

Educate Together/Ag Foghlaim Le Cheile
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2021

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

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

Educate Together/Ag Foghlaim Le Cheile

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Educate Together/Ag Foghlaim Le Cheile
REFERENCE AND ADMINISTRATIVE INFORMATION

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| Directors | Jennifer Cummins Danny Haskins Siobhan Mortell Colm O'Connor Emma Lane-Spollen Richard Woulfe Aine Clancy Colm O Cuanachain Aidan Clifford Doris Abuchi-Ogbonda Matthew Wallen Theresa Burke |
| Company Secretary | Richard Woulfe |
| Charity Number | 11816 |
| Charities Regulatory Authority Number | 20033309 |
| Company Number | 286202 |
| Registered Office | Equity House 16/17 Ormond Quay Upper Dublin 7 |
| Auditors | KSI Faulkner Orr Limited Behan House 10 Lower Mount Street Dublin 2 Ireland |
| Bankers | AIB Bank Blackrock Co. Dublin |
| Solicitors | Mason Hayes & Curran South Bank House, Barrow Street, Dublin 4. |

Educate Together/Ag Foghlaim Le Cheile

CHAIRPERSON'S REPORT

for the year ended 31 December 2021

CHAIRPERSON'S REPORT

2021 was another challenging year for children and young people and their education and development. The Educate Together national office worked intensively during this period to support our schools and advocate with the Department of Education. Unfortunately, Covid-19 saw school closures in the early part of the year. Challenges continued for schools in temporary accommodation, and there was also the major problem of staff shortages, which has placed additional pressure on school communities and school leadership in particular. School communities faced not only the absence of staff and children but in some cases the death of loved ones to Covid-19. The effects of Covid-19 on children and their educational outcomes will only be fully understood in the years to come.

But, even in difficult times, there are new initiatives that give us hope. Educate Together's Nurture Schools programme came into its own in 2021. Schools applying a nurture approach address the social, emotional and learning needs of individual students, helping them to feel connected to school life and enabling them to engage in learning. Never was that more needed than during closures and when schools reopened. This programme was set-up with funding from Salesforce in 2020. In 2021 we secured additional funding from Rethink Ireland, the Social Innovation Fund, to extend and deepen the approach to ensure more students could benefit. This investment is enabling the programme to be embedded in a network of 35 primary and second-level schools across the country.

Our network of schools was also extended with the opening of two new second-level schools in Gorey and Blackrock. This brings the overall student numbers attending Educate Together schools to 35,000. An immense amount of work is needed to open a new school, however, these schools had the added challenge of opening during a global pandemic. Congratulations to each person involved in ensuring that the schools opened.

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. The Ethos Quality Framework was launched in 2021. This Framework will help us to strengthen ethos across the network as we continue to grow.

Educate Together's Board of Directors can report that during 2021 we restructured our organisation, reducing our cost base in line with income and have successfully turned our finances around. As you will see from the report we are now in a healthy financial position following on from a challenging few years. Sadly this required redundancies in 2020, staff reduced their working hours and kept the organisation strong. We give our thanks to all our staff for their commitment during this challenging period.

In 2021 we agreed our five-year strategy following a comprehensive consultation with our Network and other stakeholders. This sets out ambitious targets, challenging us to find new ways to meet ever-increasing demand, stay innovative and ensure our ethos is strong as our schools rapidly grow in pupil numbers. We can confirm that we are fully compliant with the Charities Governance Code and are confident that the organisation ends the year 2021 in a stronger state, financially, structurally and strategically.

The AGM was held online again in 2021. Important issues were debated, such as admissions policies, support for schools and for children with additional needs as well as insurance costs. Returning to in person AGMs in the future, will be a welcome return for many. Staff also continued to work remotely in 2021 and we took the opportunity to reduce and adapt office space in preparation for hybrid working. We also welcomed some new members to the national office team, including to the new role of Finance Officer.

On behalf of the Board and staff, I wish to say thank you to the members of our network for their involvement and ongoing support to the organisation. I also wish to thank our funders including the Department of Education for their continued support of Educate Together. Without their interest, belief in and commitment to Educate Together, the organisation would be unable to deliver for children and young people. Finally, I would like to thank my Board colleagues, all volunteers, for their hard work and dedication throughout the year. I also wish to acknowledge the Chief Executive Officer and the national office staff for their ongoing dedication, energy and drive in delivering our mission, especially during such a challenging year.

Jennifer Cummins
Chairperson

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2021.

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

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

In this report the directors of Educate Together/Ag Foghlaim Le Cheile present a summary of its purpose, governance, activities, achievements and finances for the financial year 2021.

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

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

GOALS AND OBJECTIVES

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

Governing Document

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

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

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 2021 complied with its obligations to submit annual returns on its core activities to the Charities Regulator.

Mission

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

Values

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

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

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

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

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

Objectives

Educate Together's Strategy Statement from 2019 – 2021 set out three strategic goals relating to Quality and Capacity, Leadership and Growth. During 2020 and 2021, a new strategic plan was developed based on these goals, which is due to be launched in 2022. The planning process involved an analysis of current context and consultation with key internal and external stakeholders. The resulting plan sets out the following objectives:

Goal 1 – Quality and capacity

Strengthen the network and shared values across Educate Together schools.

Objectives:

- Improve the processes and systems in place to support quality in schools
- Support, promote and continually develop the Educate Together ethos
- Enhance Continuing Professional Development (CPD) across the network

Goal 2 – Leadership

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

Objectives:

- Continue to support and pioneer innovation in education
- Advocate for systemic education reforms
- Work with partners to enhance teacher education

Goal 3 – Growth

Increase the number of Educate Together school places.

Objectives:

- Develop pathways to choice in areas of stable population
- Increase access to Educate Together schools in areas of growing population

Goal 4 – Organisational Strength

Strengthen our organisation through continually reviewing and improving our systems and practice.

- Strengthen company and charity governance
- Ensure effective systems that enhance our ethos
- Build financial sustainability

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

KEY 2021 ACHIEVEMENTS

- Educate Together further adapted its operations and services to work productively through 2021, achieving all the company's core objectives and targets, and providing intensive support to our network of schools during another year of pandemic-related uncertainty and upheaval.
- Two new Educate Together were successfully opened in 2021, which will provide an additional 1,500 equality-based school places when these schools are fully established:
 - Gorey Educate Together Secondary School
 - Blackrock Educate Together Secondary School
- By the end of 2021, there were 35,000 pupils accessing equality-based education in 116 Educate Together schools (95 primary and 21 second-level). Educate Together has opened a total of 27 new primary and 21 new second-level schools over the past eight years.
- Educate Together launched its innovative Ethos Quality Framework in 2021 after a number of years of consultation, development, testing and review, and members adopted agreed Ethos Quality Standards at the AGM in May. The Framework was developed with DCU's Centre for Evaluation, Quality and Inspection and is designed to support schools to evaluate how they are implementing the network's equality-based ethos.
- Funding was secured from Rethink Ireland's Education Innovation Fund in 2021 to extend and deepen Educate Together's Nurture Schools programme across 35 Educate Together schools (27 primary and 8 post-primary schools). The programme, which was established with funding from Salesforce, is improving school experiences and outcomes for students at risk of educational disadvantage through developing social and emotional skills and relationships.
- The Educate Together Senior Cycle Ethical Education curriculum was published in December 2021, accompanied by an online teachers guide. This was the culmination of three years' development work, supported by Salesforce and Worldwide Global Schools, and completes the continuum so that Ethical Education is now available from junior infants (age 4) to sixth year (age 18).

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- In February 2021 Educate Together was awarded patronage of a new primary school in South Dublin. Uncertainty around the school's accommodation led the opening of this school to be postponed, and Sallynoggin Killiney ETNS will open in 2022.
- Maynooth Educate Together National School took delivery of the final phase of their new school building in 2021, which facilitated the school to grow to another stream.
- Sites were acquired for nine new Educate Together school buildings in 2021, including for Ennis ETNS and Tralee ETNS, the two Educate Together schools that have been waiting longest for permanent building plans. Contractors were appointed to commence construction on a further six permanent school buildings throughout the year.
- Educate Together has been an active participant in Irish Aid's World Wise Global Schools programme for a number of years and in 2021 a further grant to support Global Citizenship Education (GCE) in Educate Together schools was awarded. This enabled Continuing Professional Development (CPD) to be provided for 221 teachers in 19 Educate Together second-level schools in 2021 in online and in-person formats.
- Educate Together worked on a number of advocacy campaigns throughout the year, supporting new and developing schools in particular. Educate Together led on a campaign with other primary school management organisations to secure additional staffing for children with additional needs in developing schools, highlighting issues around the current model for allocating Special Education Teacher (SET) posts.
- Educate Together's growing network of second-level schools hosted a number of innovative online student engagement events in 2021, including the first ever Educate Together All-Ireland Debating competition, the first ever Irish Ethics Bowl competition, and an online Model United Nations event.
- In April 2021, Educate Together launched Professor Áine Hyland's book, 'A Brave New Vision for Education in Ireland: The Dalkey School Project 1974-1984', which documents the founding of Ireland's first equality-based school. Áine's book gives an insight into how the school came to open its doors, and how the equality-based school movement in Ireland came into being and its publication is an important milestone for the organisation. A recording of the virtual launch can be viewed on the Educate Together website.
- As a company and a charity, Educate Together continued to maintain high standards of governance in 2021, reporting full compliance with the Charities Governance Code to the Charities Regulator.

ACTIVITIES

A summary of activities is provided here. For a more comprehensive report on Educate Together's activities in 2021 see the complete Annual Report on www.educatetogether.ie/about/reports.

Membership

Annual General Meeting

Educate Together's Annual General Meeting (AGM) took place on 8 May 2021. For the second year due to Covid-19 restrictions, the meeting took place on an online platform rather than in an Educate Together school building with representatives from 69 of our members in attendance. A total of 20 motions were debated, including a number that had been deferred from 2020. An election was held for the appointment of three directors and Emma Lane-Spollen was elected as new vice-chairperson to the Board.

At the AGM, Educate Together welcomed three national (primary) schools and two new second-level schools into membership, bringing its total number of members to 122 (112 schools and 10 independent patrons).

Three General Members Forums (GMFs) were held in 2021 to provide member schools with a forum to discuss policy issues raised during the year. In April and May two forums were held with sessions on admissions policies, supports for schools, inclusion and students with additional needs, school insurance costs and school accommodation. In December 2021 a third members forum was held focusing solely on admissions policies.

Supporting management and leadership in member schools

Educate Together supported and represented its members intensively in 2021, providing core services and support for principals and chairpersons on a range of issues, including managing the very challenging landscape of the Covid-19 pandemic in schools. The national office represented primary members at more than 40 stakeholder and consultation meetings as their management body.

The national office continued to improve supports to our schools by expanding the team to ensure five day a week service, embedding a new system for tracking calls, and moving primary schools towards an online vetting service.

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In 2021 the member support service addressed issues related to enrolment, school finances, HR, disciplinary processes, staffing and recruitment, data protection, accommodation issues, bereavement, parental complaints, custody, and child protection issues, as well as those relating to Covid-19 measures and infection prevention and control.

The national office provided four online training sessions for boards of management of Educate Together primary schools, with 191 board members receiving training in 2021. We also collaborated with other management bodies and Clare Education Centre in providing training for 877 board members on Effective Practices for Boards of Management.

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, network meetings, Continuing Professional Development (CPD) for teachers and other distance learning materials and supports.

Due to the pandemic, instead of our annual in-person Educate Together Principals' Conference, two shorter virtual conferences were held during 2021, in March and November, with both sessions attended by more than 60 primary and second-level principals. An Induction Day was held for newly appointed 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, representing school management in engagements with the Department of Education and other stakeholders and providing advice and support. During 2021 the organisation engaged closely with primary education partners including other management bodies and teacher and parent organisations, both through the Primary Education Forum and in other stakeholder engagements, including those relating to the Covid-19 pandemic. In this work it represented, supported and advised its members in relation to school closures and reopenings, infection prevention and control measures and staffing and other supports. Educate Together actively collaborated with other Primary Management bodies to improve the provision for children with Additional Educational Needs (AEN / SEN), particularly in developing schools, and collectively engaged with the Department of Education, Ministers, and the NCSE.

Representation

Educate Together represented its member schools through various forums, meetings and submissions in 2021 including with:

- Submission to the NCSE Statement of Strategy 2022-2026
- Submission on the New Digital Strategy for Schools
- Submission to NCCA on the Draft Primary Curriculum Framework
- Convened Primary Management Group for Advocacy to Ministers and Department of Education on impact of SET Allocation Model on developing schools
- Primary Education Forum
- Primary Education Forum Communication Sub-group
- Joint Primary Management Body Submission to Joint Oireachtas Committee on Education on School Bullying & Mental Health
- Department of Education – e.g Covid-19, Teacher Supply
- Department of Education Inspectorate – e.g. Remote Teaching and Learning (ERTAL) inspection model
- National Council for Curriculum and Assessment
- Children's Rights Alliance network meetings and roundtable on Reduced Timetables
- Irish Network Against Racism network meetings
- Irish Traveller Movement Yellow Flag Steering Committee
- Ubuntu teacher education network
- Education and Training Boards Ireland
- Irish Second-level Students Union (ISSU)
- National Parents Council (primary)
- Transgender Equality Network Ireland (TENI)
- Educate Together Academy Trust (Bristol, England)
- Northern Ireland Council for Integrated Education (NICIE)

Communities of practice

Collaboration, collegiality and sharing of good practice are encouraged in the Educate Together network. Despite the challenges of the past year a number of communities of professional practice within the network continued to work together, including Second-Level Principals Network; Second-Level Deputy Principals Network; five Nurture School communities of practice involving all of the Educate Together schools taking part in the project. Other communities of practice in operation include the Ethical Education Teacher Professional Network and the Educate Together Guidance Counsellors Network.

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School Patronage

Ethos Quality Framework

Following an intensive period of development and a pilot in 20 schools, the Educate Together Ethos Quality Framework was finalised in 2021 when members voted at AGM to adopt agreed ethos standards and statements of effective practice for Educate Together schools. The framework, which includes a practical step-by-step guide for ethos School Self-Evaluation, and a dedicated online Ethos Guidance platform for members, is the first to be developed in Irish education and is leading the way for other patron bodies. The quality framework was developed for Educate Together by DCU's Centre for Evaluation, Quality and Inspections who held an event to mark its development in November 2021. Our work in the area of ethos development is supported by Salesforce and the O'Connor Family.

School Accommodation

In the face of continuing challenges, Educate Together continued to support and represent 49 schools in temporary accommodation in 2021 and worked with the Department of Education to progress permanent solutions.

Seven new leases/license agreements and one prefab rental agreement were signed for Educate Together schools in temporary accommodation in 2021. Sites were acquired for nine new Educate Together school buildings, including Ennls ETNS and Tralee ETNS, which

have been waiting for permanent solutions for more than 20 years.

Contractors were appointed to commence construction on six permanent school buildings in Dublin and Cork throughout the year. 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. Our work in the area of school accommodation is supported by the Department of Education.

Recruitment and appointments

Educate Together approved the appointment of eight principals and eight deputy principals in schools with its patronage in 2021. Appointments for 378 teachers and 60 additional needs assistants (SNAs) were approved and 178 independent assessors for teacher recruitment panels were appointed. Three new boards of management were established at primary and second-level and one board of management grew from a four-person to eight-person size. Thirty-one patron nominees to boards of management were appointed, with fourteen appointed as chairpersons.

Admissions

Admission policy templates were reviewed in 2021. The national office approved admissions policies for 30 schools that Educate Together is patron of, 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 with running their annual admissions processes following the implementation of the Education (Admissions to Schools) Act 2018.

Since most Educate Together schools are heavily oversubscribed, the question of equitable admissions policies remains a topic for regular discussion in the organisation. At the 2021 Annual General Members Meeting several motions on admissions to schools were referred to the Board of Directors. The board of directors established a working group to facilitate a process to clarify issues and support discussion among members, including at a General Members Forum in December.

Ethical Education

There was considerable development in the area of Ethical Education during 2021, we are grateful to funders such as Salesforce and Worldwide Global Schools for their support in these developments. At primary level the review of the Learn Together curriculum progressed to pilot stage involving 87 Educate Together primary schools who provided valuable feedback. At second-level the evaluation of the draft Senior cycle Ethical Education curriculum was completed by the School of Education in UCD. The Curriculum was launched at a special seminar in November and subsequently printed and distributed to all second-level schools in the Network. Following this, work commenced on making its comprehensive accompanying guide available for teachers. At the end of 2021 Educate Together had an Ethical Education curriculum for children and students at every stage of their Educate Together school experience, from junior infants to sixth year.

Initial Teacher Education

There was considerable development in the area of Ethical Education during 2021, we are grateful to funders such as Salesforce and Worldwide Global Schools for their support in these developments. At primary level the review of the Learn Together curriculum progressed to pilot stage involving 87 Educate Together primary schools who provided valuable feedback. At second-level the evaluation of the draft Senior cycle Ethical Education curriculum was completed by the School of Education in UCD. The Curriculum was launched at a special seminar in November and subsequently printed and distributed to all second-level schools in the Network. Following this, work commenced on making its comprehensive accompanying guide available for teachers. At the end of 2021 Educate Together had an Ethical Education curriculum for children and students at every stage of their Educate Together school experience, from junior infants to sixth year.

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Teacher Continuing Professional Development (CPD)

2021 proved to be a challenging year for the delivery of CPD due to impact of the pandemic on schools. Despite this, the changing nature of how we work presented opportunities to reach many teachers and staff members in Educate Together schools online and when possible, in-person; the following is a summary of the CPD provided by the national office over the course of the year:

- 57 teachers participated in 3 Department of Education approved online summer courses provided in 2021, focusing on Ethical Education and on Student Voice, Participation and Active Citizenship
- 221 second-level staff received induction in Ethical Education at second-level
- 36 teachers (primary and second-level) attended an Active Learning Webinar hosted in partnership with the Ethical Education Network
- 33 teachers (primary and second-level) attended a webinar on Wellbeing within the Ethical Education curricula
- 19 teachers (primary and second-level) attended a webinar on Challenging Stereotypes on 8th March 2022
- 36 second-level teachers and school leaders attended a seminar on Senior Cycle Ethical Education
- 98 primary teachers new to Educate Together attended a webinar on the Learn Together curriculum
- 95 primary teachers attended a webinar on the revised Learn Together pilot
- 52 primary teachers received in-person support at school in the Learn Together curriculum
- 52 school staff (teachers and additional needs assistants) completed training in Nurture Theory & Practice
- Over 140 school staff were involved in whole-school Nurture Programme CPD
- 400 school staff have received an introduction to the Nurture approach through whole staff CPD session with Educate Together's contracted partners
- 317 primary and second-level staff members received CPD support in digital and distance learning in the context of the Nurture Schools project

We are grateful to our funders WWGS, the Department of Education, Rethink and Salesforce for their support in making this possible.

Garda Vetting

Educate Together is the authorised body for Garda Vetting for its primary schools. In 2021 1,143 Garda Vetting applications were sent to the National Vetting Bureau, up 9% from last year. With the introduction of a new online vetting system, and by providing additional guidance and training to schools, corrections were reduced by two-thirds this year, increasing the efficiency of the process and reducing paperwork and time for schools and the national office. Work continued on schools moving to the online vetting system with 37 schools converted in 2021, which is further enhancing efficiency. This work is supported by a grant from the Department of Education.

RESEARCH AND DEVELOPMENT

Research and development are central to Educate Together's work as charity that is constantly striving to innovate in equality-based and democratic education, and a number of projects underway in 2021 involved research with external partners. Educate Together's Ethos Quality Framework, which was developed in collaboration with Dublin City University's Centre for Evaluation, Quality and Inspection, is the first such framework in Irish education and the process of development has become a model for other patron bodies. Curriculum development in 2021 included the Review of the Learn Together primary Ethical Education curriculum and the completion of the senior cycle Ethical Education curriculum (see above). A partnership was also formed in 2021 with Education and Training Boards Ireland to scope out the potential for the development of a new Certificate in Ethical, Multi-belief and Values Education with teacher education providers.

Nurture Schools

The Educate Together Nurture Project launched in December 2020 with support from Salesforce 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. In 2021 Educate Together was successful in being invited into Rethink Ireland's Education Innovation Fund to support the Nurture project to expand, both by extending the reach of the project to more schools and increasing the reach of the project within participating schools. At the end of 2021 the project included 35 Educate Together schools (27 primary and 8 post-primary schools). Extensive support and CPD as well as other supports are being provided to participating schools. An element of the project which was completed in 2021 was the development of an online module in Trauma Informed Practice.

Whilst the Nurture Approach itself has been around for some time, and extensive research from other jurisdictions demonstrates its positive impacts, the Educate Together Nurture Schools project within is the first of its kind in Ireland because of its scale and emphasis on inter-school collaboration and sustained impact. A key aim of the project is to evaluate the impact on students and school staff. To do this Educate Together is gathering rich data from participating schools and there is scope for developing partnerships with 3rd level institutions in the analysis of this data in 2022.

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Organisational Development

Internal Systems

Building on work that commenced in 2020, Educate Together continued to focus on strengthening its organisational structures and capacity in 2021.

- Staff continued to work remotely for most of the year, facilitating the reduction in size and renovation of our national office space in Dublin city centre in preparation for a move to hybrid working in 2022.
- A Systems Analyst was engaged at the end of the year to support the improvement and integration of IT systems to maximise efficiency and use of data.
- Building on a review of financial systems and structures in 2020, a new position of Finance Officer was created to further improve capacity in this area and an accountant with extensive experience in charity finance was appointed to this role in 2021.
- An external consultant was engaged to review our Accounts Policies and Procedures in December 2021, with recommendations to be implemented in 2022.
- A number of HR policies were developed and reviewed in 2021 and regular staff surveys monitored staff motivation and engagement during remote working.
- Educate Together benefits from generous grants of software licenses from Microsoft, Salesforce and AccountsIQ with support from Enclude.

Fundraising

As a charitable organisation, Educate Together is required to raise around a third of its income from fundraising each year. In 2021 it was necessary to raise €150,000 through donations from individual, community and corporate donors and trusts in order to continue operations, in addition to funding provided by Salesforce and Rethink Ireland for the Nurture Schools project. Despite the challenges posed by the Covid-19 pandemic, by the end of 2021 we were able to reach this goal, and we are hugely grateful to all our donors and funding partners for their support in another challenging year.

Partnerships with Brady Insurance and Folens Publishers in 2021 continued to achieve further savings for Educate Together schools and related income contributions for the national office. Both partnership schemes increased their reach to more Educate Together schools with 67 schools insured through Bradys and 83 schools engaged in the Folens scheme. We are very grateful to Brady Insurance and Folens Publishers for their continued support in 2021, and to the schools that participate in these cost-saving schemes.

CHALLENGES

Covid-19

The impact of Covid-19 on Educate Together in 2020 immediately followed the impact of a drop in income resulting from a number of projects ending in 2019 and for a time the organisation's resources were considerably depleted. Following a major restructuring in 2020, 2021 saw the organisation begin to rebuild capacity, but Covid-19 continued to put pressure on the reduced staff team, with intensive work necessary to support and represent schools and to continue operations and open new schools during the pandemic.

School accommodation

An ongoing challenge for all new and developing schools is the length of time they are required to spend in temporary accommodation. Because Educate Together has 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 28 new schools in the last 5 years, not one Educate Together school moved into a permanent school building in 2021. At the end of the year, 49 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 with the Department to improve the situation for these schools in 2021 and nine sites were acquired and six contractors appointed. However, radical changes are needed and Educate Together will continue to advocate for improvements in the systems for planning and building schools so that sites are secured earlier and good quality permanent buildings are delivered sooner. It is vital that students in developing schools are not disadvantaged, and that school communities have the security and facilities they need as they grow and develop.

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. Our developing schools often have a higher proportion of students with additional needs in mainstream classes, and 56% of all Educate Together schools have specialist Autism classes, a significantly higher proportion than the national average.

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 convened a group of primary management organisations in 2021 to raise this issue with the Department of Education and with the Minister for Special Education and the Minister for Education and will continue to advocate for more and better supports for students with additional needs.

FINANCES

Financial Review and Results

The results for the financial year are set out on page 21 and additional notes are provided showing income and expenditure in greater detail.

At the end of the financial year the charity has assets of €671,212 (2020 - €1,369,438) and liabilities of €294,492 (2020 - €1,009,065). The net assets of the charity have increased by €16,347.

The reserves balance at year end is €376,720.

Total Income in 2021 was €2,486,626 (€2,674,492 in 2020) down €187,866 on 2020 while total expenditure was €2,470,280 in 2021 (€2,241,953 in 2020) up €228,327 on 2020.

The net surplus in the financial statements for the financial year 2021 was €16,346 compared to a surplus of (€432,539) in 2020. The net surplus is split between an unrestricted surplus of €164,756 and a restricted deficit of (€148,409).

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 overall income and expenditure by €1.47m in 2021 (€1.2m in 2020).

The deficit in restricted funds for the year of (€148,409) is primarily due to expenditure on the Nurture Schools project, two-years of funding for which was received from a funder (Salesforce) in late 2020. Under FRS 102 SORP accounting rules, 100% of this income had to be accounted for in 2020, when it was received, but most of the matched expenditure is due in 2021 and 2022 (See Note 12).

The unrestricted surplus for the year 2021 of €164,755 was generated through membership subscriptions and trading income, and addresses the overall cumulative deficit in unrestricted reserves, taking these from (€77,273) to a positive balance of €87,482. This is in line with the Board's commitment to build reserves to the value of three months of the average unrestricted expenditure in line with good governance practice. The Company ended the year with net assets of €376,720, an increase of 16,347 on 2020 (€360,373).

Educate Together received a core grant from the Department of Education in 2021 of €133,000. This has remained unchanged for 14 years despite the significant growth in the number of Educate Together schools; from 44 in 2008 to 116 in 2021. Membership subscriptions provide the mainstay of the organisation's funding contributing €410,366 in 2021.

Excluding the school rental funding (a transactional figure in and out of the accounts), total income for charitable activities was €1,015,208. Of this, Government grants totalled 47% (37% in 2020). Membership income was 40% (28% in 2020), donations & gifts 8% (9% in 2020) and income from trading 3% (2% in 2019). Funding from Trusts and Foundations has traditionally been an important part of the funding mix, providing the growth capital and funding to invest in quality. Following a two-year grant from Salesforce in 2020, in 2021 Educate Together was awarded an uplift grant for the same project by Rethink Ireland, but this will not be recognised in the accounts until 2022 under SORP rules. The proportion of income from Trusts and Foundations therefore dropped considerably in 2021 to 2% (24% in 2020).

In 2021 restricted income was 79% (79% in 2020). Restricted income includes the school rental payments from the Department of Education, government grants and funding from Trusts and Foundations. Unrestricted income of €528,770 was received in 2021 (€574,298 in 2020). This comprises membership fees (78%), earned income and public gifts and donations.

Total expenditure increased by 10% in the year to €2,470,279 (€2,241,953 2020), as staff returned to full working hours and work on the Salesforce funded Nurture Schools project was progressed. Following significant cost-cutting in 2020 further reductions in overheads were achieved in 2021, including a reduction of 25% in rent costs through reducing office space and negotiating better terms.

Reserves Policy

It is the directors' intention that Educate Together should maintain reserves equal to six months operating costs plus redundancy costs, in order to ensure the charity's core activities could continue during a period of unforeseen difficulty. It is their intention to build these reserves over a period of five years.

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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

Covid 19 continued to bring 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, staff-related risks and risks relating to school management. A Covid-19 policy was put in place and implemented which took account of government measures and health and safety advice. Staff continued to work remotely throughout 2020, with infection control measures put in place for any necessary work that required access to the office or visits to schools. 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.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Jennifer Cummins
Danny Haskins
Siobhan Mortell
Colm O'Connor
Emma Lane-Spollen
Richard Woulfe
Aine Clancy
Colm O Cuanachain
Aidan Clifford
Doris Abuchi-Ogbonda
Matthew Wallen
Theresa Burke

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

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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

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

The Board met 11 times during 2021.

Attendance at board meetings:

| Name | Attended | of | % |
|----------------------|----------|----|------|
| Jen Cummins | 10 | 11 | 91% |
| Danny Haskins | 11 | 11 | 100% |
| Emm Lane-Spollen | 11 | 11 | 100% |
| Richard Woulfe | 10 | 11 | 91% |
| Colm O Cuanachain | 9 | 11 | 82% |
| Aine Clancy | 7 | 11 | 64% |
| Siobhan Mortell | 10 | 11 | 91% |
| Doris Abuchi-Ogbonda | 11 | 11 | 100% |
| Matt Wallen | 11 | 11 | 100% |
| Colm O'Connor | 10 | 11 | 91% |
| Aidan Clifford | 10 | 11 | 100% |
| Theresa Burke | 9 | 11 | 90% |
| Average: | | | 92% |

Sub-committees

The Board establishes sub-committees to support its work in accordance with its Articles of Association. The following Sub-committees continued to be active at the end of 2021:

- Finance (Chair & Treasurer Emma Lane Spollen (until Sept)/ Therese Burke (from Sept))
- Governance (Chair Aidan Clifford)
- Education (Chair Aidan Clifford)
- Patronage (Chair Danny Haskins)
- Membership (Chair Siobhán Mortell)
- Human Resources (Chair Danny Haskins)
- International Development (Chair Richard Woulfe)
- AGM Standing Orders Committee (Chair Aidan Clifford)
- ETB Partnerships (Chair Colm O'Connor)
- Ministerial Leases (newly established in 2021 – terms to be approved)

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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, child safeguarding 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 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/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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 DISCLOSURE

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

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

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

POLITICAL DONATIONS

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

EVENTS AFTER THE FINANCIAL YEAR

Covid 19 continues to impact on the company's operations in 2022. Staff continue to work remotely, although there are plans to move to hybrid working.

Compliance with Sector-Wide Legislation and Standards

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

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

Auditors

An Audit of the company's finances in 2021 has been completed by KSI Faulkner Orr Limited in accordance with the provisions of Section 383 (2) of the Companies Act, 2014. In line with good governance, Educate Together tendered for new auditors in 2020. The Finance Sub-committee oversaw the process and members appointed KSi Faulkner Orr Limited at AGM in 2021 in accordance with the company's Constitution.

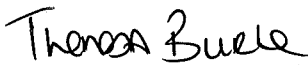
Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that 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, 16/17 Ormond Quay Upper, Dublin 7.

Approved by the Board of Directors on 6th April 2022 and signed on its behalf by:



Theresa Burke
Director



Jennifer Cummins
Director

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

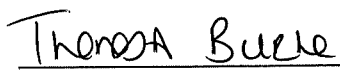
The directors confirm that they have complied with the above requirements in preparing the financial statements.


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

In so far as the directors are aware:

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

Approved by the Board of Directors on 6th April 2022 and signed on its behalf by:


Theresa Burke
Director


Jennifer Cummins
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Educate Together/Ag Foghlaim Le Cheile

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Educate Together/Ag Foghlaim Le Cheile for the financial year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2021 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", 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 described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

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

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

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

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

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Educate Together/Ag Foghlaim Le Cheile

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 5, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, 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.

Further information regarding the scope of our responsibilities as auditor

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


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

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

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

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

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



Laura Fallon

for and on behalf of

KSI FAULKNER ORR LIMITED

Statutory Auditor

Behan House

10 Lower Mount Street

Dublin 2

Ireland

6th April 2022

Educate Together/Ag Foghlaim Le Cheile

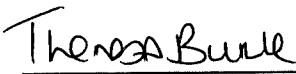
STATEMENT OF FINANCIAL ACTIVITIES

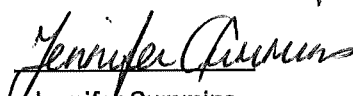
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2021

| | Notes | Unrestricted Funds 2021 € | Restricted Funds 2021 € | Total 2021 € | Total 2020 € |
|---|-------|------------------------------------|----------------------------------|--------------------|--------------------|
| Income | | | | | |
| Generated funds: | | | | | |
| Donations and legacies | | | | | |
| Voluntary income | | 84,583 | - | 84,583 | 132,048 |
| Charitable activities: | | | | | |
| Income | | 444,187 | 1,178 | 445,365 | 438,442 |
| Other income | | - | 1,956,678 | 1,956,678 | 2,104,002 |
| Total income and endowments | 8 | 528,770 | 1,957,856 | 2,486,626 | 2,674,492 |
| Net Income available for charitable application | | 528,770 | 1,957,856 | 2,486,626 | 2,674,492 |
| Expenditure | | | | | |
| Expenditure on Charitable activities | | | | | |
| Activity cost | | 295,308 | 2,041,958 | 2,337,265 | 2,104,990 |
| Other expenditure: | | 68,707 | 64,307 | 133,014 | 136,963 |
| Total Expenditure | 9 | 364,015 | 2,106,265 | 2,470,279 | 2,241,953 |
| Surplus/(deficit) for the year | | 164,756 | (148,409) | 16,347 | 432,539 |
| Net movement in funds for the year | | - | - | - | - |
| Reconciliation of funds | | | | | |
| Balances brought forward at 1 January 2021 | 18 | (77,273) | 437,646 | 360,373 | (72,165) |
| Balances carried forward at 31 December 2021 | | 87,483 | 289,237 | 376,720 | 360,373 |

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

Approved by the Directors on 6th April 2022 and signed on its behalf by

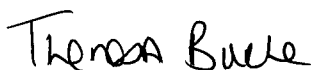

Theresa Burke
Director

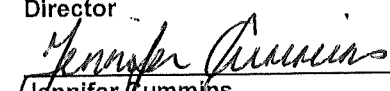

Jennifer Cummins
Director

Educate Together/Ag Foghlaim Le Cheile
BALANCE SHEET
as at 31 December 2021

| | Notes | 2021 € | 2020 € |
|---|-------|-----------|-------------|
| Fixed Assets | | | |
| Tangible assets | 13 | 22,394 | 19,892 |
| Current Assets | | | |
| Debtors | 14 | 130,408 | 813,124 |
| Cash at bank and in hand | | 518,410 | 536,422 |
| | | 648,818 | 1,349,546 |
| Creditors: Amounts falling due within one year | 15 | (294,492) | (1,009,065) |
| Net Current Assets | | 354,326 | 340,481 |
| Total Assets less Current Liabilities | | 376,720 | 360,373 |
| Funds | | | |
| Restricted trust funds | | 289,237 | 437,646 |
| General fund (unrestricted) | | 87,483 | (77,273) |
| Total funds | 18 | 376,720 | 360,373 |

Approved by the Board of Directors on 6th April 2022 and signed on its behalf by:


Theresa Burke
Director


Jennifer Cummins
Director

Educate Together/Ag Foghlaim Le Cheile
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2021

| | Notes | 2021 € | 2020 € |
|--|-------|-----------------------|-----------------------|
| Cash flows from operating activities | | | |
| Net movement in funds | | 16,347 | 432,538 |
| Adjustments for: | | | |
| Depreciation | | 8,982 | 9,036 |
| Gains and losses on disposal of fixed assets | | (4,829) | - |
| | | <u>20,500</u> | <u>441,574</u> |
| Movements in working capital: | | | |
| Movement in debtors | | 682,716 | (645,145) |
| Movement in creditors | | (714,573) | 671,019 |
| | | <u>(11,357)</u> | <u>467,448</u> |
| Cash flows from investing activities | | | |
| Payments to acquire tangible assets | | (11,484) | - |
| Receipts from sales of intangible assets | | 4,829 | - |
| | | <u>(6,655)</u> | <u>-</u> |
| Cash flows from financing activities | | | |
| Advances to member schools | | - | 11,304 |
| | | <u>-</u> | <u>11,304</u> |
| Net increase in cash and cash equivalents | | <u>(18,012)</u> | <u>478,752</u> |
| Cash and cash equivalents at 1 January 2021 | | <u>536,415</u> | <u>57,663</u> |
| Cash and cash equivalents at 31 December 2021 | 20 | <u><u>518,403</u></u> | <u><u>536,415</u></u> |

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. GENERAL INFORMATION

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

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

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

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2021 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

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

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

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

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

Endowment funds

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

Government grants

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

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

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.

Expenditure

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

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

Employee benefits

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

Short term benefits

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

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.

Leasing

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

Provisions

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

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Contingencies

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

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

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

Impairment of Fixed Assets

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

Tangible fixed assets and depreciation

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

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

Debtors

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

Creditors

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

Cash at bank and in hand

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

Taxation and deferred taxation

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

Foreign currencies

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

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for the financial year ended 31 December 2021

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

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

(a) Establishing useful economic lives for depreciation purposes

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

(b) Providing for doubtful debts

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

(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. | INCOME CHARITABLE ACTIVITIES | | Unrestricted | Restricted | 2021 | 2020 | |
| | | | Funds € | Funds € | € | € | |
| | | Income from charitable activities | 528,770 | 1,957,856 | 2,486,626 | 2,674,492 | |
| 5. | EXPENDITURE CHARITABLE ACTIVITIES | | Direct Costs € | Other Costs € | Support Costs € | 2021 € | 2020 € |
| | | Expenditure on charitable activities | 2,337,265 | - | 113,014 | 2,470,279 | 2,241,953 |
| 7. | NET INCOME | | | | 2021 € | 2020 € | |
| | Net Income is stated after charging/(crediting): | | | | | | |
| | | Depreciation of tangible assets | | | 8,982 | 9,036 | |
| | | (Surplus)/deficit on foreign currencies | | | (3,378) | 1,962 | |

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

8. 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.

In 2021, Membership subscriptions of €410,366 are net of discounts. The comparative period has been updated to reflect the same treatment as in current year.

| | Restricted | Unrestricted | 2021 Total | 2020 Total |
|--|------------------|----------------|------------------|------------------|
| | | | € | € |
| <i>Fundraising & Donations</i> | | | | |
| Donations | - | 55,147 | 55,147 | 48,313 |
| Gifts | - | 29,436 | 29,436 | 83,735 |
| <i>Government, EU and Grant Income</i> | | | | |
| Department of Education - Grants & payments | 422,871 | | 422,871 | 456,266 |
| Pobal SSNO scheme | | (3,165) | (3,165) | - |
| Irish Aid WWGS | 28,000 | | 28,000 | 30,000 |
| Erasmus+ | - | - | - | - |
| Other: CDETB Partnership | 32,667 | - | 32,667 | 48,999 |
| Department of Education School Rental | 1,471,418 | | 1,471,418 | 1,232,546 |
| <i>Trusts & Foundations</i> | | | | |
| Barcapel/Ireland Fund | - | 17,318 | 17,318 | 18,459 |
| Salesforce Nurture Schools | 1,722 | - | 1,722 | 336,191 |
| <i>Trading & Other Income</i> | | | | |
| Membership subscriptions | - | 410,366 | 410,366 | 386,677 |
| Income from trading and other services (Ireland) | 1,178 | 19,667 | 20,845 | 33,306 |
| Total | 1,957,856 | 528,770 | 2,486,626 | 2,674,492 |

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

continued

9. Resources Expended

| | Restricted € | Unrestricted € | 2021 Total € | 2020 Total € |
|--|------------------|-------------------|------------------|------------------|
| <u>Expenditure on charitable activities</u> | | | | |
| Salaries | 403,103 | 218,260 | 621,364 | 681,470 |
| Redundancy | - | - | - | 18,939 |
| Employer PRSI | 44,543 | 24,550 | 69,093 | 74,150 |
| Staff pension | 7,082 | 6,459 | 13,541 | 9,699 |
| eWorking Allowance | 126 | 5,991 | 6,118 | 1,473 |
| Sub Total | 454,855 | 255,260 | 710,115 | 785,731 |
| DES re Building Works | 1,478,549 | - | 1,478,549 | 1,226,024 |
| Consultants | 40,308 | 14,227 | 54,535 | 13,698 |
| Other programme costs (Inc. teacher cover) | 46,655 | 1,952 | 48,607 | 32,264 |
| Learning Resources | 8,967 | 292 | 9,258 | - |
| Travel and Subsistence costs | 5,814 | 3,674 | 9,487 | 17,906 |
| Online subscriptions (tools) | 2,153 | 5,509 | 7,662 | 8,531 |
| Legal Costs | 2,788 | 9,969 | 12,757 | 5,670 |
| Information Materials, Design, Printing and Distribution | 616 | 1,853 | 2,469 | 2,998 |
| Tutors and lecturers (colleges, courses) | - | 2,024 | 2,024 | 1,816 |
| Volunteer Expenses | 200 | 30 | 230 | 187 |
| Software and website development | 467 | 306 | 773 | 5,885 |
| Advertising costs (except recruitment) | 186 | 172 | 358 | 990 |
| Photography and AV | 400 | - | 400 | - |
| Company meetings (AGM / GMM / EGM) | - | 41 | 41 | - |
| Research (Including subscriptions) | - | - | - | 3,643 |
| Sub Total | 1,587,102 | 40,048 | 1,627,151 | 1,319,259 |
| <u>Overheads/supports</u> | | | | |
| Staff Recruitment/Training | 885 | 1,059 | 1,944 | 1,768 |
| Canteen Expenses | 123 | 147 | 269 | 712 |
| Bank Interest & Charges | 531 | 635 | 1,166 | 1,522 |
| Rent | 15,386 | 18,403 | 33,789 | 45,074 |
| Service Charge | 5,697 | 6,813 | 12,510 | 14,703 |
| Light & Heating | 685 | 819 | 1,504 | 1,312 |
| Cleaning & Refuse | 324 | 388 | 712 | 2,093 |
| Insurance | 4,279 | 5,118 | 9,397 | 8,338 |
| Post/Stationery/printing | 984 | 1,177 | 2,161 | 9,670 |
| Communications(phones/broadband) | 4,077 | 4,876 | 8,953 | 10,416 |
| Repairs & Maintenance | 3,042 | 3,638 | 6,680 | 496 |
| Currency (Gain)\Loss | - | (3,378) | (3,378) | 1,962 |
| Bad Debt Provision | - | - | - | 3,269 |
| Audit Fees | 2,145 | 2,566 | 4,711 | 7,445 |
| Accounting Fees | 11,947 | 14,289 | 26,237 | 19,016 |
| ICT Services/materials | 3,602 | 4,308 | 7,910 | - |
| Subscriptions | 205 | 245 | 450 | 541 |
| Depreciation | 4,090 | 4,892 | 8,982 | 9,036 |
| General Admin Expenses | 6,305 | 7,541 | 13,846 | (410) |
| Disposal Fixed Assets | - | (4,829) | (4,829) | - |
| Sub Total | 64,307 | 68,707 | 133,014 | 136,963 |
| Total | 2,106,265 | 364,015 | 2,470,279 | 2,241,953 |

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

continued

10. EMPLOYEES AND REMUNERATION

Number of employees

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

| | 2021 Number | 2020 Number |
|---------------------------------|----------------|----------------|
| Finance, HR and Administration | 3 | 4 |
| Communications and Advocacy | 1 | 1 |
| Education and Support | 4 | 5 |
| CEO | 1 | 1 |
| Governance and Patronage | 2 | 2 |
| New Schools/Network Development | 1 | 3 |
| | <u>12</u> | <u>16</u> |

The staff costs comprise:

| | 2021 € | 2020 € |
|-----------------------|----------------|----------------|
| Wages and salaries | 627,482 | 701,882 |
| Social security costs | 69,093 | 74,150 |
| Pension costs | 13,541 | 9,699 |
| | <u>710,115</u> | <u>785,731</u> |

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

10.1 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 €nil in 2021, (2020: €792). These included expenses relating to board meetings and travel.

Key management includes the directors and the CEO. No remuneration is paid to the directors. Total compensation payable to CEO's (including pension contributions, but not employer PRSI) totalled €92,700 (2020: €108,945).

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

11. GOVERNMENT, EU AND OTHER GRANTS

| Name of Grant | Type of Grant | Restricted | 2021 | 2020 |
|---|--|------------|------------------|------------------|
| Agency | | | € | € |
| Department of Education | New Schools | Yes | 65,000 | 95,000 |
| Department of Education | Core | Yes | 133,000 | 133,000 |
| Department of Education | Teacher Education | Yes | 5,168 | 6,461 |
| Department of Education | Garda vetting | Yes | 30,303 | 36,405 |
| WorldWise Global Schools | WWGS 2021 | Yes | 28,000 | 30,000 |
| Rethink | Nurture Schools | Yes | 1,722 | 336,191 |
| CDETB | Partnership grant | Yes | 32,667 | 49,000 |
| Department of Education | Grants | Yes | 90,000 | 90,000 |
| Department of Education | Partnership grant - ETB | Yes | 99,400 | 95,400 |
| Department of Education | School Rentals | Yes | 1,471,418 | 1,232,546 |
| Department of Housing, Planning, Community and Local Enterprise | Scheme to Support National Organisations | Yes | (3,165) | - |
| Trusts & Foundations | | Yes | - | 13,000 |
| | | | <u>1,953,513</u> | <u>2,117,003</u> |

Income from grants received in the year is included in income from charitable activities on the face of the Statement of Financial Activities. Total restricted grant income received in the year was €1,953,513 (2020: €2,117,003). Income is recorded net of VAT.

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

**12. RESTRICTED GRANTS
RECEIVED**

| Grant/Donor | Period of Grant | Total Grant € | Brought Forward € | Cash Received 2,021 € | Expenses 2,021 € | Restricted Reserves € |
|--------------------------|-------------------------|---------------|-------------------|-----------------------|------------------|-----------------------|
| DE Building Officer | April 2020 - March 2023 | 270,000 | 28,709 | 90,000 | 92,009 | 26,700 |
| DE Building Leases | Ongoing | 1,471,418 | 8,500 | 1,471,418 | 1,478,549 | 1,369 |
| DE Core Grant | Jan-Dec 2021 | 133,000 | - | 133,000 | 133,000 | - |
| DE ETB Grant | July 2021 - June 2022 | 298,400 | 51,897 | 99,400 | 101,597 | 49,700 |
| DE Garda Vetting | Jan Dec 2021 | 30,303 | - | 30,303 | 30,303 | - |
| DE New Schools | Jan Dec 2021 | 65,000 | - | 65,000 | 65,000 | - |
| DE Teacher Grant | Sept 2020 - June 2021 | 5,168 | - | 5,168 | 5,168 | - |
| CDETB Partnership | Sept 2019 - Aug 2021 | 147,000 | - | 32,667 | 32,667 | - |
| Salesforce | Oct 2020 - Sept 2022 | 336,191 | 325,366 | - | 142,471 | 182,895 |
| ReThink | Oct 2020 - Sept 2021 | 168,016 | - | 1,722 | 1,722 | - |
| WorldWise Global Schools | Sept 2021 - May 2022 | 30,000 | 23,174 | 28,000 | 22,601 | 28,573 |
| BOM Training | Jan Dec 2021 | 1,178 | - | 1,178 | 1,178 | - |
| Total | | | 437,646 | 1,957,856 | 2,106,265 | 289,237 |

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

continued

13. TANGIBLE FIXED ASSETS

| | Office Equipment | Computer Equipment | Fixtures, fittings and equipment | Paintings | Total |
|-------------------------------|---------------------|-----------------------|--|-----------|----------|
| | € | € | € | € | € |
| Cost | | | | | |
| At 1 January 2021 | 1,764 | 28,599 | 24,513 | 6,000 | 60,876 |
| Additions | - | 8,684 | 2,800 | - | 11,484 |
| Disposals | - | (8,757) | (14,894) | - | (23,651) |
| At 31 December 2021 | 1,764 | 28,526 | 12,419 | 6,000 | 48,709 |
| Depreciation | | | | | |
| At 1 January 2021 | 734 | 21,859 | 18,391 | - | 40,984 |
| Charge for the financial year | 353 | 7,071 | 1,558 | - | 8,982 |
| On disposals | - | (8,757) | (14,894) | - | (23,651) |
| At 31 December 2021 | 1,087 | 20,173 | 5,055 | - | 26,315 |
| Net book value | | | | | |
| At 31 December 2021 | 677 | 8,353 | 7,364 | 6,000 | 22,394 |
| At 31 December 2020 | 1,030 | 6,740 | 6,122 | 6,000 | 19,892 |

14. DEBTORS

| | 2021 € | 2020 € |
|------------------------------------|----------------|----------------|
| Trade debtors | 61,105 | 304,843 |
| Other debtors | 64,293 | 1,369 |
| Taxation and social security costs | - | 62,355 |
| Prepayments | 5,010 | 436,674 |
| Accrued Income | - | 7,883 |
| | <u>130,408</u> | <u>813,124</u> |

15. CREDITORS

| Amounts falling due within one year | 2021 € | 2020 € |
|-------------------------------------|----------------|------------------|
| Amounts owed to credit institutions | 7 | 7 |
| Trade creditors | 47,432 | 542,873 |
| Taxation and social security costs | 6,225 | 17,720 |
| Other creditors | 12,323 | 4,752 |
| Accruals | 93,170 | 33,347 |
| Deferred Income | 135,335 | 410,366 |
| | <u>294,492</u> | <u>1,009,065</u> |

Deferred Income of €135,335 relates to Membership subscriptions for the year 31 December 2022 received in advance.

16. RESERVES

| | 2021 € | 2020 € |
|--------------------------------|----------------|----------------|
| At 1 January 2021 | 360,373 | (77,273) |
| Surplus for the financial year | 16,347 | 437,646 |
| At 31 December 2021 | <u>376,720</u> | <u>360,373</u> |

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

| 17. FUNDS RECONCILIATION OF MOVEMENT IN FUNDS | Unrestricted Funds € | Restricted Funds € | Total Funds € |
|--|----------------------------|--------------------------|---------------------|
| At 1 January 2020 | (223,060) | 150,895 | (72,165) |
| Movement during the financial year | 145,788 | 286,750 | 432,538 |
| At 31 December 2020 | (77,273) | 437,646 | 360,373 |
| Movement during the financial year | 164,756 | (148,409) | 16,347 |
| At 31 December 2021 | <u>87,483</u> | <u>289,237</u> | <u>376,720</u> |

| 18. ANALYSIS OF MOVEMENTS ON FUNDS | Balance 1 January 2021 € | Income € | Expenditure € | Transfers between funds € | Balance 31 December 2021 € |
|------------------------------------|-----------------------------------|------------------|------------------|------------------------------------|-------------------------------------|
| Restricted funds | | | | | |
| Restricted | 437,646 | 1,957,856 | 2,106,265 | - | 289,237 |
| Unrestricted funds | | | | | |
| Unrestricted General | (77,273) | 528,770 | 364,014 | - | 87,483 |
| Total funds | <u>360,373</u> | <u>2,486,626</u> | <u>2,470,279</u> | <u>-</u> | <u>376,720</u> |

19. STATUS

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

The liability of the members is limited.

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

| 20. CASH AND CASH EQUIVALENTS | 2021 € | 2020 € |
|-------------------------------|----------------|----------------|
| Cash and bank balances | 264,064 | 214,900 |
| Bank overdrafts | (7) | (7) |
| Cash equivalents | 254,346 | 321,522 |
| | <u>518,403</u> | <u>536,415</u> |

21. RELATED PARTY TRANSACTIONS

There were no advances/loans given to member schools in 2021 (2020: €11,304).

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

22. FINANCIAL COMMITMENTS

At 31 December 2021 the company had annual commitments under non-cancellable operating leases as follows:

| | 2021 € | 2020 € |
|----------------------------|---------------|---------------|
| Within one year | 28,389 | 44,250 |
| Between one and five years | 14,195 | 54,667 |
| | <u>42,584</u> | <u>98,917</u> |

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

23. POST-BALANCE SHEET EVENTS

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

24. 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.

25. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 6th April 2022.