

Educate Together/Ag Foghlaim Le Cheile
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2024

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	Conor Harrison (stepped down Feb 2024) Deirdre Duffy Doris Abuchi-Ogbonda Emma Lane-Spollen John Collier Lesley Byrne Matt Wallen Miriam Hurley Niamh Cullen Paul Knox (appointed May 2024) Richard Woulfe (stepped down May 2024) Síle Larkin (appointed May 2024) Theresa Burke (stepped down May 2024)
Company Secretary	Richard Woulfe (stepped down May 2024) Síle Larkin (appointed June 2024)
Charity Number	11816
Charities Regulatory Authority Number	20033309
Company Registration 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
Principal 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

Great things happened in Educate Together across our 118 schools with 41,337 students this past year. The highlight was welcoming Paradise Place Educate Together NS into the membership. St.Mary's Primary School, as it was previously known, is the first-ever transfer of a Catholic primary school to Educate Together patronage. This historic transfer marks a significant step forward in demonstrating successful change of patron. We hope the leadership this school has shown will encourage other school communities that feel more aligned with Educate Together's ethos to join our network.

The demand for Educate Together schools continues to grow yet 2024 marked the second consecutive year in which no new Educate Together schools were opened due to government policy shifts. The Department of Education's focus on school expansion rather than new schools has limited our ability to respond to the increasing demand. The transfer of Paradise Place ETNS is a positive step, but wider systemic change is needed to ensure genuine parental choice in education.

Educate Together is a catalyst for change in education, advocating nationally for reform while encouraging schools to pioneer innovative and creative practices. Our July Budget submission highlighted the need for adequate school capitation grants, investment in school infrastructure, additional management resources and supports for inclusion – there is a way to go to bring investment in education up to the OECD average. In November we delivered our education manifesto to all political parties outlining key actions needed to transform the education system over the course of the 34th Dáil. A critical one being holding a Citizen's Assembly on the future of education. We need to have a national conversation that puts educational outcomes for children and young people at the centre.

Our schools are leaders in innovation and creativity. In 2024, we secured the resources to expand the proven effective Nurture programme. Across the network communities of practice are sharing their learning and experiences in a range of areas. In 2024 themes have included facilitating student-led learning, teaching about difference and conflict, and digital and media literacy. These efforts are critical as we support our young people to navigate an increasingly complex society with confidence and compassion.

2024 in retrospect may be the calm before the storm.

Equality, inclusion and democracy, values which our communities cherish, nurture and strive to live by, are being targeted in the United States and erased, along with references to climate change. This creates a rippling, chilling effect which we must not allow to corrode our society. We must steadfastly uphold these values and ensure our schools continue to be a safe place for all children, a haven against the turmoil of the external world. We need to keep joy in our classrooms and nurture empathy and critical thinking. For it is hope, kindness and an appreciation of life that will give us the resilience needed to navigate the years ahead.

Our people are our strength. The dedication of our principals, teachers, and school communities has been central to our success and I would like to acknowledge their skill at navigating the inevitable challenges that arise in schools and in the community. We need to take care of our school leaders.

The Board of Directors is pleased to report that Educate Together maintained the highest standards of governance throughout 2024, implementing further improvements and commencing a mid-term strategy review. On behalf of the Board, I extend my heartfelt thanks to our school communities, staff, parents, and students for their dedication and contributions throughout 2024. From the successful transition of Paradise Place ETNS to the expansion of the Nurture Schools programme and the continued growth of our community, your efforts are instrumental in shaping a more inclusive and dynamic education system.

I wish to express my appreciation to my fellow Board members, the many volunteers serving on boards of management and parents and guardian associations, and to our valued funding partners—including the Department of Education, Department of Foreign Affairs, Rethink Ireland and generous philanthropic supporters and corporate sponsors—whose support enables our work. Finally, my sincere gratitude to the dedicated staff of Educate Together, led by Dr. Emer Nowlan, for their tireless commitment to advancing our mission. We extend our gratitude to departing staff for their contributions and warmly welcome new colleagues to the Educate Together family. We are privileged to work alongside such a committed and professional team who imbue the values of Educate Together and support us to be brave, reflective and unwavering in realising our vision for education and a kinder, better world for all.

I commend to you the Educate Together Annual Report 2024.

Emma Lane-Spollen
Chairperson



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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 2024 complied with its obligations to submit annual returns on its core activities to the Charities Regulator.

Mission

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

Values

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

- Equality-based - all children having equal rights of access to the school, and children of all social, cultural and religious backgrounds being equally respected
- Co-educational - and committed to encouraging all children to explore their full range of abilities and opportunities
- Child-centred in their approach to education
- Democratically-run with active participation by parents in the daily life of the school, whilst positively affirming the professional role of the teachers.

Objectives

Educate Together's current objectives are set out in 'Stronger Together, Educate Together's Strategic Plan 2022 – 2026', which is online here: www.educatetogether.ie/about/2022-2026-strategic-plan

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.

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2. ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

2.1. Key achievements in 2024

First Catholic School Transferred to Educate Together: Educate Together facilitated the transition of the first Catholic national school to its equality-based model in 2024. St Mary's Primary School in Dublin 7 became Paradise Place ETNS, following the Government's pilot 'reconfiguration' programme, and is being supported through a two-year transition programme. This change reflects growing demand for Educate Together schools, as well as the support of the Archdiocese of Dublin for enabling schools to change patronage where sufficient demand exists for change. www.educatetogether.ie/news/catholic-school-transfers-to-educate-together

New buildings for four schools: During 2024 three Educate Together school communities were delighted to move into their new permanent buildings, and one school's second building phase was completed. These schools – Rush and Lusk Educate Together NS, Belmayne Educate Together Secondary School, Harcourt Terrace Educate together NS, and Stepside Educate Together Secondary School are all now providing education for their students in state-of-the-art facilities. The number of Educate Together schools in temporary accommodation has reduced from 50 (43%) at the beginning of 2022 to 37 (31%) at the end of 2024.

Research confirms extensive Student Engagement in Educate Together schools: Initial findings of research by Dublin City University exploring student participation in Educate Together schools were published in 2024 in the International Journal of Primary, Elementary and Early Years Education. Researchers found "compelling evidence of extensive student engagement" in Educate Together primary schools, not only in the classroom, but also outside of the classroom, and in decision-making at the whole school level. www.educatetogether.ie/news/research-on-student-participation

Students Lead on Global Empathy and Solidarity in Action: In April, Educate Together held a national event to foster collaboration and creativity among second-level students focusing on the Sustainable Development Goals. Funded by WorldWise Global Schools and led by a student advisory group, the event spanned two locations - Limerick ETSS and Hansfield ETSS - to ensure accessibility for 20 participating schools in the network. In total more than 200 young people were involved in student-led workshops and a Global Citizenship Fair. This initiative highlighted student leadership, inclusivity, and practical engagement with global challenges, reinforcing Educate Together's commitment to empowering active global citizens. www.educatetogether.ie/news/educate-together-student-event-2024

Teacher Conferences on Sustainability and Anti-Racism: Educate Together held two Ethical Education conferences in 2024. 'Educating for Sustainable Development' was hosted by Dublin 7 ETNS in February, with support from the Department of Education. 'Educating Together for a Better Future' was hosted by Griffith Barracks MDS in November and focused on meaningful inclusion, anti-racist practices and nurturing and sustaining ethos. The conferences were attended by 120 teachers and fostered rich reflection and discussion as well as offering practical guidance and teaching and learning resources, reflecting Educate Together's commitment to high quality Teacher Professional Learning. www.educatetogether.ie/news/2024-ethical-education-conference. www.educatetogether.ie/news/ethical-education-conference-2024.

Funding secured to extend Nurture Schools Project: Educate Together's successful Nurture Schools project was extended in 2024 thanks to a grant of €40,000 from Community Foundation Ireland's Fund Toy Show Appeal. This funding enables Educate Together to continue the project for a further school year, and extend it to reach more schools, improving wellbeing and engagement, enhancing teacher capacity, and helping to change the lives of children and young people across Educate Together's national network of schools. www.educatetogether.ie/news/toy-show-appeal

2.2. ACTIVITIES AND PERFORMANCE

2.2.1

Goal 1 - Quality & capacity

School support, training and advice

The national office continued to provide timely and effective supports to our schools, ensuring a comprehensive full-time school support service. Throughout the year the team provided advice, support and guidance to schools on a wide range of issues including HR, staffing, recruitment, staff relations, data protection, admissions, school finances, accommodation, child safeguarding, parental complaints, and bereavement, for example.

The national office provided 13 training sessions for boards of management of Educate Together primary schools and one session for boards of management of Educate Together Voluntary Secondary Schools. In total, 440 board members attended training sessions throughout 2024.

For the first time, Educate Together offered a newly developed training module specifically for Principals and

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Chairpersons. Most training was delivered online (7 out of 13 sessions).

Communities of Practice (CoPs)

Educate Together schools engage various Communities of Practice (CoPs), some supported by the national office and others operating independently. CoPs that were active in 2024 included:

- The Learn Together Advisors CoP includes primary teachers supporting good practice in the Learn Together curriculum. The group met four times in 2024 and welcomed 2 new members.
- The Ethical Education CoP supports second-level teachers focused on Ethical Education. The group met 4 times in 2024 and grew to represent 9 different schools.
- National office staff assist schools in ethos-based self-evaluation (SSE) aligned with Department of Education guidelines. Representatives from 3 schools attended Ethos SSE CoP meetings last year.
- Nurture CoP: open to all schools in the network with an interest in the Nurture approach. The CoP is a direct outcome of Educate Together's Nurture project. The Nurture CoP met four times, and new funding enabled certified Nurture CPD for 42 staff from 40 schools in 2024.
- Global Citizenship Education (GCE) CoPs foster peer-learning and innovation in GCE. They are supported by Irish Aid. In 2024, schools were organised into 9 regional clusters and met 3 times, both online and face-to-face. The average attendance was 6 teachers per meeting.

In addition to these CoPs that are supported by the national office, various groupings of primary and second-level principals, deputy principals, guidance counsellors and teachers continued to engage and collaborate on many areas.

Ethos Quality Framework

Educate Together continued to update the Ethos Quality Framework for members in 2024. The framework, which includes a practical step-by-step guide for ethos School Self-Evaluation, and a dedicated online Ethos Guidance platform for members (www.ethos.educatetogether.ie), was the first to be developed in Irish education and has led the way for other patron bodies. The national office updated the LGBTQ+ guidance for schools and provided supports for addressing global war and conflict in schools. In total, 88 new users joined the platform in 2024.

Teacher Professional Learning (TPL)

The national office provided a range of TPL and school leader inputs throughout 2024:

- 246 second-level teachers from 14 schools in the network participated in a series of in-person and online TPL sessions including induction in Ethical Education, "Embedding GCE in Senior Cycle" and "Dealing with controversial issues in GCE and Ethical Education".
- Induction was held for 7 new primary and 2 new second-level principals in August and September, covering topics such as ethos guidance, member support, accommodation, leadership, finance and recruitment. The team also supported Oide's Misneach programme for newly appointed principals.
- Educate Together's annual Principal's Conference took place in Galway in March, with 68 primary and second-level principals attending the two-day event.
- 44 newly appointed primary teachers attended online induction on the Educate Together ethos and Learn Together curriculum in September 2024.
- Two webinars focusing on embedding anti-racist approaches through the Learn Together curriculum were hosted and attended by 52 and 42 teachers respectively.
- In-person CPD and support was provided to 248 primary teachers from 14 schools during schools' Croke Park hours.
- Three Department of Education approved summer courses for primary teachers were provided in 2024: two focusing on the revised Learn Together Ethical Education curriculum and one new course focusing on the Conceptual Enquiry approach. 82 teachers participated in these courses in 2024.

Educate Together is grateful to all its funders for their support in making this TPL provision possible in 2024, including WorldWide Global Schools, Irish Aid and individual and corporate sponsors.

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 37 schools in temporary accommodation in 2024 (24% of primary and 62% of second-level schools) and the percentage of Educate Together schools in temporary accommodation reduced from 33% to 31%.

Handovers took place for four Educate Together major school building projects during 2024, including three schools that moved into their permanent buildings for the first time:

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- Harcourt Terrace ETNS
- Rush & Lusk ETNS
- Belmayne ETSS
- Phase 1B (sports hall) handed over to Stepside ETSS

Seven schools were "on-site", i.e. under construction during 2024: Ardee ETNS, Harolds Cross ETNS, Shellybanks ETNS, Sandymount Park ETNS, Harolds Cross ETSS, Malahide Portmarnock ETSS (Phase 2), Belmayne ETSS (Phase 2), with construction tenders due to be progressed for two further schools early in 2025. The number of schools with no confirmed permanent site has now been reduced to three.

At the end of 2024, there were 57 Educate Together schools in Ministerial-owned buildings and work is ongoing towards formalising lease arrangements for these buildings. After many years of negotiation and due diligence, leases were signed for three state-owned school properties in 2024: Maynooth ETNS, Limerick City ETNS, Stepside ETNS. Educate Together's work in the area of school accommodation is currently supported by grants from the Department of Education.

Garda vetting

Educate Together is the authorised body for Garda Vetting for its primary schools. In 2024, 2,794 applications were sent to the National Vetting Bureau, a 12% increase on last year. Work continued on moving schools to the online vetting system with 8 more schools moving over in 2024 and a total of 89 schools (93%) now signed up, which is further enhancing efficiency. This work is supported by a grant from the Department of Education.

Patron approvals, recruitment and appointments

Principals / deputy principals: Educate Together approved the appointment of five principals (four primary, one second-level) and five deputy principals (four primary, one second-level) in schools with its patronage in 2024.

Boards of Management: A total of 60 patron appointments were made to boards of management across the network in 2024. This included the appointment of a new board of management for Paradise Place Educate Together NS, which transferred from Catholic patronage in April. 14 chairpersons were appointed at primary level and seven at second-level. 39 people were appointed as second patron nominees to our boards of management.

Teachers / additional needs assistants: Appointments for 399 teachers and 123 additional needs assistants (ANAs/SNAs) were approved throughout the year.

Independent assessors: The national office appointed 217 independent assessors for recruitment panels in 2024.

Admissions

The national office approved admissions policies for 14 schools that Educate Together is patron of during 2024, ensuring that policies and school practices are in keeping with legislation and regulations, as well as our equality-based ethos. In total, 13 schools had admissions policies approved and one school amended their policy to introduce a catchment area. An Admissions webpage was developed with relevant information for schools on the annual admissions process and policy review.

2.2.2

Goal 2 – Leadership

Educate Together advocated for a range of system improvements and reforms in 2024, representing its member schools and working towards the goals set out in its strategic plan 2022 – 2026. Targeted advocacy issues included school buildings, school funding and staffing, resourcing for inclusion, and increasing access to Educate Together schools.

Pre-Budget Submission: In its pre-budget submission, Educate Together advocated for increased funding and resources to support equality-based education. The submission highlighted the need for adequate school capitation grants, investment in school infrastructure, and supports for inclusion. While welcoming measures introduced in Budget 2025 aimed at promoting equality for families, such as free schoolbooks and meals, Educate Together expressed disappointment that the Government had fallen short of the investment required to properly resource our education system.

www.educatetogether.ie/news/pre-budget-submission

Election 2024: Educate Together launched its education manifesto ahead of the November General Election, outlining key priorities to transform the education system over the course of the 34th Dáil. Key priorities in the manifesto included accelerating and funding school patronage transfers, prioritising community and parental choice, holding a Citizen's Assembly on the future of education, reforming planning processes to improve school infrastructure, and increasing

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education funding to align with the OECD average. www.educatetogether.ie/news/2024-general-election

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 education partners, and providing advice, training and support to principals and boards of management. During 2024 the organisation engaged closely with other management bodies, teacher and parent organisations, through the Primary Education Forum and in other stakeholder engagements. Educate Together advocated solely and in collaboration with other Primary Management Bodies, IPPN, National Parents Council and Children's Rights Alliance to call for better funding and supports for primary schools.

As part of our advocacy work, Educate Together has continued to engage with other stakeholders and the Department in relation to supports for inclusion ('Special Education Needs'), particularly for developing schools, who are currently disadvantaged in the system.

Representation

Educate Together represented its member schools through various forums, meetings, and submissions in 2024, including:

Working Groups / Advisory Groups / Forums:

- Advisory Group for review of EPSEN Act
- Code of Behaviour Working Group
- Department of Education (DE) Implementation Group on Child Protection Procedures
- Delivering Equality of Opportunity in Schools (DEIS) Advisory Group
- Primary Education Forum Consultation Sub Group
- BeLonG To Education Sector Advisory Group
- Teacher Supply Data WG (representing PMBs)
- SNA Workforce Quality Assurance Working Group
- Dublin 15 Taskforce on Special Education Placements
- Theory of Change for Global Citizenship Education Task Group
- Inspectorate Education Partner Briefings
- Primary Education Forum (quarterly)
- DE Ukraine Stakeholder Meetings (3 meetings)
- Ukraine Civil Society Forum
- Primary Teacher Supply meetings (5 meetings) + TSI project on Strategic Workforce planning for Teachers in Ireland
- Primary School Counselling Pilot briefings
- Education Buildings Conference
- DE Special Education division briefings - SET Model of Allocation review, SNA Model of Allocation, Assessment of Need (x2), SNA Workforce Development Unit Stakeholder; Collaborative Forum for NCSE Policy Paper on Inclusion.

Written Submissions:

- Draft DE Data Strategy (2024-2027)
- NCCA Draft Primary Curriculum Specifications
- National Parents Council Strategic Plan
- Oide Strategic Plan
- DE Planning & Building Unit - Planning for 2025
- Indecon Review of DE Covid Supports for Schools
- Children's Rights Alliance Annual Report Card
- Irish Aid Global Citizenship Education (GCE) Strategy Mid-Term Review

Input into:

- Oide Misneach 1 - BOM Training, Ethos
- NCSE Data Strategy
- SET Model of Allocation & Streamlined Review Process

Various representations were also made during 2024 to the Minister and other public representatives regarding issues affecting Educate Together schools. Educate Together is registered as a lobbying organisation and makes regular returns to lobbying.ie in compliance with the Lobbying Act 2015.

Curriculum development in Ethical Education

Primary schools continued to embed the revised Learn Together curriculum in 2024. A variety of supports for schools were developed, including an extensive overhaul and update of our eLearning site. A comprehensive suite of resources

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is now available to all teachers and schools for every stage, theme and element of the Learn Together curriculum. Newly established regional and online communities of practice facilitated opportunities for peer support and sharing experiences of embedding the curriculum.

School visits facilitated by national office staff and experienced teachers in the network enabled meaningful discussion and collaboration as school begin to revise approaches to delivering the Learn Together curriculum.

At second-level the Ethical Education teachers' community of practice was supported to further develop good practice in this area. The ongoing development of Ethical Education, involving teachers from across the network, reflects the grassroots principle which has characterised Educate Together's approach to education.

Funded by WorldWide Global Schools, this year's Student Event brought together 200 students and 30 teachers from 21 schools at Limerick ETSS and Hansfield ETSS in Dublin. Focused on "Global Empathy and Solidarity in Action," it featured student-led workshops, a Sustainability Pledge, a Global Citizenship Fair with 11 NGOs, and inspiring guest speakers. The Dublin event, attended by Minister for Children Roderic O'Gorman, also celebrated Hansfield ETSS's 10th anniversary.

Reforming Initial Teacher Education

Educate Together continued a partnership with Education and Training Boards Ireland (ETBI) and all five Colleges of Education in 2024 to develop an innovative Framework for the recognition of qualifications to teach Ethical, Multi-Belief and Values Education (EMBVE). In 2024, a comprehensive consultation process was conducted, and a draft Framework was developed. This framework is planned to be completed in 2025, and Educate Together and ETBI will continue to support the Colleges of Education to accredit and implement this qualification from 2026.

Nurture Schools Project

The Educate Together Nurture Schools Project aims to support participating schools to implement a Nurture approach aimed at improving outcomes for students with social, emotional and behavioural difficulties, many of whom may experience educational disadvantage through poverty or other barriers. The project began in 2020, at the height of the pandemic and involved working with schools to adopt the Nurture approach to support students with social, emotional and behavioural difficulties to get them back on track and engaged in their education. The project provides safe spaces known as nurture rooms where children can relax, regulate, and talk to staff who are specially trained to understand their social, emotional, and behavioural needs.

In 2024, Educate Together secured funding from the Toy Show Appeal to further expand the Nurture programme across its network. By year-end, over 40 schools were operating Nurture spaces and interventions, benefiting 12,939 students based on current enrolments from the participating schools. The Nurture CoP met 4 times, and the new funding enabled certified Nurture CPD for 42 staff from 40 schools, strengthening the programme's impact across the network.

2.2.3

Goal 3 - Growth

2024 saw the first ever Catholic school transfer to Educate Together patronage; a significant milestone for the organisation and for parental choice in Ireland. The successful transfer of Paradise Place ETNS, formerly St Mary's Primary School, in Dublin 7, to Educate Together patronage is a testament to that school community's commitment to child-centredness, and adapting the needs of their pupils, and their openness to new educational options. This transfer brought an additional 237 pupils into the Educate Together network and provides a choice for families in Dublin's inner city.

Educate Together also increased access to its equality-based school model by expanding capacity in existing primary and secondary schools in 2024. By the end of the year, there were 41,337 children and young people accessing equality-based education in 118 Educate Together schools around the country (97 primary and 21 second-level). This represents an increase of 1,253 students from 2023. 19 of Educate Together's primary schools (20%) and two second-level schools (10%) were in the Delivering Equality of Opportunity in Schools (DEIS) programme in 2024.

In response to parental demand and local needs, our schools also increased access to specialist places for children with additional needs, with 6 new autism classes opening in 2024. By the end of the year, 68% of all Educate Together schools had specialist facilities for autistic students, almost double the national average. In total there were 149 autism and other specialist classes in 63 Educate Together primary schools (65% of Educate Together primary schools) and 40 autism classes in 19 second-level schools (90% of second-level schools) at the end of 2024.

The announcement in late 2023 of a nationwide survey on primary school patronage was the culmination of the national office's advocacy efforts over many years. In 2024 Educate Together pressed the Department to proceed with the survey, advocating for a clear mechanism for parents and families to have their voices heard in the process. Educate Together also urged Government to fulfil its commitment to hold a Citizens' Assembly on the Future of Education.

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In 2024 Educate Together continued its work with City of Dublin ETB to agree on management arrangements for two City of Dublin ETB second-level schools that have transitioned as partnership schools with Educate Together since 2019. This innovative work aims to increase school options in areas where families are seeking choice, but where new schools are not needed for demographic reasons. These two schools, Clogher Road Community College (formerly St Kevin's) and Cabra Community College are now growing their enrolments and successfully providing a new option for families in Cabra and Crumlin in Dublin.

2.2.4

Goal 4 - Organisational strength

Educate Together worked effectively as a charity, a school patron and management body, and a membership organisation throughout 2024, achieving all the company's core objectives and targets, and providing support and representation for our network of schools. High standards of governance were maintained, with full compliance with the Charities Governance Code again reported to the Charities Regulator. The board of directors commenced an interim review in 2024 to assess progress against the Strategic Plan 2022 – 2026, and to evaluate strategic objectives in the light of any demographic and policy changes since 2022. This review is planned to be completed in 2025.

Annual General Meeting

Educate Together's Annual General Meeting (AGM) was held on 11 May 2024 in Broombridge Educate Together NS in Dublin with representatives from 56 member schools in attendance.

One new school was welcomed into membership at the AGM: Paradise Place ETNS. Formerly St Mary's Primary School, Paradise Place ETNS became the 97th Educate Together national school, taking the total number of Educate Together schools at primary and second-level to 118.

Following workshops on current issues, delegates debated policy motions on a range of issues, including supports for schools, inclusion of students with additional needs, school admissions policies and the curriculum.

At the end of 2024 Educate Together's membership stood at 125, including 116 schools and 9 independent patrons.

3. RESEARCH AND DEVELOPMENT

3.1. Educational Research and Development

Research and development are central to Educate Together's work as an organisation that is constantly striving to innovate in equality-based and democratic education, and a number of projects were underway in 2024, including:

3.1.1. Shared Island EDUCATE project

Educate Together is one of five partners involved in the Educating About Difference Uniting Classrooms and Teacher Education (EDUCATE) action research project, which is led by Mary Immaculate College, Limerick, and includes Education and Training Boards Ireland, Queens University Belfast and the Council for Integrated Education (NICIE). This research brought student teachers and teachers together to explore understandings of inclusion, and to share methodologies and approaches for teaching about difference and controversial issues. The project report was published in 2024 and is available here: <https://scotens.org/site/wp-content/uploads/EDUCATE-Report.pdf>

3.1.2. Certificate in Ethical Multi-belief and Values Education

Educate Together has continued a partnership with Education and Training Boards Ireland (ETBI) and all five Colleges of Education in 2024 to develop an innovative Framework for the recognition of qualifications to teach Ethical, Multi-Belief and Values Education (EMBVE). In 2024, a comprehensive consultation process was conducted, and a draft Framework was developed. This framework is planned to be completed in 2025, and Educate Together and ETBI will continue to support the Colleges of Education to accredit and implement this qualification from 2026. The Qualification will build on existing good practice 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 2026, so that graduating teachers are fully prepared to teach in the multi-denominational and equality-based sector.

3.2. Organisational Development

3.2.1. Human resources and systems

Educate Together continued to focus on strengthening its organisational structures and capacity in 2024. In keeping with its flexible working culture, the national office continued its hybrid working arrangements, with most staff working in the national office two days a week between Monday and Thursday.

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A number of HR policies were developed and reviewed in 2024 including the Annual Leave, Sick Leave, Acting Up and a suite of family leave policies (Maternity Leave, Adoptive, Surrogacy, Paternity, Parental, Parents, Force Majeure Leave and Breastfeeding Policy) to incorporate the outcomes from the 2023 salaries and benefits review, along with annual reviews of the Child Safeguarding policy, Critical Incident policy, Safety Statement. In 2024 reviews of the company's performance appraisal, development and training policies were commenced. Work also continued on implementing the HR retention schedule.

As part of ongoing restructuring and resource planning, the following roles were filled in 2024:

- Software Application Manager
- Communications Officer
- School Development Officer
- Head of Education and Development

These new staff members were appointed to contribute to Educate Together's work to support quality and build capacity across the growing school network, and to increase access to equality-based education so that this model is available to more children and young people across Ireland.

A Software Application Manager was appointed as part of a two-year project to review and oversee improvements in our CRM and IT systems. Multi-factor authentication continued to be rolled out to all users and additional security measures were implemented to our website to improve security. Automated processes were expanded and updated 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.

3.3. Fundraising

As a charitable organisation, Educate Together is required to secure income from fundraising and trading each year to carry out its operations. In 2024, we exceeded our Fundraising targets for the year and raised over €240,000 through individual donations, trusts and foundations, community fundraising, trading and corporate partnerships.

As part of an application to the Social Innovation Regeneration Fund, five major donors collectively pledged €200,000 over two years, with the potential for a 50% uplift through matching funds from Rethink. Although Educate Together was ultimately unsuccessful in the application, our generous major donors allowed us to retain their contributions, providing vital support for our work in the areas of reconfiguration and systems improvement.

Educate Together's national fundraising day, One Day Together, was held on Friday 25th October 2024, and was a huge success. Primary and second-level schools around Ireland held celebration events to promote awareness of Educate Together's work and more than €15,000 was raised to support democratic and child-centred education.

Educate Together launched a crowdfunding appeal, 'Campaign for Change - help us expand equality-based education across Ireland' in 2024, which raised €3,000 towards Educate Together's work in transferring schools to equality-based school patronage.

Partnerships with Brady Insurance and Folens Publishers in 2024 continued to achieve further savings for Educate Together schools and related income contributions for the national office. 78 schools insured through Brady's and 84 schools engaged in the Folens scheme. We are very grateful to Brady's and Folens for their continued support, and to the schools that participate in these cost-saving schemes.

By the end of 2024, we were able to reach our goals for income generation, and we are hugely grateful to all our donors and funding partners for their support throughout the year.

4. CHALLENGES

4.1. No new schools

Education in Ireland remains predominantly under the control of religious patrons, with 90% of primary schools operating under Catholic patronage. This persists despite a continuing decline in the number of people identifying as Catholic, now reduced to 69% according to the most recent census.

The Department of Education has ceased planning for the opening of new schools, citing demographic changes as the primary reason. Notably, no new Educate Together schools were opened in 2024, mirroring the absence of new openings in 2023—the first year since 2009 that no new schools were established. Instead, the Department's focus in recent years has shifted toward expanding existing schools. For Educate Together, this policy has stifled growth and limited the organisation's ability to respond to the increasing demand for equality-based school places.

Despite the growing demand for non-denominational and equality-based education, the Government has taken minimal

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action over the last decade to modernize the school system. Six counties — Cavan, Monaghan, Leitrim, Longford, Roscommon, and Tipperary—still lack an Educate Together primary school. Four counties — Cavan, Monaghan, Leitrim, and Longford — have only religious primary schools, leaving parents with no choice whatsoever. Educate Together's second-level schools are currently located in only nine counties: Louth, Dublin, Kildare, Cork, Limerick, Wicklow, Meath, Galway, and Wexford.

Before 2009, communities with sufficient demand for an Educate Together school could apply for official recognition and the establishment of a new school. In 2024, however, growing numbers of families across Ireland have no mechanism to express their preference for equality-based schools in their areas.

It has become evident that the current reconfiguration process, which aims to transfer existing schools to multi-denominational patronage, will not be sufficient to meet the Government's former target of creating 400 new multi-denominational schools by 2030. The State must return to a proactive program of establishing new equality-based schools to meet the rising demand and modernise the education system.

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 45 new schools over the past ten years, our sector suffers disproportionately from this systemic problem.

Educate Together has been seeking greater certainty and quicker access to permanent buildings for all new and developing schools for some time. While there have been some signs of improvement in aspects of the school building programme, the failure of the State's forward planning of school accommodation is an urgent issue for the government to address.

Requiring developing schools to source year-on-year temporary rented solutions in growing urban areas, where space is at a premium, is unsustainable. Sufficient funding should be available to provide three and four-year solutions, where possible on or adjacent to the school's permanent site. While this may appear costly initially, the savings in subsequent years make the initial investment worthwhile.

4.3. Supports for inclusion

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 2024, 65% of all Educate Together national schools and 90% of all Educate Together second-level schools were offering specialist Autism classes, a significantly higher proportion than the national average.

Current moves towards greater inclusion system-wide, as outlined in the NCSE Policy Advice published in 2024, were welcomed by Educate Together. However, the situation in 2024 remained unacceptable: families of autistic children as well as those with other disabilities and additional needs, faced impossible challenges in accessing assessments, therapeutic services, and even school places. English as an additional language provision was insufficient, and children from migrant and refugee backgrounds were without crucial translation, interpretation and mother tongue services.

Schools that welcome students with additional needs are left without the funding and supports they need to provide an appropriate education, and many teachers still lack confidence in meeting the needs of some children with additional needs and those from migrant backgrounds. The result of this under-resourcing is that children's needs cannot be met, leading to increasing frustration and poor relationships between schools and families.

These challenges are exacerbated in developing schools, which cater for large numbers of children with additional needs and are relatively understaffed because of issues with current staffing models. All of this impacts negatively not only on students with additional needs but on relationships in the school community and on all students.

Significant challenges remain in this area and Educate Together will continue to advocate for more and better supports for inclusion.

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5. FINANCES

Financial Results

5.1. Financial Review and Results

The results for the financial year are set out on page 23 and additional notes are provided showing income and expenditure in greater detail.

At the end of the 2024 financial year, Educate Together had assets of €1,121,673 (2023 - €702,987) and liabilities of €493,762 (2023 - €346,624). Net assets increased by €271,548.

The reserves balance at the end of the year end was €644,869. Total income in 2024 was €2,575,800 (2023 - €2,232,966), up €342,834 on 2023 while total expenditure was €2,304,565 in 2024 (2023 - €2,231,243) up €73,322 on 2023. The unrestricted surplus for the year 2024 of €157,533 was generated through membership subscriptions, trading income and fundraising, and will be applied to reserves. This reflects the Board's commitment to build reserves in line with good governance practice.

The surplus in the financial statements for the financial year 2024 was €271,235 compared to €1,723 in 2023. The net surplus is split between an unrestricted surplus of €161,292 and a restricted surplus of €109,943.

In interpreting Educate Together's financial accounts there are two key points that need to be noted as they may have a distorting effect on the true picture of Educate Together's finances. 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 Educate Together's accounts, while the second relates to the payment by Educate Together of the rent for several schools in temporary accommodation. The Department of Education pays Educate Together, and the national office pays landlords. This transaction inflates overall income and expenditure by €1,249,960 in 2024 (€1,148,476 in 2023).

Educate Together received a core grant from the Department of Education in 2024 of €133,000. This has remained unchanged for 17 years despite the significant growth in the number of Educate Together schools; from 44 in 2008 to 118 in 2024. Membership subscriptions provide the mainstay of the organisation's funding contributing €467,723 in 2024.

Excluding the school rental funding (a transactional figure in and out of the accounts), total income for charitable activities was €1,325,841. Of this, Government grants totalled 42% (33% in 2023). Membership income was 35% (42% in 2023), donations & gifts 15% (10% in 2023) and income from trading 4% (6% in 2023). Funding from trusts and foundations has traditionally been an important part of the funding mix, providing the growth capital and funding to invest in quality. Educate Together's Nurture Schools project was supported in 2022 and 2023 by Rethink Ireland. In 2024 a final small grant was awarded by Rethink Ireland, and in addition a new grant was awarded by Community Foundation Ireland (RTE Toy Show appeal) to continue this work. The proportion of income from trusts and foundations in 2024 was 4% (9% in 2023).

In 2024 restricted income was 72% (71% in 2023). Restricted income includes the school rental payments from the Department of Education, government grants and funding from trusts and foundations. Unrestricted Income of €713,064 was received in 2024 (€636,770 in 2023). This comprises membership fees (66%), earned income and public gifts and donations.

Total expenditure increased by 3% in the year to €2,304,565 (€2,231,243 in 2023).

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

5.2. Reserves policy

It is the directors' intention that Educate Together should maintain unrestricted reserves equal to six months operating costs, plus redundancy costs. There has been significant progress on building these reserves since 2021 with the work on this planned to continue. The organisation uses careful cost management to maintain these reserves at an adequate level to ensure the charity's core activities could continue during a period of unforeseen difficulty.

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. This was reviewed in 2023.
- 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.

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 2024 were as follows:

- Conor Harrison (stepped down February 2024)
- Deirdre Duffy
- Doris Abuchi-Ogbonda
- Emma Lane-Spollen (Chairperson)
- John Collier
- Lesley Byrne
- Matt Wallen
- Miriam Hurley
- Niamh Cullen
- Paul Knox (appointed May 2024)
- Richard Woulfe (stepped down May 2024)
- Sile Larkin (appointed May 2024)
- Theresa Burke (stepped down May 2024)

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Richard Woulfe served as Company Secretary until May 2024. Síle Larkin was then appointed as Company Secretary and served to the end of the financial year.

The Directors of the company are charity trustees for the purposes of charity law and under the company's Articles and are known as members of the Board of Directors. As specified in the Articles of Association, ten Directors are elected by the members at an AGM. They are appointed for terms of three years and are rotated in an orderly manner as specified therein with a further two co-optees appointed by the Board for a one-year term. All Board members work in a voluntary capacity and do not receive any remuneration. Travel expenses are reimbursed where claimed. There have been no contracts or arrangements entered into during the financial year in which a Board member was materially interested, or which were significant in relation to Educate Together's activities.

The Board met eight times during 2024. Attendance at board meetings:

Director	Attended	of	%
Conor Harrison	0	1	0
Doris Abuchi-Ogbonda	5	8	63%
Theresa Burke	4	4	100%
Lesley Byrne	6	8	75%
Miriam Hurley	3	8	38%
Emma Lane-Spollen	7	8	88%
Matt Wallen	6	8	75%
Richard Woulfe	4	4	100%
Niamh Cullen	4	8	50%
John Collier	6	8	75%
Deirdre Duffy	8	8	100%
Síle Larkin	2	4	50%
Paul Knox	4	4	100%

6.3. Sub-committees

The Board establishes sub-committees to support its work in accordance with its Articles of Association. Subcommittees 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 2024:

- Finance (Chair, Jonathan Dempsey)
- Fundraising (Chair Deirdre Duffy)
- Governance (Chair Doris Abuchi-Ogbonda)
- Education (Chair Matt Wallen)
- Patronage and Membership (Chair Matt Wallen)
- Human Resources (Chair Colm O' Cuanacháin)
- International Development (Chair John Collier)
- AGM Standing Orders Committee (Chair John Collier)
- Education and Training Board Partnerships (chair to be appointed)

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

6.4. Decision making and reporting

The Board delegates authority on certain duties and responsibilities to the CEO and national office team, with delegated responsibilities set out in a Scheme of Delegation. 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.

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 Constitution, 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 handbook is reviewed annually, and is provided to new members of the Board on appointment as part of an induction session. 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 compliance with 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

At the end of 2024, Educate Together was a member of:

- The Wheel, a national umbrella organisation for charitable bodies working in the voluntary and community sector.
- Charities Institute Ireland, the representative body for Ireland's leading and high-impact fundraising charities.
- 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, a community of educators in post primary Initial Teacher Education, that work to support Global Citizenship Education.
- Regional Centre for Excellence Dublin - a centre of expertise in researching, educating and innovating in Education for Sustainability recognised by the United Nations University.
- Irish Network for Education Worldwide (previously Irish Forum for Global Education), an independent network of Irish civil society actors concerned with global education issues.
- Irish Development Education Association (IDEA), the national network for Development Education in Ireland and a leading voice for the sector.

Additionally Educate Together is on steering and advisory groups of the Irish Traveller Movement, BeLonG To Youth Services, Trinity College Dublin School of Education PME Advisory Board, and the Inclusive Education Alliance.

These membership and partner organisations assist Educate Together in its work, and also help the board ensure that Educate Together adheres to all current legislation and good practice in relation to its educational and charitable activities.

Educate Together also maintains working relations with a number of 'Education Partners' as defined in the Education Act (1998). These include other school patrons and management bodies as well as teacher, parent and student organisations. In this context Educate Together is a joint patron with the local Education and Training Boards (ETBs) in two community schools in Louth and Kildare, and a Trustee Partner with two other ETBs in two Community Colleges in Dublin.

Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Compliance with Sector-Wide Legislation and Standards

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

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

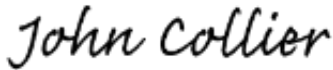
The Auditors

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 9th April 2025 and signed on its behalf by:



John Collier
Director



Emma Lane-Spollen
Director

Educate Together/Ag Foghlaim Le Cheile

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable 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;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The directors are responsible for ensuring that the 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 9th April 2025 and signed on its behalf by:



John Collier
Director



Emma Lane-Spollen
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 ('the Charity') for the financial year ended 31 December 2024 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 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described 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 the 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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Educate Together/Ag Foghlaim Le Cheile

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 is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- 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.

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 charity. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 19, 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, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations, or have 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT

to the Members of Educate Together/Ag Foghlaim Le Cheile

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.

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 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

9th April 2025

Educate Together/Ag Foghlaim Le Cheile
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)

for the financial year ended 31 December 2024

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Income							
Voluntary Income	4.1	184,479	-	184,479	105,206	-	105,206
Charitable activities							
- Grants from governments and other co-funders	4.2	528,585	1,862,736	2,391,321	531,564	1,596,196	2,127,760
Total income		713,064	1,862,736	2,575,800	636,770	1,596,196	2,232,966
Expenditure							
Charitable activities	5	494,797	1,710,693	2,205,490	427,397	1,705,023	2,132,420
Other expenditure		56,975	42,100	99,075	53,105	45,718	98,823
Total Expenditure		551,772	1,752,793	2,304,565	480,502	1,750,741	2,231,243
Net income/(expenditure)		161,292	109,943	271,235	156,268	(154,545)	1,723
Transfers between funds		-	-	-	(12,767)	12,767	-
Net movement in funds for the financial year		161,292	109,943	271,235	143,501	(141,778)	1,723
Reconciliation of funds:							
Total funds beginning of the year	17	326,044	47,590	373,634	182,543	189,368	371,911
Total funds at the end of the year		487,336	157,533	644,869	326,044	47,590	373,634

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 9th April 2025 and signed on its behalf by:


John Collier
Director


Emma Lane-Spollen
Director

Educate Together/Ag Foghlaim Le Cheile
BALANCE SHEET
as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	12	16,958	17,271
Current Assets			
Debtors	13	284,027	295,065
Cash at bank and in hand	14	837,646	407,922
		1,121,673	702,987
Creditors: Amounts falling due within one year	15	(493,762)	(346,624)
Net Current Assets		627,911	356,363
Total Assets less Current Liabilities		644,869	373,634
Funds			
Restricted trust funds		157,533	47,590
General fund (unrestricted)		487,336	326,044
Total funds	17	644,869	373,634

Approved by the Board of Directors on 9th April 2025 and signed on its behalf by:

John Collier

John Collier
Director

Emma Lane-Spollen

Emma Lane-Spollen
Director

Educate Together/Ag Foghlaim Le Cheile
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		271,235	1,723
Adjustments for:			
Depreciation		7,368	8,628
		<u>278,603</u>	<u>10,351</u>
Movements in working capital:			
Movement in debtors		11,038	(158,904)
Movement in creditors		147,138	(4,432)
		<u>436,779</u>	<u>(152,985)</u>
Cash flows from investing activities			
Payments to acquire tangible assets		(7,055)	(1,228)
		<u>429,724</u>	<u>(154,213)</u>
Net increase/(decrease) in cash and cash equivalents		407,922	562,135
Cash and cash equivalents at the beginning of the year		<u>407,922</u>	<u>562,135</u>
Cash and cash equivalents at the end of the year	14	<u><u>837,646</u></u>	<u><u>407,922</u></u>

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Educate Together/Ag Foghlaim Le Cheile is a company limited by guarantee incorporated in 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 2024 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 2024

Income

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

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable.
- Income from non-government grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably. Grants related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from charitable trading activity are accounted for when earned.
- Where it is not practicable to measure the value of the resource with sufficient reliability the income is included in the financial period when the resource is sold.

Expenditure

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

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

Employee benefits

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

Short term benefits

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

Defined contribution pension plans

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

For defined contribution plans, the company pays contributions to privately administered pension plans on a contractual or voluntary basis. The company has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due.

Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

Leasing

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

Provisions

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

Educate Together/Ag Foghlaim Le Cheile

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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:

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

Debtors

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

Creditors

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

Cash at bank and in hand

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

Taxation and deferred taxation

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

Foreign currencies

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

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

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

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 DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2024	2023	
	€	€	€	€	
Voluntary Income	<u>184,479</u>	<u>-</u>	<u>184,479</u>	<u>105,207</u>	
4.2 CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2024	2023	
	€	€	€	€	
Grants from governments and other co-funders:					
Income from charitable activities	<u>528,585</u>	<u>1,862,736</u>	<u>2,391,321</u>	<u>2,127,760</u>	
5. EXPENDITURE					
CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
	€	€	€	€	€
Expenditure on charitable activities	<u>2,205,490</u>	<u>-</u>	<u>-</u>	<u>2,205,490</u>	<u>2,132,420</u>
6. INCOME			2024	2023	
			€	€	
Net Income is stated after charging/(crediting):					
Depreciation of tangible assets			7,368	8,628	
Auditor's remuneration:					
- audit services			<u>3,850</u>	<u>3,850</u>	

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.

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

6. INCOME (CONTINUED)

		Restricted 2024 €	Unrestricted 2024 €	Total 2024 €	Total 2023 €
Fundraising & Donations					
Donations (includes corporate donations)		-	85,571	85,571	87,182
Gifts		-	98,908	98,908	18,025
Government, EU & Grants					
Department of Education	Board of Management- Capital	1,348	-	1,348	1,343
Department of Education	Board of Management - training	3,104	-	3,104	969
Department of Education	Buildings Officer	141,869	-	141,869	83,126
Department of Education	Core	133,000	-	133,000	133,000
Department of Education	Property Management	34,882	-	34,882	2,899
Department of Education	Reconfiguration	161,568	-	161,568	55,050
Department of Education	ESD	11,450	-	11,450	6,224
Department of Education	Teacher Education	7,477	-	7,477	8,197
Department of Education	Vetting	29,078	-	29,078	33,361
Department of Education	School Rental	1,249,960	-	1,249,960	1,148,476
Worldwise Global Schools (WWGS)		20,000	-	20,000	13,865
Global Citizenship Education (GCE)		19,000	-	19,000	21,544
		-	-		
Trusts & Foundations					
ReThink		10,000		10,000	84,047
Community in Partnership (CIPP)		-	-	-	2,964
Childrens Rights Alliance		-	-	-	2,100
Charities Trust		-	-	-	5,704
Community Foundation Ireland		40,000	-	40,000	-
Barcapel Foundation		-	11,977	11,977	-
Trading & Other Income					
Income from trading & sundry		-	48,885	48,885	68,607
Membership Subscriptions		-	467,723	467,723	456,284
		<u>1,862,736</u>	<u>713,065</u>	<u>2,575,800</u>	<u>2,232,966</u>
		=====	=====	=====	=====

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

7. RESOURCES EXPENDED

	2024 Restricted	2024 Unrestricted	2024 Total	2023 Total
Salaries				
Salary costs	333,088	401,448	734,536	702,063
Employers PRSI	43,888	36,414	80,302	77,362
Pension contributions (employer)	12,305	10,209	22,514	13,570
eWorking allowance	2,979	2,472	5,450	5,629
Total salaries and wages	392,259	450,543	842,802	798,623
Programme costs				
Advertising costs (except recruitment)	-	241	241	-
Learning Resources	676	67	609	6,393
Photography	1,100	1,160	2,260	-
Volunteer Expenses	25	-	25	912
Company meetings (AGM / GMM / EGM)	-	1,541	1,541	1,867
Tutors and lecturers (colleges, courses)	7,536	625	8,161	6,396
Information Materials, Design, Printing and Distribution	565	1,827	2,392	5,094
Software and website development	1,624	0	1,624	4,674
Legal Costs	20	1,112	1,132	4,297
Merchandise	-	-	-	11,250
Travel and Subsistence costs	27,582	1,915	29,497	33,808
Consultants	5,177	13,491	18,668	31,369
Programme Events(conference/meetings etc)	10,966	19,688	30,654	29,639
Other programme costs	13,203	2,720	15,923	49,623
School Rental costs (DE)	1,249,960	-	1,249,960	1,148,474
Total Programme Costs	1,318,434	44,255	1,362,688	1,333,797
Overheads/supports				
Rent including Service Charge	14,085	18,915	33,000	32,655
Staff Recruitment/Training/HR Consultancy	4,910	5,636	10,546	11,962
Subscriptions(to include online)	4,801	7,632	12,433	11,776
ICT Services/materials	3,551	4,652	8,204	6,645
Insurance	2,940	3,948	6,888	6,641
Audit & Accounting Fees	2,506	3,248	5,754	4,735
Communications(phones/broadband)	1,696	2,278	3,974	4,325
Post/Stationery/Printing	1,227	1,049	2,276	2,722
Cleaning & Refuse	1,335	1,793	3,127	2,549
General Admin Expenses	139	1,228	1,367	1,714
Repairs & Maintenance	201	272	472	1,081
Canteen Expenses	457	614	1,072	584
Bank Interest & Charges	456	613	1,069	1,277
Light & Heating	651	874	1,525	1,529
Depreciation	3,145	4,223	7,368	8,628
Total Overheads & Supports	42,100	56,975	99,075	98,823
Overall Expenditure	1,752,793	551,772	2,304,565	2,231,243

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

8. EMPLOYEES AND REMUNERATION

Number of employees

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

	2024 Number	2023 Number
CEO	1	1
Communications and Fundraising	2	2
Education and School Support	4	4
Administration, Finance, HR and I.T	4	3
School Patronage and Buildings	3	3
New Schools / Reconfiguration	1	1
	15	14

The staff costs comprise:

	2024 €	2023 €
Wages and salaries	739,986	707,294
Social security costs	80,302	77,362
Pension costs	22,514	13,967
	842,802	798,623

9. DIRECTORS REMUNERATION AND TRANSACTIONS

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

There were no Director expenses in 2024 (€64 in 2023).

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 €95,445 (2023: €93,627).

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

10. GOVERNMENT, EU AND OTHER GRANTS

Name of Grant Agency	Type of Grant	Restricted	2024 €	2023 €
Department of Education	Core	Yes	133,000	133,000
Department of Education	Teacher Education	Yes	7,477	8,197
Department of Education	Garda Vetting	Yes	29,078	33,361
Department of Education	Buildings Officer	Yes	141,869	83,126
Department of Education	Property Management	Yes	34,882	2,899
Department of Education	ESD	Yes	11,450	6,224
Department of Education	Reconfiguration	Yes	161,568	55,050
Department of Education	School Rentals	Yes	1,249,960	1,148,476
Department of Education	BOM Training	Yes	3,104	-
Department of Education	BOM grant/capital	Yes	1,348	1,343
Department of Foreign Affairs	Global Citizenship Education Grant	Yes	19,000	21,544
International Fund for Ireland	Community in Partnership	Yes	-	2,964
ReThink	Nurture Schools 24/25	Yes	10,000	84,047
Community Foundation Ireland	Nurture Schools 24/25	Yes	40,000	-
WorldWise Global Schools	WWGS 2024/25	Yes	20,000	13,865
Childrens Rights Alliance	2023/24	Yes	-	2,100
			1,862,736	1,596,196

Income from grants received in the year is included in income charitable activities on the face of the Statement of Financial Activities. Total restricted grant income received in the year was €1,862,736 (2023 €1,596,196). Income is recorded net of VAT.

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

11. RESTRICTED GRANTS RECEIVED

Grant/Donor	Period of Grant	Total Grant €	Brought Forward 01/01/2024	Cash Received 2024	Grant Income 2024	Grant Income 2023	Expenses 2024	Restricted Reserves 31/12/2024
DES Buildings Officer	April 2023 to March 2026	342,580	-	141,869			113,329	28,540
DES Buildings Leases	Ongoing	-	1,371	1,249,960			1,249,960	1,371
DE Core Grant	Jan - Dec 2024	133,000	-	133,000			133,000	-
DE ETB Grant	July 23 to June 26	329,823	-	216,617		55,050	106,613	54,955
DE Garda Vetting	Jan - Dec	29,078	-	29,078			29,040	39
DE Teacher Grant	Jan - Dec	7,477	-	7,477			7,477	-
DE Property Management	Dec 23 to Nov 26	107,539	-	34,792	2,989	2,899	34,882	- 1
DE BOM Grant	One off awarded December 2022	6,040	2,132	-			2,132	-
DE BOM Grant	Capital grant December 2022	3,960	-	1,348			1,348	-
DE BOM Training	Training	-	-	3,104	-		3,104	-
DE ESD	Feb 2024 event & March 2025 event	6,224	6,224	11,450			6,224	11,450
ReThink	Nurture 2024/25	10,000	-	10,000			-	10,000
Community Foundation Ireland (Toy Show appeal)	Nurture 2024/25	40,000	-	40,000			24,498	15,502
WorldWise Global Schools	Sept 2023 - May 2024	17,000	15,569	-			15,569	-
WorldWise Global Schools	Sept 2024 - May 2025	20,000	-	20,000			2,001	17,999
Global Citizenship Education	Aug 2023 - July 2024	21,544	20,194	-			20,194	-
Global Citizenship Education	Aug 2024 - July 2025	19,000	-	19,000			1,323	17,678
Childrens Rights Alliance - Leadership Fund	Jan - Dec 2024	2,100	2,100	-	-		2,100	-
		<u>1,095,366</u>	<u>47,590</u>	<u>1,917,696</u>	<u>2,989</u>	<u>57,949</u>	<u>1,752,793</u>	<u>157,533</u>

Educate Together/Ag Foghlaim Le Cheile
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

12. TANGIBLE FIXED ASSETS

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
Cost					
At 1 January 2024	1,764	39,900	12,419	6,000	60,083
Additions	-	7,055	-	-	7,055
At 31 December 2024	1,764	46,955	12,419	6,000	67,138
Depreciation					
At 1 January 2024	1,764	32,187	8,861	-	42,812
Charge for the financial year	-	5,946	1,422	-	7,368
At 31 December 2024	1,764	38,133	10,283	-	50,180
Net book value					
At 31 December 2024	-	8,822	2,136	6,000	16,958
At 31 December 2023	-	7,713	3,558	6,000	17,271

13. DEBTORS

	2024 €	2023 €
Trade debtors	155,576	168,998
Other debtors	115,930	93,674
Taxation and social security costs	2,475	-
Prepayments	10,046	32,393
	284,027	295,065

14. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash and bank balances	532,145	127,627
Cash equivalents	305,501	280,295
	837,646	407,922

15. CREDITORS
Amounts falling due within one year

	2024 €	2023 €
Trade creditors	109,640	10,158
Taxation and social security costs	42,563	26,497
Other creditors	7,363	6,456
Accruals	60,723	76,313
Deferred Income	273,473	227,200
	493,762	346,624

Deferred Income includes €187,427 from membership subscriptions received in advance for the year ending 31 December 2025.

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16. RESERVES

	2024 €	2023 €
At the beginning of the year	373,634	371,911
Surplus for the financial year	271,235	1,723
At the end of the year	<u>644,869</u>	<u>373,634</u>

17. FUNDS

17.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2023	182,543	189,368	371,911
Movement during the financial year	143,501	(141,778)	1,723
At 31 December 2023	326,044	47,590	373,634
Movement during the financial year	161,292	109,943	271,235
At 31 December 2024	<u>487,336</u>	<u>157,533</u>	<u>644,869</u>

17.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2024 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2024 €
Restricted funds					
Restricted	47,590	1,862,736	1,752,793	-	157,533
Unrestricted funds					
Unrestricted General	326,044	713,064	551,772	-	487,336
Total funds	<u>373,634</u>	<u>2,575,800</u>	<u>2,304,565</u>	<u>-</u>	<u>644,869</u>

During the year, the Directors agreed to set aside an amount of €81,000 to fund the planned activities in 2025 for IT & system works. The balance of the fund as at 31 December 2024 is €81,000.

18. 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.

19. POST-BALANCE SHEET EVENTS

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

20. VOLUNTEERS

Educate Together's 118 schools are all managed by voluntary boards of management, and there are more than 800 volunteers involved in this work around the country. These volunteers are supported by the Educate Together national office through training, guidance materials and telephone and email support. The Trustees that serve on Educate Together's board of directors and board sub-committees also provide their time and expertise on a voluntary basis and all of these volunteers are of huge value to the organisation, to the education system, and to the public good.

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21. RELATED PARTY TRANSACTIONS

There were no advances/loans given to member schools in 2024 (2023: Nil).

22. FINANCIAL COMMITMENTS

At 31 December 2024 the company had annual commitments under non-cancellable operating leases as follows:

	2024	2023
	€	€
Within one year	33,000	33,000
Beyond one year	17,000	50,000
	<u> </u>	<u> </u>

On 27th October 2023, the company entered into a rental lease to rent the second floor of 16/17 Upper Ormond Quay, Dublin. This lease will run to 30th June 2026.

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. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 9th April 2025.