

Educate Together/Ag Foghlaim Le Cheile
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2022

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

Directors	Jennifer Cummins (Resigned 22 September 2022) Danny Haskins (Resigned 7 May 2022) Siobhan Mortell Colm O'Connor (Resigned 7 May 2022) Emma Lane-Spollen Richard Woulfe Áine Clancy Colm Ó Cuanacháin Aidan Clifford Doris Abuchi-Ogbonda Matthew Wallen Theresa Burke Miriam Hurley (Appointed 7 May 2022) Lesley Byrne (Appointed 7 May 2022)
Company Secretary	Richard Woulfe
Charity Number	11816
Charities Regulatory Authority Number	20033309
Company Number	286202
Registered Office and Principal Address	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 ANNUAL REPORT

for the financial year ended 31 December 2022

Our Strategic Plan 2022 – 2026, 'Stronger Together,' adopted at our AGM in 2022, guides us in realising our mission, growing sustainably, holding true to our ethos and aiming to give young people the best 'education' in its fullest sense. Reflecting on the progress made, the highlights of the year and the issues we have advocated on over the past year I am confident that we are doing just that.

2022 was a year that brought fresh crises, from the impact of cost of living increases and housing crisis to the Russian invasion of Ukraine, which has brought the brutality of war close to home. The realities of these crises impact directly on our school communities and our students' lived experience. I am ever more grateful that we have developed the Nurture Programme, thanks to Salesforce and Rethink Ireland who invested €500,000 over 3 years. This has enabled schools to give many young people the space and the tools to focus on learning despite the challenges they face.

2022 showed us how fragile peace is and I am delighted that this year saw Educate Together developing two new North-South collaborative projects. The first to strengthen primary school provision in border communities, the second aimed at enhancing primary school teachers' capacity to teach about difference. Partners in these projects include the Integrated Education Fund, Ulster University, Education and Training Boards Ireland, the Northern Ireland Council for Integrated Education and Mary Immaculate College.

Educate Together aims to be a leading voice for innovation and reform in education, continually striving for wider system change. This year we led on a campaign to secure better supports for children with additional needs, which saw additional posts ring-fenced for developing schools. A particular highlight of 2022 was the gathering of 167 second-level students in Clogher Road Community for a national Student Event focused on Ethical Education and Global Citizenship. Connecting pioneering schools and students is so important, as we collectively develop a more student-centred and democratic education experience - there is so much we can learn from each other.

We now have 37,858 students, an increase of more than 2,400 since 2021. As our schools grow to full capacity, this will grow to more than 45,000 over the next few years. We are delighted to have welcomed Sallynoggin Killiney Educate Together NS (SKY ETNS) into our school community and give our appreciation to all the parents, volunteers and staff in opening this new school. SKY ETNS is the 117th school in the network.

The growth of Educate Together over the past ten years has been exceptional, opening 52 schools. However, the demand from parents for an Educate Together school cannot currently be met and the number of new schools being sanctioned by the Department of Education has dropped significantly. The Department's current focus to increase multi-denominational provision is on the transfer of patronage, but this process is not delivering. Educate Together has called for a new strategy and a properly resourced plan, with a clear mechanism for all parents and families to have their voices heard publicly.

Educate Together's Board of Directors can report that during 2022 we again maintained high standards of governance, reporting full compliance to the Charities regulator. The AGM was held in person for the first time since 2019 and we took the opportunity to honour Paul Rowe and Deirdre Donoghue, two exceptional and committed individuals who have been highly formative in Educate Together's development.

Our movement is our people, and in Educate Together we are exceptionally fortunate that we are peopled with dedicated, talented and tenacious parents, teachers, principals, volunteers and staff.

I wish to recognise two in particular, who passed away in 2022. Colm Kehoe, the founding principal of Wicklow ETSS and Eric Young, chairperson of the Pelletstown ETNS board of management. Both were school leaders whose service to their community and to Educate Together was so significant in establishing their schools and embedding the ethos of Educate Together. They are sadly missed by all within the Educate Together movement, and they leave a strong legacy in the vibrant, inclusive schools they helped establish.

The Board, on behalf of all the members, offer their sincere thanks and appreciation to our outgoing Chair Jen Cummins, who stepped down in September. Jen's commitment to Educate Together over the eight years of her service on the Board, with five as Chair, was exceptional. She steered the organisation through significant changes with the retirement of our first and long-standing CEO, Paul Rowe, and the financial restructuring of the organisation through COVID-19. We offer her and former Vice-Chair Danny Haskins an immense debt of gratitude for their service. Educate Together is now in a strong position to deliver on our mission with renewed vigour.

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for the financial year ended 31 December 2022

The values of Educate Together feel ever more important in these times. On behalf of the Board, I give my thanks to all our members and their staff, parent and student bodies who collectively bring alive the Educate Together ethos. I thank my fellow Board and sub-committee members and all the volunteers who sit on our schools' Boards of Management and parents associations for your commitment to ensuring good governance, upholding the ethos and providing leadership to sustain and grow our schools.

I also wish to thank our funders, both philanthropic and state, in particular the Department of Education, Department of Foreign Affairs, Rethink Ireland and Salesforce, for their support of Educate Together. Without their interest, belief in and commitment to equality-based education, the organisation would be unable to deliver for children and young people. Finally, I wish to offer our sincere appreciation for the staff of Educate Together, ably led by Dr Emer Nowlan. Thank you for your dedication, energy and drive in delivering our mission and supporting all of us within the movement to collectively make a significant and growing contribution to education in Ireland.

I am delighted to commend to you the Educate Together Annual Report 2022.

Emma Lane-Spollen

Acting Chairperson

Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

The directors present their Directors' Annual Report, combining the Directors' Report and the audited financial statements for the financial year ended 31 December 2022.

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 (SORP) 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.

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 2022.

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.

1. 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 (Trustees).

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 was 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 registered with Charities Regulator (CRA number charity 20033309) and in 2022 complied with its obligations to submit annual returns on its core activities to the Charities Regulator.

Mission

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

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Values

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

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

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

Child-centred in their approach to education

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

Objectives

Educate Together's current objectives are set out in Stronger Together, Educate Together' Strategic Plan 2022 – 2026, which can be accessed online here: www.educatetogether.ie/about/2022-2026-strategic-plan. This plan sets out the organisation's strategic goals as follows:

Goal 1 - Quality & capacity

Strengthen the network and shared values across Educate Together schools

Goal 2 - Leadership

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

Goal 3 - Growth

Increase the number of Educate Together school places

Goal 4 - Organisational strength

Strengthen our organisation through continually reviewing and improving our systems and practices

2. ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

2.1. KEY ACHIEVEMENTS in 2022:

- Educate Together worked productively throughout 2022, achieving all the company's core objectives and targets, and providing support and representation for our growing network of schools through the reduction of Covid-19 restrictions and supports.

- A new Strategic Plan was adopted by members at the organisation's 23rd Annual General Meeting in May 2022. 'Stronger Together – Educate Together's Strategic Plan 2022 – 2026' sets out ambitious goals to support quality and build capacity across our school network, to lead on important system reforms, and to increase access to equality-based education so that this model is available to more children and young people.

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- By the end of 2022, there were 37,858 pupils accessing equality-based education in 117 Educate Together schools (96 primary and 21 second-level). This represents an increase of 2,431 students from 2021.
- Sallynoggin Killiney Educate Together NS (SKY ETNS) opened successfully in September 2022, the first new primary school in the country to open with an approved class for autistic pupils on day one. Altogether Educate Together has opened a total of 52 new schools over the past ten years, expanding access to equality-based education to meet growing demand.
- Four new state-owned permanent school buildings were handed over to Educate Together in 2022, with Ballinteer ETNS, Cherrywood ETNS, Malahide Portmarnock ETSS and Pelletstown ETNS all moving into impressive new facilities during the year.
- Educate Together's new Senior Cycle Ethical Education curriculum was adopted by members at the organisation's Annual General Meeting in May 2022. 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).
- After extensive consultation, development and piloting, the revised Learn Together Ethical Education curriculum was completed and made available to every Educate Together primary school in September 2022. The revised curriculum will be proposed for formal adoption by all members at the 2023 AGM.
- In May, Educate Together second-level students hosted a national Student Event focused on Ethical Education and Global Citizenship. Funded by Irish Aid's Worldwide Global Schools, the student-led event welcomed 167 students from 18 second-level schools in the Educate Together network to Clogher Road Community College.
- Educate Together's national fundraising day, One Day Together, was held on Friday 28th October 2022, and was a huge success. Schools around Ireland held celebration events to promote awareness of Educate Together's work and more than €10,000 was raised to support democratic and child-centred education.
- The number of teachers accessing Continuing Professional Development (CPD) in Ethical Education focused on Global Citizenship Education (GCE) increased in 2022. Continued WorldWide Global Schools funding enabled us to provide CPD to 300 teachers in 21 second-level schools, and a new grant was secured from Irish Aid to embed GCE in the revised Learn Together curriculum at primary level.
- As part of our advocacy work, Educate Together led on a campaign with other primary school management organisations to secure additional staffing for children with additional needs, which saw additional posts ring-fenced for developing schools. Work to address issues with current allocation models is ongoing.
- Educate Together publicly raised concerns with the Government's pilot school transfer programme to identify schools which could transfer to multi-denominational patronage in 2022, calling for greater transparency and a clear mechanism for parents and families to have their voices heard.
- 2022 saw Educate Together developing two new North-South collaborative projects. The first is an innovative partnership project to strengthen primary school provision in border communities, with the Integrated Education Fund (IEF) and Ulster University, funded by the International Fund for Ireland's Communities in Partnership Programme.

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- The EDUCATE project aims to enhance primary school teachers' capacity to teach about difference, and is funded by the Shared Island - SCoTENS research partnership. Educate Together partners with Education and Training Boards Ireland (ETBI), the Northern Ireland Council for Integrated Education (NICIE) and Ulster University (UU) in this project, which is led by Mary Immaculate College (MIC).
- Educate Together's Nurture Schools Project continued in 2022 with 35 schools participating. Supported by Salesforce and Rethink Ireland, this project aims to improve engagement and remove barriers to learning by addressing students' social and emotional needs. Emerging data show significant benefits to this approach for students and staff, and a full evaluation will be published in 2023.
- An innovative eLearning module on Trauma Informed Practice for primary and post-primary schools was launched in March, as part of Educate Together's Nurture Schools Project. In response to the increase in refugee children arriving in schools, access to this module was extended to all school staff nationally.
- Educate Together continued its work with City of Dublin ETB to agree on management arrangements for three City of Dublin ETB schools in partnership with Educate Together. This work aims to increase school options in areas where families are seeking choice, but where new schools are not needed for demographic reasons.
- High standards of governance were again maintained, with full compliance with the Charities Governance Code reported to the Charities Regulator.

2.2. ACTIVITIES AND PERFORMANCE

2.2.1. Supporting and Representing Member Schools

Educate Together supported and represented its primary and second-level member schools intensively in 2022, providing services, training and support, and advocating for schools on a wide range of issues.

Annual General Meeting

Educate Together's Annual General Meeting (AGM) was held on 7 May 2022 in Bremore Educate Together Secondary School (ETSS) with representatives from 45 member schools in attendance. Two new schools were welcomed into membership at the AGM, Blackrock ETSS and Gorey ETSS, bringing the total number of members to 124 (114 schools and 10 independent patrons). A number of policy motions were brought by members and debated, with motions on admissions policies, co-patronage and LGBTQ+ supports passed.

The contribution of founding CEO Paul Rowe, who stepped down in 2020, was marked and celebrated, along with that of Deirdre O'Donoghue, Educate Together's first ever employee, who retired in 2022. The Board of Directors formally thanked Danny Haskins and Colm O'Connor for their contributions to Educate Together as they stepped down from the board, and two new directors were elected.

Educate Together's new Strategic Plan (2022 – 2026) and Senior Cycle Ethical Education Curriculum were formally adopted at the AGM. Minister for Education, Norma Foley TD, addressed AGM delegates via video-link and committed to engaging with Educate Together and other stakeholders in progressing the Government's plans to broaden the range of school choice available to families in Ireland.

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Member Support Service

The national office continued to improve supports to our schools by implementing new coordination and training procedures for team members, thus ensuring an effective 5 day/week service.

In 2022 the member support service provided advice, support and guidance to schools on a wide range of issues including HR, disciplinary processes, staffing and recruitment, data protection, admissions, school finances, accommodation issues, bereavement, parental complaints, custody, child protection issues, and staffing in developing schools.

The national office provided four training sessions for boards of management of Educate Together primary and secondary schools, with 89 board members representing 61 schools receiving training in 2022. Training was provided in the following areas: The board as a corporate entity (in-person, online versions), schools ethos input with the Joint Managerial Body (online), and recruitment and appointments procedures (online).

Management body activities

Educate Together acts as a management body for its member primary schools, representing school management in engagements with the Department of Education and other primary education partners and providing advice, training and support. During 2022 the organisation engaged closely with including other management bodies, teacher and parent organisations, both through the Primary Education Forum and in other stakeholder engagements. Educate Together led collaborative efforts with other Primary Management bodies to improve supports 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 2022, including with:

Written Submissions: NCSE Statement of Strategy 2022-2026, Department's review of Action Plan on Anti-Bullying Procedures, Department's review of Section 37A, Education (Admissions to Schools) Act, 2018, NCCA consultation on the draft specification for Junior Cycle SPHE, NCCA consultation on the redevelopment of Senior Cycle SPHE, Consultation on the NPC Strategic Plan 2023 – 2027, The Wheel's 2022 Member Pay and Benefits Survey, Children's Rights Alliance annual Report Card consultation.

Working Groups / Advisory Groups / Forums: Primary Education Forum, Advisory Group for review of EPSEN Act, DE Review of Governance Manual for Boards of Management of primary schools, PDST / CSL working group for new 'Aspiring Leaders' CPD, Ukraine Civil Society Forum, regional REALT teams.

CPD/ITE Inputs: Misneach 1, JMB board of management training, Colleges of Education.

Meetings, Conferences and Events: Other meetings attended included DE Ukraine Stakeholder meetings, DE Assessment of Need briefings, NCCA Leading Out Seminars, NCCA Revised Primary Curriculum, DE Inspectorate Partner Briefing on Revisions to LAOS and SSE, DE Inspectorate School Self-evaluation, as well as other meetings and events organised by teacher unions, school management bodies and other relevant organisations.

Various representations were also made during 2022 to the Minister and other public representatives regarding issues affecting Educate Together schools. Educate Together is registered as a lobbyist and makes regular returns to lobbying.ie in compliance with the Lobbying Act 2015.

Garda vetting

Educate Together is the authorised body for Garda Vetting for its primary schools. In 2022, 2,342 applications were sent to the National Vetting Bureau, a 105% increase from last year. By providing guidance and training to schools on the online vetting system, corrections were reduced to 9% this year (213 in total), increasing the efficiency of the process and reducing paperwork and time for schools and the national office. Work continued on moving schools to the online

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vetting system with 29 schools converted in 2022 and a total of 66 schools (73%) now signed up, which is further enhancing efficiency. This work is supported by a grant from the Department of Education.

Communities of practice (COPs)

Collaboration, collegiality and sharing of good professional practice are encouraged in Educate Together and peer-support and peer-learning are particular strengths of the network. Arising from the 2022 AGM, a dedicated Working Group was formed to develop enhanced guidance for schools in supporting LGBTQ+ students, families and staff, and a new community of practice (COP) was also formed focusing on ethos School Self-Evaluation (SSE). A number of existing COPs also continued to work together, including the primary Learn Together Advisor network, Second-level Ethical Education Teachers and Nurture School communities of practice.

In addition to these COPs that are supported by the national office, various groupings of primary and second-level Principals and Deputy Principals continued to engage and collaborate together on many areas, including leadership support and network events, such as second-level athletics, drama and debating competitions.

Ethos Quality Framework

Educate Together continued to roll out its Ethos Quality Framework in 2022 (ethos.educatetogether.ie). The framework, which includes a practical step-by-step guide for ethos School Self-Evaluation, and a dedicated online Ethos Guidance platform for members, was the first to be developed in Irish education and has led the way for other patron bodies.

In 2022 a further 8 schools began work with national office staff to progress school self-evaluation in an aspect of ethos. Also in 2022, following a motion passed at the AGM 2022, a working group was established to develop guidance for members on LGBTQ+ inclusion and support across the network.

Ethical Education

There was considerable development in the area of Ethical Education during 2022. At primary level, the revised Learn Together Curriculum, which was developed after extensive consultation with teachers, parents, pupils, ANAs and ancillary staff and a thorough pilot was sent to every Educate Together primary school. Educate Together received funding from Irish Aid to support the roll-out and implementation of the revised curriculum through CPD on methodologies focused on promoting students' engagement and learning in Global Citizenship Education. The draft curriculum will be proposed for formal adoption by all members at the 2023 AGM.

At second-level, Educate Together's new Senior Cycle Ethical Education curriculum was ratified at the organisation's Annual General Meeting in May 2022. The ratification of the curriculum 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). A first of its kind in Ireland, the senior cycle curriculum and its accompanying teacher guide were developed by and for Ethical Education teachers.

The ongoing development of Ethical Education, involving teachers from across the network reflects the grassroots principle which has characterised Educate Together's approach to Ethical Education.

Continuing Professional Development (CPD)

March saw a very welcome return to an in-person conference of Educate Together principals with 58 primary and post-primary school leaders assembling in Galway for the two-day event. After a two-year covid-19 enforced absence, this was an important networking and relationship-building event.

An Induction Day was held for seven newly appointed primary school principals in August, covering topics such as ethos guidance, member supports, leadership, finance and recruitment.

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Having adapted to online teacher CPD during the pandemic, in 2022 Educate Together was able to offer blended provision through both online and face-to-face opportunities. CPD provided by the national office over the course of the year included:

- More than 200 primary teachers attended Learn Together related webinars on topics including Droichead and the Learn Together curriculum, Wellbeing, Gender Equality, Outdoor Learning and the environment.
- In person CPD and support was provided to 100 primary teachers focusing specifically on methodologies for teaching Learn Together.
- Three Department of Education approved online summer courses for primary teachers were provided in 2022, focusing on Ethical Education and on Student Voice, Participation and Active Citizenship. 33 teachers participated in these courses.
- 300 second-level teachers in 21 schools engaged in teacher CPD with Educate Together in 2022, including induction in Ethical Education, Global Citizenship Education, Ethical Inquiry and Environmental Activism.

Educate Together is grateful to all its funders for their support in making this CPD provision possible in 2022, including WorldWide Global Schools, Irish Aid and individual and corporate sponsors.

Nurture schools

The Educate Together Nurture Schools Project, launched in December 2020 with support from Salesforce, aims to improve outcomes for students who experience educational disadvantage through poverty or other barriers.

The project began in 2020, at the height of the pandemic, and by 2022, nurture spaces were operating in 35 participating Educate Together schools (27 primary and 8 post-primary schools) across the school network. Throughout the year, participating schools had the opportunity to meet up in person, share their experience and learning and celebrate all they have achieved.

The following is a summary of the nurture training provided through the national office over the course of the year:

- 22 school staff participated in the first in-person whole school Nurture CPD for a cohort of eight new schools
- 87 educators were involved in accredited nurture training (21 of whom received formal Nurture approach practitioner accreditation) in 2022.
- 180 educators were trained in whole school Nurture programme and 750 school staff in the whole staff Nurture CPD in 2022.
- 350 staff members across the school network completed the module individually in 2022.
- Kinia trained 444 teachers from 28 schools over the two years in a variety of distance and digital learning over 30 sessions.
- 25 schools and 80 school staff participated in five in-person community of practice Nurture celebrations where they received certificates of participation in the Nurture programme. Celebrations were held in Cork, Tuam and in three Dublin locations.

The cumulative total of students benefiting from their school's involvement in this project is approximately 11,000, based on current enrolments in the 35 participating schools.

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As part of the Nurture Project Educate Together developed an online module on Trauma Informed Practice in Teaching. The module was made available to all schools during 2022 in response to the war in Ukraine. While not designed to address trauma as a result of experiencing conflict and war, the course supported teachers to develop their understanding of trauma and how it can affect the children in their care. In Q4 2022, the development of a further online module was initiated. This module on Culturally and Socially Responsive Practice in schools will be completed and made available to schools in 2023.

Educate Together is grateful to Salesforce and Rethink Ireland for providing dedicated funding to support the Nurture Schools project.

2.2.2. School patronage

School accommodation

Operating in temporary accommodation continues to present huge challenges for a large number of Educate Together schools and the national office continued to advocate for improvements to planning processes and the school buildings programme. Support and representation were provided for 43 schools in temporary accommodation in 2022 (29 primary and 14 second-level schools) and the percentage of Educate Together schools in temporary accommodation reduced from 43% to 39%.

Permanent buildings were handed over for Ballinteer ETNS, Cherrywood ETNS, Malahide Portmarnock ETSS and Pelletstown ETNS during the year, reflecting a regaining of momentum in the building programme. Contractors were appointed to commence construction on four further permanent school buildings for Dublin 7 ETNS, Harcourt Terrace ETNS, Stapolin ETNS and Belmayne ETSS and sites were confirmed by the Department of Education for two schools: Westport ETNS and Gorey ETSS. Four new leases and two license agreements were signed for Educate Together schools in temporary accommodation in 2022.

At the end of 2022, there were 47 Educate Together schools in Ministerial-owned buildings and work were underway towards agreeing a lease for these buildings.

Educate Together's work in the area of school accommodation is currently supported by a grant from the Department of Education.

Recruitment and appointments

Educate Together approved the appointment of eight principals and nine deputy principals in schools with its patronage in 2022. Appointments for 415 teachers and 140 additional needs assistants (ANAs/SNAs) were approved and 249 independent assessors for recruitment panels were appointed. Ten new boards of management were constituted. Thirteen patron nominees to boards of management were appointed, with seven appointed as chairpersons.

Admissions

The national office approved admissions policies for 20 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. Due to the commencement of the remaining Sections of the Education (Admission to Schools) Act 2018 Educate Together approved 19 amendments on admissions policies before the end of 2022, as required under section 62 of the Act. 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.

The Admission Working group established in 2021 published its report and the procedure for applications to include variations to an admissions policy was reviewed to reflect this.

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3. RESEARCH AND DEVELOPMENT

3.1. Educational Research and Development

Research and development are central to Educate Together's work as a charity that is constantly striving to innovate in equality-based and democratic education, and a number of projects were underway in 2022 – both in-house and with external partners. Curriculum development in 2022 included the roll out of the revised Learn Together primary Ethical Education curriculum and the completed Senior Cycle Ethical Education curriculum, as reported under 'Activities' above. Also reported on above is Educate Together's innovative Nurture Schools project, which went from strength to strength in the 2022.

3.1.1. EDUCATE project

Educate Together is one of five partners involved in the new Educating About Difference Uniting Classrooms and Teacher Education (EDUCATE) action research project announced in 2022, along with lead partner Mary Immaculate College (MIC), and Ulster University (UU), Education and Training Boards Ireland (ETBI) and the Northern Ireland Council for Integrated Education (NICIE). This cross-border education partnership will enhance student teachers' capacity to teach about difference in equality-based, multi-denominational and integrated primary schools, and the project is funded by the Standing Conference on Teacher Education North and South (SCoTENS) in conjunction with the Shared-Island Unit in the Department of the Taoiseach.

3.1.2. Certificate in Ethical Multi-belief and Values Education

Educate Together developed a new partnership with Education and Training Boards Ireland (ETBI) and all five Colleges of Education in 2022 to develop a Certificate in Ethical, Multi-Belief and Values Education. This Certificate will build on the good practice already happening in the Colleges of Education and will enhance and extend formal teacher education in the Learn Together and ETBI's Goodness Me, Goodness You curricula to every pre-service teacher in Ireland from September 2024.

3.2. Organisational Development

3.2.1. Human resources and systems

Educate Together continued to focus on strengthening its organisational structures and capacity in 2022 in line with Goal 4 of the Strategic Plan. In keeping with its flexible working culture, the national office moved to a more formalised hybrid working policy, with most staff working in the national office two days a week between Monday and Thursday. A number of HR policies were developed and reviewed in 2022 and regular staff surveys monitored staff motivation and engagement during remote and hybrid working. New HR support services and EPA providers were appointed in 2022.

As part of ongoing restructuring and resource planning, the following roles were filled in 2022:

- A new role of Fundraising and Communications Officer (4 days) was created to support the implementation of the new Strategic Plan (2022 – 2026)
- A new Volunteer Officer role was created to enhance support and training for volunteer board of management members and to plan for the changeover of primary boards in 2023.
- A Systems Analyst was employed on a twelve-week placement as part of the Women's ReBoot programme to support the improvement of office systems.

As part of ongoing work to improve office and IT systems, changes were made to our file management and CRM systems during 2022. Multi-factor authentication was introduced on a number of systems to improve security. Automated processes were implemented to improve our patronage, appointments, HR and accounts functions

Educate Together benefits from generous grants of software licenses from Microsoft, Salesforce and AccountsIQ with support from Enclude.

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3.3. Fundraising

As a charitable organisation, Educate Together is required to raise approximately a third of its income from fundraising each year. In 2022, it was necessary to raise €179,155 through donations from individual giving, community fundraising, foundations, trading and corporate partnerships in order to continue operations. This was in addition to grant funding of €82,324 provided by Rethink Ireland for the Nurture Schools project and grant funding of €55,825 from Irish Aid and Worldwise Global schools to support Global Citizenship Education. By the end of 2022, we were able to reach our fundraising goal, and we are hugely grateful to all our donors and funding partners for their support in 2022.

Partnerships with Brady Insurance and Folens Publishers in 2022 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 70 schools insured through Bradys and 85 schools engaged in the Folens scheme. We are very grateful to Brady Insurance and Folens Publishers for their continued support in 2022, and to the schools that participate in these cost-saving schemes.

4. CHALLENGES

4.1. Covid-19, Illness and Staff shortages

2022 saw the return to full in-school learning for our network of schools. The transition back to in-school learning after the easing of restrictions presented several challenges for school communities. Schools continued to implement safety measures and to address the academic and social impacts of school closures and remote learning over previous years, prioritising supports to vulnerable students. The Educate Together nurture schools project assisted many school communities in this respect in 2022.

The crisis in relation to teacher supply, which began before Covid-19, continued to be exacerbated by illness and public health advice regarding isolation in 2022, affecting staffing in school across the country. The government decision to end 'banking hours' meant that many schools were not able to provide sufficient teaching and support for students with additional needs, just at the time when these students needed it most, as they were forced to deploy 'Special' Education Teachers (SETs) to mainstream classes. Educate Together continued to advocate on this important issue in 2022.

With the removal of government Covid-19 restrictions at the end of the pandemic, a number of consultations, developments and projects that had been paused during the pandemic resumed across the education system in 2022. This placed considerable pressure on the small national office team, especially towards the end of the year, and it was necessary to prioritise representation work.

4.2. 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 been a leading provider of new primary and post-primary schools, having opened more than 50 new schools over the past ten years, our sector suffers disproportionately from this systemic problem.

At the end of 2022, 43 Educate Together schools (29 primary and 14 second-level) remained in temporary accommodation with some facing particularly challenging conditions. In addition, several schools in permanent buildings continued to face challenges as a result of defects and disruptive remediation work.

Although there was some progress in the number of sites acquired, projects commenced and buildings handed over in 2022, further improvements are urgently required, and Educate Together will continue to advocate for changes to 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.

Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

4.3. 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 striving to support every child to reach their full potential. By the end of 2022, 60% of all Educate Together schools were offering specialist Autism classes, a significantly higher proportion than the national average at both primary and second-level.

However, surveys in 2022 showed that many Educate Together schools are currently under-resourced to cater for their students with additional needs. These surveys confirmed continuing issues with staffing allocation models, review mechanisms, communication, planning and CPD for autism classes and access to therapeutic supports.

Educate Together continued to advocate for improvements and for additional supports for developing schools in particular in 2022, and to call for a review of the allocation model for 'Special' Education Teachers (SETs). Plans to introduce a similar allocation model for Additional Needs Assistants (ANA/SNA) were paused, and a commitment was given by the Department of Education to review the SET allocation model. In addition, 100 additional SET posts were allocated to developing schools. However, significant challenges remain in this area and Educate Together will continue to advocate for more and better supports for students with additional needs.

5. FINANCES

5.1. Financial Review and Results

The results for the financial year are set out on page 26 and additional notes are provided showing income and expenditure in greater detail.

At the end of the financial year the charity has assets of €722,974 (2021 - €671,212) and liabilities of €351,063 (2021 - €294,492). The net assets of the charity have decreased by €4,809.

The reserves balance at year end is €371,911.

Total Income in 2022 was €2,599,410 (€2,486,626 in 2021) up €112,784 on 2021 while total expenditure was €2,604,219 in 2022 (€2,470,279 in 2021) up €133,940 on 2021.

The net deficit in the financial statements for the financial year 2022 was (€4,809) compared to a surplus of €16,347 in 2021. The net surplus is split between an unrestricted surplus of €95,060 and a restricted deficit of (€99,869).

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 €1,490,120 in 2022 (€1,478,549 in 2021).

The deficit in restricted funds for the year of (€99,869) 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 13).

The unrestricted surplus for the year 2022 of €95,060 was generated through membership subscriptions and trading income, and will be applied to reserves. This reflects the Board's commitment to build reserves to the value of six months operating costs over five years, in line with good governance practice.

Educate Together received a core grant from the Department of Education in 2022 of €133,000. This has remained unchanged for 15 years despite the significant growth in the number of Educate Together schools; from 44 in 2008 to 117 in 2022. Membership subscriptions provide the mainstay of the organisation's funding contributing €420,066 in 2022.

Excluding the school rental funding (a transactional figure in and out of the accounts), total income for charitable activities was €1,109,290. Of this, Government grants totalled 39% (47% in 2021). Membership income was 38% (40% in 2021), donations & gifts 9% (8% in 2021) and Income from trading 4% (3% in 2021). Funding from Trusts and Foundations has traditionally been an important part of the funding mix, providing the growth capital and funding to

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

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, although this grant was not recognised in the accounts in 2021 due to SORP rules. This first portion of this grant is recognised in the accounts in 2022, and the proportion of income from Trusts and Foundations therefore increased in 2022 to 11% (2% in 2021).

In 2022 restricted Income was 77% (79% in 2021). Restricted income includes the school rental payments from the Department of Education, government grants and funding from Trusts and Foundations. Unrestricted Income of €599,221 was received in 2022 (€528,770 In 2021), This comprises membership fees (70%), earned income and public gifts and donations.

Total expenditure increased by 5.4% in the year to €2,604,219 (€2,470,279 in 2021) as work on the Salesforce and Rethink funded Nurture Schools project was progressed. Following significant cost-cutting in 2020 and 2021, further reductions in overheads were achieved in 2022, through seeking savings and negotiating better terms with suppliers.

5.2. 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 the directors' intention to build these reserves over a period of five years.

5.3. Principal risks and uncertainties

Key financial risks that the board has identified relate to potential decreases in income from charitable donations, unforeseen legal liabilities due to issues relating to schools, labour/HR? 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.

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1. 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.

6.2. Directors and Secretary

The directors who served during 2022 were as follows:

Colm O'Connor (to May 2022)

Danny Haskins (to May 2022)

Jennifer Cummins (to September 2022)

Aidan Clifford

Áine Clancy

Colm Ó'Cuanacháin

Doris Abuchi-Ogbonda

Emma Lane-Spollen

Matt Wallen

Richard Woulfe

Siobhan Mortell

Theresa Burke

Lesley Byrne (from May 2022)

Miriam Hurley (from May 2022)

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

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.

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

The Board met eight times during 2022. Attendance at board meetings:

Name	Attended	of	
Aidan Clifford	8	8	100%
Áine Clancy	5	8	63%
Colm Ó'Cuanacháin	6	8	75%
Colm O'Connor	2	4	50%
Danny Haskins	4	4	100%
Doris Abuchi-Ogbonda	7	8	88%
Emma Lane-Spollen	8	8	100%
Jennifer Cummins	6	6	100%
Lesley Byrne	4	4	100%
Matt Wallen	8	8	100%
Miriam Hurley	4	4	100%
Richard Woulfe	6	8	75%
Siobhan Mortell	6	8	75%
Theresa Burke	6	8	75%

Average
attendance: 86%

6.3. Sub-committees

The Board establishes sub-committees to support its work in accordance with its Articles of Association. 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. The following Sub-committees continued to be active at the end of 2022:

- Finance (Chair, and Treasurer, Theresa Burke)
- Governance (Chair Aidan Clifford)
- Education (Chair Aidan Clifford)
- Patronage and Membership (Chair Matt Wallen). Patronage and Membership sub-committees merged in October 2022. (Previous Chair of Membership sub-committee was Siobhan Mortell)
- Human Resources (Chair Colm Ó'Cuanacháin)
- International Development (Chair Richard Woulfe)
- AGM Standing Orders Committee (Chair Aidan Clifford)
- ETB Partnerships (Chair Richard Woulfe)
- Ministerial Leases (New committee - Terms are approved. Chair to be appointed)

6.4. Decision making and Reporting

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.

Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

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.

6.5. 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 a 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.

6.6. 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.
- The Irish Forum for Global Education, an independent network of Irish civil society actors, development NGOs, education agencies, teacher unions, academics and individuals concerned with global education issues.
- Irish Development Education Association (IDEA)

Additionally Educate Together is on steering and advisory groups of the Irish Traveller Movement and BeLonG To Youth Services. These umbrella organisations assist Educate Together in its work and also help the board ensure that Educate Together adheres to all current legislation in relation to its educational and charitable activities.

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

Educate Together/Ag Foghlaim Le Chelle DIRECTORS' ANNUAL REPORT

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.

The Boards of Management of Educate Together's voluntary secondary schools are members of the Joint Managerial Body (JMB), which acts as their management body.

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), which acts as their management body.

Educate Together is a Trustee Partner in the operation of two Community Colleges with DDLETB and City of Dublin ETB, under Model Agreements signed in 2013 and 2016.

A Memorandum of Understanding was signed between Educate Together and City of Dublin ETB in 2019 to support two Community Colleges with City of Dublin ETB patronage to transition to Educate Together partnership schools. Network supports were provided to these schools in 2022, while intensive work continued to agree management arrangements with City of Dublin ETB.

Auditors

KSI Faulkner Orr Limited, were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

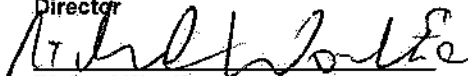
Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Equity House, 16/17 Ormond Quay Upper, Dublin 7.

Approved by the Board of Directors on 4/4/2023 and signed on its behalf by:



Theresa Burke
Director



Richard Woulfe
Director

Educate Together/Ag Foghlaim Le Cheile DIRECTORS' RESPONSABILITIES STATEMENTS

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.

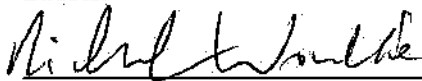
In so far as the directors are aware:

- 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 4/4/2023 and signed on its behalf by:



Theresa Burke
Director



Richard Woulfe
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 2022 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 2022 and of its deficit 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

4th April 2023

Educate Together/Ag Foghlaim Le Cheile

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2022

	Notes	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Total 2022 €	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €
Income							
Voluntary Income	4.1	94,528	-	94,528	84,583	-	84,583
Charitable activities							
- Grants from governments and other co-funders	4.2	504,693	2,000,189	2,504,882	444,187	1,957,856	2,402,043
Total income		599,221	2,000,189	2,599,410	528,770	1,957,856	2,486,626
Expenditure							
Charitable activities	5.1	440,128	2,064,578	2,504,706	295,308	2,041,958	2,337,265
Other expenditure		64,033	35,480	99,513	68,707	64,307	133,014
Total Expenditure		504,161	2,100,058	2,604,219	364,014	2,106,265	2,470,279
Net income/(expenditure)		95,060	(99,869)	(4,809)	164,756	(148,409)	16,347
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		95,060	(99,869)	(4,809)	164,756	(148,409)	16,347
Reconciliation of funds							
Balances brought forward at 1 January 2022	18	87,483	289,237	376,720	(77,273)	437,646	360,373
Balances carried forward at 31 December 2022		182,543	189,368	371,911	87,483	289,237	376,720

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 Board of Directors on 4/4/2023 and signed on its behalf by:



Theresa Burke
Director



Richard Woulfe
Director

Educate Together/Ag Foghlaim Le Cheile

BALANCE SHEET

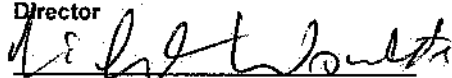
as at 31 December 2022

	Notes	2022 €	2021 €
Fixed Assets			
Tangible assets	14	24,671	22,394
Current Assets			
Debtors	15	136,161	130,408
Cash at bank and in hand		562,142	518,410
		698,303	648,818
Creditors: Amounts falling due within one year	16	(351,063)	(294,492)
Net Current Assets		347,240	354,326
Total Assets less Current Liabilities		371,911	376,720
Funds			
Restricted funds		189,368	289,237
General fund (unrestricted)		163,043	87,483
Designated fund (unrestricted)		19,500	-
Total funds	18	371,911	376,720

Approved by the Board of Directors on 4/4/2023 and signed on its behalf by:



Theresa Burke
Director



Richard Woulfe
Director

Educate Together/Ag Foghlaim Le Cheile

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2022

	Notes	2022 €	2021 €
Cash flows from operating activities			
Net movement in funds		(4,809)	16,347
Adjustments for:			
Depreciation		7,869	8,982
Gains and losses on disposal of fixed assets		-	(4,829)
		<u>3,060</u>	<u>20,500</u>
Movements in working capital:			
Movement in debtors		(5,753)	682,716
Movement in creditors		56,571	(714,573)
		<u>53,878</u>	<u>(11,357)</u>
Cash flows from investing activities			
Payments to acquire tangible assets		(10,146)	(11,484)
Receipts from sales of intangible assets		-	4,829
		<u>(10,146)</u>	<u>(6,655)</u>
Net cash generated from investment activities			
		<u>43,732</u>	<u>(18,012)</u>
Net increase in cash and cash equivalents		518,403	536,415
Cash and cash equivalents at 1 January 2022		518,403	536,415
Cash and cash equivalents at 31 December 2022	20	<u>562,135</u>	<u>518,403</u>

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

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 2022 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 2022

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 agreed 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 2022

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 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 expensed 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.

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

continued

for the financial year ended 31 December 2022

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

4.1 VOLUNTARY INCOME	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
Voluntary Income	94,528	-	94,528	84,583

4.2 CHARITABLE ACTIVITIES	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
Income from charitable activities	504,693	2,000,189	2,504,882	2,402,043

5. EXPENDITURE

5.1 CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2022 €	2021 €
Expenditure on charitable activities	2,504,705	-	99,514	2,604,219	2,470,279

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

7. NET INCOME	2022	2021
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	7,869	8,982
(Surplus) on foreign currencies	-	(3,378)
	<u><u> </u></u>	<u><u> </u></u>

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

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.

Membership income is recognised net of discounts.

	Restricted €	Unrestricted €	2022 Total €	2021 Total €
Fundraising & Donations				
Donations	-	60,583	60,583	55,147
Gifts	-	33,946	33,946	29,436
Government, EU and Grant Income				
Department of Education Grants & payments	371,872	-	371,872	422,871
Pobal SSNO scheme	-	-	-	(3,165)
Irish Aid WorldWise Global Schools (WWGS)	25,428	-	25,428	28,000
Irish Aid Global Citizenship Education (GCE)	29,858	-	29,858	-
CDET Partnership	-	-	-	32,667
Department of Education School Rental	1,490,120	-	1,490,120	1,471,418
Trusts & Foundations				
Barcapel	-	40,849	40,849	17,318
Rethink Ireland	82,324	-	82,324	1,722
Communities in Partnership (CIPP)	587	-	587	-
Trading & Other Income				
Membership subscriptions	-	420,066	420,066	410,366
Income from trading and other services (Ireland)	-	43,777	43,777	20,846
Total	2,000,189	599,221	2,599,410	2,486,626

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

9. RESOURCES EXPENDED

	2022	2022	2022	2021
	restricted	unrestricted	Total	Total
	€	€	€	€
<u>Expenditure on charitable activities</u>				
Salary costs	378,201	338,361	716,562	621,364
Employers PRSI	41,339	36,984	78,323	69,093
Pension contributions (employer)	7,850	7,023	14,873	13,541
eWorking allowance	3,299	2,980	6,279	6,118
Sub Total	430,689	385,348	816,037	710,116
Advertising costs (except recruitment)	-	354	354	358
Learning Resources	480	-	480	9,258
Photography	395	595	990	400
Volunteer Expenses	897	118	1,014	230
Company meetings (AGM / GMM / EGM)	116	1,404	1,520	41
Tutors and lecturers (colleges, courses)	1,391	478	1,869	2,024
Information Materials, Design, Printing and Distribu	317	2,003	2,320	2,469
Software and website development	2,358	523	2,881	773
Legal Costs	32	4,930	4,962	12,757
Merchandise	-	7,000	7,000	-
Travel and Subsistence costs	25,272	4,252	29,524	9,487
Consultants	35,418	18,682	54,100	54,535
Other programme costs (inc. teacher cover)	77,093	14,442	91,535	48,607
School Rental costs (DE)	1,490,120	-	1,490,120	1,478,549
Sub Total	1,633,888	54,781	1,688,668	1,619,488
<u>Overheads/supports</u>				
Currency (Gain)\Loss	-	-	-	3,378
Disposal Fxd Assets	-	-	-	4,829
General Admin Expenses	74	255	329	13,846
Accounting Fees	61	122	183	26,237
Repairs & Maintenance	299	236	535	6,680
Canteen Expenses	540	922	1,462	269
Bank Interest & Charges	395	1,158	1,553	1,166
Light & Heating	1,116	1,019	2,135	1,504
Cleaning & Refuse	1,439	1,959	3,398	712
Communications(phones/broadband)	2,348	2,700	5,048	8,953
Audit Fees	2,468	2,658	5,126	4,711
ICT Services/materials	3,796	2,135	5,931	7,910
Post/Stationery/Printing	2,364	3,584	5,948	2,161
Staff Recruitment/Training/HR Consultancy	2,201	4,291	6,492	1,944
Insurance	3,952	3,661	7,614	9,397
Depreciation	2,700	5,169	7,869	8,982
Subscriptions(to include online)	1,643	7,040	8,684	8,112
Service Charge	3,110	5,719	8,829	12,510
Bad Debt Write Off	-	9,445	9,445	-
Rent	6,974	11,958	18,932	33,789
Sub Total	35,481	64,033	99,514	140,676
Total	2,100,058	504,161	2,604,219	2,470,280

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

for the financial year ended 31 December 2022

continued

10. EMPLOYEES AND REMUNERATION

Number of employees

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

	2022	2021
	Number	Number
Finance, HR, Admin and IT	3	2
Communications and Advocacy	1	1
Education and Support	4	4
CEO	1	1
Governance and Patronage	2	2
New Schools/Network Development	2	2
Fundraising	1	0
	<u>14</u>	<u>12</u>

The staff costs comprise:

	2022	2021
	€	€
Wages and salaries	716,562	621,364
E-working allowance	6,279	6,118
Social security costs	78,323	69,093
Pension costs	14,873	13,541
	<u>816,037</u>	<u>710,116</u>

These costs recognise the full-year's cost of staff additions in 2021 (Finance and IT) as well as the appointment of a Fundraising Officer in 2022.

11. DIRECTORS REMUNERATION AND TRANSACTIONS

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

Director expenses totalled nil in 2022 (nil in 2021). 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 the CEO (including pension contributions, but not employer PRSI) totalled €92,700 (2021: €92,700).

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

12. GOVERNMENT, EU AND OTHER GRANTS

Name of Grant Agency	Type of Grant	Restricted	2022 €	2021 €
City of Dublin ETB	Partnership grant	Yes	-	32,667
Department of Education	New Schools	Yes	-	65,000
Department of Education	Core	Yes	133,000	133,000
Department of Education	Teacher Education	Yes	8,296	5,168
Department of Education	Garda vetting	Yes	30,938	30,303
Department of Education	School accommodation	Yes	90,000	90,000
Department of Education	Partnership grant -ETB	Yes	103,600	99,400
Department of Education	School Rentals	Yes	1,490,120	1,471,418
Department of Education	BOM Training	Yes	5,970	-
Department of Education	BOM Training	Yes	69	-
Department of Foreign Affairs	Global Citizenship Education Grant	Yes	29,857	-
Department of Housing, Planning, Community and Local Government	Scheme to support National Organisations	Yes	-	(3,165)
International Fund for Ireland	Communities in Partnership	Yes	587	-
Rethink Ireland	Nurture Schools	Yes	82,324	1,722
Irish Aid: WorldWide Global Schools	WWGS 2022/23	Yes	25,428	28,000
			2,000,189	1,953,513
			2,000,189	1,953,513

Income from grants received in the year is included in income from charitable activities on the face of the Statement of Financial Activities. Total restricted grant income received in the year was €2,000,189 (2021: €1,953,513). Income is recorded net of VAT.

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

13. RESTRICTED GRANTS RECEIVED

Grant/Donor	Period of Grant	Total Grant	Brought Forward	Cash Received	Expenses	Restricted Reserves
			01/01/2022	2022	2022	2022
		€	€	€	€	€
Department of Education:						
School Accommodation	April 2020 to March 2023	270,000	26,700	90,000	90,000	26,700
School rentals	Ongoing	1,490,120	1,369	1,490,120	1,490,120	1,369
Core Grant	Jan - Dec 2022	133,000	-	133,000	133,000	-
ETB Grant	July 2022 - June 2023	103,600	49,700	103,600	103,600	49,700
Garda Vetting	Jan - Dec 2022	30,938	-	30,938	30,938	-
Teacher Grant	Jan - Dec 2022	8,296	-	8,296	8,296	-
New Schools	Jan - Dec 2022	-	-	-	-	-
BOM training	One off awarded December 2022-2023	5,970	-	5,970	-	5,970
BOM training	Capital grant	4,030	-	69	69	-
Salesforce	Oct 2020 - Dec 2022	336,191	182,895	-	182,895	-
Rethink Ireland	Oct 2020 - Sept 2023	168,016		82,324	29,822	52,502
Irish Aid: WorldWise Global Schools	Sept 2022 - May 2023	25,428	28,573	25,428	30,098	23,903
Department of Foreign Affairs: Global Citizenship Education	Aug 2022 - July 2023	29,857	-	29,857	702	29,155
IFI Communities in Partnership	Oct 2022 - Sept 2023	5,100	-	587	587	-
		2,610,546	289,237	2,000,189	2,100,127	189,299
		=====	=====	=====	=====	=====

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

14. TANGIBLE FIXED ASSETS

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
Cost					
At 1 January 2022	1,764	28,526	12,419	6,000	48,709
Additions	-	10,146	-	-	10,146
At 31 December 2022	<u>1,764</u>	<u>38,672</u>	<u>12,419</u>	<u>6,000</u>	<u>58,855</u>
Depreciation					
At 1 January 2022	1,087	20,045	5,183	-	26,315
Charge for the financial year	353	5,601	1,915	-	7,869
At 31 December 2022	<u>1,440</u>	<u>25,646</u>	<u>7,098</u>	<u>-</u>	<u>34,184</u>
Net book value					
At 31 December 2022	<u><u>324</u></u>	<u><u>13,026</u></u>	<u><u>5,321</u></u>	<u><u>6,000</u></u>	<u><u>24,671</u></u>
At 31 December 2021	<u><u>677</u></u>	<u><u>8,481</u></u>	<u><u>7,236</u></u>	<u><u>6,000</u></u>	<u><u>22,394</u></u>

15. DEBTORS

	2022 €	2021 €
Trade debtors	63,218	61,105
Other debtors	49,734	64,293
Prepayments	23,209	5,010
	<u>136,161</u>	<u>130,408</u>

16. CREDITORS

Amounts falling due within one year

	2022 €	2021 €
Amounts owed to credit institutions	7	7
Trade creditors	64,961	47,432
Taxation and social security costs	27,800	6,225
Other creditors	22,918	12,323
Accruals	65,433	93,170
Deferred Income	169,944	135,335
	<u>351,063</u>	<u>294,492</u>

Deferred Income of €169,944 includes €165,983 to Membership subscriptions for the year 31 December 2023 received in advance.

17. RESERVES

	2022 €	2021 €
At 1 January 2022	376,720	360,373
(Deficit)/Surplus for the financial year	(4,809)	16,347
At 31 December 2022	<u>371,911</u>	<u>376,720</u>

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

for the financial year ended 31 December 2022

continued

18. FUNDS		Unrestricted Funds €	Restricted Funds €	Total Funds €
18.1 RECONCILIATION OF MOVEMENT IN FUNDS				
	At 1 January 2021	(77,273)	437,646	360,373
	Movement during the financial year	164,756	(148,409)	16,347
	At 31 December 2021	87,483	289,237	376,720
	Movement during the financial year	95,060	(99,869)	(4,809)
	At 31 December 2022	182,543	189,368	371,911

18.2 ANALYSIS OF MOVEMENTS ON FUNDS	Balance 1 January 2022 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2022 €
Restricted funds					
Restricted	289,237	2,000,189	2,100,058	-	189,368
Unrestricted funds					
Unrestricted General	87,483	599,221	504,161	(19,500)	163,043
Designated Funds	-	-	-	19,500	19,500
Total funds	376,720	2,599,410	2,604,219	-	371,911

During the year, the Directors agreed to set aside an amount of €19,500 to fund the lobbying/Info hub & research expense during 2023.

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	2022 €	2021 €
Cash and bank balances	299,346	264,064
Bank overdrafts	(7)	(7)
Cash equivalents	262,796	254,346
	562,135	518,403

21. RELATED PARTY TRANSACTIONS

There were no advances/loans given to member schools in 2022 (2021: Nil).

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

for the financial year ended 31 December 2022

continued

22. FINANCIAL COMMITMENTS

At 31 December 2022 the company had annual commitments under non-cancellable operating leases as follows:

	2022	2021
	€	€
Within one year	15,000	28,389
Between one and five years	-	14,195
Total	<u>15,000</u>	<u>42,584</u>

On 30 June 2021, the company entered into a rental lease to lease the second floor of 16/17 Upper Ormond Quay, Dublin. 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 117 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 2022 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 4th of April 2023.