

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 2020

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

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

Directors

Jennifer Cummins
Martina von Richter – Resigned 21st October 2020
Robert Cochran – Resigned 05th May 2020
Danny Haskins
Caitriona Hand – Resigned 14th May 2020
Siobhan Mortell
Emma Lane-Spollen
Colm John O'Connor
Richard Woulfe
Aidan Clifford Resigned 14th May 2020, Appointed 02nd June 2020
Renate Veronika McIntyre – Resigned 14th May 2020
Aine Clancy – Appointed 14th May 2020
Colm O'Cuanachain – Appointed 14th May 2020
Doris Abuchi-Ogbonda – Appointed 16th September 2020
Matthew Wallen – Appointed 16th September 2020
Theresa Burke – Appointed 02nd December 2020

Company Secretary

Robert Cochran – Resigned 05th May 2020
Richard Woulfe – Appointed 05th May 2020

Charity Number

11816

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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

Solicitors

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

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CHAIRPERSON'S REPORT

for the year ended 31 December 2020

2020 has been an exceptional year for everyone, with highs and lows and plenty of learning. We were delighted to start the New Year with the appointment of Dr. Emer Nowlan as CEO. No-one could have anticipated quite the challenges this year would bring. There was a necessary organisational restructure and we were very sad to say goodbye to a number of committed staff. This then coincided with Covid-19 and all the changes that that entailed. Emer, the national office team and the whole Educate Together Community rose to the challenges and the results of 2020 speak to their tenacity and commitment to delivering Educate Together's mission.

Covid-19 has had an enormous impact on everyone. In schools the stress on students, teachers, principals, Additional Needs Assistants and other staff members as well as parents has been immense. School leaders have had to balance the competing tensions of ensuring safety measures are implemented, managing pupil and staff anxiety and parental concerns, and moving to remote teaching and learning.

Throughout the year Educate Together school communities came together as a network to support each other: sharing information, resources and ideas to support remote learning and management, and providing strong peer support. The team in the office worked intensively to support schools and to ensure that their voices were heard at national level. Most of all we worked together to ensure the best possible engagement and support for students, with a particular focus on our most vulnerable.

Demand for Educate Together schools continues to grow unabated. We opened five new schools in 2020 in Dublin and Cork, and supported three successful campaigns for Educate Together schools which will open in 2021 in Dublin and Wexford. It is fantastic to be able to respond to parental demand, but challenging when demand cannot be met. Winning patronage of a new school is just the beginning of a long journey towards establishment, securing permanent accommodation and embedding the Educate Together ethos. Educate Together receives just €15,000 from the government to establish a new primary school. The real cost is multiples of this. We are grateful to our many supporters and our established school communities for making new school openings possible so that more families can access equality-based education.

Educate Together is defined by our Ethos. It captures our values, is an expression of our guiding purpose in education and should permeate every facet and decision of a school. 2020 saw the publication of the Ethos Quality Standards, School Self-Evaluation Tool and guidance platform for schools. This is the culmination of work over a number of years, with funding from Salesforce supporting a contract with DCU to develop the standards and tools, and the employment of Aoife Blood from Citywest Educate Together NS during 2019 and 2020 to draft the guidance documents and coordinate the work. Thank you to our supporters and everyone who contributed to these immensely valuable resources.

In October the Economic and Social Research Institute (ESRI) published research on Educate Together second-level schools, which evidenced the significant contribution these schools are making in Irish education. The findings demonstrated the successful delivery of the the model of education envisioned, with a focus on positive relationships, promotion of active citizenship, as well as student-centred and active learning approaches.

In November we launched the 'Nurture Schools' programme. This is an exciting initiative that is highly innovative in the Irish context. The concept of nurture in education recognises that students' wellbeing is inextricably linked to their engagement with school and resulting academic outcomes.

By supporting twenty-five primary and second-level schools to become Nurture Schools over the next two years, we aim to improve the engagement and school experiences of the most vulnerable students in our network, ensuring that every child can participate in school life and reach their full potential. The project, which is funded by Salesforce, will also allow us to gather evidence about trauma-informed approaches and influence practice across our network and nationally.

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CHAIRPERSON'S REPORT

for the year ended 31 December 2020

Educate Together is a charitable organisation and has to raise a third of its operational income every year from donations from individuals, companies, trusts and foundations. This is required to meet the demand for new schools, so that more families can access equality-based education, to support our new and existing schools to develop and manage the various hurdles of accommodation, staffing and growth, and to provide necessary resources for ethos and Ethical Education as a school patron. We are very appreciative of our schools' membership subscriptions, which provide the core funding for the organisation, and for schools' participation in our One Day Together annual fundraising day. We are very conscious that schools themselves are underfunded, and need parents' contributions for their own running costs.

2020 saw an improvement in the funding provided by the Department of Education to Educate Together, with new grants being provided to appoint a Buildings Officer and to support work we are doing with Education and Training Boards (ETBs) to develop partnership schools. The positive and supportive engagement we have had with officials and their recognition of the work that we are doing is warmly welcomed.

We are thankful that our vision of inclusive education is recognised for its valuable contribution. Our investment in Ethos from 2018 to 2020, the ESRI research and our recently launched Nurture programme (2020-2022) are examples of the work that philanthropy has funded. Our work in 2020 has been supported by our members, supporters, the Department of Education, Worldwide Global Schools, Mason Hayes and Curran, Paypal, Folens, Brady Insurance, Ireland Funds, Barcapel Foundation and in particular Salesforce.

2020 has been a remarkable year for Educate Together. As Chair, I am very proud of what has been achieved. On behalf of the Board, I wish to extend our gratitude to the staff, past and present. I would like to recognise Dr. Emer Nowlan, our CEO, for her leadership and offer my thanks to all who are supporting Educate Together. I would also like to thank my colleagues on the Board of Directors and the members of the sub committees for giving so generously of the time and expertise.

The values we hold dear and the qualities of education that we espouse are going to be needed by our children as the impact of Covid-19 becomes more apparent in the years ahead.

Jennifer Cummins

Jennifer Cummins
Chairperson

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DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2020

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 2020.

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:

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GOALS AND OBJECTIVES

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

Governing Document

Educate Together is a charitable company limited by guarantee. It was incorporated under the Companies Acts, 1963 to 2013 on 12 May 1998. It has since updated its constitution to reflect the Companies Act 2014. 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 and supporting each child to achieve their full potential, while at the same time preparing them to become caring and active members of a culturally diverse society.

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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 2019-2023

Educate Together's Strategy Statement 2019 – 2023 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
- 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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ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Key 2020 Achievements

- In a new remote working environment, Educate Together overcame huge challenges and adapted its operations to work steadily and productively through 2020, achieving all the company's core objectives and targets, and providing intensive support to our network of schools during the Covid-19 pandemic.
- Educate Together successfully opened five new schools in 2020, three at primary and two at second-level, providing an additional 3,000 equality-based school places when these schools are fully established.
 - Cherrywood Educate Together National School, Cherrywood, Dublin
 - Owenabue Educate Together National School, Carrigaline, Cork
 - Rathcoole Educate Together National School, Rathcoole, Dublin
 - Goatstown Educate Together Secondary School, Goatstown, Dublin
 - Harold's Cross Educate Together Secondary School, Harold's Cross, Dublin
- By the end of 2020, there were 34,000 pupils accessing equality-based education in 114 Educate Together schools (95 primary and 19 second-level). Educate Together has opened a total of 27 new primary and 19 new second-level schools over the past seven years.
- Funding was secured from Salesforce in 2020 for an innovative two-year Nurture Schools programme across 25 Educate Together schools. The programme will improve outcomes for students at risk of educational disadvantage through developing social and emotional skills and relationships.
- Educate Together secured funding to appoint a Buildings Officer for the first time to support schools in relation to their accommodation. This is an important resource to address accommodation challenges faced by new and developing schools.
- Educate Together member Gaelscoil an Ghoirt Álainn in Cork finally moved into their permanent building in February 2020, after more than 20 years in temporary accommodation. And in November Grace Park Educate Together National School moved into their beautiful new building situated at the historic DCU All Hallows Campus in Drumcondra in Dublin.
- Educate Together published Ethos Quality Standards in 2020, along with an Ethos School Self-evaluation (SSE) Tool and guidance platform. The guidance platform is the first of its kind to be published by a patron body in Ireland: www.ethos.educatetogether.ie.
- Educate Together successfully implemented the Education (Admission to Schools) Act and approved more than 100 equality-based admissions policies in 2020.
- The Economic and Social Research Institute (ESRI) published research in 2020 which showed how Educate Together's second-level schools are successfully implementing an equality-based, inclusive and student-centred ethos, highlighting the significant contribution these schools are making in Irish post-primary education in terms of innovation and reform.
- All three applications Educate Together made for patronage of new schools in 2020 were successful. As a result, new second-level schools will be opened in 2021 in Gorey, Co Wexford and Blackrock / Booterstown, Co. Dublin, and a new primary school will open in Sallynoggin / Killiney, Co. Dublin.
- Educate Together signed a Memorandum of Understanding with Wexford Waterford Education and Training Board (ETB) in 2020 which will allow for a new 1,000 pupil post-primary school to be established in Wexford Town. Supported by the Department of Education, this builds on work already underway with City of Dublin ETB, transitioning two schools to become CDETB/Educate Together partnership schools.
- Educate Together was nominated as an LGBT Ally at the 9th Annual GALAS awards in February 2020, for decades of work ensuring inclusion for LGBT children, families and teachers.
- As a company and a charity, Educate Together strengthened its governance structures in 2020. Board and sub-committee membership was enhanced and diversified, a new risk register was introduced and the Charities Governance Code was successfully implemented.

Activities

A summary of activities is provided here. For a more comprehensive report on Educate Together's activities in 2020 see the complete Annual Report on www.educatetogether.ie/about/reports.

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Membership

Annual General Meeting

Educate Together's Annual General Meeting (AGM) took place on 9 May 2020. For the first time in the organisation's 40-year history, the meeting took place on an online platform rather than in an Educate Together school building. The reality of physical distancing imposed by Covid-19 restrictions led the members to take the decision to postpone debating and voting on motions.

At the AGM, Educate Together welcomed eight new national (primary) schools and four new second-level schools into membership, bringing its total number of members to 117 (107 schools and 10 independent patrons).

Supporting Member Schools

Educate Together supported and represented its members intensively in 2020 – providing core services and maintaining phone and email availability throughout the year and representing its primary members at more than 50 stakeholder and consultation meetings as their management body.

The national office also took steps to improve supports to our schools by introducing a new system for tracking calls, recruiting a volunteer principal adviser, appointing a Buildings Officer and moving towards an online vetting service.

In 2020 the Member Support service addressed issues related to enrolment, school finances, HR, disciplinary processes, staffing and recruitment, data protection, accommodation issues, including fire safety and buildings, bereavement, parental complaints, custody, set up of Parents Associations, and provision for children with Additional Educational Needs (AEN / SEN).

The national office provided nine training sessions for boards of management of Educate Together primary schools, with 273 board members receiving training in 2020.

Board of management training, new principal induction and board induction sessions and meetings were successfully adapted to online formats during the pandemic, as were lectures, Continuing Professional Development (CPD) for teachers and other distance learning materials and supports.

The Annual Educate Together Principals' Conference was held in Galway in March 2020 and was attended by 68 primary and second-level principals. An Induction Day was held for new principals in July, covering topics such as Ethos Guidance, Leadership, Finance and Recruitment.

Management body activities

Educate Together acts as management body for its member primary schools. During 2020 it collaborated closely with primary education partners including other management bodies, teacher and parent organisations to respond to the Covid-19 pandemic. In this work it represented, supported and advised its members in relation to schools closures and reopenings, and in relation to the management of infection and control measures introduced in response to the pandemic.

Representation

Educate Together represented its member schools through various forums, meetings and submissions in 2020 including:

- Meetings with Minister for Education and the Minister for State for Special Education
- Submissions to the Joint Oireachtas Committees on Education and Covid-19
- Primary Education Forum
- Department of Education Covid-19 Stakeholder Groups
- Department of Education Strategy Statement 2021-23 Consultation
- Teacher redeployment and mobility consultations
- NCCA Primary Curriculum Framework
- Children's Rights Alliance network meetings
- Irish Traveller Movement Yellow Flag Steering Committee

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- Irish Network Against Racism network meetings
- Kids Against the Cuts campaign meetings

Communities of practice

Educate Together provided support to a number of communities of practice in 2020, including the Ethical Education Teacher Professional Network and the Educate Together Guidance Counsellors Network. New communities of practice were established for the Nurture Schools programme and the Second-level Principals and Deputy Principals Networks also continued to meet during the year.

School Patronage

Recruitment and appointments

Fourteen principal and six deputy principal appointments were made across the network in 2020.

Appointments for 336 teachers and 62 additional needs assistants (SNAs) were approved and 164 independent assessors for teacher recruitment panels were appointed.

Four new boards of management were established at primary and second-level and two boards of management grew from a four-person to eight-person size.

Thirteen patron nominees were appointed, with seven appointed as chairpersons

Ethos guidance

Educate Together led on innovation in school ethos in 2020, through the development of the first Ethos Quality Framework for Educate Together Schools. This includes a practical, step-by-step guide for School Self-Evaluation in Ethos areas, and an attractive and user-friendly dedicated online Ethos Guidance platform for members.

The Ethos Guidance website is a support for school leaders, teachers and board members, dealing with a variety of issues that come up in the daily life of the school. Login details are available from school principals: www.ethos.educatetogether.ie.

School Accommodation

The national office appointed Educate Together's first Buildings Officer in 2020 to support our schools in relation to accommodation, with funding from the Department of Education. Against the challenging Covid-19 backdrop, support and representation were provided for 47 schools in temporary accommodation during the year, with 27 in urgent need of additional accommodation for August 2020.

Nine new leases/license agreements and one prefab rental agreement were signed for Educate Together schools in temporary accommodation in 2020.

Educate Together currently has 47 schools in Ministerial-owned buildings and is working with the Department of Education and other patrons towards agreeing a lease for these buildings

Admissions

Considerable work was required in 2020 to implement the further commencement of the Education (Admission to Schools) Act 2018. The national office approved new admissions policies for more than 100 schools that Educate Together is patron or joint patron of ahead of the September 2020 deadline, ensuring that policies and school practices are in keeping with legislation and regulations, as well as our equality-based ethos. The national office is continuing to provide support to schools on this transition.

Since most Educate Together schools are heavily oversubscribed, the question of equitable admissions policies remains a topic for regular discussion in the organisation. A number of motions on the topic will be debated in the context of the 2021 Annual General Members Meeting.

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Ethical Education

Curriculum development in Ethical Education was ongoing at primary and second-level in 2020 (see Research and Development). The development and promotion of resources for teaching Ethical Education also continued, with a particular emphasis on resources for remote teaching and learning.

A new user-friendly online platform for hosting primary level Learn Together Ethical Education resources (<http://lt.educatetogether.com/>) was completed in 2020; with thanks to the principal of Carlow Educate Together NS who developed this on a voluntary basis.

New resource packs on the Environmental Impact of Single-use plastic, funded by PayPal, were launched in December and made available to primary and second-level schools.

Initial Teacher Education

Educate Together continued to provide extensive input to Bachelor of Education and Professional Master of Education elective courses in Mary Immaculate College of Education, Marino Institute of Education and Froebel Department of Primary and Early Childhood Education during 2020 with all provision being adapted to an online format from March 2020 onwards. This work is funded by the Department of Education and is aimed at addressing the historical and ongoing imbalance towards denominational religious education in primary initial teacher education.

Teacher Continuing Professional Development (CPD)

Following intensive provision of CPD across the Educate Together network in 2018 and 2019, which saw 600 teachers accessing training in Ethical Education and Restorative Practice, activity in this area was reduced in 2020, impacted by school closures resulting from Covid-19.

Induction in Ethical Education was provided to teachers in the five new schools that were opened, as well as the two Community Colleges which are developing as Educate Together / CDET partnership schools.

Educate Together again secured funding from WorldWise Global Schools for the development and promotion of Global Citizenship Education, which aligns closely with Ethical Education. Activity in 2020 under this grant included:

- Whole-staff CPD for Educate Together schools on Ethical Education and Global Citizenship Education
- Webinars for Educate Together principals on embedding Global Citizenship Education
- Teacher CPD on new resources addressing the Sustainable Development Goals and in particular the impact of Single-use Plastics.

Two Department of Education approved online summer courses were provided in 2020, focusing on Ethical Education and on Student Participation and Active Citizenship.

Of the cohort completing the Postgraduate Certificate in Ethical and Multi-denominational Education in DCU in June 2020, three students opted to continue their studies at diploma level. This post-graduate course, which Educate Together developed in partnership with DCU in 2012, aims to deepen understanding of Ethical Education in the school context.

Garda Vetting

Educate Together is the authorised body for Garda Vetting for its primary schools. In 2020 1,045 Garda Vetting applications were sent to the National Vetting Bureau. By providing additional guidance and training to schools, corrections were reduced to 31% from 42%, increasing the efficiency of the process. Work continued on an online vetting system which will further enhance efficiency when completed.

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Research and Development

Student and School Leader Experiences in Educate Together Second-level Schools

The Economic and Social Research Institute (ESRI) published research in 2020 which showed the significant contribution Educate Together's second-level schools are making in Irish post-primary education. The research found that Educate Together second-level schools are successfully delivering the model of education envisioned in the organisation's 2009 Blueprint for Second Level Schools, including a focus on positive relationships, promotion of active and responsible citizenship, student-centred and active learning approaches. The study is available online: www.esri.ie/publications/examining-the-experiences-of-students-teachers-and-leaders-at-educate-together-second

Nurture Schools

The Educate Together Nurture Project launched in December 2020 and aims to improve outcomes for students who experience educational disadvantage through poverty or other barriers. The concept of Nurture in education recognises that students' wellbeing is inextricably linked to their engagement with school and resulting academic outcomes. This innovative project brings together Educate Together's most disadvantaged schools from primary and post-primary levels and supports them to develop as communities of practice. 25 schools were recruited to participate in the project in 2020.

Review of the Learn Together Curriculum

Educate Together continued its review of the Learn Together Ethical Education curriculum in 2020. The purpose of this review is to bring the curriculum, which was first published in 2004, up to date and to ensure that it is accessible and comprehensively presented for all teachers to use in their classrooms. During 2020 the survey and teacher focus group elements of the review were completed, with these being switched to online format as a result of Covid-19 restrictions. This review will be completed in 2021.

Senior Cycle

Educate Together commissioned University College Dublin to conduct a review of the Senior Cycle Ethical Education curriculum which the national office has developed in collaboration with our developing second-level schools over the past three years. This work, which is funded by Salesforce, continued through 2020 and will be finalized in 2021.

Operations

Organisational Restructure

2020 commenced with an urgent need to restructure the national office of the organisation in line with secure funding. This was brought about by the ending of a number of substantial projects in 2019. This restructure took place between March and July and resulted in a reduction in staff from 23 to 13 (Whole Time Equivalents). The focus in the coming year is to build back up to meet the demands of our schools and communities.

Internal Systems

With the restructuring of the organization and the impact of COVID, 2020 brought the quality of internal systems and use of technology into sharp focus. As well as supporting staff to move to remote working, strengthening channels of communication, improvements were also made to our administration and IT systems and a review of our financial system completed.

- An external consultant was engaged to conduct a review of financial systems in December 2020, with recommendations to be implemented in 2021.
- An internal HR team was established and a number of policies were reviewed with oversight from the HR Subcommittee of the Board, including a comprehensive Covid-19 Policy and guidance on Remote Working.
- Internal communications within the national office and with member schools were significantly improved during 2020, with full advantage taken of new opportunities for remote meetings and events.
- IT - The organization benefits from generous grants of software licenses from Microsoft, Salesforce and Teamwork.

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Fundraising

As a charitable organisation, Educate Together is required to raise at least one third of its income through fundraising, trading and service delivery each year. In 2020, as well as the €336,000 provided by Salesforce for our 2020 – 2022 Nurture Project, it was necessary to raise a further €150,000 through donations from individual, community and corporate donors and trusts in order to continue operations. Despite the challenges posed by the Covid-19 pandemic and restrictions, by the end of 2020 we were able to reach this goal, and we are hugely grateful to all our donors and funding partners for their support in this challenging year.

Partnerships with Bradys Insurance and Folens Publishers in 2020 continued to achieve savings for Educate Together schools and income for the national office in 2020. We are very grateful to Brady's and Folens for their ongoing support in 2021, and to the schools that participate in these schemes.

Challenges

Covid-19

Due to projects that ended in 2019, a major organizational restructuring had to take place in the first quarter of 2020. This was swiftly followed by Covid-19 which further limited the organisation's capacity to generate income through sales and fundraising. Several roles were made redundant, and remaining staff were placed on temporary reduced working hours for six months of the year. Cashflow had to be managed tightly throughout the year. However, despite the challenges and reduced capacity the work went on and the team found new ways of representing and supporting our school network in 2020 and by the end of the third quarter it was possible to secure some new funding from Salesforce and from the Department of Education and return the remaining staff team to normal working hours.

School accommodation

An ongoing challenge for new and developing schools is the length of time they are required to spend in temporary accommodation. ESRI Research published in 2020 highlighted the negative impacts of temporary accommodation on students and on school leaders and because Educate Together has opened more than half of all new schools that have been opened in Ireland in the past ten years, our sector suffers disproportionately from this systemic problem.

Despite having opened 33 new schools in the last 5 years, only one Educate Together school moved into a permanent school building in 2020. At the end of the year, 47 Educate Together schools remained in temporary accommodation. In addition 13 schools in permanent buildings continue to face significant challenges as a result of defects and disruptive remediation work.

The national office worked to improve its support for these schools in 2020, and will continue to advocate for improvements in the systems for planning and building schools so that planning begins earlier and good quality permanent buildings are delivered sooner.

Supports for children with additional needs

Educate Together is proud to have a reputation as a diverse and inclusive school network, welcoming students from a range of backgrounds and supporting every child to reach their full potential. Research conducted by the ESRI in 2020 showed a higher proportion of students with additional needs in our post-primary schools than the national average and Educate Together national schools have a higher proportion of specialist Autism classes than other sectors (43% compared to 10%).

Educate Together schools have identified deficits in the supports currently provided for children with additional needs in mainstream classes. Insufficient staffing (Special Education Teachers and Special Needs Assistants) and a lack of therapeutic supports place enormous pressure on teachers and school management as they strive to meet the needs of their students. Challenges are exacerbated for developing schools, who often cater for more students with additional needs with less resources, while also dealing with the challenges of operating in temporary accommodation.

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Educate Together raised this issue during 2020 with the Department of Education and with the Minister for Special Education and will continue to advocate for more and better supports for students with additional needs.

FINANCES

Financial Review

The reserves balance at year end is €360,374.

Total Income in 2020 was €2,691,300 (€2,467,481 in 2019) an increase of €223,819 on 2020 while total expenditure was €2,258,761 in 2020 (€3,269,634 in 2019) down €1,010,873 on 2019.

The net surplus in the financial statements for the financial year 2020 was compared to a deficit of (€802,153) in 2019. The net surplus is split between an unrestricted surplus of €145,788 and a restricted surplus of €286,751.

In interpreting Educate Together's Financial accounts there are two key points that need to be noted as they have a distorting effect on the true picture of Educate Together's finances and could lead to misinterpretation. The first is FRS 102 SORP rules on recognition of income, and the second is the rental payments for school accommodation. The first creates a mismatch between income and expenditure and results in year-on-year substantial fluctuations in our accounts. While the second relates to the payment by Educate Together of the rent for a number of schools in temporary accommodation. The Department of Education pays Educate Together and Educate Together pays the landlords. This transaction inflates our overall income and expenditure by €1.2m in 2020.

The restricted surplus for the year of €286,751 is primarily due to the receipt of two years of funding from a funder (Salesforce) in late 2020. Under FRS 102 SORP accounting rules, 100% of this income must be accounted for in the year it is received rather than being accrued. The matching expenditure will be in 2021 and 2022 (See Note 11).

The unrestricted surplus for the year 2020 of €145,788 was generated through membership subscriptions and trading income, and reduces the overall cumulative deficit in unrestricted reserves from (223,061) to (77,273). The reduction of this deficit is in line with the Board's commitment to build up reserves to the value of three months of the average expenditure in-line with good governance practice. The Company ended the year with net assets of €360,373, a marked improvement on 2019 (€72,165).

Educate Together received a core grant from the Department of Education in 2020 of €133,000. This has remained unchanged for 13 years despite the significant growth in the number of Educate Together schools; from 44 in 2008 to 114 in 2020. Membership subscriptions provide the mainstay of the organisation's funding contributing €403,485 in 2020.

Excluding the school rental funding (a transactional figure in and out of the accounts), total income for charitable activities was €1,458,754. Of this, Government grants totalled 37% (47% in 2019). Membership income was 28% (28% in 2019), donations 9% (10% in 2019) and income from trading 2% (5% in 2019). Funding from Trusts and Foundations which has traditionally been an important part of the funding mix, providing the growth capital and funding to invest in quality. In 2020, Educate Together received a two-year grant from Salesforce, bringing total income from Trusts and Foundations to 24% up from 2% in 2019 and back to the same level as 2018. There was no EU funding received in 2020 (7% 2019).

In 2020 restricted income was 79%. Restricted income includes the school rental payments from the Department of Education, government grants and funding from Trusts and Foundations. Unrestricted income of €574,298 was received in 2020, this comprises membership fees (70%), earned income and public gifts and donations.

Total expenditure was reduced by 31% in the year to €2,258,761 (€3,269,634, 2019). The charitable activities expenditure was reduced by 28% to €2,121,798 (€2,961,808 in 2019). This substantial reduction arose due to the completion of the Ethos development work funded by Salesforce in 2018 and carried out in 2018 and 2019. An organisational restructuring was necessary in 2020 following the completion of this and other projects in 2019, and this saw a reduction in staff numbers. Strenuous efforts were made within the year to reduce expenditure, staff going on short-time working for six months. These jointly resulted in a reduction in payroll costs of 30%. In addition, savings were sought in all areas and a reduction in overhead costs of 44% was achieved including securing a 20% reduction in rent from our Landlord which was greatly appreciated.

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 2020

Following the measures undertaken in 2020, despite Covid-19's continuing impact on our schools and our ability to fundraise, 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 build its reserves, equal to 3 months of the average unrestricted expenditure, in order to ensure that the charity's core activities could continue during a period of unforeseen difficulty. It is the directors' intention to allocate €100,000 of income from membership fees to reserves in 2021 and to build on this year on year.

Principal Risks and Uncertainties

Key financial risks that board has identified relate to potential decreases in income from charitable donations, unforeseen legal liabilities due to 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:

- A comprehensive risk register is in place, which is updated by staff on an ongoing basis and reviewed regularly by board sub-committees and quarterly by the board.
- Financial performance is monitored closely by the Finance Sub-committee, whose membership includes people with suitable expertise.
- An Accounts Policies and Procedures Manual is in place outlining strict procedures for financial control and management.
- Strategic Goals and Objectives are clearly defined and the CEO reports to the board regularly on progress towards the achievement of these Objectives.
- Formal processes are in place to monitor and manage the performance of staff.
- A formal HR Policy Handbook is in place and this is reviewed as necessary.
- Procedures and policies are in place to ensure health and safety of staff, volunteers, clients and visitors to the national office.
- The board has reviewed governance processes and procedures in line with the Charities Governance Code over the past two years. Compliance with the code is monitored and reported on annually.
- Changes to regulations, legislation and policy are monitored on an ongoing basis.

Covid-19 brought an added level of risk to the organisation in 2020, and this was reviewed by the board throughout the year through the Risk Register. Key risks were threats to income generating activities such as conferences, staff-related risks and risks relating to school management. A Covid-19 policy was put in place and implemented which took account of all government measures and health and safety advice. Staff worked remotely from March onwards, with infection control measures put in place for any necessary work that required access to the office. These measures were implemented by the CEO and leadership team with oversight by the HR sub-committee.

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.

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 2020

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 11 times during 2020

Attendance at Board meetings:

Name	Attended	of	%
Jennifer Cummins (Chair)	11	11	100%
Danny Haskins (Vice-Chair)	11	11	100%
Emma Lane-Spollen (Treasurer)	11	11	100%
Colm O'Connor	10	11	91%
Richard Woulfe	10	11	91%
Siobhan Mortell	9	11	82%
Aidan Clifford	10	10	100%
Martina Von Richter	7	9	78%
Caitriona Hand	5	6	83%
Robert Cochran (Company Secretary)	3	6	50%
Renate McIntyre	3	6	50%
Aine Clancy	5	5	100%
Colm Ó'Cuanacháin	5	5	100%
Doris Abuchi-Ogbonda	3	3	100%
Matt Wallen	3	3	100%
Theresa Burke	1	1	100%

Sub-committees

The Board has a number of sub-committees set up in accordance to its Articles of Association. The following Sub-committees continued to be active at the end of 2020:

- Finance (Chair Treasurer, Emma Lane Spollen)
- Governance (Chair Aidan Clifford)
- Education (Chair Aidan Clifford)
- Patronage (Chair Danny Haskins)
- Membership (Chair Siobhán Mortell)
- Human Resources (Chair Danny Haskins)
- International Development (Chair Company Secretary, Richard Woulfe)
- AGM Standing Orders Committee (Chair Aidan Clifford)
- ETB Partnerships (newly established in 2020) (Chair Colm O'Connor)

The following sub-committees completed their work in 2020:

- CEO Transition (Chair Jennifer Cummins)
- Restructuring Working Group (Chair Jennifer Cummins)

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 2020

Sub-committees are comprised of Directors and external members, with staff members in attendance for support. Terms of Reference are agreed and reviewed regularly. The Board is grateful to all volunteers for their hard work and expertise on these sub-committees.

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

Board Member Selection and Induction

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

The Directors Handbook sets out the main legal, ethical, financial and oversight responsibilities of the Board and includes. Code of Conduct. 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. A Register of Interests is maintained for each Director, and Directors are provided with opportunities to undertake training in governance and other relevant matters as required.

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, which unites over 100 members working together to make Ireland one of the best places in the world to be a child.
- Media Literacy Ireland, an independent association of members committed to the promotion of media literacy across Ireland.
- Irish Network Against Racism, a national network of nearly 130 anti-racism civil society organisations which aims to work collectively to highlight and address the racism in Ireland
- Ubuntu, which actively promotes that Development Education be embedded into post-primary Initial Teacher Education (ITE) in Ireland.
- RCE Dublin, a centre of expertise in researching, educating and innovating in Education for Sustainability recognized by the United Nations University.

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/ Ag Foghlaim Le Cheile

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

DIRECTORS' ANNUAL REPORT

for the year ended 31 December 2020

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, which operates four schools in the South West of England.

Exemptions from Disclosures

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.

Political Donations

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

Events After The Year End

Covid-19 continues to impact on the company's operations in 2021. Staff continue to work remotely and the company has introduced new eWorking allowances to support staff working from home.

Auditors

An Audit of the company's finances in 2020 has been completed by GBW in accordance with the the provisions of Section 383 (2) of the Companies Act, 2014. In line with good governance, Educate Together intends to appoint new Auditors in 2021. The Finance Sub-committee of the board is overseeing a tendering process and the successful firm will be appointed by members at AGM in accordance with the company's Constitution.

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



Emma Lane-Spollen
Director



Jennifer Cummins
Director

Date: 31st March 2021

Date: 31st March 2021

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 2020

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:

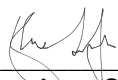
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons 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



Emma Lane-Spollen
Director

Date: 31st March 2021



Jennifer Cummins
Director

Date: 31st March 2021

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 2020 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 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (effective January 2019).

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 2020 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 applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP 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.

Conclusions relating to going concern

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

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

Other Information

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 22, 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: 31st March 2021

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 2020

		Unrestricted	Restricted	Total	Total
		Funds	Funds		
	Notes	2020	2020	2020	2019
		€	€	€	€
Income					
Generated funds:					
Donations and legacies					
Voluntary income		132,048	-	132,048	135,275
Income from Investments		-	-	-	-
Charitable activities:					
Income		442,250	349,191	455,250	461,195
Other income		-	1,767,811	2,104,002	1,871,011
Total income and endowments	6	574,298	2,117,002	2,691,300	2,467,481
Net Income					
available for charitable application		574,298	2,117,002	2,691,300	2,467,481
Expenditure					
Expenditure on Charitable activities					
Activity cost		368,914	1,752,884	2,121,798	2,961,808
Other expenditure:		59,596	77,367	136,963	307,826
Total Expenditure	7	428,510	1,830,251	2,258,761	3,269,634
Surplus/(deficit) for the year		145,788	286,751	432,539	(802,153)
Net movement in funds for the year		-	-	-	-
Reconciliation of funds					
Balances brought forward at 1 January 2020		(223,060)	150,895	(72,165)	729,988
Balances carried forward at 31 December 2020		(77,272)	437,646	360,374	(72,165)

Approved by the Directors on 31st March 2021 and signed on its behalf by


 Emma Lane-Spollen
 Director


 Jennifer Cummins
 Director

Educate Together/ Ag Foghlaim Le Cheile

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

BALANCE SHEET

as at 31 December 2020

		2020	2019
	Notes	€	€
Fixed Assets			
Tangible assets	12	19,892	28,928
Current Assets			
Debtors	13	813,124	179,283
Cash and cash equivalents		536,422	57,671
		1,349,546	236,954
Creditors: Amounts falling due within one year	14	(1,009,065)	(338,047)
Net Current Assets		340,481	(101,093)
Total Assets less Current Liabilities		360,373	(72,165)
Provision for Liabilities and Charges		-	-
Net Assets		360,373	(72,165)
Funds			
General fund (unrestricted)		(77,273)	(223,061)
Restricted Funds		437,646	150,896
Total funds	17	360,373	(72,165)

Approved by the Directors on 31st March 2021 and signed on its behalf by

 Emma Lane-Spollen
 Director


 Jennifer Cummins
 Director

Educate Together/ Ag Foghlaim Le Cheile CLG

CASH FLOW STATEMENT

for the year ended 31 December 2020

	Notes	2020 €	2019 €
Cash flows from operating activities			
Net movement in funds		432,538	(802,150)
Adjustments for:			
Depreciation		9,036	9,627
Gains and losses on disposal of fixed assets		-	-
Movement in provisions		-	-
		<u>441,574</u>	<u>(792,523)</u>
Movements in working capital:			
Movement in debtors		(645,145)	566,090
Movement in creditors		671,018	(202,642)
		<u>467,447</u>	<u>(429,075)</u>
Cash flows from investing activities			
Interest received		-	-
Interest paid		-	(3)
Payments to acquire tangible assets		-	(6,234)
		<u>-</u>	<u>(6,237)</u>
Net cash generated from investment activities		-	(6,237)
Cash flows from financing activities			
Advances to member schools		11,304	(6,304)
		<u>11,304</u>	<u>(6,304)</u>
Net increase/(decrease) in cash and cash equivalents		478,751	(441,616)
Cash and cash equivalents at 1 January 2020		57,665	499,281
Cash and cash equivalents at 31 December 2020	18	536,416	57,665

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2020

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 2019) 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 2020

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 2020

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 2020

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 2020

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. NET INCOME	2020	2019
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	9,036	9,627
Operating lease rentals -Land and buildings	45,074	55,718
(Deficit)/surplus on foreign currencies	1,962	(6,355)
Audit fees	7,445	6,752
	<u><u> </u></u>	<u><u> </u></u>

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2020

5. Interest Payable and Similar Charges

	2020	2019
	€	€
On Bank loans and overdrafts	-	3

6. Income

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

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

	Restricted	Unrestricted	2020 Total	2019 Total
			€	€
<i>Fundraising & Donations</i>				
Donations	-	48,313	48,313	37,303
Gifts	-	83,735	83,735	42,972
Legacy		-	-	55,000
<i>Government, EU and Grant Income</i>				
Department of Education - Grants & payments	456,266	-	456,266	560,811
Pobal SSNO scheme	-	-	-	38,916
Irish Aid WWGS	30,000	-	30,000	27,000
Erasmus+	-	-	-	95,323
Other: CDET Partnership	48,999	-	48,999	16,333
Department of Education School Rental	1,232,546	-	1,232,546	1,132,629
<i>Trust & Foundations</i>				
Salesforce Nurture Schools	13,000	5,459	18,459	22,348
	336,191	-	336,191	-
<i>Trading & Other Income</i>				
Membership subscriptions	-	403,485	403,485	371,535
Income from trading and other services (Ireland)	-	32,767	32,767	28,624
Income from Merchandise	-	369	369	39,501
Other Income	-	170	170	(814)
Total	2,117,002	574,298	2,691,300	2,467,481

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2020

7. Resources Expended

	Restricted €	Unrestricted €	2020 Total €	2019 Total €
<u>Expenditure on charitable activities</u>				
Salaries	414,681	268,262	682,943	1,007,036
Redundancy		18,939	18,939	-
Employer PRSI	46,204	27,946	74,150	95,885
Staff pension	1,406	8,293	9,699	15,278
Research	-	3,643	3,643	12,609
Postage & Stationery	6,941	2,729	9,670	13,684
Information Materials	-	2,998	2,998	9,272
Advertising	-	990	990	9,460
Telephone	6,065	3,998	10,063	12,703
Travel Expenses	5,657	12,249	17,906	60,426
Consultancy Fees	17,000	(3,302)	13,698	246,515
Program Meetings	10,366	24	10,390	85,524
Other programme costs	17,940	3,934	21,874	123,327
Discounts Allowed	-	16,808	16,808	15,038
Other Resources Expended	600	1,403	2,003	5,013
DES School Rentals	1,226,024	-	1,226,024	1,249,948
Sub Total	1,752,884	368,914	2,121,798	2,961,808
<u>Other Expenditure</u>				
Rent & Rates	27,167	17,907	45,074	56,323
Service Charges	8,861	5,842	14,703	15,494
Insurance	5,026	3,312	8,338	6,022
Light & Heat	791	521	1,312	1,948
Repairs & Maintenance	299	197	496	3,528
Surplus/deficit on exchange		1,962	1,962	(6,355)
Computer Costs	4,921	9,495	14,416	24,982
Bank Interest & Charges	918	604	1,522	2,284
Staff costs	1,066	702	1,768	9,976
General Expenses	2,860	(3,270)	(410)	101,375
Depreciation	5,402	3,634	9,036	9,627
Legal Fees	2,521	3,149	5,670	34,752
Staff accommodation		712	712	3,379
Bad debt provision		3,269	3,269	19,014
Subscriptions	326	215	541	1,736
Cleaning	1,261	832	2,093	8,722
Accountancy Fees	11,461	7,555	19,016	8,267
Audit	4,487	2,958	7,445	6,752
Sub Total	77,367	59,596	136,963	307,826
Total	1,830,251	428,510	2,258,761	3,269,634

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2020

8. EMPLOYEES AND REMUNERATION

Number of employees

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

	2020 Number	2019 Number
Finance, HR and Administration	3.5	3.7
Communications and Advocacy	1.2	2.1
Fundraising	0.3	1
Education and Support	4.7	4.4
CEO	1	1
Governance and Patronage	2	2.6
New Schools/Network Development	3.1	5.8
	15.8	20.6

The staff costs comprise:

	2020 €	2019 €
Wages and salaries	701,882	1,007,036
Social security costs	74,150	95,885
Pension Costs	9,699	15,278
	785,731	1,118,199

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

9. DIRECTORS REMUNERATION AND TRANSACTIONS

No members of the board of directors received any remuneration during the year. No director or other related person had any personal interest in any contract or transaction entered into by the charity during the year. Director expenses, totalled 792 in 2020, (2019: €4,783). These included expenses relating to board meetings and travel.

Key management includes the directors and the CEO. No remuneration is paid to the directors. There was a change in CEO during the year, with both parties being paid for a five-week transition period. Total compensation payable to both CEO's (including pension contributions, but not employer PRSI) totalled €108,945 (2019: €89,891).

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2020

10. GOVERNMENT, EU AND OTHER GRANTS

Name of Grant Agency	Type of Grant	Re-stricted	Performance conditions	2020 €	2019 €
Department of Education	New Schools	Yes		95,000	224,011
Department of Education	Core	Yes		133,000	133,000
Department of Education	Teacher Education	Yes		6,461	7,595
Department of Education	Garda vetting	Yes		36,405	1,021
Department of Housing, Planning, Community and Local Government	Scheme to support National Organisations	Yes		-	38,916
Leargas	Erasmus+	Yes		-	95,323
Irish Aid/WorldWide	WWGS 2020	Yes		30,000	27,000
Global Schools Salesforce	Nurture Schools	Yes		336,191	-
CDETb	Partnership grant	Yes		49,000	16,333
Department of Education	Grants	Yes		90,000	
Department of Education	Partnership grant -ETB	Yes		95,400	
Department of Education	School Rentals	Yes		1,232,546	1,249,948

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 €2,100,203 (2019: €1,793,147). Income is recorded net of VAT.

11. RESTRICTED GRANTS RECEIVED

Grant/Donor	Period of Grant	Total Grant €	Cash Received in 2020 €	Expenses 2020 €	Restricted Reserves €
DES School Accommodation	April 2020 to March 2023	270,000	90,000	61,291	28,709
DES Partnership	July 2020 to June 2023	298,400	95,400	43,503	51,897
CDETb Partnership	Sept 2019 to August 2021	147,000	49,000	49,000	-
WWGS	Sept 2020 to May 2021	30,000	30,000	6,826	23,174
Salesforce	Oct 2020 – Sept 2022	336,191	336,191	10,825	325,366

The Salesforce Nurture project 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 2020

12. TANGIBLE FIXED ASSETS

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
Cost					
At 1 January 2020	1,764	28,599	24,513	6,000	60,876
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 December 2020	1,764	28,599	24,513	6,000	60,876
Depreciation					
At 1 January 2020	381	15,418	16,149	-	31,948
Charge for the year	353	6,441	2,242	-	9,036
On disposals	-	-	-	-	-
At 31 December 2020	734	21,859	18,391	-	40,984
Net book value					
At 31 December 2020	1,030	6,740	6,122	6,000	19,892
At 31 December 2020	1,383	13,181	8,364	6,000	28,928

13. DEBTORS

	2020 €	2019 €
Trade debtors	359,355	203,495
Bad debt provision	(54,512)	(51,243)
Other debtors	1,369	7,185
Amounts owed by member schools	-	11,304
Prepayments	436,674	8,542
Accrued Income	7,883	
VAT	62,355	
	813,124	179,283

Prepayments mainly consist of one large school rental invoice for 2021 received in 2020.

14. CREDITORS

Amounts falling due within one year	2020 €	2019 €
Bank Overdraft	7	8
Trade creditors	542,873	104,570
Taxation and social security costs (Note 15)	17,720	57,976
Other creditors	4,752	10,589
Accruals	33,347	48,334
Deferred Income	410,366	116,570
	1,009,065	338,047

Trade Creditors here includes large school rental invoice referenced in Note13.

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 December 2020

15. TAXATION AND SOCIAL SECURITY

	2020 €	2019 €
Creditors: PAYE/PRSI VAT	17,720	52,558 5,418
	<u>17,720</u>	<u>57,976</u>

16. ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
For the financial year ended 31 December 2020				
General funds	19,892	1,349,546	(1,009,065)	360,373
	<u>19,892</u>	<u>1,349,546</u>	<u>(1,009,065)</u>	<u>360,373</u>

17. ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2020 €	Incoming resources €	Resources expended €	Inter-fund transfers €	Balance 31 December 2020 €
Restricted income	150,896	2,117,002	(1,830,251)	-	437,647
Unrestricted income					
Other income	(223,061)	574,298	(428,510)	-	(77,273)
Total funds	<u>72,165</u>	<u>2,691,300</u>	<u>(2,258,761)</u>	<u>-</u>	<u>360,374</u>

18. CASH AND CASH EQUIVALENTS

	2020 €	2019 €
Cash and bank balances	214,900	57,629
Bank overdrafts	(6)	(8)
Cash Equivalents	321,522	44
	<u>536,416</u>	<u>57,665</u>

19. 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 2020

20. FINANCIAL COMMITMENTS

At 31 December 2020 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2020	2019
	€	€
Expiry date:		
Within one year	44,250	55,718
Between one and five years	54,667	29,720
	98,917	85,438

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.

21. DEFERRED INCOME

	2020	2019
	€	€
At 1 January 2020	116,570	104,011
Additions	410,366	116,570
Released to the SOFA in the period	(116,570)	(104,011)
At 31 December 2020	410,366	116,570

Included in deferred income additions is 2021 membership subscription invoices raised in 2020.

22. RELATED PARTY TRANSACTIONS

During the year the following loans which had been given to member schools were repaid in full:

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

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 2020

23. Volunteers

Educate Together's 114 schools are all managed by voluntary Boards of Management, and there are more than 800 volunteers involved in this work around the country. Many of these volunteers are supported by the Educate Together national office through training, guidance materials and telephone and email support. In 2020 Educate Together recruited and appointed volunteers to new boards of management for the new schools it opened, as well as replacing board members on many other boards. In addition two volunteers supported the work of the national office directly on a part-time basis. The trustees who make up Educate Together's Board of Directors and board sub-committees also provide their time and expertise on a voluntary basis, and all of these voluntary contributions are of huge value to the organisation.

24. POST-BALANCE SHEET EVENTS

Covid-19 continues to impact on the company's operations in 2021. Staff continue to work remotely and the company has introduced new eWorking allowances to support staff working from home. The company continue to monitor costs and actively seek new funding sources.

25. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 31st March 2021.

