

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

Educate Together/ Ag Foghlaim Le Cheile
(A company limited by guarantee, not having a share capital)

Report and Financial Statements

for the year ended 31 December 2015

**GBW
Westmoreland House,
Westmoreland Park.
Ranelagh,
Dublin 6.**

Educate Together/ Ag Foghlaim Le Cheile
(A company limited by guarantee, not having a share capital)
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Educate Together/ Ag Foghlaim Le Cheile
(A company limited by guarantee, not having a share capital)

Directors

Diarmaid Mac Aonghusa
Richard Bourke (Resigned May 2015)
Simon Bradshaw
Joanne Galvin (Resigned May 2015)
Maurice Hurley (Resigned February 2016)
Patricia Murphy (Appointed June 2015)
Jennifer Cummins
Mary O'Rourke
Martina Von Ritcher
Meena Baskarasubramanian (Appointed May 2015)
Marie Gordon (Appointed January 2015)
Alexandre Vargens (Appointed May 2015)
Robert Cochran (Appointed May 2015)

Company Secretary

Robert Cochran (Appointed September 2015)
Louise Daly (Resigned September 2015)

Charity Number

11816

Charities Regulatory Authority Number

20033309

Company Number

286202

Registered Office and Principal Address

11-12 Hogan Place
Dublin 2

Auditors

GBW
Westmoreland House
Westmoreland Park
Ranelagh
Dublin 6

Bankers

AIB
Blackrock
Co. Dublin

RaboDirect
Rabobank International Dublin Branch
Charlemont Place
Dublin 2

Solicitors

Eversheds
One Earlsfort Centre
Earlsfort Terrace
Dublin 2

Mason, Hayes & Curran
South Bank House
Barrow Street
Dublin 4

Educate Together/ Ag Foghlaim Le Cheile
(A company limited by guarantee, not having a share capital)
DIRECTORS' ANNUAL REPORT
for the year ended 31 December 2015

The directors present their annual report and the audited financial statements for the year ended 31 December 2015.

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 the Charities SORP (FRS 102).

Incorporation and Operation

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.

Structure, Governance and Management

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 was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and managed by Board of Directors.

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

Recruitment and Appointment of Directors/Management Committee

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Directors. Under the requirements of the Memorandum and Articles of Association the members of the Board of Directors are elected to serve for a period of three years. There is a procedure set out in these articles to ensure an orderly rotation of Directors. Directors coming to the end of their term may offer themselves for re-election if eligible.

The directors of the charity at the date of this report and those who served during the financial year together with the dates of any changes are set out on page 3.

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.

To enhance the potential pool of trustees, Educate Together actively advertises opportunities to participate in its board amongst its member school communities and with national agencies involved in the voluntary and community sector.

The board is committed to achieving high standards of governance. Board members do not receive any remuneration in respect of their services to Educate Together. 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.

Directors Induction and Training

Most Directors are already familiar with the practical work of Educate Together having been involved with the organisation for a number of years.

Educate Together/ Ag Foghlaim Le Cheile
(A company limited by guarantee, not having a share capital)
DIRECTORS' ANNUAL REPORT
for the year ended 31 December 2015

Sessions in which Directors can familiarise themselves with the operational work of Educate Together are regularly held at the start of board meetings. Each year, a half day session is held at which directors can consider issues of company strategy in greater detail. This session for the current Board was held in January 2015.

In the current work plan of the board, it is planned to hold short induction sessions for new directors and to produce a handbook in which all their main legal, ethical, financial and oversight responsibilities are explained.

This will include:

- The obligations of the members of the Board of Directors
- The main documents that set out the legal framework of the work of Educate Together, especially the Memorandum and Articles of Association and the Educate Together Charter.
- Resourcing the work of Educate Together and the current financial position of the company.
- Future plans, strategy and objectives

Principal Risks and Uncertainties

The Directors have identified that the key risks and uncertainties that Educate Together faces relate to the risk of a decrease in income from sources including State grants, investments from trusts and foundations and charitable donations. Other risks relate to unforeseen liabilities due to legal issues involving school accommodation, labour issues and the impact of poor governance or performance of the work of the National Office or the member schools. 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 enthusiastic public demand for its services as a result of lack of funds.

The board mitigates these risks as follows:

- Continually monitoring financial performance, with particular emphasis on income and expenditure, cash flow and budget projections.
- Employing a Financial Controller and appointing a Finance Committee to report to the board at its regular meetings.
- Ensuring a formal process is in place for the review and control of performance of staff by management.
- Maintaining a formal HR Policy Handbook in which major policy areas are defined and reviewed as becomes necessary.
- Regularly seeking operational reports that include potential liabilities emerging in operation of its network of schools.
- Closely monitoring emerging changes to regulations and legislation on an on-going basis.
- Ensuring clear policies and procedures are in place for the authorisation of financial transactions by the CEO or board as appropriate. Having procedures in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the national office.

Setting the pay and remuneration of the charity's key management personnel

Following the office restructure in 2013, new salary scales were developed in 2014 and implemented in 2015. These scales were benchmarked against industry norms, while taking account of the organisation's funding environment. They set the CEO and COO's salaries on a scale which ranges from 60,000 euro to 86,400 euro. Individuals are placed on the scale according to qualifications, experience and performance.

Organisational Structure

The Board of Directors of Educate Together has ten persons elected to three year terms by general meeting of members. This board can then co-opt two additional members to enhance the spread of skills required or to replace a retiring member. The board has a number of sub-committees set up in accordance to its Articles of Association. These include:

Finance, Legal Affairs, Education and Patronage. The work of the national office is organised into defined programme areas, with staff deployed to projects within these programmes according to need and available resources.

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2015

Related Parties

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 and the Irish Charitable Tax Reform Group. It also maintains working relations with a number of "Education Partners" as defined by the Education Act (1998). These umbrella organisations assist Educate Together in its work and also help the board ensure that Educate Together adheres to all current legislation in relation to its educational and charitable activities.

Mission Statement

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.

Principal Activities 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, multi-denominational schools in Ireland.

Achievements and Performance

2015 saw the continued expansion of the Educate Together network, with three new primary schools and one new second-level school opening. The organisation's first second-level schools were welcomed into membership at the company's Annual General Meeting in May 2015 a significant milestone in the organisation's development.

Another significant success was the inaugural Ethical Education Conference, which was held in Dublin in November, at which teachers and school leaders from Educate Together schools in Ireland and the UK came together to collaborate and innovate in areas of curriculum and pedagogy in Ethical Education.

National office staff continued to advocate on behalf of schools in temporary accommodation, and 2015 again saw considerable expansion of existing schools as well as the welcome provision of permanent accommodation for some schools in the network. At the end of the year, there were over 20,000 students attending Educate Together schools in Ireland.

Although new income streams continued to be developed, two key streams underperformed, with the result that income was below target at the end of the year. Adjustments in budgeted expenditure for 2016 were therefore made, which included reductions in programme expenditure, and voluntary working hours and salary reductions on the part of some staff members. Despite considerable stress and challenges, the national office team continued to show high levels of performance and commitment throughout 2015.

Business Review and Results

Against the backdrop of limited resources and insecurities over funding, planning and developing services has continued to present challenges. Despite the ongoing lack of realistic levels of government funding for its work however, the organisation, thanks to the commitment of staff and volunteers, continues to strive towards financial sustainability through the development of new income streams and network growth. The financial outcome for the year was a deficit of €258,981 (2014 deficit €61,382).

Educate Together/ Ag Foghlaim Le Cheile
(A company limited by guarantee, not having a share capital)
DIRECTORS' ANNUAL REPORT
for the year ended 31 December 2015

Contribution of Volunteers

The charity is grateful for the very significant contribution that its volunteers have made to the organisation and its activities throughout the period.

Future Developments

Patronage divestment, second-level education and overseas markets will continue to be key areas of development contributing towards achieving the organisation's overall strategic goals.

Transitioning to financial sustainability continues to be a key focus for the board. This will be achieved through diversification and development of new income streams and maximising income from current sources, including state, EU and private and corporate fundraising. Specifically in 2016 the board plans to focus on negotiating sustainable levels of payment for the services it carries out for the state in opening and supporting new schools, and on evaluating its major gift work and launching a new campaign.

A further focus of the board is the development of a new quality framework for Educate Together schools, which will ensure the highest standards of inclusive education are maintained as the network grows and diversifies in the coming years.

Events after the Balance Sheet date

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

Funds Held as Custodian Members on Behalf of Others

Neither Educate Together nor its directors hold any funds or other assets by way of a custodian arrangement.

Research & Development

Educate Together is a learning organisation. During 2015, it undertook research and development, staff training and education in relation to a number of important operational areas including ethical education, development education, curriculum and assessment, quality assurance, project management and digital marketing.

Auditors

The auditors, GBW, have indicated their willingness to continue in office in accordance with the provisions of Section 380 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 11/12 Hogan Place, Dublin 2.

Signed on behalf of the Board



Diarmaid Mac Aonghusa
Director



Jennifer Cummins
Director

Date: 20th April 2016

Date: 20th April 2016

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

STATEMENT OF DIRECTORS' RESPONSIBILITIES

for the year ended 31 December 2015

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and 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 Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as to the financial year end and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014 .

- select suitable accounting policies and apply them consistently;
- make judgements and 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.
- 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 company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities..

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

Signed on behalf of the Board


Diarmaid Mac Aonghusa
Director


Jennifer Cummins
Director

Date: 20th April 2016

Date: 20th April 2016

INDEPENDENT AUDITOR'S REPORT

to the Trustees of Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

We have audited the financial statements of Educate Together/ Ag Foghlaim Le Cheile for the year ended 31 December 2015 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Cash Flow Statement, the Accounting Policies and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice in Ireland), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland).

This 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 trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As described in the Statement of Directors' Responsibilities, the charity's directors are responsible for the preparation of the financial statements in accordance with applicable law and the accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice in Ireland).

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

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the Companies Act 2014. We state whether we have obtained all the information and explanations we consider necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account. We also report to you our opinion as to:-

- whether the charity has kept proper books of account; and
- whether the Directors' Annual Report is consistent with the financial statements.

We report to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not given and, where practicable, include such information in our report.

We read the Directors' Annual Report and consider the implications for our report if we become aware of any apparent misstatement within it.

Basis of opinion

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

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

INDEPENDENT AUDITOR'S REPORT

to the Trustees of Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

Opinion

In our opinion the financial statements:

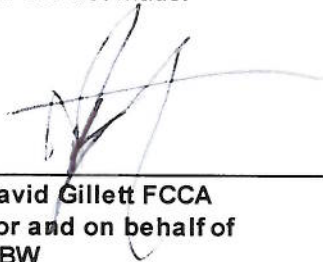
- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of affairs of the charity as at 31 December 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014

We have obtained all the information and explanations that we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the books of account.

In our opinion the information given in the Directors' Annual Report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Act 2014, which require us to report to you if, in our opinion the disclosures of the directors remuneration and transactions specified by law are not made.



David Gillett FCCA
For and on behalf of
GBW

Statutory Auditor
Westmoreland House,
Westmoreland Park,
Ranelagh,
Dublin 6.

20th April 2016

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

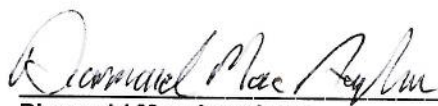
for the year ended 31 December 2015

	Notes	Unrestricted Funds 2015 €	Restricted Funds 2015 €	Total 2015 €	Total 2014 €
Income from:					
Donations and legacies		222,371		222,371	234,201
Income from charitable activities		129,485	327,966	457,451	634,434
Other trading activities		314,263		314,263	286,727
Income from investments	7	296		296	1,335
Total		666,415	327,966	994,381	1,156,697
Expenditure on:					
Charitable activities		727,856	327,966	1,055,822	1,040,257
Other		197,540		197,540	177,822
Total	8	925,396	327,966	1,253,362	1,218,079
Net movement in funds		(258,981)	-	(258,981)	(61,382)
Reconciliation of funds					
Balances brought forward at 1 January 2015		265,066		265,066	326,448
Balances carried forward at 31 December 2015		6,085	-	6,085	265,066

The deficit of income over expenditure relate to continuing operations as no businesses were acquired or disposed of in 2015 or 2014.

A Statement of Total Recognised Gains and Losses is not required, as all gains or losses have been reflected above.

Approved by the Directors on 20th April 2016 and signed on its behalf by

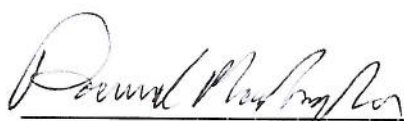

 Diarmaid Mac Aonghusa
 Director


 Jennifer Cummins
 Director

Educate Together/ Ag Foghlaim Le Cheile
 (A company limited by guarantee, not having a share capital)
BALANCE SHEET
 as at 31 December 2015

	Notes	2015 €	2014 €
Fixed Assets			
Tangible assets	11	21,495	22,451
Current Assets			
Debtors	12	59,069	67,985
Cash at bank and in hand		34,016	335,793
Creditors: Amounts falling due within one year	13	93,085 (57,715)	403,778 (96,163)
Net Current (Liabilities)/Assets		35,370	307,615
Total Assets less Current Liabilities		56,865	330,066
Provision for Liabilities and Charges	15	(50,780)	(65,000)
Net (Liabilities)/Assets		6,085	265,066
Funds			
General fund (unrestricted)		6,085	265,066
Total funds	18	6,085	265,066

Approved by the Directors on 20th April 2016 and signed on its behalf by



 Diarmaid Mac Aonghusa
 Director



 Jennifer Cummins
 Director

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

CASH FLOW STATEMENT

for the year ended 31 December 2015

	Notes	2015 €	2014 €
Net cash outflow from operating activities	21	(297,629)	(121,600)
Returns on investments and servicing of finance	21	296	1,335
Capital expenditure	21	(4,444)	(8,507)
Movement in cash in the year		<u>(301,777)</u>	<u>(128,772)</u>
Reconciliation of net cash flow to movement in net debt (Note 17)			
Movement in cash in the year		(301,777)	(128,772)
Net funds at 1 January 2015		<u>335,793</u>	<u>464,565</u>
Net funds at 31 December 2015		<u>34,016</u>	<u>335,793</u>

Approved by the Directors on 20th April 2016 and signed on its behalf by



Diarmaid Mac Aonghusa
Director



Jennifer Cummins
Director

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2015

1. ACCOUNTING POLICIES

This is the first set of financial statements prepared by Educate Together/ Ag Foghlaim Le Cheile Limited by Guarantee in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"). An explanation of how transition to FRS 102 has affected the reported financial position and financial performance is given in Note 3. Educate Together is a company Limited by Guarantee and is a public benefit entity incorporated in Ireland with a registered office at 11-12 Hogan Place, Dublin 2.

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice (Charities SORP in accordance with FRS 102, effective January 2015) and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Financial Reporting Council and the Companies Act 2014 except for the entity invoking the true and fair view override with regard to the profit and loss and balance sheet formats in Schedule 3 of the Companies Act 2014 as permitted in Section 3.4 of FRS 102 and Section 291 (5) of the Companies Act 2014.

In order for the financial statements to show a true and fair view the directors have determined the profit and loss format be re-named to an income and expenditure account detailing the income and expenditure by nature. Given that the company is a company limited by guarantee the capital and reserves section of the balance sheet has been adapted accordingly to reflect this fact. The directors consider that the layout adapted more correctly reflects the nature of entity given that the entity is not-for-profit organisation which is limited by guarantee. To use the formats set out in schedule 3 of Companies Act 2014 and Section 5 and 5 of FRS 102 would not result in the financial statements showing information that would allow the entity to show a true and fair view.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution of the legacy being 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 Income and Expenditure Account when receivable.
- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- 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.
- 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 provided.

Resources expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

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 and Computer Equipment	- 20% and 33% Straight line
Fixtures, fittings and equipment	- 15% Straight line
Paintings	- 0% Straight line

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

continued

for the year ended 31 December 2015

Currency

Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end, foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchanged rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the profit and loss account within 'finance (expenses)/income'. All other foreign exchange gains and losses are presented in the profit and loss account within 'Other operating (losses)/gains'.

Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under Section 207 and 208 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 expensed as incurred.

Interest Receivable

Bank interest received is recorded as income in the year in which it is earned.

Trade and other debtors

Trade and other debtors are recognised initially at transaction price (including transaction costs). Subsequently these are measured at amortised cost less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. All movements in the level of provision required are recognised in the profit and loss.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits and other short – term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities on the statements of financial position.

Trade and other 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.

Educate Together/ Ag Foghlaim Le Cheile

(A company limited by guarantee, not having a share capital)

NOTES TO THE FINANCIAL STATEMENTS

continued

for the year ended 31 December 2015

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.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

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.

Fund accounting

The following funds are operated by the charity

Restricted Funds

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

Unrestricted Funds

Unrestricted Funds represent amounts which are expandable at the discretion of the Directors 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

Designated funds are unrestricted funds earmarked by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose only and do not legally restrict the Board's discretion in applying the funds.

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.

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.

2. Transition to FRS 102

Prior to 1 January 2014 the company prepared its financial statements under previously extant Irish GAAP. From 1 January 2014, the company has elected to present its annual financial statements in accordance with FRS 102 and the Companies Act 2014.

The comparative figures in respect of the 2014 financial statements have been restated to reflect the company's adoption of FRS 102 from the date of transition at 1 January 2014.

Set out below are the changes in accounting policies which reconcile profit for the financial year ended 31 December 2014 and the total equity as at 1 January 2014 and 31 December 2014 between Irish GAAP as previously reported and FRS 102.

In preparing this financial information, the company has applied certain exceptions and exemptions from full retrospective application of FRS 102 as noted below.

3. FRS 102 Principle Adjustments

The reconciliation of the profit and loss prepared in accordance with Irish GAAP and in accordance with FRS 102 for the year ended 31 December 2014 and the reconciliation of the amount of total equity at 31 December 2014 has not changed, however, income which had been recognised as deferred has now been restated to show the charity is entitled to the income when received. This adjustment has been taken through the reserves in the comparative period.

	<i>Profit for year ended 31 Dec 2014</i>	<i>Total funds as at 01 Jan 2014</i>	<i>Total Equity as at 31 Dec 2014</i>
	€	€	€
<i>As reported under Irish GAAP and 2005 SORP</i>	(61,382)	176,448	115,066
<i>Transition adjustment</i>		150,000	150,000
<i>As reported under FRS 102 SORP</i>	<u>(61,382)</u>	<u>326,448</u>	<u>265,066</u>

Statement of cash flows

Irish GAAP

Under Irish GAAP, cash flows were presented separately for operating activities, returns on investment and servicing of finance, taxation, capital expenditure and financial investment, acquisitions and disposals, equity dividends paid and financing.

FRS 102

Under FRS 102, cash flows are required to be shown separately for three categories only, namely operating, investing and financing. Additionally the cash flow statement reconciles to cash and cash equivalents whereas under previous Irish GAAP the cash flow statement reconciled to cash. Cash and cash equivalents are defined in FRS 102 as "cash on hand and demand deposits and short term highly liquid investments that are readily convertible to known amounts of cash and that are subject to an insignificant risk of changes in value" whereas cash is defined in FRS 1 as "cash in hand and deposits repayable on demand with any qualifying institution, less overdrafts from any qualifying institution repayable on demand".

Impact

Cash flows from returns on investments and servicing of finance shown under Irish GAAP are included as operating activities under FRS 102.

4. Critical Accounting Judgements and Estimates

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.

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NOTES TO THE FINANCIAL STATEMENTS
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5. Net Incoming Resources	2015	2014
	€	€
Net incoming resources are stated after charging/(crediting):		
Depreciation on tangible assets	5,400	8,288
Surplus on foreign currencies	(3,519)	
	<u> </u>	<u> </u>

6. Investment Income	2015	2014
	€	€
Bank interest	296	1,335
	<u> </u>	<u> </u>

7. Income

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

	Restricted	Unrestricted	2015 Total	2014 Total
			€	€
<i>Fundraising & Donations</i>				
Donations		31,233	31,233	25,848
Gifts		205,952	205,952	222,380
<i>Government, EU and Grant Income</i>				
Grants & payments - Department of Education and Skills:	208,559		208,559	314,581
Pobal SSNO scheme	80,706		80,706	52,152
Worldwise (Irish Aid)	13,400		13,400	15,000
Other European Integration Fund	25,301		25,301	43,774
<i>Trust & Foundations</i>				
		5,000	5,000	
<i>Trading & Other Income</i>				
Income from trading and other services (Ireland)		57,491	57,491	39,171
Income from training and other services (overseas)		85,498	85,498	160,889
Membership subscriptions		229,083	229,083	213,814
Income from Merchandise		38,537	38,537	39,311
Other Income	-	13,622	13,622	29,777

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8. Resources Expended

	Restricted €	Unrestricted €	2015 Total €	2014 Total €
<u>Expenditure on charitable activities</u>				
Salaries	327,966	543,040	871,006	792,432
Write back of redundancy provision		(14,220)	(14,220)	
Website Development		6,290	6,290	11,591
Research		997	997	11,429
Postage & Stationary		18,082	18,082	24,127
Information Materials		41,257	41,257	30,757
Advertising		4,656	4,656	8,560
Telephone		16,326	16,326	28,320
Computer Costs		-	-	486
Travel Expenses		53,415	53,415	68,254
Consultancy Fees		18,020	18,020	22,597
Program Meetings		25,553	25,553	29,977
Workshop & Courses		14,440	14,440	11,727
<i>Sub Total</i>	327,966	727,856	1,055,822	1,040,257
<u>Other Expenditure</u>				
Rent & Rates		79,010	79,010	84,599
Insurance		6,048	6,048	4,645
Light & Heat		6,185	6,185	6,032
Repairs & Maintenance		418	418	4,234
Surplus/deficit on exchange		-3,519	-3,519	-
Computer Costs		11,495	11,495	13,910
Bank Interest & Charges		1,693	1,693	1,796
Staff costs		10,139	10,139	8,971
General Expenses		34,054	34,054	-
Charitable donations		50	50	-
Depreciation		5,400	5,400	8,288
Legal Fees		31,063	31,063	26,338
Accountancy Fees		13,096	13,096	16,700
Audit		2,408	2,408	2,309
<i>Sub Total</i>		197,540	197,540	177,822
Total	327,966	925,396	1,253,362	1,218,079

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9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the year was as follows: The average numbers in 2015 differ to the prior year due to a change in office structure.

	2015 Number	2014 Number
Finance, HR and Administration	3.4	4
Communications and Advocacy	1.5	1
Fundraising	1	1
Education & Support	3.6	7
CEO	1	1
Governance & Patronage	2	4
New Schools/Network Development	4.5	
	<u>17</u>	<u>18</u>

The staff costs comprise:

	2015 €	2014 €
Wages and salaries	786,962	715,772
Social security costs	84,044	76,660
	<u>871,006</u>	<u>792,432</u>

There are two employees paid a salary in excess of €70,000. One between €70,000-€80,000 and one between €80,000-€90,000.

10. Directors Remuneration and Transactions

No members of the management committee received any remuneration during the year. No director or other related person had any personal interest in any contract or transaction entered into by the charity during the year. Directors expenses to the value of €1,528 were reimbursed in 2015.

Key management includes the CEO and the COO. The compensation payable to the CEO and the COO totalled €146,400 (2014: 147,158).

11. TANGIBLE FIXED ASSETS

	Office and Computer Equipment €	Fixtures, Fittings and Equipment €	Paintings €	Total €
Cost				
At 1 January 2015	75,267	39,313	6,000	120,580
Additions	3,706	738	-	4,444
At 31 December 2015	<u>78,973</u>	<u>40,051</u>	<u>6,000</u>	<u>125,024</u>
Depreciation				
At 1 January 2015	69,861	28,268	-	98,129
Charge for the year	3202	2,198	-	5,400
At 31 December 2015	<u>73,063</u>	<u>30,466</u>	<u>-</u>	<u>103,529</u>
Net book value				
At 31 December 2015	<u>5,910</u>	<u>9,585</u>	<u>6,000</u>	<u>21,495</u>
At 31 December 2014	<u>5,406</u>	<u>11,045</u>	<u>6,000</u>	<u>22,451</u>

Office Equipment is depreciated at 20% with a net book value of €1,303 and computer equipment is depreciated at 33% with a net book value of €4,604.

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11.1 TANGIBLE FIXED ASSETS PRIOR YEAR

	Office and Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€
Cost				
At 1 January 2014	113,236	53,825	-	167,061
Additions	2,507	-	6,000	8,507
Disposals	(40,476)	(14,512)	-	(54,988)
At 31 December 2014	<u>75,267</u>	<u>39,313</u>	<u>6,000</u>	<u>120,580</u>
Depreciation				
At 1 January 2014	104,957	39,872	-	144,829
Charge for the year	5,380	2,908	-	8,288
On disposals	(40,476)	(14,512)	-	(54,988)
At 31 December 2014	<u>69,861</u>	<u>28,268</u>	<u>-</u>	<u>98,129</u>
Net book value				
At 31 December 2014	<u><u>5,406</u></u>	<u><u>11,045</u></u>	<u><u>6,000</u></u>	<u><u>22,451</u></u>
At 31 December 2013	<u><u>8,279</u></u>	<u><u>13,953</u></u>	<u><u>-</u></u>	<u><u>22,232</u></u>

12. DEBTORS

	2015 €	2014 €
Trade debtors	29,657	38,041
Other debtors	29,412	24,616
Prepayments and accrued income	-	5,328
	<u><u>59,069</u></u>	<u><u>67,985</u></u>

13. CREDITORS

Amounts falling due within one year

	2015 €	2014 €
Trade creditors	11,135	34,492
Taxation and social security costs (Note 11)	22,474	23,238
Other creditors	3,907	2,169
Accruals	20,199	20,199
Deferred Income	0	16,065
	<u><u>57,715</u></u>	<u><u>96,163</u></u>

14. TAXATION AND SOCIAL SECURITY

	2015 €	2014 €
Creditors:		
PAYE / PRSI	<u><u>22,474</u></u>	<u><u>23,238</u></u>

15. PROVISIONS FOR LIABILITIES AND CHARGES

	Total €	Total €
At 31 December 2015	<u><u>50,780</u></u>	<u><u>65,000</u></u>

The company have included a provision for redundancies to be made in 2016 to the value of €50,780.

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16. Related Party Transactions

During the year donations totalling €2,046 were donated to the charity by staff and directors.

17. ANALYSIS OF NET LIABILITIES BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Provisions €	Total €
Unrestricted income					
Other income	21,495	93,085	(57,715)	(50,780)	6,085
	<u>21,495</u>	<u>93,085</u>	<u>(57,715)</u>	<u>(50,780)</u>	<u>6,085</u>

18. ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2015 €	Incoming resources €	Resources expended €	Balance 31 December 2015 €
Unrestricted income				
Other income	265,066	994,381	(1,253,362)	6,085
Total funds	<u>265,066</u>	<u>994,381</u>	<u>(1,253,362)</u>	<u>6,085</u>

19. 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 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.

20. POST-BALANCE SHEET EVENTS

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

21. CASH FLOW STATEMENT

21.1 Reconciliation of operating net movement in funds to net cash outflow from operating activities	2015	2014
		€
Net movement in funds	(273,201)	(61,383)
Investment income	(296)	(1,335)
Depreciation	5,400	8,288
Movement in debtors	8,916	(16,326)
Movement in creditors	(38,448)	(50,844)
Net cash outflow from operating activities	<u>(297,629)</u>	<u>(121,600)</u>

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21.2 CASH FLOW STATEMENT	2015 €	2014 €
Returns on investments and servicing of finance Interest received	<u>296</u>	<u>1,335</u>
Capital expenditure Payments to acquire tangible assets	<u>(4,444)</u>	<u>(8,507)</u>

21.3 ANALYSIS OF CHANGES IN NET FUNDS	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	<u>335,793</u>	<u>(301,777)</u>	<u>34,016</u>
Net funds	<u>335,793</u>	<u>(301,777)</u>	<u>34,016</u>

22. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 20th April 2016.