

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

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

**for the year ended 31 December 2018**

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

# **Educate Together/ Ag Foghlaim Le Cheile CLG**

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

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## Educate Together/ Ag Foghlaim Le Cheile CLG

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### REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Patricia Murphy Jennifer Cummins Martina von Richter Meena Baskarasubramanian Marie Gordon (Resigned 18 January 2018) Robert Cochran Danny Haskins Paul Croghan Caitriona Hand Anna O'Flanagan Richard Woulfe (Resigned 23 May 2018) Aidan Clifford Siobhan Mortell
Company Secretary	Robert Cochran
Charity Number	11816
Charities Regulatory Authority Number	20033309
Company Number	286202
Registered Office	Equity House 16/17 Ormond Quay Upper Dublin 7
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 2018

The directors present their annual report and the audited financial statements for the year ended 31 December 2018.

The company 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).

### Chairperson's Report

2018 was a positive year for Educate Together, with increases in funding, schools and staff. Our network is growing each year and our second-level schools have students in senior cycle. We are also celebrating our 40<sup>th</sup> year of providing equality-based education to the students and families in our network.

The Board of Directors consists of ten members who are elected at the AGM and two Directors who are cop-opted, based on skillset, by the Directors. The Board of Directors met eleven times during the year. The Board completed a survey during the year which helped focus our work and actions which then led to a work plan. This plan is reviewed monthly and is aligned to the vision and mission of the organisation.

On behalf of the Board of Directors I would like to thank the members of the Board's sub-committees and working groups who are committed to ensuring that Educate Together remains up to date with procedures and legal requirements.

There was a review meeting after the AGM last year to focus on future development and improvements to the AGM process. As a result, General Members Meetings (GMMs) have been introduced into the National Office calendar, with a view to the network meeting to discuss emerging issues that are pertinent to the school community. In November, the GMM hosted four workshops which looked at School Buildings, Admissions, Additional Educational Needs and the *Learn Together* Ethical Education Curriculum.

The International Development sub-committee has been working with the Trustees of our partner organisation, the Educate Together Academy Trust (ETAT) in the UK. Two more schools opened in September, bringing the number of ETAT schools to four. The Board of Directors visited our partners in the UK in November 2018 to further develop and support the thriving work there.

Educate Together has seven programme areas and, as this annual report outlines, each one of these programmes has a significant workload. The Board of Directors would like to thank the staff of the National Office for their work throughout the year. It cannot be overstated the amount of work such a small team is able to achieve and it is because of their dedication, matched by that of our schools, that the Educate Together network is thriving.

Finally, I would like to thank the Board of Directors for their hard work and dedication to Educate Together. The Directors are volunteers who give freely and generously of their time. It has been a pleasure working with you over the past year, thank you.

Jennifer Cummins

### Attendance at Meetings of the Board of Directors

Aidan Clifford	11 of 11	100%
Anna O'Flanagan	8 of 11	73%
Caitriona Hand	11 of 11	100%
Danny Haskins	11 of 11	100%
Jenifer Cummins	11 of 11	100%
Martina Richter	7 of 11	64%
Meena Baskarasubramanian	7 of 11	64%
Patricia Murphy	8 of 11	73%
Paul Croghan	10 of 11	91%
Robert Cochran	10 of 11	91%
Siobhan Mortell	9 of 11	82%
Richard Woulfe (ended term in May)	4 of 5	80%
Average attendance	85%	

# Educate Together/ Ag Foghlaim Le Cheile

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## DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2018

### Incorporation, Administration 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. 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 on the "reference and administrative information" page.

### 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, equality-based schools in Ireland.

### 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 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.

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.

### Recruitment and Appointment of Directors

The Directors of the company are also 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, 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.

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.

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 on joining the Board, having been involved with the organisation for a number of years.

There is a Directors Handbook which explains the main legal, ethical, financial and oversight responsibilities of the Board. This is provided to new members of the Board on appointment as part of an induction session and 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 conformance of their legal obligations.

Sessions in which Directors can familiarise themselves with the operational work of Educate Together are regularly held at the start of board meetings and Directors are provided with opportunities to undertake training in governance and other relevant matters as required.

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## DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2018

### Principal Risks and Uncertainties

The Directors have identified that the key risks that Educate Together faces relate to potential decreases in income from sources including 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 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 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 establishing a Finance Sub-Committee with suitable expertise to report to the board at its regular meetings.

Having in place a formal process to monitor and manage the performance of staff.

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, legislation and policy on an on-going basis.

Implementing strict procedures for authorisation of all financial transactions and projects.

Having procedures in place to ensure health and safety of staff, volunteers, clients and visitors to the national office.

### 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, Education, Patronage, Membership, Human Resources and Fundraising. The work of the National Office is organised into defined programme areas, with staff deployed to projects within these programmes according to needs and available resources.

### 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. In particular, the Boards of Management of Educate Together's voluntary secondary schools are members of the Joint Managerial Body (JMB) and the Boards of Management of its two Community Colleges are members of the Association of Community and Comprehensive Schools (ACCS).

Educate Together is also the founding member of a UK-based educational charity the Educate Together Academy Trust, with offices in Bristol, UK

# Educate Together/ Ag Foghlaim Le Cheile

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## DIRECTORS' ANNUAL REPORT

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### 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.

### Achievement and Performance

Educate Together organises the work of the National Office into seven programme areas. These are:

Governance and Patronage (GP)

Education and Support (ES)

New Schools (NS)

Communications and Advocacy (CA)

Development and Fundraising (DF)

Representation and International Development (ID)

Finance, HR and Administration (FHA)

from 50 of our members in attendance. The

welcome. Three new Directors were appointed, 19

retiring principals. A General Members Meeting (GMM)

workshops on School Buildings, Admissions, Additional

### Governance and Patronage

The Governance and Patronage programme works to fulfil Educate Together's legal duties as the Patron and management body for its members. It is staffed by one Programme Manager, one Officer and Administration support when required.

It reports to the CEO and supports the work of the Board and in particular, its Patronage Sub-committee. It organises all members' meetings of Educate Together.

The 2018 AGM was held in Kildare Town ETNS with representatives from 50 of our members in attendance. The school was beautifully laid out and delegates were made very welcome. Three new Directors were appointed, 19 motions were discussed and presentations were made to our retiring principals. A General Members Meeting (GMM) was held in November in Powerstown ETNS, with four workshops on School Buildings, Admissions, Additional Educational Needs and the Learn Together curriculum.

Over the year, nine Principal and five Deputy Principal appointments were made. The Department released a New Deputy Principal recruitment circular for National schools 70/2018 and this resulted in our first open competition for such a post in an Educate Together National School.

Educate Together accepted the handover of one new building, executed four leases and two licence agreements on behalf of our schools. Patron approval was given for two schools to change their names (Rochestown ETNS changed to Douglas Rochestown ETNS and Dublin South City ETSS changed its name to Sandymount Park ETSS), additional classes for children with autism were approved for Skerries ETNS and Celbridge Community School was approved to expand in time to a 1,000 pupil school.

New Boards of Management were appointed in our four new second-level schools, new patron nominees were appointed to Celbridge Community School for their new term. One new Chairperson and two temporary Chairpersons were appointed. Appointments were also made of 6 new Patron Nominees.

Intensive work was carried out on the management articles for our new second-level schools and the team attended meetings with the Association of Community and Comprehensive Schools (ACCS) and the Joint Managerial Body (JMB).

The National Office Child Safeguarding Statement was approved and staff members completed the Children First elearning child protection training programme. The Education (Admission to Schools) Act 2018 was enacted and following the GMM in November a sample statement was issued to our National Schools to stop taking pre-enrolments for the 2024 intake group, so schools can move on from first come first served to an annual admissions policy to reflect our equality-based ethos and the 2018 Act.

In 2018 2,872 Garcia Vetting applications were received in the National Office, 2,223 of them were sent to the National Vetting Bureau (corrections still run at 29% of all forms received). One new Liaison Person and clerk user were trained.

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All schools fully complied with the staffing schedule, submissions could be made using an electronic form which help to make this easier and more efficient. The Main and Supplementary Redeployment Panels were released in March and May respectively. No applications were received from teachers to transfer to our main panel. The Educate Together main panel cleared in April. There were 51 teachers requiring redeployment on the Supplementary Panel nationwide. By June the Supplementary Panel was cleared in Dublin and most areas in the country with the exception of Galway, Limerick and Clare. The panel was cleared completely in November.

In the summer months, the Governance and Patronage programme approved appointments for 340 teacher and SNA posts for schools under our patronage. In September, following a new circular on posts of responsibilities, Educate Together developed a list of approved Independent Assessors in consultation with the INTO.

During the year, the G&P programme had to deal with the escalating work involved in an increasing number of new school buildings that proved to be non-compliant with fire safety and then structural safety standards. This required extensive work with school Boards of Management, Principals, consulting architects and numerous meetings with Departmental officials in schools and in Tullamore. 11 Fire safety reports and 6 structural safety reports were managed.

### Education and School Support

The Education and Support programme works to fulfil Educate Together's obligations to its members to support the Boards of Management of schools, their Principals and Chairpersons in maintaining the Educate Together ethos and to support teachers in delivering Educate Together's Ethical Education curriculums at primary and second-level.

The programme reports to the CEO and supports the work of the Education sub-committee of the board of directors. It is responsible for the evaluation and development of the Learn Together curriculum for all Educate Together primary schools and the Ethical Education framework for all Educate Together second-level schools

In 2018, it was staffed by one Programme Manager, one Primary Education Officer, one Second-level Education Officer, a Governance Specialist, a School Support Officer and additional support when required. Educate Together's Primary Education Officer is a seconded post funded by the Department of Education and Skills.

The Programme directly works towards the achievement of three of the five Educate Together strategic goals, namely to,

1. Be leaders in Ethical Education
2. Have systems in place to ensure that all Educate Together schools are fully implementing the Educate Together Charter
3. Ensure the success of the Educate Together model at second-level.

### **Aim 1: Ensure Educate Together Schools (principals and BoMs) are aware of, trained in and acting in accordance with the DES regulations and relevant legislation.**

#### Training for Boards of Management

- In 2018 we provided seven training sessions (4 face-to-face; 3 via webinar) for Boards of Management of Educate Together primary schools covering the following areas:
  - Finance (20 participants)
  - Recruitment (6 participants)
  - Data Protection x 2 sessions (total of 22 participants)
  - Board as a Corporate Entity x 3 sessions (total of 22 participants)
- While Educate Together is not a management body at second-level we engage with the ACCS and the JMB in terms of the training they provide to their members, some of whom are Educate Together second-level schools. In 2018 Educate Together staff gave inputs to second-level BoM training organised by the JMB.
- A calendar of training was provided in the Education and Support Newsletter which was circulated three times in the school year with news, and separate notification of each training session was made to all Boards and Principals leading up to each event.



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#### **Aim 2 Provide pre-service (primary level) and CPD (primary and second-level) opportunities for teachers to enhance and develop their knowledge, skills, practice and confidence in Ethical Education.**

School visits and onsite CPD

- In 2018 eight Educate Together primary schools received support visits and all second-level schools were visited on at least one occasion.
- At the beginning of the school year all staff in five second-level schools received an input on Ethical Education while the four new second level schools received a more detailed Ethical Education induction.
- Hansfield ETSS hosted a CPD event for teachers which was facilitated by the second-level Education Officer and attended by teachers from Hansfield ETSS, Ballymakenny Community School and Kishoge Community College.
- Bremore ETSS hosted a teacher exchange day which was coordinated by the second-level Education Officer.

Pre-service in the Colleges of Education

A key focus of the role of the Primary Education Officer is to provide inputs on the Learn Together curriculum and Educate Together to the colleges of education, this included:

- Mary Immaculate College of Education
- Marino Institute of Education
- Agreements were made with DCU School of Education to reactivate the post-graduate diploma in Ethical Education in the 2019/20 academic year.

In addition, the Second-level Education Officer gave an input in NUI Maynooth on Development Education Day.

CPD on Development Education - supported by Irish Aid - WorldWide Global Schools (:NWGS) programme

Educate Together has been the recipient of grant funding from the WorldWide Global Schools Fund for the past number of years. Educate Together received a grant of €28,000 for the 2018/19 school year to scale up CPD for schools in Development Education in this period. This grant allowed us to:

- Coordinate a Student Showcase which was hosted by Hansfield ETSS in May. Eight second-level Educate Together schools participated in the event.
- Provide a CPD session for second-level teachers (13 teachers attended)
- In addition, the E&S programme provided support to teachers via webinars to encourage applications to the fund from individual schools.

Online Summer Courses

- Educate Together provided two online Department of Education & Skills approved summer courses in 2018. 54 teachers completed the "Ethical Education in Educate Together Schools" course, while 19 teachers completed the "Facilitating Pupil Voices and Active Citizenship" course.

Ethical Education Conference 2018 - Educating for a Sustainable Environment

The fourth annual Ethical Education Conference was held in Dublin in November 2018 under the theme of Educating for a Sustainable Environment. The conference was sponsored by SEAI, Brady Insurance, Erasmus+ Programme of the EU. Teacher participation was also supported by a grant from Salesforce.org. An impressive programme of keynote speakers, workshops, TeachMeet and our now well-established StudentMeet engaged a total of 121 teachers attending the conference (96 primary and 21 second-level). A highlight of the conference was the StudentMeet held in the Science Gallery and in which 135 students participated (17 primary and 118 second-level).

Development of Ethical Education at Senior Cycle in Second-Level Schools

- In 2018 four Educate Together second-level schools progressed into the senior cycle which required the development of a curriculum in Ethical Education for senior cycle. The Board of Directors Education Sub-Committee established a Working Group to oversee the development of this curriculum. This resulted in the engagement of a curriculum developer who developed the draft curriculum, informed by surveys with students and teachers. Along with the curriculum, an accompanying Teachers' Guide was also developed.
- This Working Group planned for a pilot of the curriculum to take place in 2019/20 and consequently an invitation to tender to evaluate the piloting of the curriculum was advertised publicly.

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### Review & Development of the Learn Together Curriculum

- The Board of Directors Education Sub-Committee established a second Working Group to oversee the review and further development of the Learn Together (primary) curriculum. As part of this review principals were surveyed in relation to the implementation of the Learn Together curriculum in Educate Together schools.
- In December, an invitation for tenders to progress the review was advertised publicly.

### Ethical Education Resource Development - Erasmus+

- Educate Together is the lead partner on an Erasmus+ co-funded project (LITTLE) along with three European partners. Together we have produced methodologies and good practice resources for teachers in Ethical Education. In 2018, a six module - free to access online course on methodologies for teaching Ethical Education was finalised and made available to teachers in Ireland and anywhere in the world. The course is available in English, Italian, Croatian and Slovenian. A second output of this project is the development of the LITTLE Guide for Teachers of Ethical Education, which was launched at the Ethical Education Conference in November. Like the online course, the Guide is freely available in all four languages.
- Part of the development of the Guide involved staff from E&S participating and co-facilitating a week-long teacher CPD in Slovenia. One staff member also attended a transnational project meeting involving all four partners in Bologna during the year.

### Aim 3: Support good practice in Educate Together Ethos and Ethical Education amongst teachers and school leaders

#### Support to Leaders in Ethical Education

- Educate Together continued its support to the Ethical Education Professional Network which provided a number of CPD events for teachers of Ethical Education in 2018.
- The Primary Education Officer provided significant support to a growing team of Educate Together primary Learn Together Advisors who promote good practice in the curriculum regionally and in their schools.

#### Support for Principals

- In August, there was a primary Principal Induction Day in the National Office which was attended by 8 principals.
- In April, the Annual Principals Conference was held in Galway having been postponed from earlier due to adverse weather conditions. 54 principals attended (44 primary and 7 second-level principals).
- E&S programme staff provided an input to new second-level principals at their induction day

#### The Second-Level Principals Network

- This network met on three occasions over 2018, the coordination of these meetings is carried out by the E&S team.

#### Publications

- Three issues of Education & Support News were published during 2018 on a cost-neutral basis.
- The Ethical Education Year Planner was sent out to all Educate Together schools as a means of supporting planning for the Ethical Education curriculum. An online version was also updated and circulated in 2018.

### Aim 4: Provide support, guidance and advice to principals, chairpersons and Boards of Management on relevant school management issues.

#### Support for Schools

- The Education & Support programme includes the provision of a confidential support service for Principals and Chairpersons of Boards of Management. In 2018 the School Support service provided advice and guidance in relation to numerous queries focusing on such issues as related to enrolment, custody, school finances, HR, disciplinary processes, staffing and recruitment, cancelled school trips due to snow; data protection, job sharing, parental complaints, set up of Parents Association, accommodation issues, confidentiality issues on BoM). Members should be aware of the scale of this work and the Board intends to increase capacity in this area in the future.
- A significant amount of time and energy was spent in relation to the Fire Safety Audits carried out in Educate Together schools.

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### Representation and Advocacy

The Education & Support programme represents Educate Together schools at various national forums. In 2018 these included;

#### Policy Consultations

- NCSE Consultation on SEN provision
- An Cosan, Teaching Council Consultation
- NCCA Senior Cycle Review
- NCCA Primary Curriculum Review
- CSL Consultations (primary and second level)

#### Curriculum Consultations

- NCCA Religious education Specification
- NCCA RSE Review
- DES Review of the Governance Manual for BoM
- DES Consultation by the Inspectorate in relation to new Child Protection and Safeguarding Inspections

#### Presentations at public events

- Presentation to a conference on Religion in Primary Schools held in TCD
- Participation on a panel discussion on Newstalk Radio on diversity in School Provision
- Providing support to the Irish Traveller Movement Yellow Flag project

### Corporate Partnerships and New Projects

- Folens Publishers - Continuation of the partnership between Educate Together and Folens Publishers was agreed again in 2018, this represents the third year of this agreement whereby Educate Together schools that purchase directly from Folens receive a discount and the national office a rebate based on the number of purchases made during the year. In 2018 the national office received a rebate of over €12,000 through this partnership.
- Salesforce.org - In October 2018 Educate Together was awarded a substantial 12 month grant from Salesforce.org to support curriculum development in relation to Ethical Education and building capacity of teachers through CPD as well as increasing the number of Educate Together Schools. The latter part of 2018 was spent in planning for the delivery of this project in 2019.

### Working with other programmes

The E&S team continued its support of other programmes in that National Office through cross programme planning and collaboration, such work includes recruitment of new school leaders and presentations to new school communities as well as scoping out potential for growth and new partnerships with other education stakeholders.

### New Schools

2018 saw significant growth in the Educate Together network. In September, four new Educate Together secondary schools opened, Malahide/Portmarnock ETSS, Stepside ETSS, Firhouse ETSS and Limerick ETSS the first Educate Together secondary school in the west of the country. In addition, in our primary school network, Dublin South City ETNS (planned capacity of 24 classrooms) and Fermoy ETNS (planned capacity 8 classrooms) opened. These new schools will provide at least 3,200 secondary and 1,000 primary places. In addition, our existing school network continued to grow. Our primary network increased its enrolment by 1,603 pupils to 24,747 in 84 schools and our second-level network increased by 1,129 and now stands at 3,374 students in 13 schools. According to Departmental provisional figures, the total of students in Educate Together schools in Ireland in October 2018 was 28,121.

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All the new schools except Fermoy have been announced to meet growth in enrolments and are aligned with national growth plans. Fermoy is a divestment project to provide long-overdue choice for parents in that town.

During the summer, Educate Together applied for and won four new secondary schools to open in 2019. These are Galway ETSS, Wicklow ETSS, Drogheda/Laytown ETSS and Dublin North East ETSS. These will create additional capacity of 3,200 places. All these schools are government projects which will open with guaranteed funding and plans for permanent modern accommodation.

A new Educate Together school for Westport ETNS was sanctioned and is due to open September 2019.

Early in the year, five existing 'divested' schools, Tramore ETNS, New Ross ETNS, Trim ETNS, Tuam ETNS and Castlebar ETNS were issued with instructions to cap their enrolments to 13 children per year. This stimulated an immediate crisis and a major public campaign. During the summer months, this cap was lifted and all but two of the schools were able to continue to grow as full single stream schools. The two remaining are limited by their available accommodation and the Board continues to support their campaigns to access accommodation suitable for their growth.

The National Office team also took responsibility for the management of building projects for new temporary accommodation for Rochestown ETNS, Tramore ETNS, Trim ETNS and New Ross ETNS. These projects were all progressed and largely completed during the year.

In November, Educate Together made applications for 12 more primary schools. These applications were pending at year end.

### **Permanent building projects**

A number of Educate Together schools moved out of temporary accommodation and into their permanent homes during 2018. Stepside ETNS moved into its new building in April. This building marks a significant step in the design for new schools. Griffith Barracks Multi-Denomination School moved into its long-awaited permanent building. Bremore ETSS moved into its new building in October and extensions were delivered for Galway ETNS and Mullingar ETNS and Knocknacarra ETNS moved into the newly vacated Gaelscoil Mhic Aodha building. These developments continue to significantly increase the capacity of the network.

In addition, construction began on permanent buildings for Belmayne ETNS, Claregalway ETNS, Maynooth ETNS and Citywest ETNS schools.

These developments have been achieved as a result of the focussed efforts of National Office staff, local Boards of Management and supporters in each of the school communities concerned.

Despite this progress, at the end of the year, 40 Educate Together schools in Ireland (41 % of the total) are in either temporary or interim accommodation. This continues to be a major restriction to the growth of the network and an unnecessary stress on our Principals, staff, students, management and parents. It is also a significant waste of public money. The Board considers that it must be a priority to bring about improvements in the planning process for new housing estates to ensure that new school buildings are provided in time for the families that move into them.

The rushed nature of school buildings built in the previous ten years came home to roost during 2018. Many state-owned school buildings failed inspections for fire safety compliance during the year. During August, in addition to the effort to open new schools, National Office staff had to work intensively with local Boards of Management to ensure that schools could open on time and safely in September. In the autumn mid-term, it emerged that a significant number of schools were not compliant with structural safety standards. This resulted in emergency preventative measures being introduced in Ashbourne ETNS, Carrigaline ETNS, Lucan East ETNS, Griffeen Valley ETNS and Portlaoise ETNS. In the case of Tyrellstown ETNS, entire floors had to be quarantined and over 400 children were bussed each day to Hansfield ETSS for the rest of the year. The Board would like to compliment the staff and management of both schools for their hard work and cooperation in this difficult and stressful time.

### **Communications and Advocacy**

The Communications and Advocacy Programme supports all the work of Educate Together, monitors the organisation's profile in the national and international media and produces material as required. It supports all National Office programmes and also from time to time provides communications assistance to member schools. The team consists of a Programme Manager, Communications Officer, a Project Officer and additional personnel as required. During 2018, it initiated a major overhaul of Educate Together's online presence and website. The new website is due for launch in 2019.

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### Programme support

During 2018, the Communications and Advocacy team supported:

- The New Schools programme in working to secure patronage of new national and second-level schools to open in 2019 and 2020 with #VoteEducateTogether campaigns.
- The Education and Support programme in promoting summer courses for teachers, the annual Ethical Education Conference and the termly newsletter for schools.
- The development programme in raising money, spreading awareness of Educate Together's needs as a registered charity, and engaging with and thanking donors.
- The CEO and other representatives on a number of public engagements, school events and media interviews and in making representations to government, national and local politicians, state bodies and education partners.

The team worked to refine the meaning of the term 'equality-based' in our school communities and its public understanding and produced new visual and written materials for promotional use.

In 2018, highlights of the communications team's work were with international media outlets such as the New York Times and the Wall Street Journal on Educate Together's international messaging and profile.

The team engaged with various media outlets over the year to further the organisation's immediate priorities and strategic objectives:

- welcoming the news that the government was advancing legislation on school admissions and ending the so-called 'baptism barrier'.
- expressing concern that denominational patrons will have the final say in the transfer of any of their schools to a different patron under the Government's new reconfiguration of patronage scheme
- promoting innovation in Educate Together second-level schools
- highlighting the opening of four brand new second-level in Dublin and Limerick and two brand new national schools in Cork and Dublin

The communications team marked the organisation's 40th anniversary with a series of videos, media articles and an event hosted in the Dalkey School Project in October 2018.

### Campaign work

In April 2018, the communications team worked with Tramore ETNS, New Ross ETNS, Trim ETNS, Tuam ETNS and Castlebar ETNS on the #LetOurSchoolsGrow campaign, a campaign that combined public relations, social media and advocacy. In March, the Department agreed that all five schools should be facilitated to develop into 8 classroom full-stream schools.

In October 2018, the communications team worked on supporting the Educate Together schools impacted by the structural assessments being carried out on school buildings.

### Development and Fundraising

The Development and Fundraising Programme works to increase independent funding for Educate Together. A new programme lead was appointed in August 2018. The programme is led by a Programme Manager supported by the CEO and additional staff as required. The focus of this Programme is to build partnerships with organisations and individuals who can provide resources to Educate Together's work. More general fundraising activities are supported via the Communications & Advocacy Programme team which, in 2018, focussed on servicing our donors through monthly mailings, the release of five campaign appeals and continued communications to raise awareness of our charitable status and need for voluntary donations.

In October 2018, Educate Together was awarded a 12 month grant from Salesforce.org for US\$1 million. The project will support curriculum development in relation to Ethical Education, building capacity of teachers through CPD, quality assurance initiatives, as well as increasing the number of Educate Together schools. The latter part of 2018 was spent in planning for the delivery of the project, which will see the addition of three members of staff to the

# 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 2018

National Office and stronger collaboration with educational bodies such as DCU Centre for Evaluation, Quality & Inspection (EQI); UCO School of Education; and the Economic and Social Research Institute of Ireland (ESRI).

In addition to this grant, a Salesforce technical support grant was expanded to provide the National Office with 30 free enterprise licences for its IT systems development.

Educate Together also received a PayPal Gives Grant to develop and pilot a 'Single-use Plastic-Free' model with teaching resources for schools. Strategically aligned with our Ethical Education curriculums and our continued focus on sustainability and the environment, we are thrilled that we will be commencing work on this initiative in 2019.

A new partnership was launched with Brady Insurance to develop a Network Insurance Scheme that aims to see stable premiums and future premium reductions as more school's sign-up. An existing agreement with Folens Publishers also recorded its highest returns to-date, in the third year of the partnership. Folens provide discounts to members of the Network and a financial rebate to the National Office dependent on the engagement of our members. These types of partnerships help to provide more sustainable income streams for the National Office as well as cost savings to our membership.

In community fundraising, the support pack for the annual One Day Together was developed to include promotional resources and we saw record engagement from the number of our schools taking part. We enjoyed the pictures and stories shared by our participating schools and commend our new schools for getting involved, having only opened the month before. To round off community activities for 2018, we were very appreciative of Google employees raising a significant amount as part of their annual Giving Week (matched by Google).

### Representation and International Development

The CEO and other staff attended a wide range of national events to represent Educate Together during the year. This included, Irish Primary Principals Network, INTO, TUI, ASTI, JMB/ACCSM, NAPD Annual Conferences, launch of the new trades union Forsa, meetings with Education partners, meetings with Senior Officials of the Department of Education and Skills, meetings with Ministers of Education and other Cabinet Ministers including An Taoiseach and the party leaders and Education Spokespeople of the various national political parties. This wide-ranging activity maintained excellent working relations with our partners in 2018.

In addition, the CEO represented the Board and Membership at a wide range of individual school events, including the launch of special programmes and curriculum initiatives, official openings of new buildings or extensions or celebrations of importance in the history of the movement. The following is a sample of this activity:

- Lithuanian language project - Mental Health Walk to the Dawn - Bremeore ETSS, Erasmus+ programme in Stepside ETSS, ETSS and Hansfield ETSS Ethical Education Showcase,
- UCO Alumni Awards, Meetings with the Ambassador of Germany and UK Embassy, Speech at Glenree Cross Border Conference on Education, AGM of the Northern Ireland Council for Integrated Education.
- Official Opening of new buildings for Stepside ETNS, Powerstown ETNS, Midleton ETNS, Limerick ETNS, Glasnevin ETNS, Castlebar ETNS, Waterford ETNS and Letterkenny ETNS.
- Attending and supporting the first day of all schools opened in September 2018.
- 10-year anniversary celebrations at Thornleigh ETNS and Dalkey School Project's celebration of the 40th Anniversary of the opening of the first Educate Together school
- Principal retirement celebrations and school graduation ceremonies.

In the international sphere, Educate Together continued to support the work of the Educate Together Academy Trust in the UK with the CEO standing down from the role of CEO of that organisation in March. Educate Together Academy Trust successfully opened two more primary schools in Bath and Weston Super-Mare in the South West of England in September and the Board was concluding a Memorandum of Understanding with the Trust to cover future cooperation and mutual support.

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 2018

### **Finance, HR and administration**

The CEO works with the Office Manager and their assistant, part-time Financial Controller and accounts technician to provide all necessary back office support for the work of the National Office. It is difficult to underestimate the scale and intensity of the work carried out by this team.

As well as the daily routine of answering callers and emails, the team provides a full range of support services without which the office could not function.

During the year, the Accounting Policy and Finance Procedures Manual was updated. All staff contracts were reviewed and updated, Project Management, Child Safety, GDPR and other ICT training was provided and a new staff induction course was developed.

GDPR systems updates took place throughout the year. This involved very detailed work as Educate Together has accumulated much data over the past 40 years. A full purge of old data was carried and new data retention policies and procedures were developed.

Office IT systems were upgraded. The National Office benefits from a generous grant of software licences from Microsoft, TeamworkPM and Salesforce. A programme of staff computer upgrades commenced and is due for completion in early 2019.

During 2018, Educate Together became registered for VAT and RCT in order to process a number of devolved grants from the DES for capital accommodation projects for Rochestown ETNS, New Ross ETNS and Tramore ETNS.

The FHA team progressed recruitment processes for four new staff positions and completed the negotiations for the expansion of the National Office to the ground floor of 16 Ormond Quay. During the year, the Admin team benefited from the contribution of an Erasmus+ internship from the University of Zaragoza, Spain.

### **Reserves Policy**

It is the company's intention to build the unrestricted funds no committed or invested in tangible fixed assets of the charity or for repair work, equal to 3 months of the average expenditure, based on the current audit year. At the end of the year total unrestricted funds of the charity was €185k.

### **Principal Funding Sources**

The principal funding sources for the charity in 2018 were donations income 2% (2017 - 22%), government grants 86% (2017 - 37%), membership income 3.5% (2017 - 24%) and trading income 3.5% (2017 -17%).

### **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**

The board concluded a Strategic Review in 2018 and spent a considerable amount of its time working on a Business Plan. This will be published in 2019.

It is expected that at least four new secondary and eight new primary Educate Together schools will open in 2019. Additional schools are also expected via the government's 'divestment' or reassignment of patronage programmes. The board also expects advances in the delivery of permanent buildings for the existing Educate Together network and significant progress in the remediation work for those school buildings shown to be non-compliant in fire safety or structural standards.

The Board will maintain a focus on the development and implementation of a 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. The Board has secured the resources to significantly enhance its work in this area and in the area of support for teachers and learning of Ethical Education in its schools.

# **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 2018

### **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.

### **Auditors**

The auditors, GBW, have indicated their willingness to continue in office in accordance with the provisions of Section 383 (2) of the Companies Act, 2014.

### **Statement on Relevant Audit Information**

In accordance with Section 330 of the Companies Act 2014, as far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors, each director has taken all the steps he/she is obliged to take as a director in order to make himself/herself aware of any relevant audit information and to establish that the auditor is aware of the information.

### **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, Ormond Quay, Dublin 7.

### **Signed on behalf of the Board**

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**Robert Cochran**  
Director

**Date: 19 March 2019**

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**Jennifer Cummins**  
Director

**Date: 19 March 2019**



## **Educate Together/ Ag Foghlaim Le Cheile**

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

### **DIRECTORS' RESPONSIBILITIES STATEMENT**

for the year ended 31 December 2018

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Financial Reporting Council.

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) as modified by the Statement of Recommend Practice "Accounting and Reporting by Charities effective 1 January 2015". 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.

In preparing these financial statements the directors are required to:

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

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in 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**

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**Robert Cochran**  
Director

**Date: 19 March 2019**

---

**Jennifer Cummins**  
Director

**Date: 19 March 2019**



Educate Together/ Ag Foghlaim Le Cheile CLG

(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 2018

	Notes	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total 2018 €	Total 2017 €
Income					
Generated funds:					
Donations and legacies					
Voluntary income		70,541	6,864	77,405	282,067
Income from Investments	4				20
Charitable activities:					
Income		443,453		443,453	519,728
Other income			3,345,849	3,345,849	463,142
<b>Total income and endowments</b>	<b>6</b>	<b>513,994</b>	<b>3,352,713</b>	<b>3,866,707</b>	<b>1,264,957</b>
Expenditure					
Net Income available for charitable application		513,994	3,352,713	3,866,707	1,264,957
Expenditure on Charitable activities					
Activity cost		688,834	2,388,387	<b>3,077,221</b>	1,024,327
Other expenditure:		237,517	25,703	<b>263,220</b>	153,462
<b>Total Expenditure</b>	<b>7</b>	<b>926,351</b>	<b>2,414,090</b>	<b>3,340,441</b>	<b>1,177,789</b>
Surplus/(deficit) for the year		<b>(412,357)</b>	<b>938,623</b>	<b>526,266</b>	87,168
Net movement in funds for the year					87,168
Reconciliation of funds					
Balances brought forward at 1 January 2018		185,375	18,347	<b>203,722</b>	116,554
Balances carried forward at 31 December 2018		(226,982)	956,970	729,988	203,722

Approved by the Directors on 19 March 2019 and signed on its behalf by

\_\_\_\_\_  
Robert Cochran  
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 2018

	Notes	2018 €	2017 €
<b>Fixed Assets</b>			
Tangible assets	12	32,321	16,002
<b>Current Assets</b>			
Debtors	13	739,067	132,536
Cash and cash equivalents		499,281	155,868
		1,238,348	288,4404
<b>Creditors: Amounts falling due within one year</b>	14	(540,681)	(100,684)
		-	-
<b>Net Current Assets</b>		697,667	187,720
		-	-
<b>Total Assets less Current Liabilities</b>		729,988	203,722
<b>Provision for Liabilities and Charges</b>			-
<b>Net Assets</b>		729,988	203,721
<b>Funds</b>			
General fund (unrestricted)		(226,982)	185,375
Restricted Funds		956,970	18,347
<b>Total funds</b>		729,988	203,722

Approved by the Directors on 19 March 2019 and signed on its behalf by

\_\_\_\_\_  
Robert Cochran  
Director

\_\_\_\_\_  
Jennifer Cummins  
Director

**Educate Together/ Ag Foghlaim Le Cheile CLG****CASH FLOW STATEMENT**

for the year ended 31 December 2018

	Notes	2018 €	2017 €
Cash flows from operating activities			
Net movement in funds		526,317	87,150
Adjustments for:			
Depreciation		5,186	5,391
Gains and losses on disposal of fixed assets			-
Movement in provisions			-
		<u>531,503</u>	<u>92,541</u>
Movements in working capital:			
Movement in debtors		(607,532)	(55,650)
Movement in creditors		439,998	(44,770)
		<u>363,969</u>	<u>(7,879)</u>
Cash flows from investing activities			
Interest received			20
Interest paid		(51)	
Payments to acquire tangible assets		(21,505)	(1,412)
		<u>(21,556)</u>	<u>(1,392)</u>
Cash flows from financing activities			
Advances to member schools		1,000	(6,000)
		<u>343,413</u>	<u>(15,271)</u>
Net increase/(decrease) in cash and cash equivalents		343,413	(15,271)
Cash and cash equivalents at 1 January 2018		155,868	171,139
			<u>155,868</u>
Cash and cash equivalents at 31 December 2018		499,281	<u>155,868</u>

# Educate Together/ Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

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

### 1. ACCOUNTING POLICIES

#### Basis of preparation

The financial statements have been prepared on the going concern basis, under the historical cost convention, 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.

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 a not-for-profit organisation which is limited by guarantee. To use the formats set out in Schedule 3 of Companies Act 2014 and Section 4 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.

#### *Going concern*

Given the level of net funds the company holds the directors consider that there are no material uncertainties about the company's ability to continue as a going concern.

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

#### 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 designated funds

Unrestricted Funds represent amounts which are expendable 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 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.

#### 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.

-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.

-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.

# Educate Together/ Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

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

### **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.

### **Trade and other debtors**

Trade and other debtors are recognised initially at transaction price (including transaction costs). 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.

### **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.

### **Cash and cash equivalents**

Cash and cash equivalents include cash on hand, demand deposits and any 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 statement of financial position.

### **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.

#### *Defined contribution pension plans*

The Company operates a defined contribution plan. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate fund. Under defined contribution plans, the company has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

For defined contribution plans, the company pays contributions to privately administered pension plans on a contractual or voluntary basis. The company has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

# Educate Together/ Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

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

### Tangible fixed assets and depreciation

#### Cost

Equipment and fixtures and fittings are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes all direct costs associated with bringing the asset into working condition. Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

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% respectively, straight line
Fixtures, fittings and equipment	-	15% Straight line

### Leasing

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

### 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

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the balance sheet date. Transactions, during the year, which are denominated in foreign currencies, are translated at the rates of exchange ruling at the date of the transaction. The resulting exchange differences are dealt with in the Statement of Financial Activities.

### Presentational 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"€".

### 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.



# Educate Together/ Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

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

### 2 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 result 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.

<b>3. NET INCOME</b>	<b>2018</b>	2017
	€	€
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	<b>5,186</b>	5,391
(Deficit)/surplus on disposal of tangible fixed assets	-	-
(Deficit)/surplus on foreign currencies	<b>9,513</b>	1,619
Operating lease rentals		
- Land and buildings	<b>33,847</b>	29,783
	<u>                    </u>	<u>                    </u>
<b>4. INVESTMENT AND OTHER INCOME</b>	<b>2018</b>	2017
	€	€
Interest receivable	<b>0</b>	20
	<u>                    </u>	<u>                    </u>

# Educate Together/ Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

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

### 5. Interest Payable and Similar Charges

	2018	2017
	€	€
On Bank loans and overdrafts	51	-

### 6. Income

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

	Restricted	Unrestricted	2018 Total	2017 Total
			€	€
<b><i>Fundraising &amp; Donations</i></b>				
Donations	6,864	46,223	53,087	56,636
Gifts	-	24,318	24,318	225,431
<b><i>Government, EU and Grant Income</i></b>				
Grants & payments - Department of Education and Skills:	2,261,561		2,261,561	308,610
Pobal SSNO scheme	89,822		89,822	89,822
Irish Aid WWGS	28,000		28,000	22,632
other European Integration Fund			-	-
Erasmus+	85,179		85,179	42,078
Salesforce	881,287		881,287	
<b><i>Trust &amp; Foundations</i></b>				
		1,000	1,000	-
<b><i>Trading &amp; Other Income</i></b>				
Income from trading and other services (Ireland)	-	61,139	61,139	57,830
Income from training and other services (overseas)	-	-	-	110,700
Membership subscriptions	-	331,793	331,793	305,475
Income from Merchandise	-	49,521	49,521	45,723
Other Income	-	-	-	-
<b><i>Investment Income</i></b>				
	-	-	-	20
<b>Total</b>	<b>3,352,713</b>	<b>513,994</b>	<b>3,866,707</b>	<b>1,264,957</b>

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

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

### 7. Resources Expended

	Restricted €	Unrestricted €	2018 Total €	2017 Total €
<b><u>Expenditure on charitable activities</u></b>				
Salaries	356,000	436,984	792,984	775,529
Employer PRSI	38,626	37,669	76,295	74,538
Staff pension		14,508	14,508	2,778
Research		11,691	11,691	10,996
Postage & Stationery	2,951	12,787	15,738	17,509
Information Materials		15,486	15,486	18,107
School Support		259	259	200
Advertising		3,942	3,942	3,621
Telephone	1,906	8,255	10,161	11,389
Travel Expenses		56,611	56,611	42,617
Consultancy Fees		39,759	39,759	19,835
Program Meetings	66,219	34,912	101,131	36,147
DESI Lease/Construction	1,922,685	-	1,922,685	-
<i>Discounts Allowed</i>		10,283	10,283	5,960
<i>Other Resources Expended</i>		5,688	5,688	5,101
<b>Sub Total</b>	<b>2,388,387</b>	<b>688,834</b>	<b>3,077,221</b>	<b>1,024,327</b>
<b><u>Other Expenditure</u></b>				
Rent & Rates	6,323	27,524	33,847	29,794
Service Charges	1,182	4,800	5,982	5,223
Insurance	803	3,479	4,282	4,213
Light & Heat	399	1,727	2,126	1,842
Repairs & Maintenance	116	4,327	4,443	1,085
Surplus/deficit on exchange	1,784	7,729	9,513	1,618
Computer Costs		12,743	12,743	14,183
Bank Interest & Charges	357	1,486	1,843	1,854
Staff costs	2,346	10,163	12,509	12,861
General Expenses	1,247	43,340	44,587	45,743
Charitable donations		-	-	-
Depreciation	1,314	3,872	5,186	5,391
Legal Fees	2,794	84,376	87,170	18,155
Staff accommodation		2,766	2,766	3,875
Bad debt provision		14,440	14,440	(12,930)
Surplus/deficit on disposal of assets		-	-	-
Subscriptions	217	938	1,155	700
Accountancy Fees	2,966	12,849	15,815	15,323
Audit	3,855	958	4,813	4,532
<b>Sub Total</b>	<b>25,703</b>	<b>237,517</b>	<b>263,220</b>	<b>153,462</b>
<b>Total</b>	<b>2,414,090</b>	<b>926,351</b>	<b>3,340,441</b>	<b>1,177,789</b>

**Educate Together/ Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
(A company limited by guarantee, not having a share capital)

8. EMPLOYEES AND REMUNERATION

**Number of employees**

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

	2018 Number	2017 Number
Finance, HR and Administration	3	2.5
Communications and Advocacy	3	2
Fund raising	1	1
Education and Support	3.8	4.5
CEO	1	1
Governance and Patronage	3	2
New Schools/Network Development	4.6	6
	<u>-</u>	<u>-</u>
	19.4	19
	<u><u>-</u></u>	<u><u>-</u></u>

The staff costs comprise:

	2018 €	2017 €
Wages and salaries	792,984	775,529
Social security costs	76,295	74,538
Pension Costs	14,508	2,778
	<u>-</u>	<u>-</u>
	<u><b>883,787</b></u>	<u><b>852,845</b></u>

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

9. DIRECTORS REMUNERATION AND TRANSACTIONS

No members of the board of directors 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. Director expenses, totalling €1,780 was reimbursed to members of the Board in 2018, (2017: €1,527).

Key management includes the directors and the CEO. No remuneration is paid to the directors. The compensation payable to the CEO totalled €88,128. In 2017 key management was the CEO and the COO. Total compensation for key management in 2017 was (€119,583).

**Educate Together/ Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
(A company limited by guarantee, not having a share capital)

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

Name of Grant Agency	Type of Grant	Re-stricted	Performance conditions	2018 €	2017 €
Department of Education & Skills	New Schools	Yes		115,000	105,000
Department of Education & Skills	Core	Yes		133,000	133,000
Department of Education & Skills	Buildings and Leases	Yes		2,039,750	-
Department of Education & Skills	Teacher Education	Yes		15,311	9,873
Department of Education & Skills	Garcia vetting	Yes		34,293	55,974
Department of Housing, Planning, Community and Local Government	Scheme to support National Organisations	Yes		89,822	89,822
Leargas	Erasmus+	Yes		85,179	42,078
Irish Aid	WWGS	Yes		28,000	22,632
Salesforce	School growth and development	Yes		881,287	

Income from grants received in the year is included in income from charitable activities on the face of the Statement of Financial Activities. Grant income received for New Schools of €104,011 (included above) has been held as deferred income in the year. Total restricted grant income received in the year was €2,540,355 of which €104,011 has been deferred. Income re buildings and leases is recorded net of VAT.

**11.** The following grants are running over the financial year end with partial income and expenditure during 2018

Donor	Grant	Period of Grant	Total Grant€	Cash Received in 2018 €	Expenses 2018 €
Erasmus+	Learning Together To Live Together: Teachers leading Ethical Education for an Inclusive society	Sept 2016 to Aug 2019	283,930	85,179	85,179
Department of Housing, Planning, Community and Local Government (DHPCLG)	SSNO (administered by Pobal)	1 <sup>st</sup> Jul 2016 to 30 <sup>th</sup> June 2019	268,994	89,822	89,822
Irish Aid	WWGS	Sept 2018 to May 2019	28,000	28,000	12,444
Salesforce	School growth and development	Oct 2018 -Sept 2019	881,287	531,579	72,327

The Salesforce grant was received in US Dollars and converted to euro using exchange rates prevailing at the transaction date.

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

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

**12. TANGIBLE FIXED ASSETS**

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
<b>Cost</b>					
At 1 January 2018	1,366	21,376	17,322	6,000	46,064
Additions	1,765	12,201	7,539		21,505
Disposals					
At 31 December 2018	3,131	33,577	24,861	6,000	67,569
<b>Depreciation</b>					
At 1 January 2018	1,366	18,165	10,531		30,062
Charge for the year	29	2,730	2,427		5,186
On disposals					
At 31 December 2018	1,395	20,895	12,958		35,248
<b>Net book value</b>					
At 31 December 2018	<b>1,736</b>	<b>12,682</b>	<b>11,903</b>	<b>6,000</b>	<b>32,321</b>
At 31 December 2017		3,211	6,791	6,000	16,002

**13. DEBTORS**

	2018 €	2017 €
Trade debtors	204,849	62,910
Other debtors	393,497	56,192
Amounts owed by member schools	5,000	6,000
Prepayments and accrued income	135,721	7,434
	<b>739,067</b>	<b>132,536</b>

**14. CREDITORS**

**Amounts falling due within one year**

	2018 €	2017 €
Trade creditors	166,551	13,086
Taxation and social security costs (Note 15)	194,649	18,756
Other creditors	5,808	8,998
Accruals	69,662	26,615
Deferred Income	104,011	33,229
	<b>540,681</b>	<b>100,684</b>

**15. TAXATION AND SOCIAL SECURITY**

	2018 €	2017 €
<b>Creditors:</b>		
PAYE/ PRSI	21,808	18,756
VAT	172,841	-

**Educate Together/ Ag Foghlaim Le Cheile**  
**NOTES TO THE FINANCIAL STATEMENTS**  
(A company limited by guarantee, not having a share capital)

16. ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Other income	32,321	1,238,348	(540,681)	729,988
	32,321	1,238,348	(540,681)	729,988

17. ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2017 €	Incoming resources €	Resources expended €	Inter-fund transfers €	Balance 31 December 2017 €
Restricted income	18,348	3,352,713	(2,414,090)	-	956,971
Unrestricted income other income	185,374	513,994	(926,351)	-	(226,983)
<b>Total funds</b>	<b>203,722</b>	<b>3,866,707</b>	<b>(3,340,441)</b>	<b>-</b>	<b>729,988</b>

18. STATUS

The company 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.

19. FINANCIAL COMMITMENTS

At 31 December 2018 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2018 €	2017 €
Expiry date:		
Within one year	54,000	32,000
Between one and five years	149,750	80,000
	<u>203,750</u>	<u>112,000</u>

On the 30th June 2016, Educate Together entered into a rental lease to lease the 2nd floor of 16/17 Upper Ormond Quay. This lease is for a 5 year term with a break clause after three years from the date of inception. The above figures assume the break clause is not exercised.

On 13 November 2018, the company entered into another rental lease to rent the ground floor of 16/17 Upper Ormond Quay. This lease is for a 4 years and 9 month period

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

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

20.	DEFERRED INCOME		
		2018	2017
		€	€
	At 1 January 2018	33,229	72,003
	Additions	104,011	33,229
	Released to the SOFA in the period	(33,229)	(72,003)
	At 31 December 2017	104,011	33,229

Included in deferred income additions is New Schools Grant €104,011.

### 21. RELATED PARTY TRANSACTIONS

During the year there were three loans given to member schools as follows:

	Limerick Together Secondary School	Educate Together School	Firhouse Together School	Educate Secondary	Wicklow Together School	Educate Secondary	Malahide, Educate Secondary School	Portmarnock Together
Opening Balance		€1,500		€2,000		€5,000		€2,500
Advances								
Repayments		(€1,500)		(€2,000)				(€2,500)
Closing Balance		-		-		€5,000		-

All amounts are repayable within one year and are Jht

### 22. Volunteers

Educate Together benefited from the support of many hundreds of volunteers in its network of school and start up groups during 2018. This included the participation of over 450 voluntary members of Boards of Management of schools.

In the National Office, the organisation benefited from the assistance of one Spanish Erasmus+ volunteer during five months of the year. This volunteer was managed via the company's volunteering policy and was afforded support in language acquisition, workplace learning and pastoral care. The company is very appreciative of the work this volunteer carried out with the Administration team.

### 23. POST-BALANCE SHEET EVENTS

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

### 24. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 19 March 2019.