1, August 2005.

Neil Jarman: New Foundations? Human Rights and Peacebuilding in Northern Ireland. In P. Gready and J. Ensor (eds) *Reinventing Development? Translating Rights-based Approaches from Theory into Practice*. London, Zed Books, August 2005.

Neil Jarman: Mobile Phones and Conflict Management. In *People Building Peace II: Successful Stories of Civil Society*. Boulder Co., Lynne Rienner Publishers, July 2005.

Jennifer Hamilton, Katy Radford and Neil Jarman: 'It's Their Word Against Mine': Young People's Attitudes To The Police Complaints Procedure in Northern Ireland. *Children and Society*, June 2005.

## ICR REPORTS

The following is a full list of the research reports that have been produced by ICR. Wherever possible reports are made available on our website, some however remain the property of the commissioning body and are retained as internal documents.

**Policing, Accountability and the Black and Minority Ethnic Communities in Northern Ireland.** Katy Radford, Jennifer Betts and Malcolm Ostermeyer, (2006).

**Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland.** Katy Radford, Jennifer Betts and Malcolm Ostermeyer, (2006).

**Youth Participation in the Democratic Process.** Jennifer Hamilton, (2006).

**Troubled Youth? Young People, Violence and Disorder in Northern Ireland.** Ulf Hansson, (2005).

**Interface Violence in East Belfast during 2002.** Jonny Byrne, (2005).

**Interface Issues: An Annotated Bibliography.** Mary Conway and Jonny Byrne, (2005).

**New Migrant Communities in East Tyrone.** Jennifer Betts and Jennifer Hamilton, (2005)

**No Longer a Problem: Sectarian Violence in Northern Ireland.** Neil Jarman, (2005)

**Ballysillan Residents' Attitudes towards Church Participation, Community Involvement and Neighbourhood Safety.** Mary Conway, (2005).

**Young People's Attitudes and Experiences of Policing, Violence and Community Safety in North Belfast.** Jonny Byrne, Mary Conway and Malcolm Ostermeyer, (2005).

**Young People in Community Conflict.** Jonny Byrne, Jennifer Hamilton and Ulf Hansson, (2005).

**Sectarian and Racist Chill Factors in Armagh College.** Jennifer Hamilton, (2005).

**Community Cohesion: Applying Learning from Groundwork in Northern Ireland.** Neil Jarman, Libby Keyes, Jenny Pearce and Derick Wilson, (2004).

**Sectarianism in Armagh City and District Council Area.** Jennifer Hamilton, (2004)

**Out of Sight: Young People and Paramilitary Exiling in Northern Ireland.** Jonny Byrne, (2004).

**Report on the Consultation about proposals for a Chinese Community Centre on Donegall Pass, Belfast.** Neil Jarman, (2004).

**Community Relations, Community Cohesion and Regeneration: A training and development strategy for Groundwork Northern Ireland.** Neil Jarman and Paul Hutchinson, (2004).

**Young People in the Greater Shantallow Area.** Ulf Hansson, (2004).

**Sectarianism in the Limavady Borough Council Area.** Jonny Byrne, (2004).

**Mediation Northern Ireland Policing Project: Interim Evaluation.** Neil Jarman, (2004).

**Demography, Development and Disorder: Changing Patterns of Interface Areas.** Neil Jarman, (2004).

**Crime – A Waste of Time. Crime and Anti-Social Behaviour in Sunningdale.** Fabrice Murlon and Ulf Hansson, (2004).

**Evaluation Report of Diversity Challenges.** Ruth Moore, Brandon Hamber and Neil Jarman, (2004).

**Sectarianism in the Antrim Borough Council Area.** Jonny Byrne, (2004).

**Sectarianism in the Larne District Council Area.** Jonny Byrne, (2004).

**Legislative Provisions for Hate Crime across EU Member States.** Rebecca Thomas, (2004). ICR.

**Migrant Workers in Northern Ireland.** Kathryn Bell, Neil Jarman and Thomas Lefebvre, (2004).

**Racist Harassment in Northern Ireland.** Neil Jarman and Rachel Monaghan, (2004).

**Young People's Attitudes and Experiences of Sectarianism and Community Conflict in Larne.** Jonny Byrne, (2004).

**The Impact of Political Conflict on Children in Northern Ireland.** Marie Smyth with Marie Therese Fay, Emily Brough and Jennifer Hamilton, (2004).

**A Review of the Health and Social Care Needs of Victims/Survivors of the Northern Ireland Conflict.** Jennifer Hamilton, Jonny Byrne and Neil Jarman, (2003).



**An Acceptable Prejudice? Homophobic Violence and Harassment in Northern Ireland.** Neil Jarman and Alex Tennant, (2003).

**Young People and Politics.** North Belfast Community Research Group, (2003).

**Policing, Accountability and Young People.** Jennifer Hamilton, Katy Radford and Neil Jarman, (2003).

**Analysis of Incidents of Racial Harassment Recorded by the Police in Northern Ireland.** Neil Jarman and Rachel Monaghan, (2003).

**Human Rights and Community Relations: Competing or Complimentary Approaches in Response to Conflict?** Neil Jarman (ed), (2002).

**The Human Impact of the Troubles on Housing Provision and Policy.** Jennifer Hamilton, Rachel Monaghan and Marie Smyth, (2002).

**Creggan Community Restorative Justice: An Evaluation and Suggested Way Forward.** Marie Smyth, Jennifer Hamilton and Kirsten Thomson, (2002).

**Caring Through the Troubles: Health and Social Services in North and West Belfast.** Marie Smyth, Mike Morrissey and Jennifer Hamilton, (2001).

**Reviewing REAL Provision: An Evaluation of Provision and Support for People Affected by the Northern Ireland Troubles.** Jennifer Hamilton, Kirsten Thomson and Marie Smyth, (2001).

## STAFFING

There have been no changes in the core staff team in the last year and the five permanent staff continue to form a solid team out of which the organisation can continue to develop. However, we were unfortunately unable to extend the contract of Jennifer Betts who had been employed on short-term contracts between April 2005 and March 2006.

We have also been able to expand our capacity by recruiting researchers on short-term contracts, by using interns and by developing a network of research associates with whom we might work on specific projects. This enables us to respond to short-term opportunities without over-committing the organisation.

We continue to attract a number of applications from potential interns from a variety of backgrounds. Interns have been valuable additions to the team and contributed not only to the work of ICR but also to the overall working environment. We have found it beneficial to have interns on a longer-term basis, for periods of 6-12 months.

- Mary Conway joined ICR in August 2004 and left in August 2005. Mary worked on a variety of projects and took the lead on several pieces of work. She was a valuable addition to the team.
- John Bell joined ICR in July 2005 and has worked mainly on the mixed residential project in Areema. His role in this project has been of great help to the research team.
- Danielle Blaylock joined ICR in November 2005 for a period of 6 months. She worked on a variety of projects and took the lead in the Playing for Peace research. She also assisted in other projects and proved to be an asset to the research team.

We have continued to develop a network of associates who we work with where appropriate.

- Paul Hutchinson, a freelance trainer and evaluator has worked with ICR on two projects for Groundwork NI.
- Katy Radford has worked with ICR as a researcher and trainer.

Our staff team as of 1 April 2006 is:

Director  
Senior Research Officer  
Finance and Officer Manager  
Research Officer  
Research Officer  
Intern

Dr Neil Jarman  
Dr Jennifer Hamilton  
Ms Sylvia Anderson  
Mr Ulf Hansson  
Mr Jonny Byrne  
Mr John Bell

## BOARD

There have also been some changes to the Board of Directors over the past year with a number of directors resigning either due to pressures of work or for personal reasons.

Tony Gallagher, James Knox and Berni Kelly resigned in the past year. We would like to thank them for their contribution to the development of ICR during their time on the Board.

We have also recruited a number of new members for the Board during 2005 - 2006. The new board members are Rachel Monaghan (University of Ulster), Barry Fitzpatrick (CoSO), Sam Gibson (BIFHE) and Richard English (Queens University).

It should be noted that Board members serve as individuals and not as representatives of any organisation with which they may be associated.

The current members of the Board are as follows:

<b>Name</b>	<b>Office</b>	<b>Appointed</b>
Arlene Healey	Chair	1999
Ken Cathcart	Secretary	2005
Des Fiddes	Treasurer	2003
Michael Boyle		2005
Noreen Campbell		2001
Richard English		2006
Barry Fitzpatrick		2005
Sam Gibson		2006
Rachel Monaghan		2005
Marie-Therese O'Hagan		2005
Chris O'Halloran		1999

## **FINANCIAL REPORT**

Our financial position has remained healthy over the past year. This has in no small part been due to the continued sterling and diligent work of our Financial Manager, Sylvia Anderson. Sylvia continues to receive valuable support from our Treasurer, Des Fiddes.

The systems which are in place for controlling, monitoring and reporting are working effectively and the organisation has undergone another trouble-free audit. Additional external monitoring requirements specifically for Peace II projects, of which there are three currently active, inevitably lead to both a heavier workload for the finance officer and increased auditing costs.

Over the past year, ICR research projects have been funded by SEUPB (Peace II), OFMDFM, the Community Relations Council, the Northern Ireland Policing Board, the Police Ombudsman, Groundwork NI, Groundwork UK, Mediation Northern Ireland, Belfast City Council, the Electoral Commission and Belfast Interface Project.

Although we continue to rely overwhelmingly on our turnover of work to sustain the organisation, we were very pleased to be informed that our application to CRC for core funding was successful and we have been offered £30,000 per year for three years beginning in April 2006. However, our core funding from The Allen Lane Foundation came to an end at the end of 2005. We appreciate and thank them for their support over the previous three years.

### **Reserves Policy**

The Board's previously agreed aim that ICR should establish a reserve of £56,500 was achieved in previous financial years. However, this reserve may be drawn upon to underpin core costs and to ease cash flow.

## **Independent auditors' report to the members of Institute for Conflict Research**

We have audited the financial statements of Institute for Conflict Research for the year ended 31 March 2006 which comprise the income and expenditure account, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Article 243 of the Companies (Northern Ireland) Order 1986. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of directors and auditors**

As described in the statement of directors' responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies (Northern Ireland) Order 1986. We also report to you if, in our opinion, the directors' report is not consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the directors' report and consider the implications for our report if we become aware of any apparent misstatements within it.

### **Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient

evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**Independent auditors' report to the members of Institute for Conflict Research continued**

**Opinion**

In our opinion the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the company's affairs as at 31 March 2006 and of its deficit for the year then ended and have been properly prepared in accordance with the Companies (Northern Ireland) Order 1986.

**Donaldson & Thompson  
Accountants and  
Registered Auditors  
3 Limavady Road  
Londonderry  
BT47 6JU**





**Income and expenditure account  
for the year ended 31 March 2006**

		<b>Continuing operations</b>	
		<b>2006</b>	<b>2005</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>
<b>Income</b>	<b>2</b>	250,947	281,399
Administrative expenses		(275,678)	(230,168)
<b>Operating (deficit)/surplus</b>	<b>3</b>	<u>(24,731)</u>	<u>51,231</u>
Other interest receivable and similar income		2,558	2,423
<b>(Deficit)/surplus on ordinary activities before taxation</b>		<u>(22,173)</u>	<u>53,654</u>
Tax on (deficit)/surplus on ordinary activities		-	-
<b>(Deficit)/surplus on ordinary activities after taxation</b>		<u>(22,173)</u>	<u>53,654</u>
<b>(Deficit)/retained surplus for the year</b>	<b>8</b>	<u>(22,173)</u>	<u>53,654</u>
Retained surplus brought forward		185,215	131,561
<b>Retained surplus carried forward</b>		<u>163,042</u>	<u>185,215</u>

There are no recognised gains or losses other than the surplus or deficit for the above two financial years.

**Statement of Financial Activities  
for the year ended 31 March 2006**

	<b>Unrestricted Funds 2006 £</b>	<b>Restricted Funds 2006 £</b>	<b>Total Funds 2006 £</b>	<b>Total Funds 2005 £</b>
<b>Incoming Resources</b>				
<b>Incoming resources from generating funds:</b>				
Voluntary Income:				
Donations and grants	-	-	-	6,831
Activities for generating funds:				
Miscellaneous Income	1,370	-	1,370	6,307
Investment Income	2,558	-	2,558	2,423
<b>Incoming resources from charitable activities:</b>				
Grants and contracts	195,647	53,390	249,577	268,261
<b>Total incoming resources</b>	<u>199,575</u>	<u>53,930</u>	<u>253,505</u>	<u>283,822</u>
<b>Resources Expended</b>				
<b>Charitable activities and Governance costs</b>	207,681	67,997	275,678	230,168
<b>Total resources expended</b>	<u>207,681</u>	<u>67,997</u>	<u>275,678</u>	<u>230,168</u>
<b>Net movement in funds</b>	<u>(8,106)</u>	<u>(14,067)</u>	<u>(22,173)</u>	<u>53,654</u>
<b>Net movement in funds</b>				
Total funds brought forward	148,023	37,192	185,215	131,561
<b>Total funds carried forward</b>	<u>139,917</u>	<u>23,125</u>	<u>163,042</u>	<u>185,215</u>

The statement of financial activities includes all gains and losses in the year.  
All incoming resources and resources expended are derived from continuing activities.

**Balance sheet**  
**as at 31 March 2006**

		<b>2006</b>		<b>2005</b>	
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fixed assets</b>					
Tangible assets	<b>5</b>		6,884		10,314
<b>Current assets</b>					
Debtors	<b>6</b>	60,186		49,500	
Cash at bank and in hand		101,115		128,434	
		<u>161,301</u>		<u>177,934</u>	
<b>Creditors: amounts falling due within one year</b>	<b>7</b>	<u>(5,143)</u>		<u>(3,033)</u>	
<b>Net current assets</b>			156,158		174,901
<b>Total assets less current liabilities</b>			<u>163,042</u>		<u>185,215</u>
<b>Net assets</b>			<u>163,042</u>		<u>185,215</u>
<b>Reserves</b>					
Income and expenditure account	<b>8</b>		163,042		185,215
<b>Members' funds</b>	<b>9</b>		<u>163,042</u>		<u>185,215</u>