



Northside
Partnership

Where Opportunity Meets Community

2018 Annual Report



“ This is a good place, you feel very welcome, there is a really good atmosphere , you can leave there and go back out and face another day. You get motivation because of the help, encouragement and support”

- Local Employment Services Participant





Vision, Mission & Values

Vision

Northside Partnership believes in a fair and equal society where people have opportunities and choices to enrich the quality of their lives.

Mission

We work together with individuals, groups, families and businesses to bring about positive changes in people's lives and communities in north east Dublin.

We serve as a bridge between our local community, the state and the private sector. This enables us to secure resources and create opportunities for people to access education, training, employment, enterprise, family supports and youth programmes.

Values

We provide integrated supports that are guided by the following values:

- Respect
- Equality
- Empowering people
- Meeting identified needs
- Delivering quality services
- Honesty and integrity
- Working in partnership
- Confidentiality



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Chairperson's Report

On behalf of the Board and staff of Northside Partnership I would like to welcome you to our 2018 Annual Report; a year in which Northside Partnership underwent substantial change and a year in which considerable progress was made across a number of key areas.

The year began with a governance review which was ably facilitated by Sheila Cahill Consulting. Undertaking the review provided an opportunity for the Board and leadership team to reflect on the achievements of 2017, discuss challenges heading into 2018 and outline actions to address those challenges. Following the review, I am glad to report that many of these challenges were addressed with some notable actions coming to fruition within the year.

In quarter two of 2018 three new employees, bringing both national and international experience, joined the leadership team covering roles in Human Resource management, service development and programme management. These roles were HR Manager, Director of Services and Preparing for Life programme manager. These new appointments, along with our CEO and Finance and Administration manager, brought the leadership team to full strength following the appointment of our Operations and Quality Assurance manager in December 2017. In June 2018 the leadership team began a strategic planning process, with assistance from LEAP Management Consultancy and input from the Board and staff with a view to publishing a corporate strategy in 2019.

Sadly, in June 2018 our Chairperson, Dr. Lorcán Ó hÓbáin, passed away. Lorcán served as Chairperson of the Board from 2013 and throughout his term he gave hugely of his time, expertise and experience in supporting Northside Partnership achieve its social purpose and mission. His contribution to Northside Partnership, whilst wholly voluntary, was an expression of his deep commitment to public service, and civic mindedness. Lorcán was an outstanding leader and mentor to the Board and staff and is greatly missed.

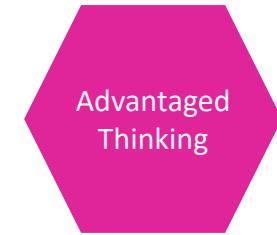
In quarter three 2018 work commenced on the development and implementation of an integrated services team, comprising of programme coordinators from across the organisation. The primary objective of the team is to promote cross partnership working, increase collaboration and ensure that the full suite of supports and services available through Northside Partnership are presented to participants in a holistic and person-centred way. To further strengthen this approach Northside Partnership also committed to adopting a common practice framework across all programmes and supports known as "Advantaged Thinking".

Advantaged Thinking offers an alternative approach, one in which we seek to invest in people's abilities and strengths as a focus for growth and development. It is not just a strengths based approach; Advantaged Thinking also recognises structural inequalities and works at both an individual and societal level to promote change.

The Indecon review of Local Employment Services and Jobs Clubs, commissioned by Department of Employment Affairs and Social Protection and published in 2018, confirmed that the Northside Partnership Local Employment Service (LES) achieved the highest job placement rate in 2016. The report also confirmed that the Northside Partnership's LES achieved targets that placed it in the top 5% of Local Employment Services nationally. A reduction in national unemployment figures resulted in a 33% decrease of job placements in 2018, however the service exceeded the 30% job placement target for walk in participants by 2%.

The Indecon report also noted that Northside Partnership's Jobs Clubs placements for one to one sessions and programme workshops were in the top 10 of Jobs Clubs nationally. It is anticipated that contracts for the provision of an Employment Service will go to public procurement in 2020. This will be a change in practice where here to fore Northside Partnership received funding to deliver the Local Employment Services on a block grant basis. Northside Partnership is committed to submitting a tender for delivery of an employment services model in 2020 as a not for profit organisation.

During 2018 work commenced on the first year of the new Social Inclusion and Community Activation Programme (SICAP) which runs from 2018 to 2022. Northside Partnership provide Local Development, Enterprise and Education support to Local Community Groups (LCGs) and members of the community under SICAP. During 2018 all Local Community Development Committee (LCDC) key performance indicators were surpassed with the exception of the number of Social Enterprises worked with.





Chairperson's Report

The Smoking Cessation Programme engaged with 64 individuals in 2018. While the service did not quite reach the annual target of working with 80 individuals, there was a considerable increase in the numbers attending the service and the number of referrals from local GPs. A full review of the programme was under taken and key changes have been implemented in 2019.

The Preparing for Life (PFL) programme experienced perhaps the greatest period of change and development in the organisation. Five new employees were added to the team with further employment planned for 2019. A strategic planning process was completed with staff, the Board sub-committee and external stakeholders. A complete review and update of the PFL manual was also finalised. Following the addition of the "Strengthening Foundations of Learning" co-ordinator to the team, PFL was able to re-engage with Early Years settings in the community. There is the potential in 2019 to increase the number of families supported by PFL and significant opportunity for growth and development with many communities expressing an interest in PFL. During 2018 oversight of programme funding transferred from Pobal to TUSLA.

Northside Partnership, in collaboration with Not So Different, a social enterprise working with people with Autistic Spectrum Disorder, was successful in a joint application for funding under the Ability Programme. Funded by the Department of Employment Affairs and Social Protection and the European Social Fund this three-year programme aims to bring young people with disabilities closer to the labour market. Following a delay in receipt of funding, the programme began in October 2018, however Northside Partnership is assured that the 2018/2019 target will be achieved.

November 2018 saw a significant achievement by Northside Partnership in attaining a company wider Q-Mark award. The Q Mark for Quality Management Systems is a business excellence framework that reviews all aspects of an organisation on an annual basis. The Q Mark framework is based on the tried and tested business excellence framework which is used by more than 30,000 organisations throughout Europe. This award recognises Partnership's commitment to continuous improvement and its achievements across a number of areas including Leadership and Commitment, Employee Engagement, Excellent Business Systems and Processes, Customer Experience, Results.

Northside Partnership remains confident that it will continue to provide the range of services and supports required to address social exclusion and inequality within its catchment area. In closing I would like to thank my colleagues on the Board of Northside Partnership for all their support and guidance over the last year and commend the Northside Partnership leadership team, staff and volunteers for their dedication and service throughout 2018.

Nesson Vaughan, Chairperson

64
Smoking
Cessation

PFL Team
Strengthened

Strengthening
Foundations
of Learning

Not So
Different
& Ability
Funding

Q
Mark

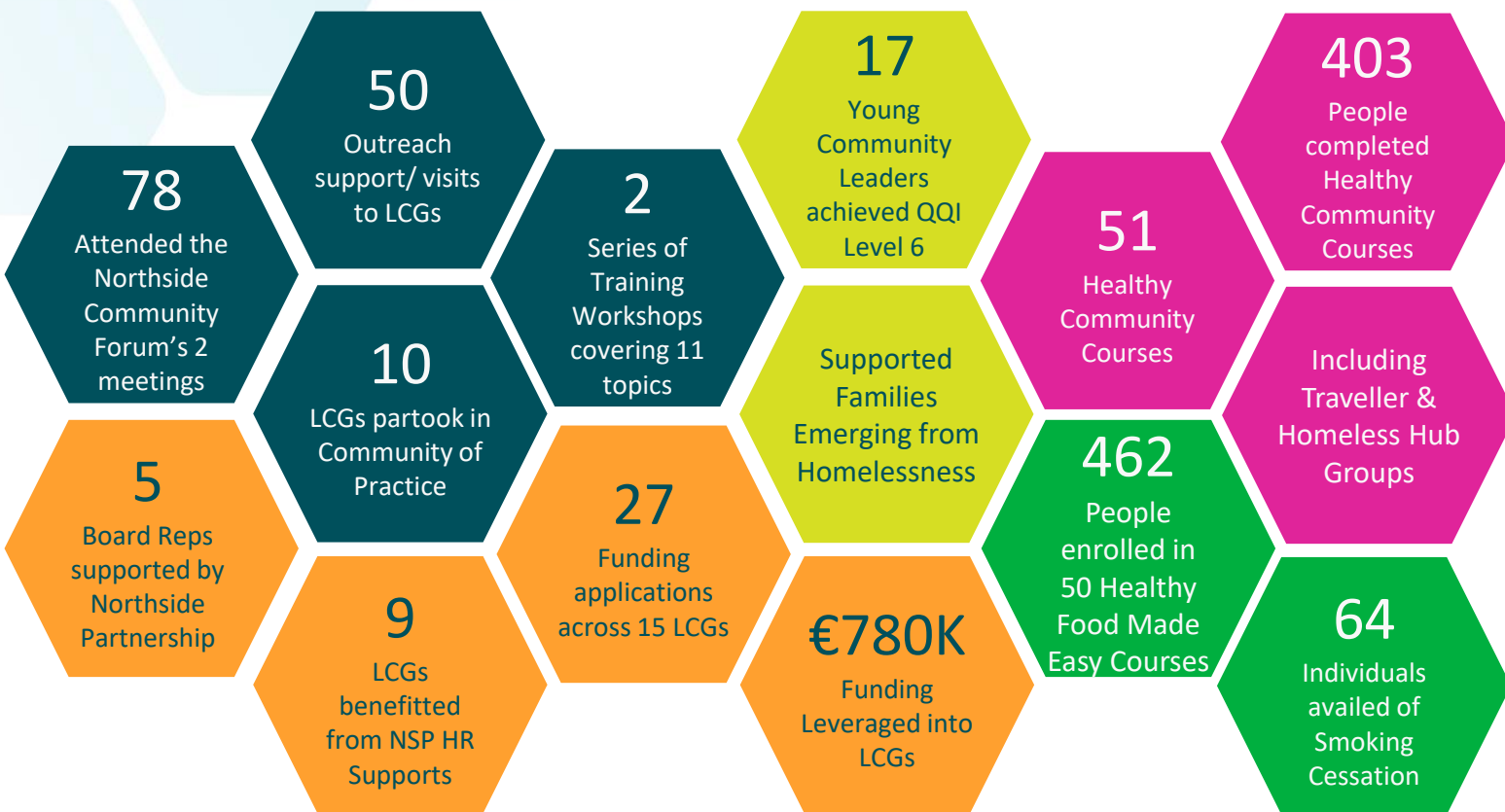
2.0 Impact at a Glance





2.1 Community and Local Development

Under the Social Inclusion and Community Activation Programme and HSE funded programmes such as Smoking Cessation and Healthy Food Made Easy, Northside Partnership offers a range of supports to Local Community Groups (LCGs) in promoting social inclusion and building the skills and capabilities of local groups.



"I was eating the wrong food and that has changed for the best"
- Healthy Food Made Easy Participant

"I couldn't have done it –quit Smoking without the help from the service they were a great help and support. I have fewer visits to the hospital since I quit".
- Smoking Cessation Participant

"I learnt how important it is to read labels and how to reduce your salt intake or cut it out altogether"
- Healthy Food Made Easy Participant

"Smoke free homes was a great benefit for the whole family the children have got less colds and chest infections in last twelve months"
- Smoke Free Homes Participant

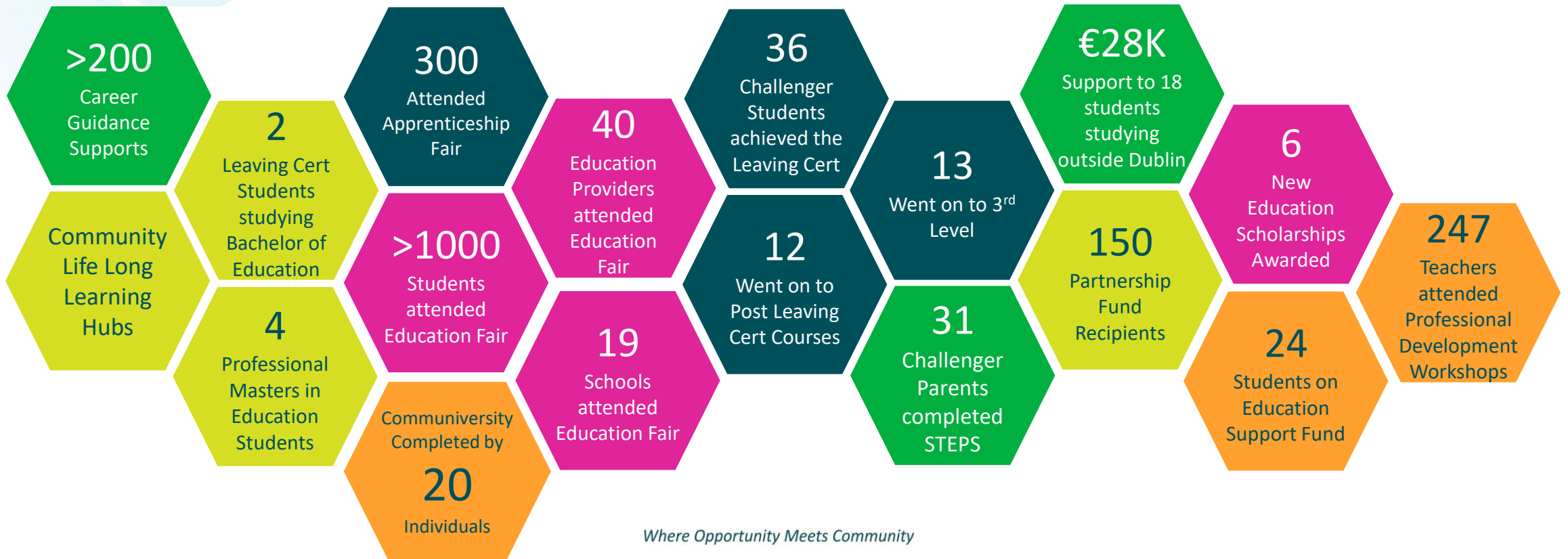


2.2 Education

Northside Partnership offers a range of education supports which are funded by the Social Inclusion and Community Activation Programme, The Department of Education and Skills and Philanthropy funding.

In promoting lifelong learning, education and training Northside Partnership offers a range of education supports including:

- Information and advice on educational opportunities and career progression
- Support to access education and training – both accredited and non-accredited
- Opportunities to take part in life-long learning and education courses



Where Opportunity Meets Community



2.3 Enterprise Development

Northside Partnership offers a range of Micro Enterprise Development Supports under the Social Inclusion and Community Activation Programme and with the support of the Department of Employment Affairs and Social Protection's Back to Work Enterprise Allowance scheme.

As part of our Enterprise and Employment Programme we aim to increase local employment opportunities and promote self-employment.



“I decided to try the self employed route. I met with the girls in the local Northside Partnership in Kish House. They enrolled me in the back-to-work scheme and set me on the right path with everything I had to do to start of on the right foot and get everything in order with the revenue and registering with the business correctly as well as signing me up to a few evening classes where experts talk you through banking, basic bookkeeping etc. The follow up was also great for making sure things were going right and I was happy. I would highly recommend this programme for anyone who wants to try and break out on their own. To this very day I'm still in contact with the girls and still refreshing with courses. A great team, I would be lost without them.”

- Northside Partnership Enterprise Participant

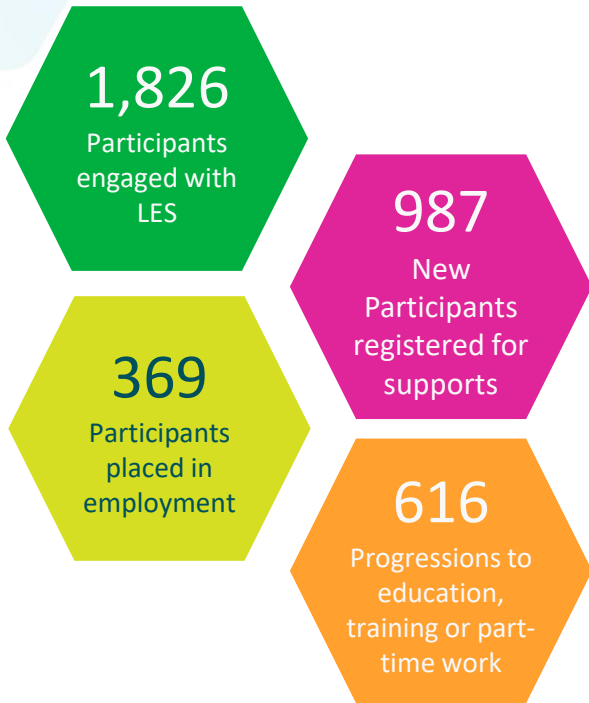


2.4 Employment Services

Supported by the Department of Employment Affairs and Social Protection

We believe that people want to work in meaningful jobs and, when given enough supports, can find appropriate and sustainable work. Our Local Employment Service offers a free and confidential service including one-to-one employment guidance, career-path planning and a Jobs Club to help participants with their search.

Local Employment Service



Jobs Club



“Contacting Northside Partnership was one of the best things I’ve ever done. Having been out of work for a year following an accident and being unable to return to my former job, I had no idea what I was going to do for the rest of my working life. Northside Partnership pointed me in the right direction and put me on the road to a new career and a new life”

- NSP LES Participant



2.5 Tús Community Work Placement Initiative

Tús (supported by the Department of Employment Affairs and Social Protection)

Tús is a community work experience programme that offers a quality work placement to people that have been out of work for over one year. All Tús work placements are in local community organisations which benefit from having additional staff to help deliver their services



“Thank you so much for all your help and support in finding me my placement so suitable. It has opened the door to great opportunities. Also, thank you to the Northside Partnership”

“Thanks for signing me up for the STEPS course. It was very good. I’m very lucky having you looking out for me”

“Thanks for all your kindness this year. You looked after me well and it’s very much appreciated. God bless”

“I was placed with New Life Centre, Darndale, Dublin 17. I worked there as a craft tutor with afterschool programme, YAP and St. Michael’s groups. It was a difficult yet interesting year. During 12 months of my placement I really enjoyed working there and being part of a team. This gave me an opportunity to develop my interpersonal, personal and practical skills. I improved my ability to speak, explain and listen to group needs. I have developed a better understanding of people’s taste in art and ability to adjust to swift changes in a classroom environment. I have developed and improved my ability to set and deliver my goals. I have also gained experience to work through project stages; research, idea development to its presentation and implementation. This also allowed me to improve my ability be patient and punctual”

- Participants on the Tús Programme

*Includes 56 participants placed in 2017 who completed placements in 2018



2.6 Labour Market Inclusion Programme (LIP)

LIP (supported by the Department of Employment Affairs and Social Protection and the Dublin North East Drug and Alcohol Task Force)

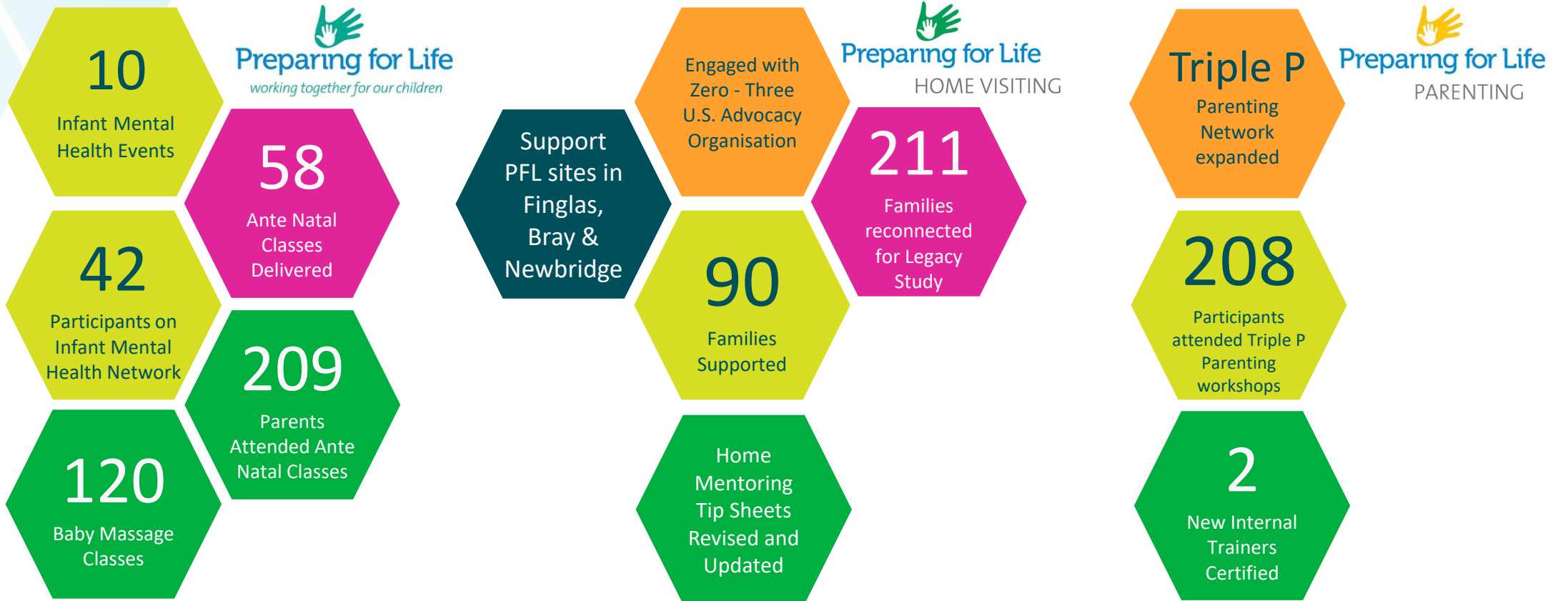
LIP is a one-to-one education and training programme which offers a full range of supports to help former drug misusers to get back into education and employment. All supports are delivered on a one to one basis rather than in groups.





2.7 Preparing for Life (PFL)

Preparing for Life is a prevention and early intervention project. Under PFL we work to improve children’s lives by supporting parents, early years practitioners and teachers to use proven approaches to help children achieve their full potential. Preparing for Life is Supported by the Department of Children and Youth Affairs, HSE, Pobal and Tusla.



Where Opportunity Meets Community



2.7 Preparing for Life cont.

Strengthening Foundations of Learning supports Early Childhood Educators. This is supported by the Department of Children and Youth Affairs, HSE, Pobal and Tusla.

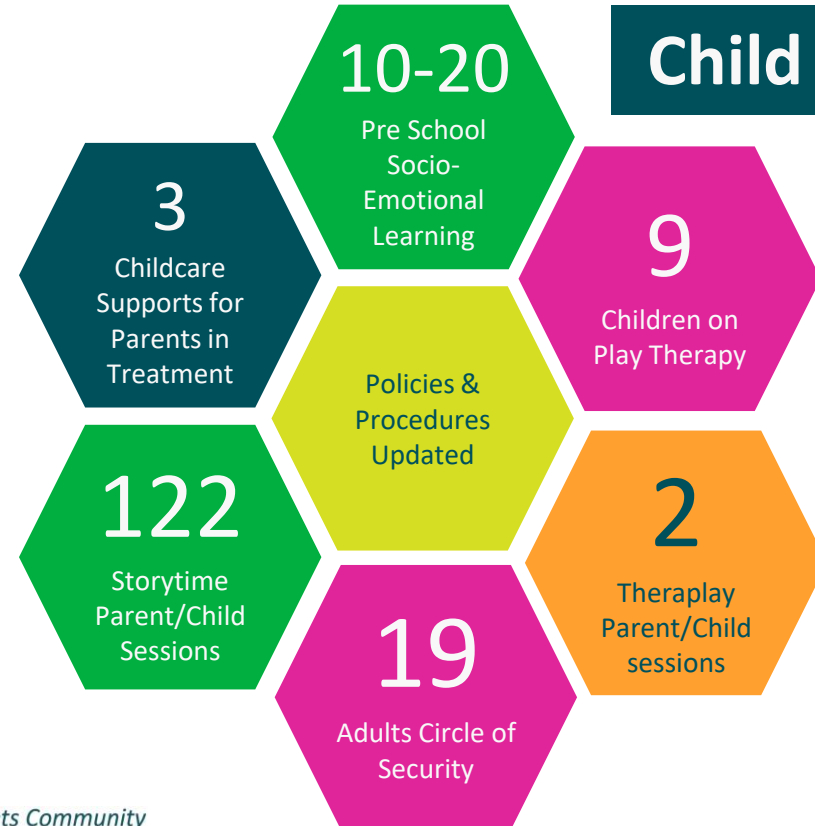
Child Therapy is evidence-based intervention provided to children affected by trauma and addiction. Child Therapy is supported by the Dublin North East Drug and Alcohol Task Force & the HSE.



Strengthening Foundations of Learning



Child Therapy



3.0 Case Study





3.0 Northside Partnership Challenger Programme

Purpose of the Challenger Programme (supported by SICAP and Department of Education and Skills)

The purpose of the Challenger programme is to work with students and parents in the Dublin 17 and Dublin 5 areas to raise aspirations for, and participation in, Third level education.

Origins of the Challenger Programme

Data emerging in the early nineties from studies on patterns of participation in higher education indicated a significant zone of low participation in the Dublin 17 postal area – the districts of Darndale, Priorswood/Belcamp and Bonnybrook – where the 1995 Clancy report revealed that levels of access to higher education were only 6%, against a national average of 44%. The Northside Partnership, in collaboration with some local schools, planned a response to this issue and the Challenger programme was initiated: the core purpose was to identify, at the end of 5th class in primary school, a cohort of students with the potential to achieve in education, then to support these students through to the Leaving Certificate and maximise their progression onwards into higher education.

The Objectives of the Challenger Programme

The primary objectives of the programme are to:

- Maintain young people in education
- Enable them to achieve their full potential
- Create a positive culture around education in the community and by doing so make Third Level education both attainable and achievable
- Work in partnership with parents to achieve these objectives
- Increase the number of young people from the Dublin 17 and 5 area progressing to third-level education

The Challenger Programme – what does it involve?

The Challenger programme involves three phases, with a number of activities under each phase.

Phase 1 - Selection and Readiness

Students: Challenger recruits forty primary school pupils each year through an application and interview process guided by specified weighted criteria including academic achievement, interview performance and a personal statement. All Challenger participants must be resident in the Dublin 5 and Dublin 17 catchment areas.

The students chosen are deemed to be at a point of readiness to avail of the programme and show a motivation to be involved. Sigma and Micro Scores, a Personal statement, an interview with a parent and student and recommendation from a designated teacher all form part of building the picture of readiness and informs selection.

Parents: The parents of prospective students are pivotal to the programme. At the interview there is a conversation held with parents to explain the importance of this and to let them know that their involvement is key to raising aspiration in their children. Challenger is also presented as an opportunity for the parents to participate in a personal development course and to explore their own pathways into education or training for the future.

This phase is important in raising expectations and building excitement about Third Level education and is a positive process where the skills and capabilities of the students and parents are named and pathways to education and training are opened up. In the event that a student is deemed not yet ready this is handled in a sensitive way and they are encouraged and referred to other opportunities.



3.0 Challenger Programme

Phase 2 - The Challenger Programme

Programme of activities for Challenger Students

Once selected the Challenger programme offers a range of cultural, educational and social activities for all participants. All these activities are provided outside of school hours and off school premises for groups, with a combination of evening, weekend and holiday-time events. These activities are arranged and managed by the coordinator after consultation with the steering group. See table to the right for the range of activities that are students take part in during Phase 2 of the programme.

Programme of Activity for Parents of Challenger Students

Parent Involvement

In addition to the activity for students, parental involvement in the programme is pivotal. From the beginning, the parents of Challenger participants are expected to commit strongly to the programme and participate in the “Parents in Education Programme”. Participation is required from at least one parent from each family.

The objective of the Parents in Education programme is to work with parents to:

- Strengthen their commitment and understanding of their child’s educational pathway.
- Provide a supportive and encouraging educational environment at home.
- Explain and demystify third level education.
- Develop positive mind-sets to both their own and their children’s learning.

As many of the parents involved had left school early, a key focus of the Parents in Education programme is to overcome their fears in relation to education. Parents of Challenger children are encouraged to take part in courses which will help them to support their child’s education. In 2017/18, we offered the STEPS motivational programme to parents of all 6th class children on the Challenger programme. The STEPS programme (trademarked and run by the Pacific Institute) gives parents the tools to make any changes they want and works with parents to build positive mind-sets that can facilitate personal growth and development.

Class / Year 2017 2018	Programme of Activities for Challenger Students
6th Class	Conversational Irish, Dublin City University (6 sessions)
	Reading Club (4 sessions)
	Public Speaking / Debate (6 sessions)
	Cultural Events (4 day trips to Dublin museums)
	End of Year Trip (Day trip)
1st Year	Conversational Irish, Dublin City University (6 sessions)
	Maths Club (4 sessions)
	Music / Rapping Workshop
	Public Speaking (6 sessions)
	Reading Club (4 sessions)
2nd Year	Activity linked to Third Level College (Dublin City University)
	Conversational Irish, Dublin City University (6 sessions)
	Coding workshop (6 sessions)
	Music / Rapping Workshop
	Maths Workshop (4 sessions)
3rd Year	Gaeltacht Scholarship, Co Mayo
	Parent and Student Meeting on Subject Choices
	Extra Tuition / Grinds (Maths, Irish, French, English and more)
4th Year	Study Skills
	Education for All Fair
	Maths & Irish Classes
5th Year	Introduction to Careers
	Access Tours to Third Level Colleges
	Irish & Maths Classes
6th Year	Study Skills (1 session)
	Third Level Information Meeting
	Guidance Meeting and One-to-One Session
All Years	Extra Tuition / Grinds (Maths, Irish, French, English, Biology & more)
	End of Year Graduation Ceremony in Dublin City University.

“It was the knowledge that I got - to help them go to college, all of it is in simple form”

Challenger Parent



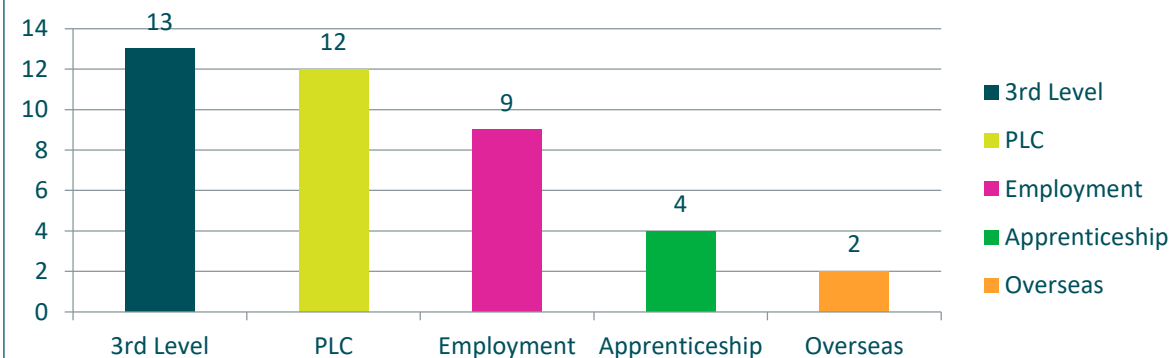
3.0 Challenger Programme

Outcomes

Students: Progression of 6th Year students 2017-2018

One of the main aims of the Challenger Programme is to help student's progress into Third Level Education. Of the forty 6th year students who have commenced the Challenger Programme, 36 of them achieved their Leaving Certificate. Currently we have thirteen students who have progressed into third level education in a range of Colleges from DCU, Trinity, ITB and National College of Ireland. A further twelve students progressed to Post Leaving Certificate Courses in Coláiste Dhúlaigh College of Further Education, Killester College and Coláiste Íde. The students who progress onto PLC will in the next year or two will also be given guidance and advice by Northside Partnership to consider their options to progress into further third level education. A further nine students have decided to take up employment. With the economy stabilising and more job opportunities in the North Dublin area some of our students have decided to take up employment before they embark on their educational journey. Some students have commented that they wanted to gain some work experience before embarking on third level education. Four students have decided to take up apprenticeships in plumbing, logistics, electrician and car repairs. This year was the first year that Northside Partnership ran an Apprenticeship Fair and found lots of potential employers looking for apprentices. A further two students have decided to travel for the 17/18 academic year.

Challenger Students 2017-2018 Progression



Parents: The 2017/2018 Parents in Education Programme was very successful. Of the 38 parents who commenced in the programme, 31 completed and achieved their STEPS Programme Certificate presented at the graduation ceremony in DCU in May 2018.



Challenger Students 2017-2018 at the Graduation Ceremony in Dublin City University.

Student Profile 2017-18

An example of a student's pathway

Conor completed the Challenger Programme in 2017. He attended Chanel College in Coolock Village where he achieved one of the highest leaving cert grades with 485 points. Conor comes from a lone parent family but always understood the importance of education and availing of the Challenger Programme. He completed the programme with excellent attendance in all activities throughout his seven year involvement. Conor was also linked in with other Northside Partnership programmes in Marino Institute of Education and the DCU Community Learning Hub. Conor received the Challenger student of the year in 2016 and has recently commenced his degree course in business in Dublin City University. Conor maximised the opportunities through the Challenger Programme to enable him to progress his education.



3.0 Challenger Programme

Phase 3 - Post Challenger

Students: Graduates from the programme are awarded certificates during a graduation ceremony in DCU at the end of the academic year. The Education Department in Northside Partnership continues to work with Challenger students to provide vocational and career guidance and to inform Challenger students about financial aid or other opportunities available to them.

Parents: Parents who successfully completed their programme are awarded certificates during a graduation ceremony in DCU at the end of the academic year. Each year both the parents and their children graduate at the same ceremony in DCU. Parents are then assisted to identify other courses available to them to progress their own educational pathways. Through the Challenger programme seminars for parents and students on educational topics are also arranged. All other Northside Partnership programmes and initiatives are also offered to parents.

Northside Partnership is currently exploring involvement of Challenger alumni in the programme with the possibility of former students providing mentorship to current students, giving career talks or offering their skills and experience to develop the programme.

As one Challenger alumni reflected “it encourages children to fulfil their potential”.

Conclusion

The Challenger program occupies a unique position in relation to other supports. The School Completion Program that also operates in the area, works with those students identified as most at risk while Challenger can work with those who may be at risk of underperforming to provide a targeted response to those students to enable them to thrive, aspire and transition into Third level education. Northside Partnership will continue to evaluate and build on the Challenger programme to ensure its currency and continued development.



4.0 Financial Review 2018





4.0 Financial Review 2018

Having successfully secured the Social Inclusion and Community Activation Programme through a competitive tender process late in 2017 the roll out of the programme began in January 2018. Managed by the Dublin City Local and Community Development Committee the SICAP contract extends from 2018 to 2022 and ensures continuity of services and supports to disadvantaged communities within the Northside Partnership catchment and provides a firm basis for the continued growth and development of Northside Partnership.

One of the key challenges facing Northside Partnership in 2017 was uncertainty with regard to funding to continue to support the Preparing for Life Programme. In 2018 this uncertainty was addressed with the transfer of the Area Based Childhood programme, funded by the Department of Children and Youth Affairs, from Pobal to Tusla and a commitment to fund the programme going forward.

During 2018 Northside Partnership in collaboration with Not So Different were successful in securing funding under the Ability Programme (Department of Employment Affairs and European Social Fund) to support young people living with disabilities. Funding provides supports over three years to assist young people progress into education, training and employment.

Northside Partnership has proven capacity to design and deliver key social and community services and to secure funding for such services through competitive tendering processes. Northside Partnership is committed to continue to address the needs of its community through the delivery of quality programmes and interventions in a person and community centred manner and on a non-profit basis.

The surplus for the financial year, after taxation, amounted to €88,784 (2017 - €52,571).



The Social Inclusion and Community Activation Programme (SICAP) 2018 – 2022 is funded by the Irish Government through the Department of Rural and Community Development and co-funded by the European Social Fund under the Programme for Employment, Inclusion and Learning (PEIL) 2014 – 2020.



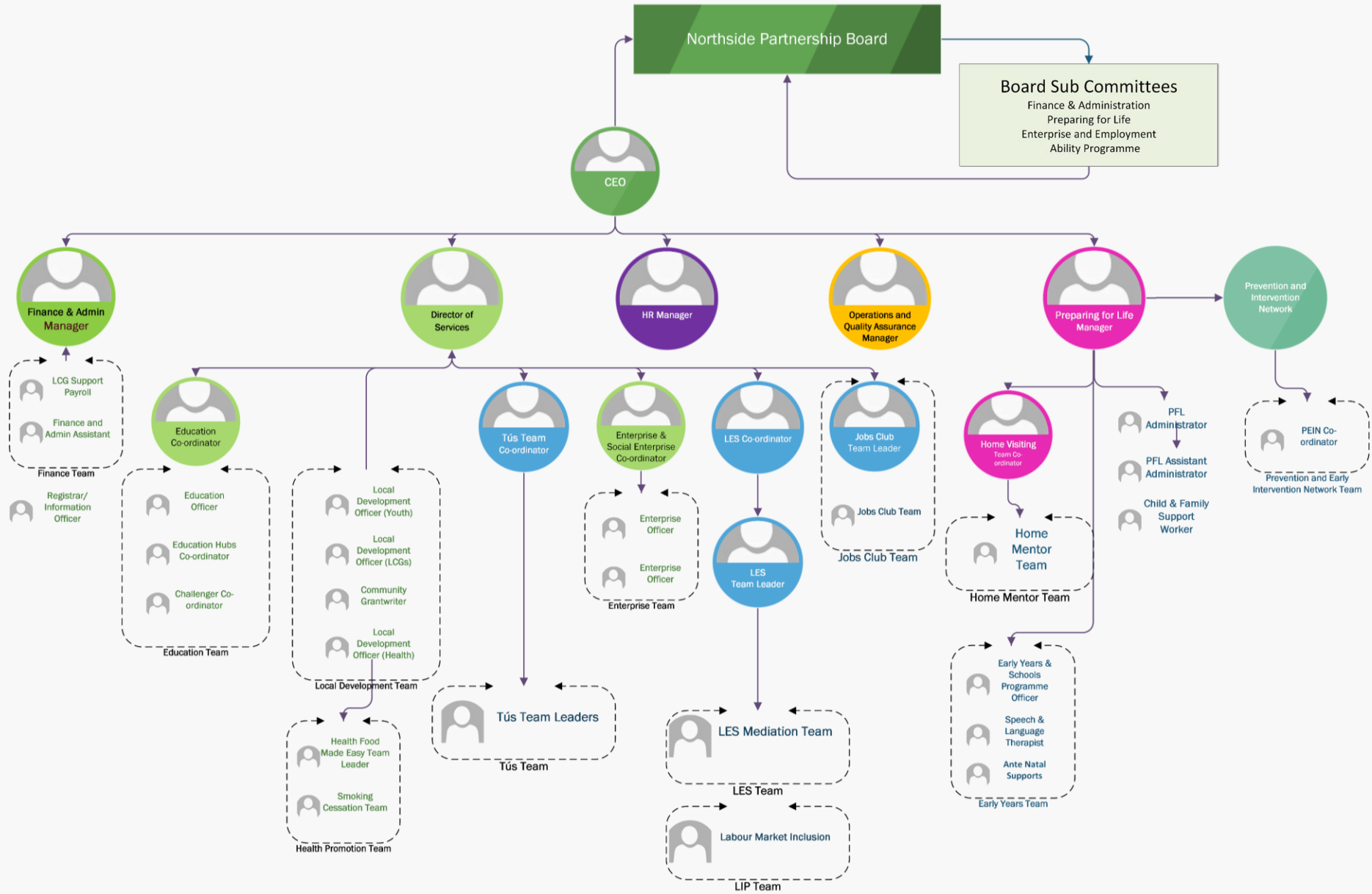
Ability is co-financed by the Irish Government and the European Social Fund as part of the ESF Programme for Employment, Inclusion and Learning 2014-2020.

5.0 Structure, Governance & Management





5.1 Northside Partnership Organisation Structure at a Glance





5.2 Governance

Northside Partnership is a company limited by guarantee with charitable status. It is governed by a voluntary Board of Directors drawn from a number of sectors. It is subject to detailed written guidelines covering policy, procedure and financial management. The company operates Financial Policies and Procedures which adhere to the Charities Regulator “Internal Financial Controls Guidelines for Charities”.

In addition to independent financial auditing the Northside Partnership is subject to internal audits by each of its funders.

The Board of Directors appoints a number of sub-committees, advisory councils and management committee structures to oversee the implementation of the company's operations.

The 2018 Sub-Committees include:

- Finance and Administration
- Ability
- Enterprise and Employment
- Preparing for Life

Membership of the sub-committee is drawn from the Board of Directors with individuals with expertise co-opted in an advisory capacity. The role of sub-committees is to inform policy at board level. They also have responsibility for ensuring that company policy is adhered to.

The board met eight times during the year, with the company AGM taking place on 18th October 2018. The Company Secretary is Pamela Meates.

During the year John Carr, Anita Whelan, Karl Tooher, Fiona Nolan and Suzanne O’Hara resigned, while Cristina Santamaria, Deborah Morgans, Pat Bolger, Louise McGuirk and Tom Ryan were appointed.

Northside Partnership Directors and Secretary

The directors who served during the financial year were:

- Nessian Vaughan (Chairperson)
- Lorcan O’Hobain (resigned 13 July 2018)
- Rose Wall
- Mary Hickie
- John Carr (resigned 25 January 2018)
- Larry O’Toole
- Cristina Santamaria (appointed 19 October 2018)
- David Dinnigan
- Anita Whelan (resigned 19 October 2018)
- Deirdre Smyth
- Alison Gilliland
- Fiona Nolan (resigned 19 October 2018)
- Karl Tooher (resigned 19 October 2018)
- Patrick Bolger (appointed 8 March 2018)
- Suzanne O’Hara (resigned 31 January 2019)
- Maria Jackson
- Deborah Morgans (appointed 19 October 2018)
- Thomas Ryan (appointed 19 October 2018)
- Louise McGuirk Farrell (appointed 19 October 2018)

Lorcan O’Hobain sadly passed away on 1 June 2018 and the directors wish to acknowledge his contribution to the company. The 13 July 2018 is the resignation date as this was the date of the next board meeting following Lorcan's passing.

Company Secretary: Pamela Meates

The company is limited by guarantee having no share capital.

Northside Partnership Leadership Team

Paul Rogers, Chief Executive Officer

Pamela Meates, Finance and Administration Manager

Niamh McTiernan, Director of Services

Niall Sexton, Preparing for Life Manager

Niamh Byrne, Human Resource Manager

Stephen Myall, Operations and Quality Assurance Manager



5.3 Risk Management

The Northside Partnership Board has a fundamental role to play in the management of risk. This includes setting the tone and culture of risk management within Northside Partnership. The Board also has a key role in communicating Northside Partnership's approach to risk, determining what types of risk are acceptable and which are not and setting the standards and expectations of staff with respect to conduct and probity.

The identification and management of risk is captured across a number of functions including finance, HR, operations and programme implementation. In managing risk Northside Partnership deploys a system of internal controls which incorporates the development of appropriate policies and procedures, business reporting, business planning and budgeting and external audits and third-party reports.

The Board and sub-committees are notified of risk and potential ameliorating actions through preparation of comprehensive finance, HR, operations and programme reports and the CEO's report to the Board.



5.4 Accounting Records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Bunratty Drive, Coolock, Dublin 17.

Events since the end of the year

There have been no significant events affecting the company since the financial year end.

Statement of relevant audit information

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

So far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and

The director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Auditors

The auditors, Grant Thornton, continue in office in accordance with section 383(2) of the Companies Act 2014.

6.0 Trustees' Responsibilities Statement





6.0 Directors (Trustees) Responsibilities Statement

For the Financial Year Ended 31 December 2018

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for ensuring that the Company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Company, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

7.0 Independent Auditor's Report





7.0 Independent Auditor's Report to the Members of Northside Partnership

Partnership Company Limited by Guarantee

Opinion

We, Grant Thornton, have audited the financial statements of Northside Partnership Company Limited by Guarantee, which comprise the Statement of Income and Retained Earnings, the Balance Sheet for the financial year ended 31 December 2018, and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. (Generally Accepted Accounting Practice in Ireland).

In our opinion, Northside Partnership Company Limited by Guarantee's financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the Company as at 31 December 2018 and of its financial performance for the financial year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the 'responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, namely the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard concerning the integrity, objectivity and independence of the auditor, and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

Other information comprises information included in the Annual Report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.



7.0 Auditor's Report to NSP

Based solely on the work undertaken in the course of our audit, in our opinion, the Directors' Report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

Under the Companies Act 2014, we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities of the management and those charged with governance for the financial statements

As explained more fully in the directors' responsibilities statement, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS102, and for such internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

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

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit. They will also:

Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Company's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

The Auditor shall communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that may be identified during the audit.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Company's members, as a body, in accordance with section 391 of the Companies Act 2014. 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 auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

8.0 Statement of Financial Activities

Year End December 2018

[To view Northside Partnership's 2018 Financial Statements Please click on this link:](#)





8.0 Statement of Financial Activities

Income & Expenditure Account for the year ended 31st December 2018

The financial statements have been prepared in accordance with Financial Reporting Standard FRS 102.

Grant Income is accounted for under the accruals model as permitted by FRS 102.

Statement of Income and Retained Earnings

For the financial year ended 31 December 2018

Northside Partnership Company Limited by Guarantee

	2018	2017
	€	€
Income	5,985,380	6,165,509
Administration Expenses	5,896,697	6,120,650
Operating Surplus(Deficit)	88,683	44,859
Other interest receivable and similar income	101	7,712
Surplus/Deficit for the financial year	88,784	52,571
Retained Earnings at the beginning of the year	1,498,344	1,445,773
Surplus/Deficit for the financial year	88,784	52,571
Retained earnings at the end of the financial year	1,587,128	1,498,344

Balance Sheet

Northside Partnership Company Limited by Guarantee
Balance Sheet as at 31st December 2018

	2018	2018	2017	2017
	€	€	€	€
Fixed Assets				
Tangible assets		60,052		70,218
Current Assets				
Debtors: amounts falling due within one year	302,739		185,663	
Cash at hand and in bank	2,202,663		2,140,300	
	2,505,402		2,325,963	
Creditors: amounts falling due within one year	(955,864)		(861,476)	
Net Current Assets		1,549,538		1,464,487
Total assets less current liabilities		1,609,590		1,534,705
Capital Grants		-		(8,454)
Provisions for liabilities				
Other provisions	(22,462)		(27,907)	
		(22,462)		(27,907)
Net Assets		1,587,128		1,498,344
Reserves				
Profit and loss account		1,587,128		1,498,344
Reserves		1,587,128		1,498,344

9.0 Appendices





Grant Information

Grantor	Sponsoring Department	Grant	Purpose/Restrictions	Amount Received
Department of Employment Affairs & Social Protection	Department of Employment Affairs & Social Protection	Local Employment Services	Pay and General Administration, Service Provision/Charitable Activity	€970,743
Department of Employment Affairs & Social Protection	Department of Employment Affairs & Social Protection	Northside Partnership Job Club	Pay and General Administration, Service Provision/Charitable Activity	€108,400
Department of Employment Affairs & Social Protection	Department of Employment Affairs & Social Protection	Tus	Pay and General Administration, Service Provision/Charitable Activity	€170,452
Pobal	Department of Employment Affairs & Social Protection	Ability Programme	Pay and General Administration, Service Provision/Charitable Activity	€92,024
HSE	Department of Health	Healthy Food Made Easy – Section 39 Grant	Pay and General Administration, Service Provision/Charitable Activity	€50,000
HSE	Department of Health	Smoking Cessation Project – Section 39 Grant	Pay and General Administration, Service Provision/Charitable Activity	€50,000
HSE	Department of Health	DTF Childcare Places – Section 39 Grant	Pay and General Administration, Service Provision/Charitable Activity	€54,000
Pobal	Dept. of Children & Youth Affairs	Area Based Childhood	Pay and General Administration, Service Provision/Charitable Activity	€970,263
Tusla	Tusla	Area Based Childhood	Pay and General Administration, Service Provision/Charitable Activity	€26,674
City of Dublin Youth Service Board	Dept. of Health	Labour Inclusion Programme	Pay and General Administration, Service Provision/Charitable Activity	€55,830



Grant Information

Grantor	Sponsoring Department	Grant	Purpose/Restrictions	Amount Received
LCDC & Dublin City Council	Dept. of Environment, Community & Local Government	SICAP	Pay and General Administration, Service Provision/Charitable Activity	€1,141,722
Dept. of Education	Dept. of Education	Challenger Programme	Pay and General Administration, Service Provision/Charitable Activity	€32,000
Department of Employment Affairs & Social Protection	Department of Employment Affairs & Social Protection	Tus	Pay and General Administration	€2,019,472
Pobal	Dept. of Health	Healthy Ireland Fund – Phase 1	Pay and General Administration, Service Provision/Charitable Activity	€36,184
Pobal	Dept. of Health	Healthy Ireland Fund – Phase 2	Pay and General Administration, Service Provision/Charitable Activity	€33,390
Irish Cancer Society	Irish Cancer Society	We Can Quit	Pay and General Administration, Service Provision/Charitable Activity	€5,000
Community Foundation of Ireland	Community Foundation of Ireland	PFL Legacy Grant	Specified others, including such expenditure as advertising, consultancy	€20,000
Dept. of Children & Youth Affairs	Dept. of Children & Youth Affairs	PFL Legacy grant	Specified others, including such expenditure as advertising, consultancy	€15,000
Tides Foundation	Googlers Give Fund	Website Development Grant	Specified others, including such expenditure as advertising, consultancy	€2,085
Leargas	Leargas	Prevention & Early Intervention Network	Pay and General Administration, Service Provision/Charitable Activity	€22,297

Where Opportunity Meets Community



Grant Information 2018

Grantor	Sponsoring Department	Grant	Purpose/Restrictions	Amount Received
Dublin City Council	Dublin City Council	Arts Grant	Pay and General Administration, Service Provision/Charitable Activity	€12,962
Pobal	Dublin City Council	Healthy Ireland Fund – Phase 2	Service Provision/Charitable Activity	€4,500
Educational Disadvantage Centre	DCU	Community Outreach Lifelong Learning Hubs	Pay and General Administration, Service Provision/Charitable Activity	€46,496
Dept. of Children & Youth Affairs	Dept. of Children & Youth Affairs	PEIN Website & Showcase Event	Pay and General Administration, Service Provision/Charitable Activity, Specified others, including such expenditure as advertising, consultancy	€15,000
HSE	HSE	PFL Legacy Study	Specified others, including such expenditure as advertising, consultancy	€15,000
QCBI	Tusla	Innovation Fund	Pay and General Administration, Service Provision/Charitable Activity,	€44,000
Katherine Howard Foundation	Katherine Howard Foundation	Prevention & Early Intervention Network	Pay and General Administration, Service Provision/Charitable Activity,	€2,500
QCBI	Dept. of Children & Youth Affairs	QCBI Network Support Fund	Specified others, including such expenditure as advertising, consultancy	€2,000
Mondelez	Mondelez	Youth Employment Programme	Service Provision/Charitable Activity	€28,047
Local Authority Water & Communities Office	Dept of Housing, Planning & Local Government	Community Water Development Fund 2018	Service Provision/Charitable Activity	€1,500