

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)

Report and Financial Statements
for the year ended 31 December 2019

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 (Resigned 5th April 2019)
Jennifer Cummins
Martina von Richter
Meena Baskarasubramanian (Resigned 30th April 2019)
Robert Cochran
Danny Haskins
Paul Croghan (Resigned 5th April 2019)
Caitriona Hand
Anna O'Flanagan (Resigned 5th April 2019)
Aidan Clifford (Resigned 5th April 2019)
Siobhan Mortell
Emma Lane-Spollen (Appointed 5th April 2019)
Colm John O'Connor (Appointed 5th April 2019)
Richard Woulfe (Appointed 3rd May 2019)
Aidan Clifford (Appointed 3rd May 2019)
Renate Veronika McIntyre (Appointed 19th June 2019)
Darragh Grennan (Appointed 19th June 2019)
(Resigned 02nd October 2019)

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

Educate Together/ Ag Foghlaim Le Cheile CLG

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REFERENCE AND ADMINISTRATIVE INFORMATION

Solicitors

Eversheds
One Earlsfort Centre
Earlsfort Terrace
Dublin 2

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

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CHAIRPERSON'S REPORT

for the year ended 31 December 2019

2019 was a very special year for Educate Together. We commenced the year with a belated celebration of our 40th Anniversary at the AGM. We worked tirelessly all year opening the highest number of new schools ever in our history and this was the year where we had our first ever second level graduates. A moment of great pride for us all. These students and the staff and community of Hansfield ETSS are to be congratulated, they have paved the way for many more to come.

As Chair I am very proud of the achievements of Educate Together in 2019. We continue to grow and innovate in education. We take on the educational challenges and strive for solutions that work for young people. We actively seek to collaborate with education partners and to listen to students, parents and teachers in order to strengthen the education system in Ireland and constantly seek to support quality practice.

2019 was a year of significant activity for Educate Together on all fronts; from engaging more than 30,000 children and young people and opening twelve new schools, to dealing with a challenging lack of permanent buildings for forty of our schools and remedial work on seven new builds. Provision of quality education for children with additional needs is another area where resourcing has been inadequate, placing immense pressure on Principals and parents. A real positive in 2019 was the investment by Salesforce in Educate Together. Through their generosity we made a huge investment in teacher professional development and ethical education resources. That investment will enrich our schools for many years to come.

As a Board we too had a very busy year. Recruiting a new CEO, preparing that significant transition from our founder CEO, completing the review of the impact and performance of Educate Together that commenced in 2018 and agreeing our new goals to guide us in this next phase of leadership and development. The Board approved the 'Statement of Strategy 2019-2021' and this was presented to members in October. The three goals for the 2019 to 2021 period are to

1. Strengthen the network and shared values across Educate Together schools;
2. Be a leading voice for innovation and reform in education, continually striving for wider system change in Irish education.
3. Increase the number of Educate Together school places at primary and second level in line with parental demand and organisational resources.

I am delighted to report that the Board successfully recruited Dr Emer Nowlan as our new CEO, from February 2020. Emer will lead the development and implementation of this strategy over the months to come, and she brings a wealth of experience to role, as well as a demonstrated commitment to Educate Together's values.

As the Chair of a small organisation that leads an extensive network of schools and a large and committed membership. I am conscious of the enormous demands and expectations on us, and in particular on the national office staff. The more in demand we are, the more stretched is our capacity to respond. As a result the ongoing underfunding of the organisation to meet its core purpose, let alone to grow, becomes more obvious. Up to 2019, growth has been funded through philanthropy. This has been wonderful, enriching and enabling. It has given the organisation lifeblood. But it is not reliable or sustainable.

Educate Together/ Ag Foghlaim Le Cheile

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CHAIRPERSON'S REPORT

for the year ended 31 December 2019

As I write this report as a foreword to our financial accounts for 2019, the future is difficult to see clearly. These are uncertain times; worries about Brexit and the economic fallout are now overshadowed by COVID-19. As an organisation we have faced into 2020 by restructuring significantly. This has been painful, and we acknowledge the extraordinary staff who have given so much to Educate Together who we have had to say goodbye to. We thank the remaining staff for working at reduced hours and pay as we strive to ensure that the organisation's expenditure in 2020 can be met by secured income, as at March 2020. The impact of COVID-19 on fundraising potential will be significant, and we must be prudent.

On behalf of the Board I wish to thank all the outgoing Boards of Management, in particular the Chairs. Your voluntary work in guiding schools, especially start-up and growing schools is a true act of public service. Educate Together is the fastest growing patron in Ireland. This is in a large part made possible through volunteers.

We extend our sincere thanks to all our principals, teachers, additional needs assistants (SNAs), administrators and maintenance staff, parents and students who individually and collectively live the values of Educate Together.

We thank all members for your continuing support and engagement as we collaborate, share knowledge and experience and support one other to give the children and young people in our care the best education possible, and to use our experience to inform policy in order to strengthen education in Ireland. On behalf of the Board I wish to thank our funders - in particular the Department of Education and Skills and Salesforce - and all our champions. Without their belief, commitment and interest in Educate Together we would not be able to meet schools' needs or parental demand for our model.

On behalf of the Board, I wish to pay a special tribute to outgoing CEO Paul Rowe. Paul has been CEO of Educate Together for over twenty years. When he was appointed in the mid 1990s, there were just ten primary schools under the Educate Together banner. Today, thanks to Paul's commitment and leadership, there are 92 primary and 17 second-level schools in the Educate Together sector. Paul has been a tireless advocate for the values and philosophy of Educate Together, he has engaged successfully with educational policymakers nationally and internationally. He has achieved what seemed impossible twenty-five years ago: a ten-fold increase in the number of Educate Together primary schools and an exponential growth in the number of second-level schools. He has left a lasting legacy. I join with the Board, staff past and present, members of boards of management, parents, teachers, ancillary staff and pupils in Educate Together schools in offering our appreciation and wishing him the very best in this next stage of life and career. *Ní bheidh a leithéid arís ann.*

I wish to thank my fellow Directors for the time and commitment they have given to Educate Together. Finally, I wish to acknowledge the staff of Educate Together for their continued dedication, energy and drive in delivering Educate Together's mission.

Jennifer Cummins

Jennifer Cummins
Chairperson

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DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2019

The directors present their annual report and the audited financial statements of Educate Together "the charity" or "the company" for the year ended 31 December 2019.

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).

The content of the Directors Report is set out under the following headings:

- Objectives and activities
- Achievements and performance
- Financial review
- Structure, government and management
- Exemptions and disclosures
- Funds held as custodian trustee on behalf of others
- Research and development
- Carbon emissions statements
- Political donations
- Events after the financial year
- Auditors
- Statement on relevant audit information
- Accounting records

OBJECTIVES AND ACTIVITIES

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

Governing Document

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

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

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

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

Educate Together is a registered charity (CHY 11816) and in 2019 complied with its obligations to submit annual returns on its core activities to the Charities Regulator.

Mission

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

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DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2019

Values

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

Equality-based - all children having equal rights of access to the school, and children of all social, cultural and religious backgrounds being equally respected

Co-educational - and committed to encouraging all children to explore their full range of abilities and opportunities

Child-centred in their approach to education

Democratically-run with active participation by parents in the daily life of the school, whilst positively affirming the professional role of the teachers

Objectives for 2019-2021

Educate Together's Strategy Statement 2019 – 2021 sets out the following goals:

Goal 1 - Quality and capacity

Strengthen the network and shared values across Educate Together schools

Strategic Objectives:

- Improve the processes and systems in place to support quality in Schools (recruitment, governance etc)
- Support, promote and continually develop Educate Together ethos;
- Review and refine our CPD to support implementation of the Ethical Education curriculum.

Goal 2 - Leadership

Be a leading voice for innovation and reform in education, continually striving for wider system change in Irish education

Strategic Objectives:

- Advocate for enhancements in Teacher Education;
- Establish Educate Together as a leader of school communities of practice;
- Continue to support and pioneer innovation in education and implement good practice in 21st century teaching and learning;
- Advocate and work with educational stakeholders for systemic reforms to improve the provision of education in Ireland

Goal 3 - Growth

Increase the number of Educate Together school places at primary and second-level

Strategic Objectives:

- Implement a sustainable plan to increase our capacity to keep pace with parental demand for Educate Together schools and seek investment and partnerships accordingly;
- Focus on improving the State support for Educate Together

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for the year ended 31 December 2019

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

KEY 2019 ACHIEVEMENTS

- ★ Educate Together celebrated its 40th anniversary at the AGM of its members in 2019
- ★ The first pupils from an Educate Together second-level school, Hansfield ETSS, graduated in May 2019 with flying colours.
- ★ The first Ethos Quality Framework for Educate Together schools was developed, in collaboration with DCU's Centre for Evaluation, Quality and School Inspections.
- ★ There are now 30,823 pupils accessing equality-based education in 109 Educate Together schools.
- ★ In 2019, Educate Together opened twelve new schools; eight primary and four second level schools. This is the largest expansion of the network in Educate Together's history and will increase its capacity by 7,925 places.

New Primary:

1. Stapolin ETNS, North Dublin
2. South Lee ETNS, Cork City
3. Goatstown Stillorgan ETNS, South Dublin
4. Leixlip ETNS, Co Kildare
5. Killester Raheny Clontarf ETNS, North Dublin
6. Newtownmountkennedy ETNS, Co Wicklow
7. Harolds Cross ETNS, Dublin City
8. Westport ETNS, Co Mayo (divestment)*

New Second-level

1. Galway ETSS (1,000 pupils), Co Galway
2. Wicklow ETSS (600 pupils), Co Wicklow
3. Drogheda/Laytown ETSS (600 pupils), Co Louth
4. Dublin North East ETSS (1,000 pupils), North Dublin

*Westport Educate Together NS was opened as part of the national programme for reconfiguration, which resulted from the Forum on Patronage and Pluralism, and seeks to address the lack of diversity of school provision in areas of stable population. We wish to acknowledge the financial support of the Ireland Funds in relation to the establishment of this school, which makes equality-based education available to families in Westport for the first time.

- ★ New School Buildings: Claregalway ETNS, Citywest ETNS and Maynooth ETNS moved into their permanent homes during 2019.
- ★ 2020 schools: In 2019, Patronage of two new second level schools to open in 2020 was secured; in Goatstown/Stillorgan and Harolds Cross, Dublin.
- ★ School Self-Evaluation (SSE) tool: Educate Together worked with DCU's Centre for Evaluation, Quality and School Inspections throughout 2019 to develop a Quality Framework for Educate Together Schools. The result is a specifically tailored Ethos School Self Evaluation (SSE) Framework for Educate Together Schools, which is recognized by the Inspectorate of the Department of Education and Skills. Twenty Educate Together schools are participating in the pilot which is ongoing. The development of this framework was supported by Salesforce, and the piloting is supported by the Ireland Funds.
- ★ Community of Practice: Hansfield ETSS hosted the first Subject Planning Day for teachers in all second-level Educate Together schools. The event was innovative and exciting as the staff from the different schools met, collaborated and set up virtual classrooms to aid the sharing of resources and lesson plans across a number of subject areas.
- ★ Post-graduate Ethical Education: Agreement was reached with DCU School of Education to reactivate the post-graduate diploma in Ethical Education in the 2019/20 academic year. Educate Together, with support from Salesforce, provided bursaries to 5 teachers to undertake this diploma over the 2019/20 academic year.

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- ★ Residential Summer School: CPD: A five-day Ethical Education residential Summer School was held in August attended by 50 teachers. This was recognised as approved CPD by the Department of Education and Skills, and funded by Salesforce, and was a great success.
- ★ European Project Success: In August 2019 Educate Together completed its roles as lead partner on an Erasmus+ co-funded Ethical Education project (LITTLE) along with three European partners. The project created a number of significant resources and was selected as an example of good practice. Two related events were held to promote the outcomes of the project including an EU hustings event held before the EU elections in May in collaboration with the Children's Rights Alliance and a workshop at the Ethical Education Summer School in August.
- ★ Student Global Citizenship Events: Educate Together' valuable partnership with WorldWise Global Schools continues in the 2019/20 school year. Educate Together is very appreciative of this grant funding which, in 2019 enabled us to:
 - Coordinate a Student Showcase which was hosted by Kishoge Community College.
 - Hold the Inspiring Active Citizens event at The Helix in Dublin, which students from fifteen second level participated in.
 - Host a CPD day for teachers of Ethical Education, attended by teachers from ten schools.
 - Develop an online module: "Teaching Global Citizenship for Teachers in Educate Together Schools"

ACTIVITIES

Membership

In 2019, Educate Together welcomed six new schools into membership, bringing its total number of members to 105 (95 schools and 10 patrons). As well as the company's Annual General Meeting (AGM) in April, two General Members Forums (GMFs) were held during 2019.

School Patronage Activities

At the beginning of 2019 Educate Together was sole patron of 82 schools, joint patron of two schools, and trustee/patron partner in two schools. During the year 12 new schools were opened, all with Educate Together's sole patronage.

Appointments

- 80 new boards of management were appointed at primary level, as well as nine new boards at second level (four new schools and five existing schools).
- Prior to the changeover we appointed seven new chairpersons and eight patron nominees to existing boards.
- New procedures were developed for selection and appointment approvals.
- Five principal and four deputy principal appointments made at second level
- 12 Principals and two deputy principal appointments were made at primary level.
- Appointments for 356 teachers and 76 additional needs assistants (SNAs) were approved and 118 independent assessors for teacher recruitment panels were selected and appointed.

Second-Level Governance

- Revised Articles of Management were signed for all our voluntary secondary schools and agreed with the TUI.
- An MOU was signed with the City of Dublin Education & Training Board (CDETb) to transition Cabra Community College and St Kevin's College in Crumlin under a proposed new model agreement in which Educate Together becomes a patron partner with the CDETb. It is envisaged that the transition programme for the two schools will take two years.

Building works

- Approval was given for additional school accommodation for Blessington ETNS and summer or emergency works for four Educate Together schools.

School Credit

- Approval was given for five schools to apply for credit cards.

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Second Level Research and Development

- The Economic and Social Research Institute (ESRI) were commissioned to undertake research in Educate Together second-level schools. The data collection for this research took place in 2019 and will be published in 2020.

New Schools

- From late 2018 to early 2019, local parent groups in thirteen areas around the country were supported to campaign for the patronage of new primary schools. This resulted in Educate Together being awarded patronage of seven new primary schools in March 2019.

Educate Together Academy Trust (ETAT) UK

- Educate Together continued to support the work of the Educate Together Academy Trust (ETAT) in the UK. The Members have held monthly meetings since then, by videoconference, with regular liaison between the chairs of both groups. An MOU has been signed by both Boards to cover future cooperation and mutual support.

Garda Vetting

- 2,355 Garda Vetting applications were received in the National Office. Following corrections 1,657 were sent to the National Vetting Bureau.
- Work began on a new automated system for processing Garda Vetting applications in 2019.

School Buildings

- In 2019 Educate Together accepted the handover of three new school buildings, executed three Leases/License agreements and a prefab rental agreement on behalf of Educate Together schools. Educate Together currently has 47 schools in Ministerial owned buildings and is working with the Department and Education and Skills and other patrons towards agreeing a lease for these buildings.
- Investigations were carried out by the Department over the summer on structural elements of 17 schools, of which six buildings - housing seven Educate Together schools - had structural issues identified.

In October 2018 Educate Together was awarded a substantial twelve-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 delivery of this project has been ongoing throughout 2019 and has resulted in very rich and engaging CPD events involving staff and students in our Network in addition to the development of resources that will continue to strengthen the Network long into the future. A substantial grant from the Ireland Funds has also supported our work in the areas of continuing professional development (CPD) and Ethical Education.

Ethical Education

- In 2019 there was considerable investment in resources for teaching Ethical Education at primary and second-level, with all school libraries receiving quality resources and books.
- Two online courses were developed and approved by DES, these were run over the summer on Ethical Education and "Facilitating Pupil Voices and Active Citizenship".
- DCU School of Education have undertaken an evaluation and pilot of the Senior Cycle Ethical Education, which is ongoing.
- A review of the Learn Together Curriculum was commissioned in 2019., and this is ongoing.
- The inaugural Ethical Education Teachers of the Year Awards were held in April. This warmly received initiative is worthy of continuation and Educate Together continues to seek a sponsor to support this event in 2020.

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Management Body Activities

Educate Together acts as a management body for the primary schools of which it is patron, and for those of its member patrons.

Board of Management training

- Educate Together has an obligation 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 Togethers' Ethical Education curriculums at primary and second-level. In 2019 Educate Together provided five training sessions (three face-to-face; two via webinar) for Boards of Management of Educate Together primary schools.

Support to Principals

- Annual Principals Conference was held in Galway in April attended by 48 Principals.
- 15 new Principals participated in two induction days.
- Second level Principals Network met three times. A Second-level Deputy Principals Network has also been established.
- A confidential support service for Principals and Chairpersons of Boards of Management is provided. In 2019 the School Support service addressed issues related to enrolment, custody, school finances, HR, disciplinary processes, staffing and recruitment; data protection, parental complaints, set up of Parents Association, accommodation issues, including fire safety and buildings; and AEN/SEN provision.
- Partnerships developed with Brady's Insurance to secure stable premiums and reductions as more schools sign up and with Folens Publishing to secure discounts on books. We are very grateful to Bradys and Folens for their ongoing support.

Representation

- DES Review of the Governance Manual for Boards of Management
- DEIS Consultation on School Completion Programme
- DES Data Working Group
- NCCA Senior Cycle Review
- NCCA Primary Curriculum Review
- Centre for School Leadership Consultations (primary and second-level)
- NCCA Relationships and Sexuality Education Review
- DES National Forum on Literacy and Numeracy

Operations

- During the year, a review of the existing policies for Human Resources, Health and Safety and GDPR commenced in collaboration with the HR Sub-committee of the Board of Directors.
- Staff received training on Restorative Practice and Student Voice.
- The National Office benefits from generous grants of software licenses from Microsoft, TeamworkPM and Salesforce.
- During 2019 Office IT systems were upgraded and a programme of staff computer upgrades commenced and is ongoing.

SOME CHALLENGES

School accommodation

All twelve new schools opened in 2019 are in interim accommodation and enrolment is being restricted as a result, in many of our second-level schools in particular. Restricting intake in these schools has repercussions in many areas. Most importantly families wishing to access equality-based education are prevented from doing so. In addition, staff contracts and conditions can be affected, as well as subject range. These issues have been raised with the Department of Education and Skills and improvements in the delivery of permanent accommodation will remain a significant advocacy objective for Educate Together.

In total, 40 Educate Together schools in Ireland (41% of the total) are in either temporary or interim accommodation. This continues to be a major restriction on the growth of the network and causes stress for our Principals, staff, students, management and parents.

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DIRECTORS' ANNUAL REPORT

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During 2019, considerable support was required by six Educate Together school buildings where defects were identified. These schools faced enormous difficulties during the year and continue to be in need of ongoing support, and we will continue to advocate on their behalf.

We would like to acknowledge the financial support provided by the Department of Education and Skills in 2019 to Educate Together in relation to our work supporting schools in relation to their accommodation needs in 2018 and 2019.

Supports for children with additional needs

As the fastest-growing sector, nearly half of all Educate Together schools are developing schools. As such they are disproportionately affected by certain resourcing issues, including the allocation of resources to support children with additional needs. A new 'front-loaded' model for the allocation of Special Education Teachers (SET) was introduced in 2019 which, because it is based on enrolment numbers from previous years, had a negative impact on developing schools. As leaders in inclusion, Educate Together will continue to advocate for improvements in supports for children with additional needs, greater integration of support services and the fair allocation of educational and therapeutic resources across the system.

FINANCIAL REVIEW

The reserves balance at year end is a deficit of (€72,165).

Total Income in 2019 was €2,467,481 (€3,866,707 in 2018) down €1.4m on 2018 while total expenditure was €3,269,634 in 2019 (€3,340,441 in 2018) down €70.8k on 2018.

The net deficit in the financial statements for the financial year 2019 was (€802,153) compared to a surplus of €526,229 in 2018. The net deficit is split between an unrestricted surplus of €3,922 and a restricted deficit of (€806,075). The deficit in the 2019 accounts arises from expenditure incurred in 2019 that relates to the Salesforce grant of which the income for this grant was accounted for in the year 2018 under the revenue recognition requirements as defined in FRS 102 SORP.

At 31 December 2019 the company had a deficiency of assets of (€72,165) (2018 €729,988.) This deficit is a split between an unrestricted deficit of (€223,060) and a restricted surplus of €150,895. This deficit is due to losses in unrestricted funds in 2018 (€412,357), which after reserves show a continuing deficit in 2019 unrestricted reserves (general funds) of (€223,060) as of 31st December 2019.

Educate Together is financed through a mixture of government grants (76% in 2019 up from 64% in 2018), membership income (15% in 2019, up from 8% in 2018), donations (6% in 2019 up from 2% in 2018), Trusts & Foundations (1% in 2019 down from 23% in 2018) and income from trading (2% in 2019 as per 2018).

In 2019 Educate Together received a total of €1,875,850 in restricted funding. This represented 76% of total income (€3,352,713 in 2018, 86%). The principal source of restricted income in 2019 was the Department of Education and Skills (DES) of which €1,132,629 (60%) of the total relates to buildings and leases. Once this income has been received it is then given onto the appropriate sources.

Philanthropic funding has traditionally been an important part of the funding mix, providing the growth capital and investment in quality. In 2019 this fell as a proportion of funding from 23% to 1%.

In 2019 Educate Together received €591,631 in unrestricted funding. This represents 23% of overall income. 65% of which is from membership fees. This is a growing source of funding that will be essential for the future sustainability of the organisation.

In 2019 total expenditure was €3,269,634 (€3,340,441 in 2018) down €70.8k on 2018. The charitable activities expenditure was €2,961,808 in 2019, (down 4% on 2018). Included in the cost of charitable activities is staff costs of €1,007,036 in 2019 (€792,984 in 2018) which represents 31% of Educate Together overall expenditure in 2019.

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for the year ended 31 December 2019

Adjusting expenditure by removing the expenditure relating to buildings and leases, staff costs represent 50% of expenditure in 2019. The increase in staff costs in 2019 (27%) relates to the creation of a number of fixed term posts (project specific) in 2019.

With the ending of three significant projects in 2019 and in recognition of the need to address the deficit in the accounts for 2019 the Board implemented a number of cost-saving and income generating measures in 2019 and early 2020 and sought to restructure the organisation to ensure that income met expenditure with a high degree of certainty. Consultation on the restructuring was completed 6th April 2020, the savings from this will commence in May 2020 and be realised in full in 2021.

Following these measures and assurances from the Department of Education and Skills in relation to the certainty of the core grant to Educate Together, the directors have a reasonable expectation that the company has adequate resources to continue its operational activities for the foreseeable future, being a twelve month period from the date of the approval of the financial statements. Accordingly, the directors have continued to adopt the going concern basis of accounting in preparing the annual financial statements.

We would like to pay tribute to the generosity of all our funders and members for their continued support for the work of Educate Together.

Reserves Policy

It is the directors' intention that Educate Together should pay down its current deficit and build its reserves, equal to 3 months of the average expenditure, in order to ensure that the charity's core activities could continue during a period of unforeseen difficulty. Unfortunately, the losses incurred in 2019 have resulted in a wiping out of the organisations' reserves. At the end of the year total unrestricted funds of the charity were in deficit by -€223,060. It is the directors' intention to allocate €100,000 of income from membership fees to reserves in 2020 and to build on this year on year.

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 potential poor governance or performance of the work of the national office, or the schools operated by its members.

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

- Continually monitoring financial performance, with particular emphasis on income and expenditure, cash flow and budget projections.
- Board 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 ongoing 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.

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DIRECTORS' ANNUAL REPORT

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure

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

Governance

The Board is committed to achieving full compliance with the Charities Regulators Governance Code. A review of Governance was commenced in 2019. And it was agreed that the Board would undergo further training in 2020 to ensure understanding and compliance with the Governance code.

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, ten Directors are elected by the members at an AGM. They are appointed for terms of three years and are rotated in an orderly manner as specified therein with a further two co-optees.

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

The Board met on a monthly basis (excluding August & December).

Attendance at Board meetings:

Name	Attended	of	%
Jennifer Cummins (Chair)	10	10	100%
Caitriona Hand	8	10	80%
Danny Haskins (Vice-Chair)	9	10	90%
Robert Cochran	7	10	70%
Siobhan Mortell	9	10	90%
Emma Lane-Spollen	9	10	90%
Martina Von Richter	9	10	90%
Colm O'Connor	9	10	90%
Aidan Clifford	9	9	100%
Richard Woulfe	7	9	78%
Renate McIntyre	7	8	88%
Darragh Grennan	2	2	100%
Meena Baskarasubramanian	1	1	100%

The Board undertook an Annual review and planning away day in order to review how it was working and to prioritise its agenda for the coming year.

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 2019

Sub-committees

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. In order to complete the workload a number of sub committees were formed. They include the following:

1. Finance and New Business
2. Patronage
3. Membership
4. Education
5. Human resources
6. International Development
7. Governance
8. AGM Standing Orders Committee

Sub-committees are comprised of Directors, Staff members and external members.

The Board thanks everyone for their hard work and expertise on these sub committees.

Decision making

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

Reporting

The CEO reports directly to the Board. Board meeting agendas are planned in advance between the Chair and the CEO. A Board report is prepared by the CEO and submitted to the Board one week in advance of the Board meeting. Board reports follow a prescribed format with key standing items such as the CEO report, Finance, HR and reports from the other sub-committees.

Board Member Selection and Induction

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

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. Directors are provided with opportunities to undertake training in governance and other relevant matters as required.

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 2019

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
- Irish Charitable Tax Reform Group.

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.

Educate Together also maintains working relations with a number of 'Education Partners' as defined by the Education Act (1998). These include other school patrons and management bodies as well as teacher, parent and student organisations.

Educate Together is co-patron of two community schools with two Education and Training Boards (ETBs), LMETB and KWETB, and the Boards of Management of these schools are members of the Association of Community and Comprehensive Schools (ACCS). It is also a Trustee Partner in the operation of two Community Colleges with DDLETB and CDETB.

The Boards of Management of Educate Together's voluntary secondary schools are members of the Joint Managerial Body (JMB).

Ten of Educate Together's primary schools have independent patrons who are also members of Educate Together. In addition, one of the organisation's member primary schools has An Foras Pátrúnachta as its patron.

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

EXEMPTIONS FROM DISCLOSURE

The charity has availed of no exemptions, it has disclosed all relevant information.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

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

RESEARCH AND DEVELOPMENT

In 2019 Educate Together, with support from Salesforce, commissioned University College Dublin (UCD) to review the implementation of its senior cycle Ethical Education curriculum. It also commissioned the Economic and Social Research Institute (ESRI) to conduct research in relation to the experiences of students in the second-level schools it operates. This research will conclude in 2020 and will provide valuable learning for further innovation and development of equality-based education.

CARBON EMISSIONS STATEMENT

Educate Together is committed to the reduction of atmospheric carbon emissions caused by its activities. The Board of Directors instructed the executive to provide an annual carbon account report at its October 2019 meeting. As an initial baseline exercise, the following data have been collected:

1. The total electricity consumed by the office during the year was 6,602KWh all from renewable sources.
2. Office heating is provided via a management fee. It has proved to be too complex to identify the carbon contribution of Educate Together's office in this billing arrangement.
3. We are committed to reducing consumption of paper and other consumables and to eliminate non-recyclable material with a special emphasis on single use plastics.

The main variable carbon contribution that can be identified is that of office travel. While the Board requires staff to use public transport wherever realistically feasible, during 2019, Educate Together staff travelled 76,528Kms on company business in private cars. The total estimated carbon emissions contribution for the year from this source was 9.6 Tonnes. The Executive has researched into the feasibility of leasing electric vehicles.

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 2019

POLITICAL DONATIONS

The Charity did not make any political donations during the year.

EVENTS AFTER THE FINANCIAL YEAR

A restructuring of the organisation was completed in April 2020 to bring expenditure in line with secure income. This resulted in a reduction in staffing from 21 FTE to 13 FTE. This need arose from the ending of three significant projects in 2019, and accumulated losses from the underfunding of some core functions, exacerbated by a funding commitment for 2018 of €200,000 that was unrealised.

In 2020 the Covid-19 virus began spreading both in Ireland and globally resulting in a pandemic and an economic downturn. Ireland has seen restrictions imposed which has resulted in closures of businesses and the loss of jobs for many citizens. To date the virus has had the following impact on the charity

- School closures have impacted the type of supports and guidance that schools need from the national office
- Income targets have been reduced, as a result of the cancellation of some income-generating activities, and in recognition of a more challenging fundraising environment
- Staff have been placed on reduced working hours as a result of these reduced income targets and a reduction in the volume of some types of work

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, so 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

Robert Cochran

Robert Cochran
Director

Date: 27th April 2020

Jennifer Cummins

Jennifer Cummins
Director

Date: 27th April 2020

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 2019

DIRECTORS' RESPONSIBILITY STATEMENT

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 Recommended 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

Robert Cochran

Robert Cochran
Director

Date: 27th April 2020

Jennifer Cummins

Jennifer Cummins
Director

Date: 27th April 2020

INDEPENDENT AUDITOR'S REPORT

to the Members of Educate Together/ Ag Foghlaim Le Cheile

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

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Educate Together/Ag Foghlaim Le Cheile ('the company') for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities effective 1 January 2015".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; as modified by the Statement of Recommended Practice and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material Uncertainty related to going concern

We draw attention to the current covid-19 crisis which is creating an economic downturn globally resulting in the loss of jobs for many and the closure of businesses. It is difficult to determine what impact this crisis may have on the charity but it is likely to negatively impact on the charity's income due to the charity being reliant on donations and grant funding. As stated, these events or conditions, along with other matters outlined in note 4, indicate that a material uncertainty exists that may cast a significant doubt on the company's ability to continue as a going concern. Our opinion is not modified in respect of this matter

Other Information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- The information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- In our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

INDEPENDENT AUDITOR'S REPORT

to the Members of Educate Together/ Ag Foghlaim Le Cheile

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

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

Matters on which we are required to report by exception

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

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 20, which is to be read as an integral part of our report.

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

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



David Gillett FCCA
for and on behalf of
GBW

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

Date: 27th April 2020

Educate Together/Ag Foghlaim Le Cheile

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

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

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as going concerns. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as going concerns.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 2019

	Notes	Unrestricted Funds 2019 €	Restricted Funds 2019 €	Total 2019 €	Total 2018 €
Income					
Generated funds:					
Donations and legacies					
Voluntary income		130,436	4,839	135,275	77,405
Income from Investments	7	-	-	-	
Charitable activities:					
Income		461,195	-	461,195	443,453
Other income		-	1,871,011	1,871,011	3,345,849
Total income and endowments	7	591,631	1,875,850	2,467,481	3,866,707
Net Income available for charitable application		591,631	1,875,850	2,467,481	3,866,707
Expenditure					
Expenditure on Charitable activities					
Activity cost		452,450	2,509,358	2,961,808	3,077,221
Other expenditure:		135,259	172,567	307,826	263,220
Total Expenditure	8	587,709	2,681,925	3,269,634	3,340,441
Surplus/(deficit) for the year		3,922	(806,075)	(802,153)	526,226
Net movement in funds for the year		-	-	-	-
Reconciliation of funds					
Balances brought forward at 1 January 2019		(226,982)	956,970	729,988	203,722
Balances carried forward at 31 December 2019		(223,060)	150,895	(72,165)	729,988

Approved by the Directors on 27th April 2020 and signed on its behalf by

Robert Cochran

Robert Cochran
Director

Jennifer Cummins

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 2019

		2019	2018
	Notes	€	€
Fixed Assets			
Tangible assets	13	28,928	32,321
Current Assets			
Debtors	14	179,283	739,067
Cash and cash equivalents		57,671	499,281
		236,954	1,238,348
Creditors: Amounts falling due within one year	15	(338,047)	(540,681)
Net Current Assets		(101,093)	697,667
Total Assets less Current Liabilities		(72,165)	729,988
Provision for Liabilities and Charges		-	-
Net Assets		(72,165)	729,988
Funds			
General fund (unrestricted)		(124,319)	(226,982)
Restricted Funds		52,154	956,970
Total funds	18	(72,165)	729,988

Approved by the Directors on 27th April 2020 and signed on its behalf by

Robert Cochran

Robert Cochran
Director

Jennifer Cummins

Jennifer Cummins
Director

Educate Together/ Ag Foghlaim Le Cheile CLG

CASH FLOW STATEMENT

for the year ended 31 December 2019

	Notes	2019 €	2018 €
Cash flows from operating activities			
Net movement in funds		(802,150)	526,317
Adjustments for:			
Depreciation		9,627	5,186
Gains and losses on disposal of fixed assets		-	-
Movement in provisions		-	-
		<u>(792,523)</u>	<u>531,503</u>
Movements in working capital:			
Movement in debtors		566,090	(607,532)
Movement in creditors		(202,642)	439,998
		<u>(429,075)</u>	<u>363,969</u>
Cash flows from investing activities			
Interest received		-	-
Interest paid		(3)	(51)
Payments to acquire tangible assets		(6,234)	(21,505)
		<u>(6,237)</u>	<u>(21,556)</u>
Net cash generated from investment activities			
		<u>(6,237)</u>	<u>(21,556)</u>
Cash flows from financing activities			
Advances to member schools		(6,304)	1,000
		<u>(6,304)</u>	<u>1,000</u>
Net increase/(decrease) in cash and cash equivalents		(441,616)	343,413
Cash and cash equivalents at 1 January 2019		499,281	155,868
Cash and cash equivalents at 31 December 2019	19	57,665	499,281

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

1. GENERAL INFORMATION

Educate Together/Ag Foghlaim Le Cheile is a not for profit company limited by guarantee and incorporated in the Republic of Ireland with its registered address at Equity House, 16/17 Ormond Quay Upper, Dublin 7.

2. 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.

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.

Government grants

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

Income

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

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

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

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

- Investment income is included when receivable.

- Incoming resources from charitable trading activity are accounted for when earned.

- Where it is not practicable to measure the value of the resource with sufficient reliability the income is included in the financial period when the resource is sold.

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

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 six 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

For the financial year ended 31 December 2019

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

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

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.

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

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

For the financial year ended 31 December 2019

3. 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.

(c) Going concern

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

4. GOING CONCERN

During the period ended 31 December 2019, the company incurred a loss of (€802,153), (2018: €526,266). At the 31 December 2019, the company had deficiency of assets of (€72,165), (2018: €729,988). The financial statements have been prepared on the basis that the company will continue as a going concern.

In early 2020 the coronavirus pandemic hit the world. The initial effect has been an economic slowdown and the loss of many jobs across many businesses. Restrictive measures have been put in places as Ireland implements the delay phase of its strategy against the virus. The impact of this has been the closure of all school buildings from 12 March 2020. However, Educate Together's work as a patron and management body continues, while schools operate remotely.

The directors acknowledge the difficulties facing the company in relation to economic conditions, financing, donations and securing government funding. In recognition of the losses incurred in 2019 driven by huge growth in opening of new schools and the reduced outlook for fundraising in 2020 the Board initiated a restructuring of the organisation at the end of January 2020 that is now complete. Expenditure has now been brought in line with secure income. The directors have reasonable expectations that the company will have adequate resources to continue in operational existence in the future.

On that basis the directors consider it appropriate to prepare the financial statements on the going concern basis. The financial statements do not include any adjustments that would arise if going concern basis were not appropriate.

Given the above, the company may be unable to realise its assets and discharge its liabilities in the normal course of business.

5. NET INCOME	2019	2018
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	9,627	5,186
Operating lease rentals -Land and buildings	55,718	33,847
(Deficit)/surplus on foreign currencies	(6,355)	9,513
	<u>58,990</u>	<u>48,546</u>

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

6. Interest Payable and Similar Charges

	2019	2018
	€	€
On Bank loans and overdrafts	3	51

7. Income

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

	Restricted	Unrestricted	2019 Total	2018 Total
			€	€
<i>Fundraising & Donations</i>				
Donations	4,839	32,464	37,303	53,087
Gifts	-	42,972	42,972	24,318
Legacy		55,000	55,000	
<i>Government, EU and Grant Income</i>				
Grants & payments - Department of Education and Skills	560,811	-	560,811	331,935
DES Buildings & Leases	1,132,629		1,132,629	2,032,685
Pobal SSNO scheme	38,916	-	38,916	89,822
Irish Aid WWGS	27,000	-	27,000	28,000
Other European Integration Fund			-	-
Erasmus+	95,323	-	95,323	85,179
Salesforce	-		-	881,287
Other: CDET Partnership	16,333		16,333	
<i>Trust & Foundations</i>	22,348	-	22,348	1,000
<i>Trading & Other Income</i>				
Income from trading and other services (Ireland)	-	28,625	28,624	61,139
Income from training and other services (overseas)	-	-	-	-
Membership subscriptions	-	371,535	371,535	331,793
Income from Merchandise	-	39,501	39,501	49,521
Other Income	-	(814)	(814)	-
<i>Investment Income</i>				
Total	1,898,199	569,283	2,467,481	3,866,707

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
For the financial year ended 31 December 2019

8. Resources Expended	Restricted €	Unrestricted €	2019 Total €	2018 Total €
<u>Expenditure on charitable activities</u>				
Salaries	703,017	304,019	1,007,036	792,984
Employer PRSI	72,640	23,245	95,885	76,295
Staff pension	-	15,278	15,278	14,508
Research	952	11,657	12,609	11,691
Postage & Stationery	9,616	4,248	13,864	15,738
Information Materials	7,951	1,321	9,272	15,486
School Support	-	-	-	259
Advertising	1,350	8,110	9,460	3,942
Telephone	8,811	3,892	12,703	10,161
Travel Expenses	42,498	17,928	60,426	56,611
Consultancy Fees	229,546	16,969	246,515	39,759
Program Meetings	73,226	12,298	85,524	101,131
Other programme costs	109,803	13,434	123,237	-
DESI Lease/Construction	1,249,948	-	1,249,948	1,922,685
Discounts Allowed	-	15,038	15,038	10,283
Other Resources Expended	-	5,013	5,013	5,688
Sub Total	2,509,358	452,450	2,961,808	3,077,221
<u>Other Expenditure</u>				
Rent & Rates	39,067	17,256	56,323	33,847
Service Charges	10,747	4,747	15,494	5,982
Insurance	4,177	1,845	6,022	4,282
Light & Heat	1,351	597	1,948	2,126
Repairs & Maintenance	2,447	1,081	3,528	4,443
Surplus/deficit on exchange	(6,355)	-	(6,355)	9,513
Computer Costs	12,721	12,261	24,982	12,743
Bank Interest & Charges	1,584	700	2,284	1,843
Staff costs	6,919	3,056	9,976	12,509
General Expenses	53,678	47,698	101,375	39,774
Charitable donations	-	-	-	-
Depreciation	6,678	2,949	9,627	5,186
Legal Fees	21,678	13,074	34,752	87,170
Staff accommodation	204	3,175	3,379	2,766
Bad debt provision	-	19,014	19,014	14,440
Surplus/deficit on disposal of assets	-	-	-	-
Subscriptions	1,204	532	1,736	1,155
Cleaning	6,050	2,672	8,722	4,485
Accountancy Fees	5,734	2,533	8,267	15,815
Audit	4,683	2,069	6,752	4,813
Sub Total	172,567	135,259	307,826	263,220
Total	2,681,925	587,709	3,269,634	3,340,441

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NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

9. EMPLOYEES AND REMUNERATION

Number of employees

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

	2019 Number	2018 Number
Finance, HR and Administration	3.7	3
Communications and Advocacy	2.1	3
Fundraising	1	1
Education and Support	4.4	3.8
CEO	1	1
Governance and Patronage	2.6	3
New Schools/Network Development	5.8	4.6
	20.5	19.4

The staff costs comprise:

	2019 €	2018 €
Wages and salaries	1,007,036	792,984
Social security costs	95,885	76,295
Pension Costs	15,278	14,508
	1,118,199	883,787

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

10. 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, totalled €4,782.92 in 2019, (2018: €1,780). These included expenses relating to board meetings and travel.

Key management includes the directors and the CEO. No remuneration is paid to the directors. The compensation payable to the CEO totalled €89,891 (2018: €88,128).

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NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

11. GOVERNMENT, EU AND OTHER GRANTS

Name of Grant Agency	Type of Grant	Re-stricted	Performance conditions	2019 €	2018 €
Department of Education & Skills	New Schools	Yes		224,011	115,000
Department of Education & Skills	Core	Yes		133,000	133,000
Department of Education & Skills	Buildings and Leases	Yes		1,249,948	2,039,750
Department of Education & Skills	Teacher Education	Yes		7,595	15,311
Department of Education & Skills	Garda vetting	Yes		1,021	34,293
Department of Housing, Planning, Community and Local Government	Scheme to support National Organisations	Yes		38,916	89,822
Leargas	Erasmus+	Yes		95,323	85,179
Irish Aid	WWGS	Yes		27,000	28,000
Salesforce	School growth and development	Yes		-	881,287
CDET Partnership	Partnership grant	Yes		16,333	-

Income from grants received in the year is included in income from charitable activities on the face of the Statement of Financial Activities. Total restricted grant income received in the year was €1,793,147. Income is recorded net of VAT.

12. The following grants are running over the financial year end with partial income and expenditure during 2019

Donor	Grant	Period of Grant	Total Grant €	Cash Received in 2019 €	Expenses 2019 €
Erasmus+	Learning Together To Live Together: Teachers leading Ethical Education for an Inclusive society	Sept 2016 to Aug 2019	283,930	95,323	95,323
Department of Housing, Planning, Community and Local Government (DHPCLG)	SSNO (administered by Pobal)	1 st Jul 2016 to 30 th June 2019	268,994	38,916	38,916
Irish Aid	WWGS	Sept 2019 to May 2020	27,000	27,000	12,444
Salesforce	School growth and development	Oct 2018 – Sept 2019	881,287	-	808,960

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

For the financial year ended 31 December 2019

13. TANGIBLE FIXED ASSETS

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
Cost					
At 1 January 2019	3,131	33,577	24,861	6,000	67,569
Additions	-	6,234	-	-	6,234
Disposals	(1,367)	(11,212)	(348)	-	(12,927)
At 31 December 2019	1,764	28,599	24,513	6,000	60,876
Depreciation					
At 1 January 2019	1,395	20,895	12,958	-	35,248
Charge for the year	353	5,735	3,539	-	9,627
On disposals	(1,367)	(11,212)	(348)	-	(12,927)
At 31 December 2019	381	15,418	16,149	-	31,948
Net book value					
At 31 December 2019	1,383	13,181	8,364	6,000	28,928
At 31 December 2018	1,736	12,682	11,903	6,000	32,321

14. DEBTORS

	2019 €	2018 €
Trade debtors	152,252	204,849
Other debtors	7,185	393,497
Amounts owed by member schools	11,304	5,000
Prepayments and accrued income	8,542	135,721
	179,283	739,067

15. CREDITORS

Amounts falling due within one year	2019 €	2018 €
Bank Overdraft	8	
Trade creditors	104,570	166,551
Taxation and social security costs (Note 15)	57,976	194,649
Other creditors	10,589	5,808
Accruals	48,334	69,662
Deferred Income	116,570	104,011
	338,047	540,681

16. TAXATION AND SOCIAL SECURITY

	2019 €	2018 €
Creditors:		
PAYE / PRSI	52,558	21,808
VAT	5,418	172,841
	57,976	194,649

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

17. ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
For the financial year ended 31 December 2019				
Unrestricted general funds	28,928	236,946	(338,039)	(72,165)
	<u>28,928</u>	<u>236,946</u>	<u>(338,039)</u>	<u>(72,165)</u>

18. ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2019 €	Incoming resources €	Resources expended €	Inter-fund transfers €	Balance 31 December 2019 €
Restricted income	956,971	1,875,850	(2,681,925)	-	150,896
Unrestricted income					
Other income	(226,983)	591,631	(587,709)	-	(223,061)
Total funds	<u>729,988</u>	<u>2,467,481</u>	<u>(3,269,634)</u>	<u>-</u>	<u>(72,165)</u>

19. CASH AND CASH EQUIVALENTS

	2019 €	2018 €
Cash and bank balances	57,629	498,441
Bank overdrafts	(8)	-
Cash Equivalents	44	840
	<u>57,665</u>	<u>449,281</u>

20. 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.

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

21. FINANCIAL COMMITMENTS

At 31 December 2019 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2019	2018
	€	€
Expiry date:		
Within one year	55,718	54,000
Between one and five years	29,720	149,750
	85,438	203,750

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

22. DEFERRED INCOME

	2019	2018
	€	€
At 1 January 2019	104,011	33,229
Additions	116,570	104,011
Released to the SOFA in the period	(104,011)	(33,229)
At 31 December 2018	116,570	104,011

Included in deferred income additions is payments received in advance for 2020 calendar year membership subscriptions.

23. RELATED PARTY TRANSACTIONS

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

	Wicklow ETSS	Dublin North East	Drogheda	Total
Opening Balance	€5,000	-		€5,000
Advances		€5,000	€6,304	€11,304
Repayments	(€5,000)	-		(€5,000)
Closing Balance	-	5,000	€6,304	€11,304

All amounts are repayable within one year and are interest free.

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NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2019

24. Volunteers

The contribution of volunteers to Educate Together is significant. Its 109 schools are all managed by voluntary Boards of Management, and there are more than 700 volunteers involved in this work. Many of these volunteers are supported by the Educate Together national office through training, guidance materials and telephone and email support. In 2019 Educate Together recruited and appointed volunteers to new Boards for 80 primary schools of which it was patron, as well as 9 secondary schools. The trustees who make up Educate Together's Board of Directors also provide their time and expertise on a voluntary basis, and these voluntary contributions are of huge value to the organisation.

25. POST-BALANCE SHEET EVENTS

In 2020 the covid-19 virus began spreading both in Ireland and globally resulting in a pandemic and an economic downturn. Ireland has seen restrictions imposed which has resulted in closures of businesses and the loss of jobs for many citizens. To date the virus has had the following impact on the charity

- School closures have impacted the type of supports and guidance that schools need from the national office
- Income targets have been reduced, as a result of the cancellation of some income-generating activities, and in recognition of a more challenging fundraising environment
- Staff have been placed on reduced working hours as a result of these reduced income targets and a reduction in the volume of some types of work

26. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 27th April 2020.

