

# **ANNUAL REPORT**

## **2004-2005**

## **CHAIRPERSON'S REMARKS**

The past year has been one of real consolidation and growth for ICR. It has been my second year as Chairperson and I would like to thank everyone who has helped and supported me during the past year. This is the 5<sup>th</sup> Annual Report for the Institute for Conflict Research. There has been much growth during the past five years and the past year in particular has seen much change. There is much cause for celebrating the many achievements of ICR and the organisation has earned a reputation for delivering high quality innovative research.

Neil Jarman was appointed as Director last year after acting up in that capacity for many months and he has continued to work tirelessly to develop and consolidate the organisation. Under his leadership ICR has gone from strength to strength. The past year has seen a considerable increase in achieving new funds and contracts with ICR undertaking and delivering many diverse research contracts. Some contracts have been undertaken with organisations that we have worked with before who have come back with new projects, to build on previous successes. In addition, 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 continues to contribute to an increased understanding in the field of conflict research.

Neil has overseen considerable expansion in ICR, not only in terms of the work undertaken but also in terms of staffing and the physical environment. The unit next door was secured and exchanged for another unit in the complex, which was rarely used by the staff team. The securing of additional more suitable office space has made a great deal of difference to the staff. The whole office has now opened up thus providing a more spacious and brighter working environment for the team. The additional unit connected to the premises is being fully utilised. We now have a more suitable office for the Director and a Boardroom. The development also enables ICR to host more meetings in house.

The overseeing of these changes and developments created a great deal of work for the staff and required significant amounts of negotiation and organisation. Neil is supported in his efforts by a hard working and dedicated management team and research team. The Board would like to thank the management team Neil, Jennifer Hamilton, Senior Research Officer, and Sylvia Anderson, Finance & Office Manager, for all their hard work. Sylvia in particular undertook the task of overseeing the building work, whilst keeping business going as usual. The Board would also like to thank Neil for the way in which he has managed ICR during the past year. He has continued to negotiate many research contracts with a wide range of funding organisations attracting contracts from a diverse range. He has secured additional funding for the next year in the very difficult funding climate that currently exists in Northern Ireland, thus ensuring that ICR remains financially secure for yet another year, with some of the contracts actually taking ICR into the year after that. This is an extraordinary achievement in the present circumstances.

Much of the Board's time during the past year has been devoted to improving conditions for the staff team. In addition to improvements in their physical environment we have also worked to improve their terms and conditions of employment. 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 the achievements that have been made in partnership with the staff team and this culminated with the production of a new and more modern staff handbook. During the past few years we have seen a high level of stability achieved within the staff team and we feel that we have been able to reward and acknowledge the loyalty of staff, many of whom have now been with ICR for many years. There have also been promotional opportunities for staff for example we have seen Jonny Byrne progress over the past few years from an unpaid intern, to Research Assistant and he is now employed as a Research Officer. Ulf Hansson has also been with ICR for several years now and has continued to undertake a wide range of research projects. It has been wonderful to see such achievements within the staff team.

The Board would also like to acknowledge and thank all the staff in ICR for their continued hard work and achievements during the past year and would like to welcome the new research staff to the team, Katy Radford, Malcolm Ostermeyer and Jennifer Betts. The Board also thanks interns Mary Conway, Fabrice Mourlon and Rebecca Thomas, all of whom have made valuable contributions to the work of ICR.

In the past year there have also been changes to the Board with the departure of Carol Conlin and Roisin McDonough. ICR would like to thank them for their commitment and valuable contribution over the past few years. Chris O'Halloran, Tony Gallagher, Des Fiddes, James Knox and Noreen Campbell have continued to serve on the Board. Some of these Board members have been with ICR since its inception five years ago and their commitment and experience has been invaluable. During the past few months we have been able to recruit several new members to the Board each bringing new skills and experience, adding to an already diverse Board. The Board would like to welcome Bernie Kelly, Colin Knox, Ken Cathcart, Michael Boyle and Marie-Therese O'Hagan and we look forward to working together over the next year.

ICR continues to make a very significant contribution to the field on a local, national and international level. ICR remains very productive conducting research into a broad range of areas. As you can see from the Annual Report research has been conducted into areas of study developed by ICR staff for example migrant workers, mixed residential areas, youth alienation and interface violence. 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, again into a wide variety of subjects such as migrant workers in rural Ireland, best practice in reducing violence in interface areas, young people's attitudes to policing and several pieces of research focusing on community relations. Again 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 undertaken a range of training and educational projects, providing support to various national and international organisations.

The staff team are particularly proud of their achievements in working in partnership with community organisations to develop community research programmes. ICR is gaining 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 an excellent publication record to which they have added during the past year. Staff have also been involved in the development of policy in Northern Ireland sitting on several working groups and advisory boards. Neil was asked to serve as a specialist advisor to the Northern Ireland Affairs Committee for their inquiry into hate crime in Northern Ireland. This is an area of increasing concern and an area in which ICR's expertise is both recognised and valued. Neil served on this committee for a year and their findings were published earlier this year. Staff have also presented their work at many key conferences both nationally and internationally during the past year.

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.

Finally 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 and they remain 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.

**Arlene Healey**  
**Chair**  
**June 2005**

## OVERVIEW

In the past year ICR has consolidated its reputation for high quality and innovative research. At the same time we have continued to expand the range and variety of our work, while also increasing the diversity of organisations that we work for and who fund our various activities. More specifically we have expanded our activities across a very broad range of organisations including community and voluntary organisations, statutory bodies, government departments and international organisations.

Our activities have extended to include research projects that we develop ourselves, commissioned research and research we have won through a tendering process. Much of our recent research, for example on migrant workers and mixed residential communities, has broken new ground and has attracted significant interest from other agencies. On other issues and subjects we have become acknowledged experts on key areas of current interest in Northern Ireland.

We have continued to develop our capacity for evaluations and are working with a number of different organisations in this regard. We have also developed and undertaken a variety of training and education projects and have provided advisory support to a number of national and international organisations.

Perhaps the most distinctive and innovative area of our work has been in the continued development of the community research programme where ICR staff work closely with community-based organisations in bringing their research ideas to fruition. Although this is still a relatively small part of our work, there is evidence of a strong interest in this among community-based groups.

We have also undergone significant changes in our office base in Duncairn Gardens and have consolidated our space by swapping unit 4 for unit 12. This enabled us to create a dedicated meeting room and an equipment/stationery room and to create a much lighter and more spacious office area, even as the numbers of staff have increased.

The strength of ICR and the reason that we have been able to diversify so successfully has been the staff, in particular we have been able to build from a solid core staff team of Sylvia Anderson, Jennifer Hamilton, Ulf Hansson and Jonny Byrne, who have delivered above and beyond again and again. We have also been ably supported by more recently recruited staff, Katy Radford, Malcolm Ostermeyer and Jennifer Betts, and by our interns Mary Conway, Fabrice Murlon and Rebecca Thomas

The staff have also benefited from the ongoing support of the Board, and in particular from those Board members who have been with us for a number of years. We thank you for your continued support and interest.

**Neil Jarman**  
**Director**  
**June 2005**

## 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 current work includes projects that we have initiated ourselves, research that we have been specifically commissioned to undertake and other work that we have competed for under a tendering process.

### ICR Initiated Research Projects

We are currently undertaking three projects that have been designed and developed by ICR staff, for two we have secured funding for under the Peace II programme while the other is being funded by the Royal Irish Academy. A further project developed by ICR and funded by Peace II was completed during the year.

**Living Together: Social Networks, Community Cohesion and Social Capital in Mixed Residential Communities:** This eighteen month research project, funded through the Community Relations Council under the Peace II programme began in January 2005. The research, led by Ulf Hansson, aims to provide base line quantitative data on the scale and location of non-segregated residential communities in Northern Ireland and analyse issues related to quality of life and social relationships in mixed residential communities.

**Interface Violence in East Belfast: The Impact on Local Residents and the Wider Voluntary, Political, Business and Statutory Sectors:** This project, funded through the Community Relations Council under the Peace II Programme, began in January 2005 and is scheduled to be completed in September 2005. Jonny Byrne is leading the project, which is examining the origins of the large-scale violence that occurred around the Short Strand and Inner East Belfast during 2002. It is also hoped to determine the impact of the violence and disorder on the lives of adults and children in the area and identify the factors that have been put in place to help prevent the violence from continuing or recommencing.

**Responsible Citizens:** Neil Jarman has secured a grant from the Royal Irish Academy under the Third Sector Research Programme to write up research on community responses to public disorder for publication as a series of academic papers or a longer book-length study. The work must be completed by September 2006.

**Youth Alienation and Communal Disorder:** This two-year research project, funded through the Community Relations Council under the Peace II programme ended in December 2004. The researcher, Ulf Hansson, carried out field research in Derry Londonderry and North Belfast. It is anticipated that the research report will be completed by July 2005 and published in September.

## Commissioned Research

ICR has been commissioned by a diverse range of organisations including two Further and Higher Education Colleges, Save the Children, NIACRO, the Policing Board, the Community Relations Council and Belfast Interface Project to undertake a variety of pieces of work. These projects tended to be smaller than our other pieces and are often developed due to personal contacts and ICR's specific range of expertise.

**Interface Bibliography:** This project, one of a number of pieces commissioned by the Belfast Interface Project, involves collecting and summarising all identifiable articles on interface communities in Northern Ireland. The work is being carried out by Mary Conway and will be co-published by ICR and BIP.

**Best Practice in Reducing Interface Violence:** A second piece commissioned by BIP and funded by CRC. This research is being carried out by Neil Jarman and will be completed in September 2005.

**New Migrant Communities in East Tyrone:** This research was begun by Jennifer Hamilton and Katy Radford in March 2005 and is being completed by Jennifer Betts. It is due for completion in June. The research was commissioned by East Tyrone College to investigate the attitudes of staff and students towards the increasing migrant population in the area. The college helped facilitate a series of focus groups, interviews and a survey of 300 students.

**Sectarian and Racist Chill Factors in Armagh College:** This research was carried out by Jennifer Hamilton and funded through the Association of Northern Ireland Colleges. It was commissioned by Armagh College to investigate the perceptions of sectarian and racist chill factors among the staff and employees. The fieldwork was carried out with assistance from Trademark between October and December 2004 and the final report agreed in March 2005.

**Young People's Attitudes and Experiences of Violence and Community Safety in North Belfast:** This project, funded by the Northern Ireland Policing Board, commenced in September 2004 and was presented to the NIPB in March 2005. Jonny Byrne was the lead researcher of the study, which aimed to assess the attitudes and experiences of young people towards violence and disorder and identify key issues of concern. The research included a survey of 2,486 young people in post primary schools throughout North Belfast and interviews with key political and community representatives. The report is due to be published by the NIPB in June 2005.

**Community Relations Council Research:** ICR undertook four separate but linked pieces of research for CRC in 2004, which aimed to examine the levels of sectarianism in various council areas in Northern Ireland. We carried out research in Antrim, Armagh, Larne and Limavady Council areas. Short reports were produced documenting the levels of sectarian intimidation in each area. CRC are currently compiling a composite report for publication.

**Out of Sight:** This research focused on the needs and rights of young people who have been directly or indirectly affected by paramilitary exiling within Northern Ireland. The project was commissioned by Save the Children and NIACRO and was undertaken by Jonny Byrne. It involved analysing the impact of being forced to leave the home environment due to paramilitary threat and reviewed gaps in the current provision of services and support. The project was completed in December 2004.

## **Research Secured through Tendering**

**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 is commissioned by OFMDFM and is managed by the Centre for Cross Border Studies in Armagh. It will run until June 2006.

**Youth Participation in the Democratic Process:** This research commenced in January 2005 and is due for completion in August 2005. The research, led by Jennifer Hamilton, has been commissioned by the Electoral Commission. The aims are to explore and measure the attitudes and behaviour of young people in Northern Ireland towards participation in the democratic process, including electoral registration and voting at elections. Two residential weekends were carried out in February and a series of focus groups are currently being conducted along with a public opinion survey.

**Policing Accountability and the LGB and BME Sectors:** These two projects commissioned by the Policing Board and the Police Ombudsman's Office for Northern Ireland commenced in January 2005. The team of researchers, led by Katy Radford and including Malcolm Ostermeyer and Jennifer Betts, have been investigating the experiences and attitudes towards policing arrangements by the two groups specified. A series of focus groups and interviews have been carried out along with a survey of both sectors.

**Hate Crime Project:** This project for the Equality Directorate of the First Minister and Deputy First Minister was completed by Neil Jarman in February 2004. It involved studies of racist, homophobic and sectarian violence and harassment. Publication of the third report, on sectarian violence, was delayed due to the Westminster election and the report is now due to be published by ICR in the summer of 2005.

**Young People and Social Disorder:** This fifteen-month research project was commissioned by the Northern Investing for Health Team (Northern Health and Social Services Board) and explored young peoples' attitudes to and experiences of violence and anti-social behaviour. A survey of 1,150 young people and seven focus groups with 12-17 year olds were carried out. The final report was submitted in March 2005.



## **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:

**Racism within the Health Sector:** ICR successfully bid for a tender from the Department of Health to research the experiences of racism by members of minority ethnic communities who are currently working in the state and private health sectors in Northern Ireland.

**Attacks on the Emergency Services:** We are currently seeking support for a proposal to research the problem of attacks on the emergency services. This project was originally drawn up two years ago but is being reconsidered following greater awareness of this issue.

**Immigration and Inclusion:** ICR were approached by a team at the London Metropolitan University to become a partner in a bid for a programme on migration being funded by the Joseph Rowntree Trust. We are currently awaiting the outcome of our proposal.

**Diversity Training in Education:** ICR are working with Business in the Community and Northbrook Technologies to develop a research and training programme on diversity aimed at the primary school sector in Northern Ireland.

**Mapping Interventions in Peace Line Environments:** ICR are a junior partner in this project, which has been developed by the Department of Art and Architecture at the University of Ulster. Funding is being sought from the Arts and Humanities Research Council.

## EVALUATIONS

Over the past year ICR has continued to expand the variety of the work that we undertake by carrying out a number of evaluations. In most of the cases we competed in a tender process, while other projects were developed in response to a direct approach from the commissioning body.

**Conflict Intervention Programme:** Neil Jarman is currently evaluating the North Belfast Conflict Intervention Programme being run by LINC and Intercomm. The evaluation has been commissioned by Atlantic Philanthropies. A final report is due in June 2005.

**Groundwork NI - CESP:** Neil Jarman and Paul Hutchinson are currently involved in a review of the Community Environment Support Programme being run in ten areas across North Belfast. The evaluation is due to be completed in December 2005.

**Belfast City Council:** ICR were invited by Belfast City Council to facilitate a consultation process on the proposal for a Chinese Community and Resource Centre on Donegall Pass. The working group included the Chinese Welfare Association and Donegall Pass Community Forum. The report was completed in September 2004.

**Mediation Northern Ireland:** MNI commissioned ICR to carry out a brief evaluation of the work of its policing programme and at the work they have been doing with the PSNI, Policing Board and the Police Ombudsman.

**Groundwork United Kingdom:** This major review of the work of Groundwork NI, was commissioned by the UK network to evaluate the impact that the approaches taken by Groundwork NI towards environmental regeneration and how this might be transferred to the work of GUK. This project, which ran from June until November 2004 was carried out in conjunction with Future Ways and the Department of Peace Studies at the University of Bradford.

**Groundwork Northern Ireland – Community Relations Programme:** ICR worked with Paul Hutchinson of Mediation Northern Ireland to review the approach taken by Groundwork NI towards addressing community relations issues through environmental regeneration. The project resulted in a training needs assessment and the development of a training strategy for the organisation.

**Diversity Challenges:** This was an evaluation of the first two years of a major funding programme for ‘culturally specific organisations’, which has been supported by the Atlantic Philanthropies. The project, which ran from December 2003 until July 2004, was carried out by Ruth Moore in conjunction with Neil Jarman, Brandon Hamber and staff from the Office of Psychosocial Studies in Berlin.

## COMMUNITY RESEARCH PROGRAMME

The community research programme began in Spring 2003 when ICR received a request from LINC Conflict Transformation to provide some support and training for community activists in North Belfast. Following the successful completion of the first project, which focused on young people attitudes to electoral politics, the community research programme has continued to develop.

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 and developed by Ulf Hansson, with support from other members of staff where appropriate.

### Completed Projects

**Young People in the Greater Shantallow Area:** ICR were approached by Off the Streets, a youth outreach programme in Galliagh, Derry, for assistance in surveying the opinion of young people in the estate, the aim was to provide OtS with information to develop its future strategy. Over four hundred young people were surveyed on a wide range of issues. The report was launched in December 2004.

**Sectarianism in Larne:** The YMCA approached ICR for assistance to design and carry out research with young people in Larne around issues related to sectarianism. The project, which involved young people designing and administering a questionnaire, ran between January and May 2004. The questionnaire was administered to young people in local schools. A report was given to the YMCA in June 2004, which they are using in the planning of future work in the town.

**Crime and Anti-Social Behaviour in Sunningdale:** This project in partnership with North Belfast Alternatives and LINC involved working with young people in the Sunningdale area of North Belfast to explore differences in generational attitudes towards crime and anti-social behaviour. The project involved the design and administration of a questionnaire and focus groups with local politicians and police officers. The report was published in March 2005.

### Current Projects

**Ballysillan Churches:** ICR are working with community groups and churches in the Ballysillan area of North Belfast to develop a questionnaire focusing on the relationship between the community and churches. A draft report has been produced.

**Greencastle Community Association:** ICR has helped design two questionnaires with Greencastle Community Association. One questionnaire involves a basic audit of resources, issues and problems in the Whitewell area, while the second aims to explore resident's attitudes and experiences of parades in the area. The questionnaires will be administered in June 2005.

## **ADVISORY, TRAINING and OTHER WORK**

This section includes a wide variety of other activities that ICR staff have been involved in over the past year. These include 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.

### **Advisory Work**

**Northern Ireland Affairs Committee:** Neil Jarman served as a specialist adviser to the Northern Ireland Affairs Committee for their inquiry into hate crime in Northern Ireland from February 2004 until January 2005. The NIAC report on hate crime was published in March 2005.

**OSCE/ODIHR:** Neil Jarman is currently acting as a specialist adviser to the Office of Democratic Institutions and Human Rights at the OSCE in relation to monitoring the Armenian legislation on freedom of assembly.

**Project on Ethnic Relations:** Neil Jarman worked with the Project on Ethnic Relations, an NGO based in Princeton, NJ, USA on identifying good practice in their work. This included participating in a field visit to Macedonia in December 2004 and spending a week in Princeton in January 2005.

### **Training and Education**

**Co-operation Ireland Civic Link Project:** In February 2005 Ulf Hansson and Jennifer Hamilton were involved in a training day, in Dublin, for teachers involved with the Civic Link Project. The training focussed on research methods and two workshops were held, one on quantitative and the other on qualitative techniques.

**Limavady Borough Council:** ICR worked with CRC in delivering a good relations training programme for councillors and council staff in Limavady during January and February 2005.

**Nerve Centre Community Relations Online:** ICR have been commissioned by the Nerve Centre, a multi media project in Derry, to prepare six modules for an online training resource in community relations. This project is funded by Peace II and is due to be completed in September 2005.

**Human Rights and Conflict Management Project:** The HRCM project has continued, but at a slower pace this year. Neil attended a second meeting of the HRCM network in Nottingham in December 2004. ICR are currently awaiting a response to a grant application to develop the next stage of this project.

## 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 sub-committee of the Community Relations Council. He is also a member of the Social Justice Fund committee, which is administered by the Community Foundation for Northern Ireland.
- Neil Jarman 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 are currently part of the research advisory team for the Boyz II Men research programme run by the Rainbow Project. Staff continue to attend the CRC funded project dialogue forum, and have participated in working groups with NICVA and the British Council.
- ICR staff have made presentations at numerous public events including the annual conference of the Probation Board, the annual conference of the Chartered Institute of Housing, two events on migrant workers for the Equality Commission and an OSCE Human Rights Conference in Warsaw.

## Papers

Members of staff have also written and published a number of articles and papers for various academic journals and books. They include the following:

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.

Neil Jarman: Teenage Kicks: Young Women and their Involvement in Violence and Disorderly Behaviour. *Child Care in Practice* 11.3.2005.

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.

Jonathan McCormick and Neil Jarman: Death of a Mural. *Journal of Material Culture*, Volume 10, Number 1, March 2005.

Neil Jarman: Migrant Workers in Northern Ireland. *Labour Market Bulletin* No. 18 2004. Belfast, Department of Employment and Learning.

Neil Jarman: From War to Peace? Changing Patterns of Violence in Northern Ireland 1990-2003. *Terrorism and Political Violence*, Volume 16, Number 3, Autumn 2004.

Jennifer Hamilton, Katy Radford and Neil Jarman: 'Learning to listen' - Young People and the Police in Northern Ireland. *Youth and Policy*, Number 84, Summer 2004.

Neil Jarman: Shrouded Signs and Obscured Symbols. In McTigue, E. *All Over Again*. Belfast, Belfast Exposed Photography, 2004.

Neil Jarman: From the Frying Pan to the Fire? Conflict Resolution, Human Rights and Post-Agreement Conflict in Northern Ireland. In E. Lutz and E. Babbitt (eds) *Human Rights and Conflict Resolution*. Centre for Human Rights and Conflict Resolution, Tufts University, Boston, Forthcoming.

## 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.

**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 Mourlon and Ulf Hansson, (2004)

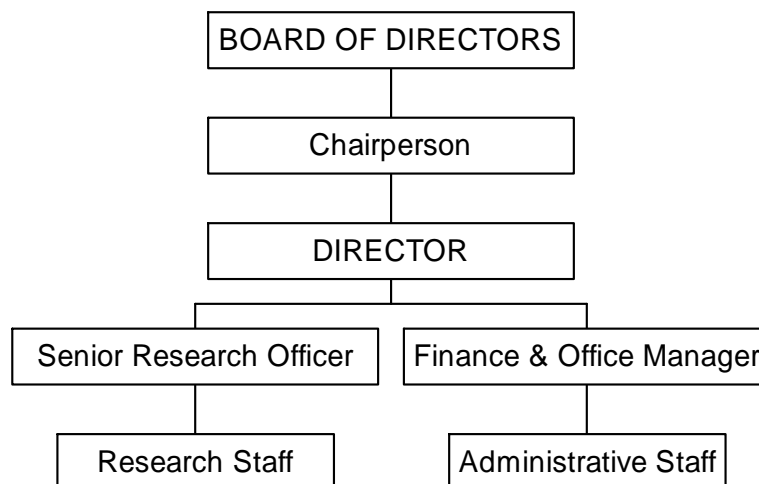
**Evaluation Report of Diversity Challenges.** Ruth Moore, Brandon Hamber and Neil Jarman, (2004)

- Sectarianism in the Antrim Borough Council Area.** Jonny Byrne, (2004)
- A ‘Grim and Ugly Place’? Sectarianism in the Larne District Council Area.** Jonny Byrne, (2004)
- Legislative Provisions for Hate Crime across EU Member States.** Rebecca Thomas, (2004)
- 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. (EHSSB).** 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

The Board took the opportunity offered by last year's change at senior management level to review staffing and to undertake organisational restructuring. The Institute structure is as follows:



There have been no changes in the core staff team in the last year, however it is worth noting that Jonny Byrne was promoted to Research Officer from January 2005.

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.

A number of researchers have been recruited to work for the organisation for short periods of time or on specific projects:

- Dr Malcolm Ostermeyer was recruited on a six-month contract from January 2005.
- Dr Katy Radford was recruited to work on the Policing Board Minority Communities project in February 2005. Dr Radford will be leaving the Institute in June to take up a post with the Irish School of Ecumenics at Trinity College, Dublin.
- Jennifer Betts was recruited as a research officer in March 2005 and will begin work with ICR in April 2005.

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.

- Fabrice Murlon worked with ICR between January and June 2004, while he was completing research for his PhD.

- Rebecca Thomas worked with us between May and July 2004 and provided support on a number of projects.
- Mary Conway joined ICR in August 2004 and will be with us until August 2005. Mary has assisted staff on a variety of projects and has also taken the lead on a several pieces of work. She has been a valuable addition to the team.

We have begun 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.
- Alan Jones is working with ICR on the project on mixed residential communities, which is being led by Ulf Hansson.

Our Current staff team, as of April 4 2005, is:

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

Dr Neil Jarman  
Dr Jennifer Hamilton  
Ms Sylvia Anderson  
Mr Ulf Hansson  
Mr Jonny Byrne  
Dr Katy Radford  
Dr Malcolm Ostermeyer  
Ms Jennifer Betts  
Ms Mary Conway

## 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.

Carol Conlin and Roisin McDonough resigned in the past year. We would like to thank them both 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 the Spring of 2005. The new board members are Colin Knox (University of Ulster), Marie-Therese O'Hagan (WAVE Trauma Centre), Ken Cathcart, Michael Boyle (Parades Commission) and Berni Kelly (North and West Belfast Health and Social Services Trust).

The current members of the Board are as follows:

<b>Name</b>	<b>Office</b>	<b>Appointed</b>
Arlene Healey	Chair	1999
James Knox	Secretary	2003
Des Fiddes	Treasurer	2003
Michael Boyle		2005
Noreen Campbell		2001
Ken Cathcart		2005
Tony Gallagher		2001
Berni Kelly		2005
Colin Knox		2005
Marie-Therese O'Hagan		2005
Chris O'Halloran		1999

## **FINANCIAL REPORT**

### **Funding Position**

The Allen Lane Foundation has continued to be our only core funder. They have given us £15,000 over the past three years, with the final payment being made at the end of 2004. We appreciate their support.

Our application to CRC for core funding was once again unsuccessful. Extensive investigation has failed to identify any source of core funding. However, we will continue to explore our options and will submit an application to CRC again later in 2005.

In the past year, ICR research projects have been funded by SEUPB (Peace II), OFMDFM, the Community Relations Council, Diversity Challenges, the Parades Commission, NIACRO, YMCA Ireland, the Northern Ireland Policing Board, the Police Ombudsman, Groundwork NI, Groundwork UK, Mediation Northern Ireland, Belfast City Council, Limavady Borough Council, ANIC, the Electoral Commission, Belfast Interface Project, NCCRI and the House of Commons Northern Ireland Affairs Committee. We have also received support from the Community Relations Council for the publication of reports.

### **Financial Controls And Monitoring**

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 are being introduced 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.

### **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.

## Audited Accounts

### Income and Expenditure account for the year ended 31 March 2005

	<b>Continuing operations</b>	
	<b>2005</b>	<b>2004</b>
	<b>£</b>	<b>£</b>
<b>Income</b>	281,399	134,697
Administrative expenses	(230,168)	(234,213)
<b>Operating surplus/(deficit)</b>	<u>51,231</u>	<u>(99,516)</u>
Other interest receivable and similar income	2,423	2,505
<b>Surplus/(deficit) on ordinary Activities before taxation</b>	<u>53,654</u>	<u>(97,011)</u>
Tax on surplus/(deficit) on ordinary activities	<u>-</u>	<u>-</u>
<b>Surplus/(deficit) on ordinary Activities after taxation</b>	<u>53,654</u>	<u>(97,011)</u>
<b>Retained surplus/(deficit) for the year</b>	53,654	(97,011)
Retained surplus brought forward	131,561	228,572
<b>Retained surplus carried forward</b>	<u>185,215</u>	<u>131,561</u>

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

**Balance sheet**  
**as at 31 March 2005**

	<b>2005</b>		<b>2004</b>	
	£	£	£	£
<b>Fixed assets</b>				
Tangible assets		10,314		13,658
<b>Current assets</b>				
Debtors	49,500		37,556	
Cash at bank and in hand	128,434		84,757	
	<u>177,934</u>		<u>122,313</u>	
<b>Creditors: amounts falling due within one year</b>	(3,033)		(4,410)	
<b>Net current assets</b>		174,901		117,903
<b>Net assets</b>		<u>185,215</u>		<u>131,561</u>
<b>Reserves</b>				
Income and expenditure account		185,215		131,561
<b>Members' Funds</b>		<u>185,215</u>		<u>131,561</u>

The financial statements were approved by the Board on 17 June 2005.

**Detailed income and expenditure account  
for the year ended 31 March 2005**

	<b>2005</b>		<b>2004</b>	
	£	£	£	£
<b>Income</b>				
Grants/Donations		6,831		6,154
Grant Received -Peace II – Youth Alienation		31,728		38,759
Grant Received -Peace II – Interface Violence		17,939		-
Grant Received -Peace II – Mixed Residential		23,741		-
Miscellaneous income		6,307		4,839
Contract/Commissioned Work		194,853		84,945
		<u>281,399</u>		<u>134,697</u>
 <b>Administrative expenses</b>	 230,168		 234,213	
	<u>          </u>		<u>          </u>	
		(230,168)		(234,213)
 <b>Operating surplus/(deficit)</b>	 18%	<u>(51,231)</u>	 74%	<u>(99,516)</u>
 <b>Other income and expenses</b>				
<b>Interest receivable</b>				
Bank deposit interest	2,423		2,505	
	<u>          </u>	2,423	<u>          </u>	2,505
 <b>Net surplus/(deficit) for the year</b>		<u>53,654</u>		<u>(97,011)</u>

**Administrative Expenses  
for the year ended 31 March 2005**

<b>Administrative expenses</b>	<b>2005 £</b>	<b>2004 £</b>
Wages and salaries	101,207	117,310
Wages & Salaries - Peace II – Youth Alienation	23,092	29,625
Wages & Salaries - Peace II – Interface Violence	7,513	-
Wages & Salaries - Peace II – Mixed Residential	5,152	-
Staff pension costs	13,454	12,300
Staff pension costs – Peace II – Youth Alienation	1,530	1,626
Salary Replacement Scheme	-	6,576
Staff training	-	202
Rent payable	3,318	4,039
Rent – Peace II – Youth Alienation	1,034	1,346
Rent – Peace II – Interface Violence	608	-
Rent – Peace II – Mixed Residential	608	-
Insurance	701	998
Insurance – Peace II – Youth Alienation	226	-
Light and heat	1,291	1,294
Light and heat – Peace II – Youth Alienation	316	431
Light and heat – Peace II – Interface Violence	163	-
Light and heat – Peace II – Mixed Residential	163	-
Repairs and maintenance	7,381	3,583
Repairs and maintenance – Peace II – Youth Alienation	77	215
Service charge payable	3,282	2,710
Service charge – Peace II – Youth Alienation	644	903
Printing, postage and stationery	6,264	9,794
Printing, postage and stationery – Peace II – Youth Alienation	618	357
Printing, postage and stationery – Peace II – Interface Violence	643	-
Printing, postage and stationery – Peace II – Mixed Residential	643	-
Telephone	3,196	3,599
Telephone – Peace II – Youth Alienation	790	869
Travel & Subsistence	7,572	9,719
Travel Costs - Peace II – Youth Alienation	44	2,047
Research Expenses	-	363
Exhibition/Publication Expenses	-	316
Consultancy fees	26,485	8,869
Audit & Accountancy	1,870	2,420
Bank Interest & Charges	226	195
Bad debts	7	463
General expenses	4,996	6,701
General expenses – Peace II – Youth Alienation	320	145
Subscriptions & Donations	43	145
Depreciation on FF & Equipment	4,665	5,103
Profits/losses on disp of tangibles	26	(50)
	<b>234,213</b>	<b>230,168</b>



## **Auditor's Report**

### **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 2005 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.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

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 United Kingdom Auditing Standards 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.

### **Opinion**

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 31 March 2005 and of its surplus for the year then ended and have been properly prepared in accordance with the Companies (Northern Ireland) Order 1986.

**Donaldson & Thompson**  
**Registered Auditors**  
**3 Limavady Road**  
**Londonderry**  
**BT47 6JU**  
**17 June 2005**