

**Educate Together/Ag Foghlaim Le Cheile**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2023**

**KSI Faulkner Orr Limited**  
**Behan House**  
**10 Lower Mount Street**  
**Dublin 2**  
**Ireland**

**Company Number: 286202**  
**Charity Number: 11816**  
**Charities Regulatory Authority Number: 20033309**

## Educate Together/Ag Foghlaim Le Cheile

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**Educate Together/Ag Foghlaim Le Cheile**  
**REFERENCE AND ADMINISTRATIVE INFORMATION**

<b>Directors</b>	Siobhan Mortell (Resigned 6 May 2023) Emma Lane-Spollen (Elected Chairperson 6 May 2023) Richard Woulfe Aine Clancy (Resigned 6 May 2023) Colm O Cuanachain (Resigned 6 May 2023) Aidan Clifford (Resigned 6 May 2023) Doris Abuchi-Ogbonda Matthew Wallen Theresa Burke Lesley Byrne Miriam Hurley John Collier (Appointed 6 May 2023) Niamh Cullen (Appointed 6 May 2023) Conor Harrison (Appointed 19 May 2023) Deidre Duffy (Appointed 7 November 2023)
<b>Company Secretary</b>	Richard Woulfe
<b>Charity Number</b>	11816
<b>Charities Regulatory Authority Number</b>	20033309
<b>Company Registration Number</b>	286202
<b>Registered Office and Principal Address</b>	Equity House 16/17 Ormond Quay Upper Dublin 7
<b>Auditors</b>	KSi Faulkner Orr Limited Behan House 10 Lower Mount Street Dublin 2 Ireland
<b>Principal Bankers</b>	AIB Bank Blackrock Co. Dublin
<b>Solicitors</b>	Mason Hayes & Curran South Bank House, Barrow Street, Dublin 4.

## Educate Together/Ag Foghlaim Le Cheile

# CHAIRPERSON'S ANNUAL REPORT

for the financial year ended 31 December 2023

2023 has proven to be another challenging year for peace, humanity, human rights and democracy.

In this context, it is ever more important that our schools are safe places for all children. That we can have debate and reflection, respect for difference, and uphold our shared values.

For our students, the values we teach and aim to role model are ever more salient in this fast-changing world. Critical thinking and the ability to navigate misinformation and disinformation. The value of collaboration and cooperation. Our ethos and the education we provide for children and young people is evermore in demand from parents. In 2023 Educate Together had 40,350 students in our schools, an increase of 2,400 on last year. Our recent graduates from primary and our growing number of second-level graduates are a testament to the quality and impact of an Educate Together education.

The success of our schools lies in our people. From the leadership quality of our principals, the quality of our staff and the commitment of the entire school community. In November, all primary school boards of management all were renewed. We offer our heartfelt thanks to the out-going boards of management for their incredible service, steering our schools through the extraordinary time of the pandemic. From health and safety to online learning and post-covid impact on mental health and learning, these past few years have been a journey none of us could have foreseen. We are delighted to welcome the new board of management members and thank them for their willingness to volunteer. Within those boards, Educate Together appointed 188 patron nominees and recruited 30 new chairpersons. Finally, nearly 200 board members availed of governance training, further strengthening school leadership across the network.

As the fastest growing patron of new schools in Ireland, too many of our schools are in temporary and inadequate buildings for far too long. We were delighted that in 2023 five new permanent school buildings opened in Cork, Dublin, and Limerick and six new buildings which had been deferred were successfully recommitted to by the government. The campaign for appropriate physical infrastructure for our children continues.

While government funding for education is insufficient, not even keeping up with inflation, we are relieved that funding was increased in Budget 2024 following collective campaigning with other education partners. But there is a way to go. Paying for the basics through a reliance on voluntary contributions and fundraising is not a free school system and puts enormous strain on principals, school boards and parents to try and pay the bills. This is patently unfair.

There is insatiable demand for Educate Together with three in five adults polled in 2023 stating a preference for multi-denominational / equality-based schools for their children. However, the options for meeting this demand are challenging. New schools are limited, as the primary school population plateaued in 2023 resulting in no new schools, either primary or secondary being opened by the Government this year and very few forecast in coming years.

With 89% of primary schools under Catholic patronage this is a challenge for government. Change has been glacial. For our part, we continue to work with City of Dublin ETB to agree on management arrangements for three ETB-Educate Together partnership schools, bringing choice to established communities and enthusiastically welcomed the government's pilot 'reconfiguration' programme launched in 2022, to enable existing Catholic schools to transfer patronage. As a result, the first ever Catholic school to transfer to Educate Together patronage is due to be announced early in 2024. The challenge for Educate Together is that there is no financial support from the government to support this reconfiguration. We recognise that for school communities, transferring from a religious patron to Educate Together is a significant change, one that needs time and support, in particular for staff and parents. If reconfiguration is to be successful it needs to be invested in.

One of the strengths of Educate Together is the ability to share practice across our network, there are many examples. But just to highlight two, firstly the Nurture Schools programme. The evaluation, published this year, highlighted its effectiveness in supporting vulnerable students. Students attending nurture rooms in 35 Educate Together schools showed more confidence, less anxiety, and better emotional skills and well-being. We are striving to secure funding to sustain this approach and extend the training and supports to more schools.

A second cause for celebration was the publication in March of 'A Snapshot in Time: celebrating the things that make our primary schools unique' which gathered the many innovative and creative practices within the network in one book for sharing across the network, a useful resource for all teachers.

Educate Together's Board of Directors can report that during 2023 we again maintained high standards of governance, reporting full compliance to the Charities regulator. We give our thanks to Griffith Barracks Multi-Denominational School for hosting the AGM and to Secretary General Bernie McNally for attending and addressing members. As always, great debates were had, demonstrating the vibrancy of our community and our ability to listen, reflect and respect each other.

## Educate Together/Ag Foghlaim Le Cheile

### CHAIRPERSON'S ANNUAL REPORT

for the financial year ended 31 December 2023

On behalf of the board, I give my thanks to all our members and their staff, parent and student bodies who collectively bring alive the Educate Together ethos. I thank my fellow board and sub-committee members and all the volunteers who sit on our schools' boards of management and parents associations for your commitment to ensuring good governance, upholding the ethos and providing leadership to sustain and grow our schools.

I also wish to thank our funders, both philanthropic and state, in particular the Department of Education, Department of Foreign Affairs, Rethink Ireland and Salesforce, for their support of Educate Together. Their support enables us to support our school communities and welcome new schools to the network. Finally, I wish to offer our deepfelt appreciation for the staff of Educate Together, ably led by Dr Emer Nowlan. Thank you for your dedication, energy and drive in delivering our mission and supporting all of us within the movement to collectively make a significant and growing contribution to education in Ireland.

I am delighted to commend to you the Educate Together Annual Report 2023.

Emma Lane-Spollen  
Chairperson



# Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2023.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the directors of Educate Together/Ag Foghlaim Le Cheile present a summary of its purpose, governance, activities, achievements and finances for the financial year 2023.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.

## 1. GOALS AND OBJECTIVES

The principal activity of the company consists of the provision of educational facilities and services, and to grow a national network of dynamic, innovative, equality-based schools in Ireland.

### Governing Document

Educate Together is a charitable company limited by guarantee, incorporated under the Companies Acts, 1963 to 2013 on 12 May 1998. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

The company is established under a Constitution comprising the Memorandum of Association, which establishes the objects and powers of the charitable company, and the Articles of Association, which outline the governance of the company and its management by the Board of Directors (Trustees).

The company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 11816 and is regulated with the Charities Regulatory Authority.

The main object for which the Association was established is to promote, in furtherance of the public good, education which is equality-based, co-educational, child-centred and democratically run. The terms co-educational, child-centred and democratically run as used in this document are as defined in the Educate Together Charter.

Educate Together is registered with Charities Regulator (CRA number charity 20033309) and in 2023 complied with its obligations to submit annual returns on its core activities to the Charities Regulator.

### Mission

Educate Together will be an agent for change in the Irish State education system, seeking to ensure that parents have the choice of an education based on the inclusive intercultural values of respect for difference and justice and equality for all. In Educate Together schools, every child will learn in an inclusive, democratic, co-educational setting that is committed to enabling and supporting each child to achieve their full potential, while at the same time preparing them to become caring and active members of a culturally diverse society.

### Values

Our Core Values, as set out in Educate Together's Charter are:

- Equality-based - all children having equal rights of access to the school, and children of all social, cultural and religious backgrounds being equally respected
- Co-educational - and committed to encouraging all children to explore their full range of abilities and opportunities

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- Child-centred in their approach to education
- Democratically-run with active participation by parents in the daily life of the school, whilst positively affirming the professional role of the teachers.

## Objectives

Educate Together's current objectives are set out in 'Stronger Together, Educate Together's Strategic Plan 2022 – 2026', which is online here: [www.educatetogether.ie/about/2022-2026-strategic-plan](http://www.educatetogether.ie/about/2022-2026-strategic-plan)

Goal 1 - Quality & capacity - Strengthen the network and shared values across Educate Together schools.

Goal 2 – Leadership - Be a leading voice for innovation and reform in education, continually striving for wider system change.

Goal 3 – Growth - Increase the number of Educate Together school places.

Goal 4 - Organisational strength - Strengthen our organisation through continually reviewing and improving our systems and practices.

## 2. ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

### 2.1. Key achievements in 2023

School Buildings and Growth: 2023 was a good year for Educate Together schools moving into permanent accommodation, with the completion and handover of five exceptional school buildings during the year in Cork, Dublin and Limerick. Students in Douglas Rochestown ETNS, Dublin 7 ETNS, Stapolin ETNS, Limerick ETSS, and Stepside ETSS, are now learning in state-of-the-art school buildings. Although there are still schools facing considerable challenges in temporary accommodation, the number of Educate Together schools in this situation reduced from 50 at the beginning of 2022 to 40 at the end of 2023. Expansion of existing schools meant that although no new schools were opened in 2023, the number of students in the Educate Together network grew by 2,492 to 40,350 during the year.

Innovation: 2023 saw the publication of the evaluation of Educate Together's successful Nurture Schools project. This showed how this cost-effective intervention has had positive impacts for the most vulnerable students, keeping them in school and getting them back on track with their learning. The independent evaluation found that students receiving nurture intervention in Educate Together schools showed more confidence, less anxiety, and better emotional skills and well-being. Following the evaluation, Educate Together held a national event and called on the Department of Education to engage in a pilot of the nurture approach in schools across Ireland.

Boards of Management: The four-year term of office of all primary school boards of management came to an end in 2023, with new boards taking over in all 96 primary Educate Together schools in December. In total Educate Together appointed 188 patron nominees to boards with its direct patronage during the year, across primary and second-level, including 30 newly-recruited chairpersons. Training modules for boards were updated, and five online and face-to-face training sessions for boards were held in 2023.

Advocacy: Educate Together continued to advocate on behalf of its schools in 2023 on key issues including funding, staffing, supports for inclusion, and school buildings. When it emerged that 58 school building projects, including six Educate Together schools, had been placed on hold by the Department of Education because of increased costs, Educate Together led a successful campaign to reverse the decision. Following on from our pre-Budget Submission in August, we campaigned successfully with other management bodies for an increase in school capitation funding. Progress was also made in Educate Together's long-standing campaign for parental choice in education, with the Department announcing, in December, a national survey of parents on school patronage in 2024.

Border areas research report: Educate Together partnered with the Integrated Education Fund and Ulster University to research the opportunities and challenges facing primary schools and communities on either side of the border, with support from the International Fund for Ireland. The report published in June 2023 showed a lack of information for parents for navigating cross-border educational opportunities, and challenges in terms of disparities in school age, school structures and curriculum making transfer between schools, school levels, and jurisdictions complex. The report can be found online: [www.ief.org.uk/wp-content/uploads/2024/01/People-Schools-and-Borders-Single-Spread.pdf](http://www.ief.org.uk/wp-content/uploads/2024/01/People-Schools-and-Borders-Single-Spread.pdf)

A Snapshot in Time: A new book capturing and celebrating examples of innovative and creative practices in Educate Together primary schools nationwide was published in May 2023. The publication 'A Snapshot in Time' features examples of good practice across learning and teaching, whole-school initiatives, and inter-school endeavours, of which Educate Together primary schools are rightly proud. See: [www.educatetogether.ie/news/snapshot-in-time](http://www.educatetogether.ie/news/snapshot-in-time)

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for the financial year ended 31 December 2023

## 2.2. ACTIVITIES AND PERFORMANCE

### 2.2.1

#### Goal 1 - Quality & capacity

##### School support, training and advice

The national office continued to provide timely and effective supports to our schools, ensuring an effective full-time school support service. Throughout the year the team provided advice, support and guidance to schools on a wide range of issues including HR, staffing, recruitment, disciplinary processes, data protection, admissions, school finances, accommodation, child safeguarding, parental complaints, bereavement, and custody, for example.

The national office provided five training sessions for boards of management of Educate Together primary and second-level schools, with 198 board members representing 79 schools attending training in 2023. Training was provided in the following areas: the board as a corporate entity, recruitment and appointment procedures, data protection, child protection, and board finances and the role of the treasurer. In addition, a webinar was organised in partnership with Mason Hayes Curran solicitors on current legal issues facing boards.

An induction day was held for eight newly-appointed primary school principals in August, covering topics such as ethos guidance, member supports, leadership, finance and recruitment. The team also collaborated with Oide and the Inspectorate on the development of a new national pre-appointment CPD course for all newly appointed principals.

##### Communities of practice (COPs)

A number of Communities of Practice (CoPs) operate across the network of Educate Together schools, supported by the national office:

- Learn Together Advisors: teachers from primary schools who work to support the development of good practice on the Learn Together curriculum.
- Ethical Education CoP at Second-level: teachers who support the development of good practice in Ethical Education and Global Citizenship Education.
- Nurture CoP: open to all schools in the network with an interest in the Nurture approach. The CoP is a direct outcome of Educate Together's Nurture project which concluded in 2023.
- Global Citizenship Education CoPs (Irish Aid): developed with the support of grant aid from Irish Aid to enable peer-learning, the exchange of ideas and best practice in GCE as well as promoting innovation and creativity.
- Ethos School Self-evaluation CoP: staff from the national office support a small number of schools to implement school self-evaluation in an aspect of ethos.

A working group established by the Board of Educate Together continued its work in 2023 on developing enhanced guidance for schools in supporting LGBTQ+ students, families and staff. The working group concluded its work and the developed guidance was made available for all Educate Together network schools. A new community of practice (COP) was formed in 2023 focusing on ethos School Self-Evaluation (SSE). Staff from the national office supported 5 schools to work through an ethos related SSE process, which is directly aligned with that of the Department of Education.

In addition to these COPs that are supported by the national office, various groupings of primary and second-level principals, guidance counsellors and deputy principals continued to engage and collaborate on many areas.

##### Ethos Quality Framework

Educate Together continued to update and promote its Ethos Quality Framework in 2023 ([www.ethos.educatetogether.ie](http://www.ethos.educatetogether.ie)). The framework, which includes a practical step-by-step guide for ethos School Self-Evaluation, and a dedicated online Ethos Guidance platform for members, was the first to be developed in Irish education and has led the way for other patron bodies.

##### 955 participants in Training or Professional Learning

Educate Together's annual Principal's Conference for primary and second-level principals took place in March. This year saw our highest number of principals attending yet, with 77 school leaders assembling in Galway for the two-day event, including 18 new principals and acting principals.



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The national office undertook a range of teacher training sessions throughout 2023:

- 62 primary teachers attended online induction on the Educate Together ethos and Learn Together curriculum in September.
- In person CPD and support was provided to 96 primary teachers from 72 schools who attended regional workshops focusing specifically on methodologies for teaching Learn Together.
- 305 second-level teachers in 21 schools engaged in teacher CPD with Educate Together in 2023, including induction in Ethical Education, Global Citizenship Education, teaching controversial issues in Ethical Education and Environmental Activism.
- Webinars were provided to primary teachers on a number of topics: the new Learn Together Ethical Education curriculum (37 attended and 81 attended), conceptual enquiry approach: (78 attended), human rights education (36 attended), information on the new Learn Together for school leaders: (21 attended), ESD in the classroom (42 attended).
- Three Department of Education approved summer courses for primary teachers were provided in 2023, focusing on the revised Learn Together Ethical Education curriculum. 120 teachers participated in these courses in 2023.

Educate Together is grateful to all its funders for their support in making this CPD provision possible in 2023, including WorldWise Global Schools, Irish Aid and individual and corporate sponsors.

### **5 schools move into buildings - 39 in temporary accommodation**

Operating in temporary accommodation continues to present huge challenges for a large number of Educate Together schools and the national office continued to advocate for improvements to planning processes and the school buildings programme.

Support and representation were provided for 39 schools in temporary accommodation in 2023 (29 primary and 14 second-level schools) and the percentage of Educate Together schools in temporary accommodation reduced from 39% to 33%. Handovers took place for eight Educate Together major school building projects during the year, including five schools that moved into their permanent buildings for the first time:

- Douglas Rochetown ETNS
- Dublin 7 ETNS
- Stepside ETSS (Phase 1)
- Stapolin ETNS
- Limerick ETSS (Phase 1)

Three further schools are due to move into their permanent buildings in 2024.

These handovers reflect continuing momentum in the building programme. Contractors were appointed to commence construction on the Ardee ETNS permanent school building, with five further school buildings at tender stage, with contractors due to be appointed in 2024.

Sites were confirmed for seven schools during 2023; Wexford ETNS, Leixlip ETNS, Woodstock ETNS, South Lee ETNS, Owenabue ETNS, Sallynoggin ETNS, Galway ETSS; and currently there are twenty school building projects at design and planning stages so these will advance through to tender and construction stages in the next few years.

Five new leases were signed for Educate Together schools in temporary accommodation in 2023. At the end of 2023, there were 53 Educate Together schools in Ministerial-owned buildings and work is ongoing towards formalising lease arrangements for these buildings. Educate Together's work in the area of school accommodation is currently supported by a grant from the Department of Education.

### **Garda vetting**

Educate Together is the authorised body for Garda Vetting for its primary schools. In 2023, 2,490 applications were sent to the National Vetting Bureau, a 6% increase on last year. By providing guidance and training to schools on the online vetting system, corrections were reduced to 3% this year (74 in total), increasing the efficiency of the process and reducing paperwork and time for schools and the national office. Work continued on moving schools to the online

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vetting system with 15 schools converted in 2023 and a total of 81 schools (85%) now signed up, which is further enhancing efficiency. This work is supported by a grant from the Department of Education.

### **Recruitment and appointments**

Educate Together approved the appointment of eight principals and six deputy principals in schools with its patronage in 2023. Appointments for 460 teachers and 112 additional needs assistants (ANAs/SNAs) were approved and 215 independent assessors for recruitment panels were appointed.

### **Admissions**

The national office approved admissions policies for 29 schools that Educate Together is patron of during 2023, ensuring that policies and school practices are in keeping with legislation and regulations, as well as our equality-based ethos. The national office is continuing to provide support to schools on their annual admissions processes following the implementation of the Education (Admissions to Schools) Act 2018.

#### **2.2.2**

### **Goal 2 – Leadership**

#### **Supporting and Representing Member Schools**

Educate Together supported and represented its primary and second-level member schools intensively in 2023, providing services, training, and support, and advocating for schools on a wide range of issues.

#### **Management body activities**

Educate Together acts as a management body for its member primary schools, representing school management in engagements with the Department of Education and other education partners, and providing advice, training, and support. During 2023 the organisation engaged closely with other management bodies, teacher, and parent organisations, both through the Primary Education Forum and in other stakeholder engagements. Educate Together advocated solely and collaboratively with other Primary Management Bodies, IPPN, National Parents Council and Children's Rights Alliance to call for better funding and supports for primary schools.

As part of our advocacy work, Educate Together has continued to engage with other stakeholders and the Department in relation to supports for inclusion ('Special Education Needs'), particularly in developing schools, who are currently disadvantaged in the system.

#### **Representation**

Educate Together represented its member schools through various forums, meetings, and submissions in 2023, including:

Working Groups / Advisory Groups / Forums: Primary Education Forum, Advisory Group for review of EPSEN Act, DE Review of Governance Manual for Boards of Management 2019-2023, Code of Behaviour Working Group, Oide - Working group for new Aspiring Leaders Programme, DE Implementation Group on Child Protection Procedures, DEIS Advisory Working Group, BeLonG To Education Sector Advisory Group, Teacher Supply Data WG (representing PMBs), Inspectorate Education Partner Briefings, DE Ukraine Stakeholder Meetings, Ukraine Civil Society Forum, Primary Teacher Supply stakeholder meetings, Primary School Counselling Pilot briefings, DE Special Education division briefings - SET Model of Allocation review, Assessment of Need, Summer Programme, SNA Workforce Development Unit.

Written Submissions: DE Strategy Statement, Background paper and Brief for the development of senior cycle modules for students following Level 1 and Level 2 Learning Programmes, Irish-medium Education, Draft Specification for Senior Cycle SPHE, Government Policy Framework for the Participation of Children and Young People in Decision Making, NPC strategic plan 2023 - 2027 consultation, The Wheel - 2022 Member Pay and Benefits Survey, Children's Rights Alliance Annual Report Card, PDST Misneach 1, Oide - input to Post Appointment Pre-Commencement Programme for New Principals, Model of allocation of secretary hours, SET Model of Allocation Review.

Various representations were also made during 2023 to the Minister and other public representatives regarding issues affecting Educate Together schools. Educate Together is registered as a lobbying organisation and makes regular returns to lobbying.ie in compliance with the Lobbying Act 2015.

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### Ethical Education

There was considerable development in the area of Ethical Education during 2023. After extensive consultation, development and piloting, Educate Together member schools voted to formally adopt the organisation's revised Learn Together Ethical Education curriculum at the AGM in May 2023. After a successful crowdfunding campaign, the curriculum was printed and distributed to the school network, where it is now being taught.

At second-level a newly formed community of practice of teachers of Ethical Education curriculum was supported to further develop good practice in this area. The ongoing development of Ethical Education, involving teachers from across the network, reflects the grassroots principle which has characterised Educate Together's approach to education.

In March, Educate Together second-level students hosted a national Green Gathering Student Event focused on climate justice and sustainability. Funded by Worldwide Global Schools, the student-led event welcomed 170 students and 30 school staff from 19 second-level schools in the Educate Together network to Sandymount Park Educate Together Secondary School in Dublin. Like the Student Event, the inter-schools debating competition and the Model UN continued to be important milestones in the Ethical Education school year.

### Nurture schools

The Educate Together Nurture Schools Project aims to support participating schools to implement a Nurture approach aimed at improving outcomes for students with social, emotional and behavioural difficulties, many of whom may experience educational disadvantage through poverty or other barriers.

The project began in 2020, at the height of the pandemic. By 2023, nurture spaces were operating in 35 participating Educate Together schools (27 primary and 8 post-primary schools) across the school network. Throughout the year, participating schools had the opportunity to meet up in person, share their experience and learning and celebrate all they have achieved.

In 2023 Educate Together contracted an external impact evaluation on the Nurture project. The results were presented to policy makers, school leaders and education stakeholders at an event in Dublin in October. The evaluation found that this low-cost, highly-effective intervention reaches students at greatest risk with positive results, including:

- students are more confident, less anxious, and better able to communicate their feelings and self-regulate;
- enjoyment of school is increased, with positive impacts on attendance and participation, and knock-on improvements in numeracy and literacy skills;
- relationships with teachers and their peers improve;
- significant improvement in behaviour across the school, and fewer incidents of disruptive behaviour in class.

Launching the evaluation, Educate Together called on the Department of Education to engage in a national pilot of the nurture approach with a view to making this approach available to all schools. Educate Together is grateful to Salesforce and Rethink Ireland for providing dedicated funding to support the Nurture Schools project. A summary video of the evaluation launch is available on Educate Together's website, along with the evaluation findings: [www.educatetogether.ie/news/schools-project-evaluation](http://www.educatetogether.ie/news/schools-project-evaluation)

### 2.2.3

#### Goal 3 - Growth

By the end of the year, there were 40,350 children and young people accessing equality-based education in 117 Educate Together schools around the country (96 primary and 21 second-level). This represents an increase of 2,492 students from 2022.

In response to parental demand and local needs, our schools also increased access to specialist places for autistic students. By the end of 2023 there were 146 autism and other specialist classes in 62 Educate Together primary schools (65% of all Educate Together primary schools) and 36 classes in 17 second-level schools (81% of all Educate Together second-level schools) in 2023. In total 68% of all Educate Together schools had specialist facilities for autistic students in 2023, an increase of 8% on 2022, and almost double the national average.

Educate Together continued to call for greater transparency and a clear mechanism for parents and families to have their voices heard in the Government's pilot school transfer programme to identify schools which could transfer to multi-denominational patronage in 2023. The announcement in December of a nationwide survey on school patronage in

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for the financial year ended 31 December 2023

2024 was the culmination of this work.

The national office also advanced plans to support schools seeking to transfer to equality-based patronage in 2023, and advocated for more action from the Department of Education on this front. Educate Together presented to two primary school communities as part of the reconfiguration pilot programme, and one school community selected Educate Together as their preferred patron. This means that the first ever Catholic school will transfer to Educate Together patronage in 2024; a significant milestone for the organisation and for parental choice.

As part of our advocacy work, Educate Together also urged Government to fulfil its commitment to hold a Citizens' Assembly on the Future of Education. It is vital that this provides the basis for specific steps to increase the number of equality-based and multi-denominational schools across Ireland as a matter of urgency.

Educate Together continued its work with City of Dublin ETB to agree on management arrangements for two City of Dublin ETB schools that have transitioned as partnership schools with Educate Together over the past three years. This innovative work aims to increase school options in areas where families are seeking choice, but where new schools are not needed for demographic reasons.

## 2.2.4

### Goal 4 - Organisational strength

Educate Together worked effectively as a charity, a school patron and management body, and a membership organisation throughout 2023, achieving all the company's core objectives and targets, and providing support and representation for our network of schools. High standards of governance were again maintained, with full compliance with the Charities Governance Code again reported to the Charities Regulator.

#### Annual General Meeting

Educate Together's Annual General Meeting (AGM) was held on 6 May 2023 in Griffith Barracks Multi-Denominational School in Dublin with representatives from 56 member schools in attendance. One new school was welcomed into membership at the AGM: Sallynoggin ETNS, which opened in 2022. Following workshops on current issues, delegates debated policy motions on a range of issues, including admissions policies, school buildings, supports for inclusion, and ethos guidance for teaching about LGBTQ+ identities.

At the end of 2023 Educate Together's membership stood at 124, including 115 schools and 9 independent patrons.

## 3. RESEARCH AND DEVELOPMENT

### 3.1. Educational Research and Development

Research and development are central to Educate Together's work as an organisation that is constantly striving to innovate in equality-based and democratic education, and a number of projects were underway in 2023 – both in-house and with external partners, including:

- Curriculum development in 2023 included the adoption by members, publication and roll-out of the revised Learn Together primary Ethical Education curriculum.
- The independent evaluation of Educate Together's innovative Nurture Schools project was published in 2023.
- Educate Together, the Integrated Education Fund and Ulster University partnered in research on the opportunities and challenges facing primary schools and communities on either side of the border.

#### 3.1.1. Shared Island EDUCATE project

Educate Together is one of five partners involved in the Educating About Difference Uniting Classrooms and Teacher Education (EDUCATE) action research project, which is led by Mary Immaculate College (MIC), and includes Education and Training Boards Ireland (ETBI) and the Council for Integrated Education (NICIE). In 2023, the project welcomed Queen's University Belfast as our new partners in Initial Teacher Education in Northern Ireland. This cross-border education partnership will enhance student teachers' capacity to teach about difference in equality-based, multi-denominational and integrated primary schools, and the project is funded by the Standing Conference on Teacher Education North and South (SCoTENS) in conjunction with the Shared-Island Unit in the Department of the Taoiseach. During 2023, a Community of Practice of teachers working in Educate Together, Community National Schools and Integrated schools was established to share and develop resources for teaching in diverse school contexts.

# Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

## 3.1.2. Certificate in Ethical Multi-belief and Values Education (EMBE)

Educate Together has continued a partnership with Education and Training Boards Ireland (ETBI) and all five Colleges of Education in 2023 to develop a Certificate in Ethical, Multi-Belief and Values Education. This work is leading to the development of a comprehensive Framework for the recognition of qualifications to teach Ethical, Multi-Belief and Values Education. Educate Together and ETBI will continue to support the Colleges of Education to accredit and implement this qualification in 2024 and 2025. The Qualification will build on the good practice already happening in the Colleges of Education and will enhance and extend formal teacher education in the Learn Together and ETBI's Goodness Me, Goodness You curricula to every pre-service teacher in Ireland from September 2025/2026.

## 3.2. Organisational Development

### 3.2.1. Human resources and systems

Educate Together continued to focus on strengthening its organisational structures and capacity in 2023. In keeping with its flexible working culture, the national office continued to embed a hybrid working culture, with most staff working in the national office two days a week between Monday and Thursday. A number of HR policies were developed and reviewed in 2023 including our Accounting Policies and Procedures manual, Child Safeguarding policy, Critical Incident policy, Safety Statement, Protected Disclosure policy and Company Mobile Phone policy. In 2023, the national office undertook a review of salaries and benefits which involved consultation with staff and external advisors. The review was finalised in December.

As part of ongoing restructuring and resource planning, the following roles were filled in 2023:

- An Office Administrator was hired to support the national office team
- A new role of Grant Writer (part-time) was created to support the implementation of the organisation's fundraising strategy.
- As part of ongoing work to improve office and IT systems, changes were made to our file management and CRM systems during 2023. Multi-factor authentication was rolled out to all users to improve security. Automated processes were expanded and updated to improve our patronage, appointments, HR and accounts functions.

Educate Together benefits from generous grants of software licenses from Microsoft, Salesforce and AccountSIQ, with support from Enclude.

## 3.3. Fundraising

As a charitable organisation, Educate Together is required to secure income from fundraising and trading each year to carry out its operations. In 2023, we raised €174,783 through individual donations, community fundraising, trading and corporate partnerships. This was in addition to grant funding of €84,047 provided by Rethink Ireland for the Nurture Schools project and grant funding of €35,409 from Irish Aid and Worldwide Global schools to support our work in the area of Global Citizenship Education.

Partnerships with Brady Insurance and Folens Publishers in 2023 continued to achieve further savings for Educate Together schools and related income contributions for the national office. Both partnership schemes increased their reach to more Educate Together schools with 75 schools insured through Brady's and 84 schools engaged in the Folens scheme. We are very grateful to Bradys and Folens for their continued support in 2023, and to the schools that participate in these cost-saving schemes.

Educate Together's national fundraising day, One Day Together, was held on Friday 27th October 2023, and was a huge success. Primary and second-level schools around Ireland held celebration events to promote awareness of Educate Together's work and €16,167 was raised.

By the end of 2023, we were able to reach our goals of income generation, and we are hugely grateful to all our donors and funding partners for their support in 2023.

## 4. CHALLENGES

### 4.1. School accommodation

An ongoing challenge for all new and developing schools is the length of time they are required to spend in temporary accommodation. Because Educate Together has been a leading provider of new primary and post-primary schools, having opened more than 50 new schools over the past ten years, our sector suffers disproportionately from this systemic problem.

## Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

At the end of 2023, 39 Educate Together schools (25 primary and 14 second-level) remained in temporary accommodation with some facing particularly challenging conditions. In addition, several schools in permanent buildings continued to face challenges as a result of defects and disruptive remediation work.

Although there was some progress in the number of sites acquired, projects commenced and buildings handed over in 2023, further improvements are urgently required, and Educate Together will continue to advocate for changes to the systems for planning and building schools, so that sites are secured earlier, and good quality permanent buildings are delivered sooner. It is vital that students in developing schools are not disadvantaged, and that school communities have the security and facilities they need as they grow and develop.

### 4.3. Supports for inclusion

Educate Together is proud to have a reputation as a diverse and inclusive school network, welcoming students from a range of backgrounds and striving to support every child to reach their full potential. By the end of 2023, 65% of all Educate Together national schools and 81% of all Educate Together second-level schools were offering specialist Autism classes, a significantly higher proportion than the national average.

However, Educate Together leaders schools continued to report in 2023 that their schools were currently under-resourced to meet the needs of all their students. Continuing issues with staffing allocation models, review mechanisms, communication, planning, training and CPD, and access to therapeutic supports were all reported to the national office as ongoing areas of concern, with developing schools particularly under-resourced.

Educate Together continued to advocate for improvements in 2023, calling for a comprehensive strategy and plan to re-balance provision so that every child can access both a suitable school place and necessary services in their local area. Educate Together also advocated for multi-annual funding to implement the plan, including allocation of additional staff, assistant and management posts in developing schools where they are urgently needed, increased funding for and availability of assessments, therapeutic and language supports, and funding of structures to coordinate provision across schools, the HSE and other bodies. The national office also advocated for increased investment in teacher education to build greater confidence and capacity in inclusion across early years, primary and second-level education.

Significant challenges remain in this area and Educate Together will continue to advocate for more and better supports for inclusion.

## 5. FINANCES

### 5.1. Financial Review and Results

The results for the financial year are set out on page 24 and additional notes are provided showing income and expenditure in greater detail.

At the end of the 2023 financial year Educate Together had current assets of €702,994 (2022 - €698,303) and liabilities of €346,631 (2022 - €351,063). Net assets increased by €1,723.

The total reserves balance at the end of the year end was €373,673. Total income in 2023 was €2,232,966 (2022 - €2,599,410), down €366,444 on 2022 while total expenditure was €2,231,243 in 2023 (2022 - €2,604,219) down €372,976 on 2022. The unrestricted surplus for the year 2023 of €143,501 was generated through membership subscriptions, trading income and fundraising, and will be applied to reserves. This reflects the Board's commitment to build reserves in line with good governance practice.

The surplus in the financial statements for the financial year 2023 was €1,723 compared to a deficit of €4,809 in 2022.

In interpreting Educate Together's financial accounts there are two key points that need to be noted as they may have a distorting effect on the true picture of Educate Together's finances. The first is FRS 102 SORP rules on recognition of income, and the second is the rental payments for school accommodation. The first creates a mismatch between income and expenditure and results in year-on-year substantial fluctuations in Educate Together's accounts, while the second relates to the payment by Educate Together of the rent for a number of schools in temporary accommodation. The Department of Education pays Educate Together and the national office pays landlords. This transaction inflates overall income and expenditure by €1,148,476 in 2023 (€1,490,120 in 2022).

The deficit in restricted funds for the year of €141,778 is primarily due to work areas which had opening reserves, where funding secured in 2022 was intended for work carried out in 2023 (see Note 17).

Educate Together received a core grant from the Department of Education in 2023 of €133,000. This has remained unchanged for 16 years despite the significant growth in the number of Educate Together schools; from 44 in 2008 to

# Educate Together/Ag Foghlaim Le Cheile

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

117 in 2023. Membership subscriptions provide the mainstay of the organisation's funding contributing €456,283 in 2023.

Excluding the school rental funding (a transactional figure in and out of the accounts), total income for charitable activities was €1,084,489. Of this, Government grants totalled 33% (39% in 2022). Membership income was 42% (38% in 2022), donations & gifts 7% (9% in 2022) and income from trading 9% (4% in 2022). Funding from trusts and foundations has traditionally been an important part of the funding mix, providing the growth capital and funding to invest in quality. Following a two-year grant from Salesforce in 2020, in 2021 Educate Together was awarded an uplift grant for the same project by Rethink Ireland, this grant is recognised in the accounts in 2022 and 2023. The proportion of income from trusts and foundations in 2023 was 9% (11% in 2022).

Excluding the school rental funding, restricted income was 41% (50% in 2022), including government grants and restricted income from Rethink Ireland and other donors for specific projects. Unrestricted Income of €636,770 was received in 2023 (€599,221 In 2022). This comprises membership fees (72%), earned income and public gifts and donations.

Total expenditure decreased by 14% in the year to €2,231,243 (€2,604,219 in 2022) as work on the Rethink funded Nurture Schools project was completed and payments on behalf of the Department of Education on Buildings Leases & Rentals decreased.

### 5.2. Reserves policy

The board has set a reserves policy that requires reserves to be maintained above a minimum level which ensures that Educate Together's core functions could continue during a period of significant unforeseen difficulty. It has also set a target level of reserves that the organisation is working towards, which would provide for the financial stability and flexibility necessary to enable the organisation to adapt and innovate during a period of growth or change.

#### Context

The board has been building reserves steadily over the past four years, following a period of significant financial challenge in 2019.

The level of reserves required is reviewed annually, or more often, as required, as an integral part of the organisation's planning, budgeting, and forecasting cycle.

#### Calculation of reserves

The minimum level of reserves required to ensure Educate Together's core functions as a school patron and management has been calculated based on the retention of a reduced core staff team and operational costs and overheads for a six-month period, and redundancy costs at statutory minimum level. That level is currently calculated at €260,062

The target level of reserves that would enable the organisation to ensure strong financial stability, and the capacity to adapt and innovate through a period of growth or change is calculated based on 50% of total annual unrestricted operating costs, plus a contingency based on the cost of redundancies at statutory level. That level is currently calculated at €418,324. Unrestricted reserves at 31<sup>st</sup> December 2023 are €326,044.

The board will continue to work towards this target level of reserves, subject to strategic planning and priorities.

### 5.3. Principal risks and uncertainties

Key financial risks that the board has identified relate to potential decreases in income from charitable donations, unforeseen legal liabilities due to issues relating to schools, labour/HR issues and the impact of potential poor governance or performance of the work of the national office, or the schools operated by its members.

These potential liabilities are in addition to normal operational risks in the area of health and safety, employment, taxation and industrial relations. There is a further liability that could accrue due to the inability of the organisation to meet growing public demand for its services as a result of insufficient funds or government support. The Board mitigates its core operational and financial risks as follows:

- A comprehensive risk register is in place, which is updated by staff on an ongoing basis and reviewed regularly by board sub-committees and quarterly by the board.
- Financial performance is monitored closely by the Finance Sub-committee, whose membership includes people with suitable expertise.
- An Accounts Policies and Procedures Manual is in place outlining strict procedures for financial control and

## Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

management. This was reviewed in 2023.

- Strategic Goals and Objectives are clearly defined and the CEO reports to the board regularly on progress towards the achievement of these Objectives.
- Processes are in place to monitor and manage the performance of staff.
- A formal HR Policy Handbook is in place, and this is reviewed as necessary.
- Procedures and policies are in place to ensure health and safety of staff, volunteers, clients and visitors to the national office.
- The board regularly reviews governance processes and procedures in line with the Charities Governance Code. Compliance with the code is monitored and reported on annually.
- Changes to regulations, legislation and policy are monitored on an ongoing basis.

### 6. STRUCTURE, GOVERNANCE AND MANAGEMENT

#### 6.1. Structure

The company was incorporated on 12 May 1998 as a company limited by guarantee and having no share capital. The objectives of the company are charitable in nature, with established charitable status (registered charity number CHY 11816). All income is applied solely towards the promotion of the charitable objectives of the company. The charity operates from its registered office, Equity House, 16 Ormond Quay Upper, Dublin 7. The charity trades under the name Educate Together. The names of all persons who were directors during the year are listed below.

#### 6.2. Directors and Secretary

The directors who served during 2023 were as follows:

Aidan Clifford (until May 2023)  
Áine Clancy (until May 2023)  
Colm Ó'Cuanacháin (until May 2023)  
Siobhan Mortell (until May 2023)  
Doris Abuchi-Ogbonda  
Emma Lane-Spollen (Elected Chairperson 6 May 2023)  
Matt Wallen  
Richard Woulfe  
Theresa Burke  
Lesley Byrne  
Miriam Hurley  
John Collier (from May 2023)  
Niamh Cullen (from May 2023)  
Conor Harrison (from May 2023 and resigned in February 2024)  
Deirdre Duffy (from November 2023)

The company secretary who served throughout the financial year was Richard Woulfe.

The Directors of the company are charity trustees for the purposes of charity law and under the company's Articles and are known as members of the Board of Directors. As specified in the Articles of Association, ten Directors are elected by the members at an AGM. They are appointed for terms of three years and are rotated in an orderly manner as specified therein with a further two co-optees appointed by the Board for a one-year term.

All Board members work in a voluntary capacity and do not receive any remuneration. Travel expenses are reimbursed where claimed. There have been no contracts or arrangements entered into during the financial year in which a Board member was materially interested or which were significant in relation to Educate Together's activities.



## Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

The Board met eight times during 2023. Attendance at board meetings:

Name	Attended	of	%
Doris Abuchi-Ogbonda	6	8	75%
Theresa Burke	6	8	75%
Lesley Byrne	7	8	88%
Aine Ciancy	2	3	67%
Aidan Clifford	3	3	100%
Miriam Hurley	6	8	75%
Emma Lane-Spollen	6	8	75%
Siobhan Mortell	3	3	100%
Colm O Cuanachain	2	3	67%
Matt Wallen	6	8	75%
Richard Woulfe	8	8	100%
Niamh Cullen	4	5	80%
Conor Harrison	0	4	0%
John Collier	5	5	100%
Deirdre Duffy	1	1	100%

### 6.3. Sub-committees

The Board establishes sub-committees to support its work in accordance with its Articles of Association. Subcommittees are comprised of Directors and external members, with staff members in attendance for support. Terms of Reference are agreed and reviewed regularly. The Board is grateful to all volunteers for their hard work and expertise on these sub-committees. The following Sub-committees continued to be active at the end of 2023:

- Finance (Chair, and Treasurer, Theresa Burke)
- Governance (Chair Doris Abuchi-Ogbonda)
- Education (Chair Aidan Clifford / Matt Wallen)
- Patronage and Membership (Chair Matt Wallen)
- Human Resources (Chair Colm O' Cuanacháin)
- International Development (Chair Richard Woulfe)
- AGM Standing Orders Committee (Chair Richard Woulfe)
- ETB Partnerships (Chair Richard Woulfe)

### 6.4. Decision making and reporting

The Board delegates authority on certain duties and responsibilities to the CEO. The day-to-day management of the organisation is delegated to the CEO and staff. This includes ensuring implementation of the strategic plan, leading, recruiting and managing staff; managing the organisation and its finances effectively and efficiently; consulting with and supporting members; representing Educate Together and contributing to national policy development on education.

The CEO reports directly to the Board. Board meeting agendas are planned in advance between the Chair and the CEO. The CEO prepares a CEO's Report and Finance Report which are submitted to the Board one week in advance of the Board meeting along with any other papers for review. Board meetings follow a prescribed format with key standing items such as the CEO and Finance Reports, and reports from Sub-committees.

## Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

### 6.5. Board member selection and induction

As specified in the Articles of Association, ten Directors are elected by the members at an AGM. They are appointed for terms of three years and are rotated in an orderly manner as specified therein. This Board can then co-opt two additional members to enhance the spread of skills required or to replace a retiring member. The Board of Directors seeks to ensure that the needs of the community are appropriately reflected through the diversity of the trustee body. It seeks to ensure that there is a balance of educational specialists, Educate Together community representatives, business, political, financial and legal experts on the board to ensure the best advice and oversight of the activities of the company.

The Directors Handbook sets out the main legal, ethical, financial and oversight responsibilities of the Board and includes a Code of Conduct. This handbook is reviewed annually, and is provided to new members of the Board on appointment as part of an induction session. All Directors sign a compliance declaration that they understand and agree with all aspects of the Handbook and commit to undertake their role honestly and in full compliance with their legal obligations. A Register of Interests is maintained for each Director, and Directors are provided with opportunities to undertake training in governance, child safeguarding and other relevant matters as required.

### 6.6. Related parties

At the end of 2023, Educate Together is a member of:

- The Wheel, a national umbrella organisation for charitable bodies working in the voluntary and community area.
- The Children's Rights Alliance, which unites over 100 members working together to make Ireland one of the best places in the world to be a child.
- Media Literacy Ireland, an independent association of members committed to the promotion of media literacy across Ireland.
- Irish Network Against Racism, a national network of nearly 130 anti-racism civil society organisations which aims to work collectively to highlight and address the racism in Ireland
- Ubuntu, which actively promotes that Development Education be embedded into post-primary Initial Teacher Education (ITE) in Ireland.
- Regional Centre for Excellence Dublin - a centre of expertise in researching, educating and innovating in Education for Sustainability recognized by the United Nations University.
- The Irish Forum for Global Education, an independent network of Irish civil society actors, development NGOs, education agencies, teacher unions, academics and individuals concerned with global education issues.
- Ukraine Civil Society Forum, which provides national coordination of civil society and community responses to the war in Ukraine.

Additionally Educate Together is on steering and advisory groups of the Irish Traveller Movement, BelongTo Youth Services, Trinity College Dublin School of Education PME Advisory Board, and the Inclusive Education Alliance.

These membership and partner organisations assist Educate Together in its work, and also help the board ensure that Educate Together adheres to all current legislation and good practice in relation to its educational and charitable activities.

Educate Together also maintains working relations with a number of 'Education Partners' as defined in the Education Act (1998). These include other school patrons and management bodies as well as teacher, parent and student organisations. In this context Educate Together is a joint patron with the local Education and Training Boards (ETBs) in two community schools in Louth and Kildare, and a Trustee Partner with two other ETBs in two Community Colleges in Dublin.

### Financial Review

The results for the financial year are set out on page 24 and additional notes are provided showing income and expenditure in greater detail.

### Financial Results

At the end of the financial year the charity had gross assets of €720,265 (2022 - €722,974) and gross liabilities of €346,631 (2022 - €351,063). The net assets of the charity have increased by €1,723.

## **Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT**

for the financial year ended 31 December 2023

### **Compliance with Sector-Wide Legislation and Standards**

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Educate Together/Ag Foghlaim Le Cheile subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

### **The Auditors**

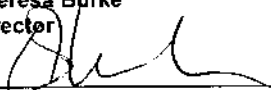
KSi Faulkner Orr Limited have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

### **Accounting Records**

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Equity House, 16/17 Ormond Quay Upper, Dublin 7.

**Approved by the Board of Directors on 9<sup>th</sup> of April 2024 and signed on its behalf by:**

\_\_\_\_\_  
Theresa Burke  
Director

  
\_\_\_\_\_  
Emma Lane-Spollen  
Director

## Educate Together/Ag Foghlaim Le Cheile DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2023

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and apply them consistently;
- make judgements 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 charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.


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

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Directors on 9<sup>th</sup> of April 2024 and signed on its behalf by:

\_\_\_\_\_  
Theresa Burke  
Director

  
\_\_\_\_\_  
Emma Lane-Spollen  
Director

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Educate Together/Ag Foghlaim Le Cheile**

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the charity financial statements of Educate Together/Ag Foghlaim Le Cheile ('the Charity') for the financial year ended 31 December 2023 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2023 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; 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 below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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**

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

#### **Other Information**

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

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, 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.

#### **Opinions on other matters prescribed by the Companies Act 2014**

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Annual Report is consistent with the financial statements;
- in our opinion, the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

# INDEPENDENT AUDITOR'S REPORT

## to the Members of Educate Together/Ag Foghlaim Le Cheile

### **Matters on which we are required to report by exception**

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the charity. We have nothing to report in this regard.

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 20, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is 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, the directors are responsible for assessing the charity'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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our 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.

#### **Further information regarding the scope of our responsibilities as auditor**

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' 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 charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity 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 fair presentation.

We 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 we identify during our audit.

## **INDEPENDENT AUDITOR'S REPORT** **to the Members of Educate Together/Ag Foghlaim Le Cheile**

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

Our report is made solely to the charity'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 charity'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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Laura Fallon**  
**for and on behalf of**  
**KSI FAULKNER ORR LIMITED**  
Statutory Auditor  
Behan House  
10 Lower Mount Street  
Dublin 2  
Ireland

.....9th April 2024

**Educate Together/Ag Foghlaim Le Cheile**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
(Incorporating an Income and Expenditure Account)


for the financial year ended 31 December 2023

	Notes	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Total Funds 2022 €
<b>Income</b>							
Voluntary Income	4.1	84,644	-	84,644	94,528	-	94,528
Charitable activities							
- Grants from governments and other co-funders	4.2	552,126	1,596,196	2,148,322	504,693	2,000,189	2,504,882
<b>Total income</b>		<b>636,770</b>	<b>1,596,196</b>	<b>2,232,966</b>	<b>599,221</b>	<b>2,000,189</b>	<b>2,599,410</b>
<b>Expenditure</b>							
Charitable activities	5	427,397	1,705,023	2,132,420	440,297	2,064,578	2,504,875
Other expenditure		53,105	45,718	98,823	63,864	35,480	99,344
<b>Total Expenditure</b>		<b>480,502</b>	<b>1,750,741</b>	<b>2,231,243</b>	<b>504,161</b>	<b>2,100,058</b>	<b>2,604,219</b>
<b>Net income/(expenditure)</b>		<b>156,268</b>	<b>(154,545)</b>	<b>1,723</b>	<b>95,060</b>	<b>(99,869)</b>	<b>(4,809)</b>
Transfers between funds		(12,767)	12,767	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>143,501</b>	<b>(141,778)</b>	<b>1,723</b>	<b>95,060</b>	<b>(99,869)</b>	<b>(4,809)</b>
<b>Reconciliation of funds:</b>							
Total funds beginning of the year	17	182,543	189,368	371,911	87,483	289,237	376,720
<b>Total funds at the end of the year</b>		<b>326,044</b>	<b>47,590</b>	<b>373,634</b>	<b>182,543</b>	<b>189,368</b>	<b>371,911</b>

The Statement of Financial Activities includes all gains and losses recognised in the financial year.  
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 9<sup>th</sup> of April 2024 and signed on its behalf by:

Theresa Burke  
Director

  
Emma Lane-Spollen  
Director



**Educate Together/Ag Foghlaim Le Cheile**  
**BALANCE SHEET**  
as at 31 December 2023

	Notes	2023 €	2022 €
<b>Fixed Assets</b>			
Tangible assets	12	17,271	24,671
<b>Current Assets</b>			
Debtors	13	295,065	136,161
Cash at bank and in hand	14	407,929	562,142
		702,994	698,303
<b>Creditors: Amounts falling due within one year</b>	15	(346,631)	(351,063)
<b>Net Current Assets</b>		356,363	347,240
<b>Total Assets less Current Liabilities</b>		373,634	371,911
<b>Funds</b>			
Restricted trust funds		47,590	189,368
General fund (unrestricted)		326,044	182,543
<b>Total funds</b>	16	373,634	371,911

Approved by the Board of Directors on 9<sup>th</sup> of April 2024 and signed on its behalf by:

\_\_\_\_\_  
Theresa Burke  
Director

\_\_\_\_\_  
Emma Lane-Spollen  
Director

**Educate Together/Ag Foghlaim Le Cheile**  
**STATEMENT OF CASH FLOWS**  
for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
<b>Cash flows from operating activities</b>			
Net movement in funds		1,723	(4,809)
Adjustments for:			
Depreciation		8,628	7,869
		<u>10,351</u>	<u>3,060</u>
Movements in working capital:			
Movement in debtors		(158,904)	(5,753)
Movement in creditors		(4,432)	56,571
		<u>(152,985)</u>	<u>53,878</u>
Cash (used in)/generated from operations			
<b>Cash flows from investing activities</b>			
Payments to acquire tangible assets		(1,228)	(10,146)
		<u>(154,213)</u>	<u>43,732</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>			
<b>Cash and cash equivalents at the beginning of the year</b>		<b>562,142</b>	<b>518,410</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>14</b>	<b><u>407,929</u></b>	<b><u>562,142</u></b>

# Educate Together/Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

### 1. GENERAL INFORMATION

Educate Together/Ag Foghlaim Le Cheile is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Equity House, 16/17 Ormond Quay Upper, Dublin 7 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

#### **Basis of preparation**

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

the Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

#### **Statement of compliance**

The financial statements of the charity for the financial year ended 31 December 2023 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

#### **Fund accounting**

The following are the categories of funds maintained:

#### **Restricted funds**

Restricted funds represent income (grants, donations and sponsorships) received which can only be used for particular purposes, as specified by the donors or sponsorship programmes binding on the directors. Such purposes are within the overall objectives of the charity.

#### **Unrestricted funds**

Unrestricted funds consist of General and Designated funds.

General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

#### **Endowment funds**

Endowment Funds represent those assets which must be held permanently by the charity, principally investments. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income.

#### **Government grants**

Income from government grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably. Grants related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

#### **Income**

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income, the amount can be quantified with reasonable accuracy and it is probable the income will be received. The following specific policies are applied to particular categories of income:

-Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable.

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

- Income from non-government grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably. Grants related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from charitable trading activity are accounted for when earned.
- Where it is not practicable to measure the value of the resource with sufficient reliability the income is included in the financial period when the resource is sold.

**Expenditure**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Income & Expenditure Account on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor areas or per capita.

**Employee benefits**

The company provides a range of benefits to employees, including paid holiday arrangements.

**Short term benefits**

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

The Company does not operate a company pension scheme. Educate Together provides access to a standard PRSA and staff are assisted in making private pension arrangements.

The company matches employee contributions up to the level of 5%. The company has no further payment obligations once the contributions have been paid.

**Leasing**

Rentals payable under operating leases are dealt with in the income and expenditure account as incurred over the period of the rental agreement.

**Provisions**

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount of the obligation can be estimated reliably. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre – tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as a finance cost within expenditure on charitable activities.

**Contingencies**

Contingent liabilities, arising as a result of past events, are not recognised when:

- (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or
- (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control.

Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote. Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

**Impairment of Fixed Assets**

Impairment - Assets not carried at fair value are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Office Equipment	-	20% Straight line
Computer Equipment	-	33% Straight line
Fixtures, fittings and equipment	-	15% Straight line
Paintings	-	not depreciated

**Debtors**

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

**Creditors**

Trade and other creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

**Cash at bank and in hand**

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

**Taxation and deferred taxation**

No charge to current or deferred taxation arises as the charity has been granted charitable status under Section 207 of the Taxes Consolidation Act 1997, Charity No CHY 11816. The charity is eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997" therefore income tax refunds arising from sponsorships exceeding €250 per annum are included in unrestricted funds. Irrecoverable value added tax is expended as incurred.

**Foreign currencies**

The financial statements are prepared in Euro (€) which is the functional currency of the charity. Foreign currency transactions are recorded in Euro at the rate ruling on the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Euro at the balance sheet date. The resulting gains and losses are dealt with in the Statement of Financial Activities.

**3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**(a) Establishing useful economic lives for depreciation purposes**

The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

**(b) Providing for doubtful debts**

The company makes an estimate of the recoverable value of trade and other debtors. The company uses estimates based on historical experience in determining the level of debts, which the company believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customers that default on payments or other significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. The level of provision required is reviewed on an on-going basis.

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2023

(c) Going concern

The assumptions used by management to determine the company's ability to continue as a going concern is based on estimates.

<b>4.</b>	<b>INCOME</b>				
<b>4.1</b>	<b>DONATIONS AND LEGACIES</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2023</b>	<b>2022</b>
		€	€	€	€
	Voluntary income	<u>84,644</u>	<u>-</u>	<u>84,644</u>	<u>94,528</u>
<b>4.2</b>	<b>CHARITABLE ACTIVITIES</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2023</b>	<b>2022</b>
		€	€	€	€
	<b>Grants from governments and other co-funders:</b>				
	Income from charitable activities	<u>552,126</u>	<u>1,596,196</u>	<u>2,148,322</u>	<u>2,504,882</u>
<b>5.</b>	<b>EXPENDITURE</b>				
	<b>CHARITABLE ACTIVITIES</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2023</b>
		€	€	€	€
	Expenditure on charitable activities	<u>2,132,420</u>	<u>-</u>	<u>-</u>	<u>2,132,420</u>
<b>6.</b>	<b>INCOME</b>			<b>2023</b>	<b>2022</b>
				€	€
	<b>Net Income is stated after charging/(crediting):</b>				
	Depreciation of tangible assets			<u>8,628</u>	<u>7,869</u>
	Auditor's remuneration:				
	- audit services			<u>3,850</u>	<u>4,612</u>

All income derives from activities in the Republic of Ireland and the UK.

Included in 'Donations' are once-off and monthly donations totalling less than €1,000 over the year. Included in 'Gifts' are all donations and gifts from individuals or companies that are greater than €1,000 in value.

Membership income is recognised net of discounts.

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**6. INCOME (continued)**

	Restricted 2023 €	Unrestricted 2023 €	Total 2023 €	Total 2022 €
<b>Fundraising &amp; Donations</b>				
Donations (includes corporate donations)	-	60,915	60,915	60,583
Gifts	-	18,025	18,025	33,946
<b>Government &amp; EU Grants</b>				
Department of Education Board of Management- Capital	1,343	-	1,343	69
Department of Education Board of Management - training	-	-	-	5,970
Department of Education School Accommodation	83,126	-	83,126	90,000
Department of Education Core	133,000	-	133,000	133,000
Department of Education Property Management	2,899	-	2,899	-
Department of Education ETB	55,050	-	55,050	103,600
Department of Education ESDG	6,224	-	6,224	-
Department of Education Teacher Education	8,197	-	8,197	8,295
Department of Education Vetting	33,362	-	33,362	30,937
Department of Education School Rental	1,148,476	-	1,148,476	1,490,120
Worldwise Global Schools (WWGS)	13,865	-	13,865	25,428
Global Citizenship Education (GCE)	21,544	-	21,544	29,857
<b>Trust &amp; Foundations</b>				
ReThink	84,047	-	84,047	82,324
Barcapel Foundation	0	-	0	40,849
Community in Partnership (CIPP)	2,964	-	2,964	587
Childrens Rights Alliance	2,100	-	2,100	-
Charities Trust	-	5,704	5,704	-
<b>Trading &amp; Other Income</b>				
Income from trading & sundry	-	69,576	69,576	31,234
Membership Subscriptions	-	456,283	456,283	420,066
ET Community/Crowdfunds	-	26,267	26,267	12,545
	<b>1,596,196</b>	<b>636,770</b>	<b>2,232,966</b>	<b>2,599,410</b>

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**7. RESOURCES EXPENDED**

	2023 restricted	2023 unrestricted	2023 Total	2022 Total
<b>Salaries</b>				
Salary costs	365,194	336,869	702,063	716,562
Employers PRSI	40,242	37,120	77,362	78,323
Pension contributions (employer)	7,959	6,511	13,570	14,873
eWorking allowance	2,928	2,701	5,629	6,279
<b>Total salaries and wages</b>	<b>415,422</b>	<b>383,201</b>	<b>798,623</b>	<b>816,037</b>
<b>Programme costs</b>				
Advertising costs (except recruitment)	-	-	-	354
Learning Resources	6,377	16	6,393	480
Photography	-	-	-	990
Volunteer Expenses	657	255	912	1,014
Company meetings (AGM / GMM / EGM)	-	1,867	1,867	1,520
Tutors and lecturers (colleges, courses)	4,450	1,946	6,396	1,869
Information Materials, Design, Printing and Distribution	1,699	3,395	5,094	2,320
Software and website development	4,469	205	4,674	2,881
Legal costs	-	4,297	4,297	4,962
Merchandise	-	11,250	11,250	7,000
Travel and Subsistence costs	30,316	3,492	33,808	29,695
Consultants	31,604	235	31,369	54,100
Other programme costs (inc. teacher cover)	61,555	17,707	79,262	81,533
School Rental costs (DE)	1,148,474	-	1,148,474	1,490,120
<b>Total Programme Costs</b>	<b>1,289,601</b>	<b>44,196</b>	<b>1,333,797</b>	<b>1,678,838</b>
<b>Overheads/supports</b>				
General Admin Expenses	675	1,039	1,714	160
Accounting Fees	371	572	943	183
Repairs & Maintenance	426	655	1,081	535
Canteen Expenses	230	354	584	1,462
Bank Interest & Charges	503	774	1,277	1,553
Light & Heating	602	927	1,529	2,135
Cleaning & Refuse	1,004	1,545	2,549	3,398
Communications(phones/broadband)	1,803	2,522	4,325	5,048
Audit Fees	1,593	2,199	3,792	5,126
ICT Services/materials	2,651	3,993	6,645	5,931
Post/Stationery/Printing	1,372	1,350	2,722	5,948
Staff Recruitment/Training/HR Consultancy	4,710	7,252	11,962	6,492
Insurance	2,715	3,926	6,641	7,614
Depreciation	4,814	3,814	8,628	7,869
Subscriptions( to include online)	9,389	2,387	11,776	8,684
Service Charge	2,639	4,063	6,702	8,829
Bad Debt Write Off	-	-	-	9,445
Rent including Service Charge	10,220	15,733	25,953	18,932
<b>Total Overheads &amp; Supports</b>	<b>45,718</b>	<b>53,105</b>	<b>98,823</b>	<b>99,344</b>
<b>Overall Expenditure</b>	<b>1,750,741</b>	<b>480,502</b>	<b>2,231,243</b>	<b>2,594,219</b>



**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**8. EMPLOYEES AND REMUNERATION**

**Number of employees**

The average number of persons employed (including executive directors) during the financial year was as follows:

	<b>2023</b>	2022
	<b>Number</b>	Number
Education and Support	<b>4</b>	4
Finance, HR and Administration	<b>3</b>	3
Governance and Patronage	<b>3</b>	2
Communications and Fundraising	<b>2</b>	2
New Schools	<b>1</b>	2
CEO	<b>1</b>	1
	<b>14</b>	14

The staff costs comprise:

	<b>2023</b>	2022
	<b>€</b>	€
Wages and salaries	<b>707,294</b>	722,841
Social security costs	<b>77,362</b>	78,323
Pension costs	<b>13,967</b>	14,873
	<b>798,623</b>	816,037

**9. DIRECTORS REMUNERATION AND TRANSACTIONS**

There were two employees who received employee benefits in excess of €70,000 during the current year and one employee in the previous year.

Director expenses totalled €64 in 2023 (€nil in 2022). These included expenses relating to board meetings and travel.

Key management includes the directors and the CEO. No remuneration is paid to the directors. Total compensation payable to the CEO (including pension contributions, but not employer PRSI) totalled €93,627 (2022: €92,700).

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**10. GOVERNMENT, EU AND OTHER GRANTS**

<b>Name of Grant Agency</b>	<b>Type of Grant</b>	<b>Restricted</b>	<b>2023 €</b>	<b>2022 €</b>
Department of Education	Core	Yes	133,000	133,000
Department of Education	Teacher Education	Yes	8,197	8,296
Department of Education	Garda vetting	Yes	33,361	30,938
Department of Education	School Accommodation	Yes	83,126	90,000
Department of Education	Property Management	Yes	2,899	-
Department of Education	Education for Sustainable Development	Yes	6,224	-
Department of Education	Partnership grant -ETB	Yes	55,050	103,600
Department of Education	School Rentals	Yes	1,148,476	1,490,120
Department of Education	BOM grant	Yes	-	5,970
Department of Education	BOM grant/capital	Yes	1,343	69
Department of Foreign Affairs	Global Citizenship Education Grant	Yes	21,544	29,857
International Fund for Ireland	Community in Partnership	Yes	2,964	587
ReThink Ireland	Nurture Schools	Yes	84,047	82,324
WorldWise Global Schools	WWGS 2022/23	Yes	13,865	25,428
Childrens Rights Alliance		Yes	2,100	-
			<b><u>1,596,196</u></b>	<b><u>2,000,189</u></b>

Income from grants received in the year is included in income from charitable activities on the face of the Statement of Financial Activities. Total restricted grant income received in the year was €1,596,196 (2022 €2,000,189). Income is recorded net of VAT.

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**11. RESTRICTED GRANTS RECEIVED**

Grant/Donor	Period of Grant	Total Grant €	Brought Forward 01/01/2023	Cash Received 2023	Grant Income 2023	Expenses 2023	Restricted Reserves 31/12/2023
DES Buildings Officer	April 2020 to March 2023	270.000	26.700	-	-	26.700	-
DES Buildings Officer	April 2023 to March 2026	342.580	-	-	83.126	83.126	-
DES Buildings Leases	Ongoing	1.148.476	1.369	1.148.476	-	1.148.474	1.371
DE Core Grant	Jan - Dec 2023	133.000	-	133.000	-	133.000	-
DE ETB Grant	July 2022 - June 2023	103.600	49.700	-	-	49.700	-
DE ETB Grant	July 23 to June 26	329.823	-	-	55.050	55.050	-
DE Garda Vetting	Jan - Dec	33.361	-	33.361	-	33.361	-
DE Teacher Grant	Jan - Dec	8.197	-	8.197	-	8.197	-
DE Property Management	Dec 23 to Nov 26	107.539	-	-	2.899	2.899	-
DE BOM training	One off awarded December 2022	6.040	6.040	-	-	3.908	2.132
DE BOM training	Capital grant	3.960	-	1.343	-	1.343	-
DE SDG	24-Feb	6.224	-	6.224	-	-	6.224
ReThink	Oct 2020 - Sept 2023	168.016	52.502	84.047	-	136.549	-
WorldWide Global Schools	Sept 2022 - May 2023	13.865	23.903	13.865	-	22.199	15.569
Global Citizenship Education	Aug 2022 - July 2023	21.544	29.155	21.544	-	30.505	20.194
Community in Partnership	Oct 2022 - Sept 2023	3.551	-	2.964	-	2.964	-
Childrens Rights Alliance - Leadership Fund	Jan - Dec 2024	2.100	-	2.100	-	-	2.100
		<b>2,701,876</b>	<b>189,369</b>	<b>1,456,120</b>	<b>141,075</b>	<b>1,737,974</b>	<b>47,590</b>

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2023

**12. TANGIBLE FIXED ASSETS**

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
<b>Cost</b>					
At 1 January 2023	1,764	38,672	12,419	6,000	58,855
Additions	-	1,228	-	-	1,228
At 31 December 2023	<u>1,764</u>	<u>39,900</u>	<u>12,419</u>	<u>6,000</u>	<u>60,083</u>
<b>Depreciation</b>					
At 1 January 2023	1,440	25,646	7,098	-	34,184
Charge for the financial year	324	6,541	1,763	-	8,628
At 31 December 2023	<u>1,764</u>	<u>32,187</u>	<u>8,861</u>	<u>-</u>	<u>42,812</u>
<b>Net book value</b>					
At 31 December 2023	<u>-</u>	<u>7,713</u>	<u>3,558</u>	<u>6,000</u>	<u>17,271</u>
At 31 December 2022	<u>324</u>	<u>13,026</u>	<u>5,321</u>	<u>6,000</u>	<u>24,671</u>

**13. DEBTORS**

	2023	2022
	€	€
Trade debtors	168,998	63,218
Other debtors	93,674	49,734
Prepayments	32,393	23,209
	<u>295,065</u>	<u>136,161</u>

**14. CASH AND CASH EQUIVALENTS**

	2023	2022
	€	€
Cash and bank balances	127,627	299,346
Cash equivalents	280,302	262,796
	<u>407,929</u>	<u>562,142</u>

**15. CREDITORS**

	2023	2022
	€	€
<b>Amounts falling due within one year</b>		
Amounts owed to credit institutions	7	7
Trade creditors	10,158	64,961
Taxation and social security costs	26,497	27,800
Other creditors	6,456	8,389
Accruals	76,313	65,433
Deferred income	227,200	184,473
	<u>346,631</u>	<u>351,063</u>

**Educate Together/Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2023

**16. RESERVES**

	2023 €	2022 €
At the beginning of the year	371,911	376,720
Surplus/(Deficit) for the financial year	1,723	(4,809)
At the end of the year	<u>373,634</u>	<u>371,911</u>

**17. FUNDS**

**17.1 RECONCILIATION OF MOVEMENT IN FUNDS**

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2022	87,483	289,237	376,720
Movement during the financial year	95,060	(99,869)	(4,809)
At 31 December 2022	182,543	189,368	371,911
Movement during the financial year	143,501	(141,778)	1,723
At 31 December 2023	<u>326,044</u>	<u>47,590</u>	<u>373,634</u>

**17.2 ANALYSIS OF MOVEMENTS ON FUNDS**

	Balance 1 January 2023 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2023 €
<b>Restricted funds</b>					
Restricted	189,368	1,596,196	1,750,741	12,767	47,590
<b>Unrestricted funds</b>					
Unrestricted General	182,543	636,770	480,502	(12,767)	326,044
<b>Total funds</b>	<u>371,911</u>	<u>2,232,966</u>	<u>2,231,243</u>	<u>-</u>	<u>373,634</u>

During the year, the Directors agreed to set aside an amount of €19,500 to fund the lobbying/Info hub & research expense during 2023. Of that, a total of €12,767 was spent in 2023. The balance of the fund as at 31 December 2023 is €6,733.

**18. STATUS**

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

**19. POST-BALANCE SHEET EVENTS**

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

## Educate Together/Ag Foghlaim Le Cheile NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

### 20. VOLUNTEERS

Educate Together's 117 schools are all managed by voluntary Boards of Management, and there are more than 1,000 volunteers involved in this work around the country. Many of these volunteers are supported by the Educate Together national office through training, guidance materials and telephone and email support. In 2023 Educate Together recruited and appointed volunteers to all primary schools it is patron of, as well as replacing board members on other boards. In addition, two volunteers supported the work of the national office directly on a part-time basis. The trustees who make up Educate Together's Board of Directors and board sub-committees also provide their time and expertise on a voluntary basis, and all of these voluntary contributions are of huge value to the organisation.

### 21. RELATED PARTY TRANSACTIONS

There were no advances/loans given to member schools in 2023 (2022: Nil).

### 22. FINANCIAL COMMITMENTS

At 31 December 2023 the company had annual commitments under non-cancellable operating leases as follows:

	2023	2022
	€	€
Within one year	33,000	15,000
Beyond one year	68,000	
	<u>101,000</u>	<u>15,000</u>

On 27<sup>th</sup> October 2023, the company entered into a rental lease to rent the second floor of 16/17 Upper Ormond Quay, Dublin. This lease will run to 30<sup>th</sup> June 2026.

On 30<sup>th</sup> June 2021, the company entered into a rental lease to lease the second floor of 16/17 Upper Ormond Quay, Dublin. This lease is for a 2-year term.

### 23. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 9<sup>th</sup> of April 2024.