

**Educate Together/Ag Foghlaim Le Cheile**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2025**

**GSW Faulkner Orr (Audit & Assurance) Limited**  
**Second floor**  
**One Stephen Street Upper**  
**Dublin 8**  
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**Ireland**

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

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## **Educate Together/Ag Foghlaim Le Cheile REFERENCE AND ADMINISTRATIVE INFORMATION**

<b>Directors</b>	Emma Lane-Spollen Doris Abuchi-Ogbonda Matthew Wallen Lesley Byrne Paul Knox (Resigned 10 May 2025) Siobhan Cassidy (Appointed 10 May 2025) Miriam Hurley Colm Kelly (Appointed 10 May 2025) Sile Larkin John Collier Niamh Cullen Deidre Duffy
<b>Company Secretary</b>	Sile Larkin
<b>Charity Number</b>	11816
<b>Charities Regulatory Authority Number</b>	20033309
<b>Company Registration Number</b>	286202
<b>Registered Office and Principal Address</b>	Equity House 16/17 Ormond Quay Upper Dublin 7
<b>Auditors</b>	GSW Faulkner Orr (Audit & Assurance) Limited Second floor One Stephen Street Upper Dublin 8 D08 DR9P Ireland
<b>Principal Bankers</b>	AIB Bank Blackrock Co. Dublin
<b>Solicitors</b>	Mason Hayes & Curran South Bank House, Barrow Street, Dublin 4.

# Educate Together/Ag Foghlaim Le Cheile CHAIRPERSON'S ANNUAL REPORT

for the financial year ended 31 December 2025

## **Growing conflict, inequality and climate change**

Complex global challenges are increasingly shaping everyday life and children's awareness of the world and others. This generation is being exposed to and shaped by the media more than any generation before them. Children are seeing other children being killed by war and famine, facing brutal inhumanity, and they are taking in opinions and coverage that are often highly polarised.

In this context, the school community plays a vital role in helping children and young people develop the skills and confidence to think critically, understand different perspectives and engage constructively with others. We also need to recognise how central our schools are in providing a safe space in which to nurture a love of humanity and to encourage empathy and active citizenship.

Our ethos places equality, respect and democratic participation at the heart of education, ensuring that students develop not only strong academic foundations but also the values needed to engage with and contribute positively to society. The continued growth in demand from families seeking this form of education affirms the importance of the work being carried out in our schools.

## **Progress in 2025**

During 2025, the organisation successfully completed an interim review of our Strategic Plan, Stronger Together and we can report substantial progress made and clear priorities set for the remaining two years. This exercise provided an opportunity to reflect on the changing educational landscape in Ireland. Demographic shifts, evolving policy priorities, and the ongoing demand for Educate Together.

A significant national development during the year was the long-awaited nationwide survey of parents regarding primary school patronage. For many years, Educate Together has advocated for a transparent process that enables families to express their preferences for the type of schools they want in their communities. The scale of participation in this survey demonstrated strong public interest. We look forward to the publication of the findings. The outcome of this may be very influential in shaping our work in the coming years.

Progress in the reconfiguration of school patronage remains in theory an important part of that wider change. However, without practical supports to enable school communities to consider transfer and manage change, it is neither facilitated nor incentivised. The experience of Paradise Place Educate Together National School, the first Catholic school in the country to transfer patronage to Educate Together, continues to illustrate how such transitions can take place successfully when communities are supported and informed throughout the process.

Alongside these national developments, our schools continue to innovate and be thought leaders on the future of education. The benefit of our tight network is the ability to disseminate innovation through collaboration and shared learning. Across the network, educators are exploring new approaches to student participation, voice and democracy, digital literacy, cross-curricular learning, teaching about difference, and strengthening wellbeing. These initiatives reflect the creativity and commitment of our teachers and school leaders, and they ensure that Educate Together schools remain dynamic learning environments for students and staff alike.

2025 also provided an opportunity to reflect on the origins of our movement. In February, Dalkey School Project celebrated fifty years since its founding. What began as a small group of incredibly determined parents seeking a different kind of education has grown into a national movement serving tens of thousands of students. The anniversary was a powerful reminder of how far the vision of those early pioneers has travelled and how relevant it remains today.

It was therefore with great sadness that we marked the passing later in the year of Micheal (Mike) Johnston, one of the founding figures of the Dalkey School Project and a powerful advocate for equality-based education. His leadership in the early years of the movement helped shape the principles that guide our work today. The legacy of his commitment lives on in the vibrant and inclusive school communities that continue to grow across the country.

On behalf of the Board, I would like to extend sincere thanks to our school communities, our many volunteers, and our partners and supporters whose collaboration makes our work possible. I also wish to acknowledge the dedication of the staff of Educate Together, led by Dr. Emer Nowlan, whose professionalism and commitment continue to drive the organisation forward.

As we look ahead, the need for an education system that reflects the diversity and values of modern Ireland remains as strong as ever. Together with our members and school communities, Educate Together will continue to advocate for a system that places children, equality and democratic participation at its centre.

I commend to you the Educate Together Annual Report 2025.

**Emma Lane-Spollen**  
**Chairperson**

# Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

## 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.

### 1.1 History

Educate Together has its roots in the Dalkey School Project National School, founded in 1978. Dalkey SP was the culmination of the hard work of several parents who wanted inclusive schools that embraced difference and celebrated principles of tolerance and mutual respect, where children of all social, cultural and religious backgrounds were equally respected.

After similar schools opened in Bray (1981) and North Dublin (1984), they formed a national umbrella organisation in 1984, adopting the name 'Educate Together'. The Educate Together Charter, agreed in 1990, sets out Educate Together's core principles: equality, co-education, democratic participation, and a child-centred approach. By the mid-1990s, the movement had grown to 14 schools, and a permanent national office was established. Educate Together was formally incorporated as a company limited by guarantee in 1998.

Following a decade-long campaign, Educate Together was recognised as a second-level patron in 2011, and the first three Educate Together second-level schools opened in 2014.

Today, Educate Together operates a national network of 118 schools across Ireland - 97 primary and 21 second-level—educating over 42,000 students. Growth has continued to be driven by parental demand, with the national office supporting families' rights to access their preferred model of education. Over the last 15 years, 50 schools have been established in response to this local demand.

*"There can be no doubt that, as a society, we have travelled far from the Ireland of 1978 when the Educate Together movement first took root. Today, that pioneering vision has taken its rightful place in our education system, growing, flourishing and enabling a further generation of citizens to benefit from the generous and participative ethos which defines Educate Together."* - Michael D. Higgins, Former President of Ireland speaking at the 2016 Educate Together AGM in Donabate Portrane Educate Together National School.

### 1.2 Mission

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

*\*Note: "Parent" includes a foster parent, adopter, a guardian under the Guardianship of Children Acts 1964–1997, or any person acting in loco parentis.*

### 1.3 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.

### 1.4 Objectives

**Educate Together's current objectives are set out in Stronger Together, Educate Together's Strategic Plan under four key Goals:**

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.

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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.

Following an interim review in 2025, the plan was extended to 2027, with four key strategic actions identified to ensure the organisation's objectives are reached. These are outlined in an addendum that can be viewed alongside the full plan at this web link: [www.educatetogether.ie/about/2022-2026-strategic-plan](http://www.educatetogether.ie/about/2022-2026-strategic-plan).

## 2. ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

### 2.1 Key achievements and events in 2025

#### Dalkey School Project 50th anniversary

In February 2025, Dalkey School Project NS marked 50 years since its founding, celebrating its role in pioneering multi-denominational / equality-based education in Ireland. The event brought founders, past pupils, parents and staff, together with the current school community to reflect on their legacy, which continues to underpin the Educate Together movement and its commitment to inclusive education nationwide.

#### Strategic review confirms strong progress

An interim review of Educate Together's Strategic Plan 2022–2026 was completed in 2025 to assess progress and consider demographic and policy developments. Strong progress was confirmed across most areas, including school supports, Ethical Education development, expansion of the Nurture Schools project, strengthened governance and the first transfer of a Catholic school to Educate Together patronage. As part of the review the organisation's Vision and Mission statements were updated with the overwhelming support of members (98%). The review also identified the need for improved data systems, stronger engagement with Ethical Education training, increased focus on student participation, and additional support for the Ethos Self-Evaluation process and school patronage transfers. Following the review, the plan was extended to 2027, with priority actions identified to ensure delivery of its objectives.

#### Funding secured for new Student Activism Project

In May 2025, Educate Together secured a Global Citizenship Education grant from Irish Aid to lead a three-year project, A Whole School Approach to Facilitating Meaningful Student-Led Activism in Primary Schools. This significant investment will support primary school students to develop as informed and active global citizens within their schools and local communities. The funding enabled Educate Together to appoint a dedicated Global Citizenship Education Officer in August, who will work with school leaders, teachers and students across the network. Over the next three years, schools will benefit from enhanced training, resources and support to help teachers facilitate meaningful student-led activism through the Learn Together curriculum.

#### New school buildings

During 2025, four Educate Together school communities moved into state-of-the-art new school buildings: Harold's Cross ETNS, Malahide Portmarnock ETSS (Phase 2 handover), Belmayne ETSS (Phase 2 handover) and Stepside (Phase 1B handover). These developments represent an important milestone for the schools involved, enabling them to deliver education in modern, purpose-built facilities designed to support teaching, learning and community life. In addition, Riverview ETNS regained part of its site previously used to temporarily accommodate another school, providing valuable space for the school to grow and develop. By year-end, the proportion of schools in temporary accommodation across the network had decreased to 30% (22% of primary schools and 62% of second-level schools), reflecting steady progress in reducing reliance on interim facilities.

#### Increasing choice through the national survey on school patronage

In late 2025, following sustained advocacy over a number of years, the Department of Education and Youth finally conducted the nationwide Primary School Survey, enabling families across Ireland to express their preferences regarding school patronage, co-education and language. With more than 240,000 families participating—almost 50% of eligible households—the strong response demonstrated significant parental engagement and highlighted growing demand for a more diverse education system. The survey results, due in early 2026, will help inform future planning and the ongoing reconfiguration of schools.

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## Supporting school leadership: inaugural deputy principals' forum

In 2025, Educate Together took an important step in strengthening school leadership by holding its inaugural deputy principals' forum. The event created a dedicated professional space for deputy principals from Educate Together primary and second-level schools to connect, share experiences and reflect on the opportunities and challenges of their roles. Under the theme "Leading Inclusive and Brave School Spaces," the forum provided a valuable opportunity for professional dialogue, collaboration and peer support across the network. The strong engagement and positive feedback highlighted the need for this community of practice, and the forum is set to become a key annual event in the Educate Together calendar, returning in 2026.

## Teacher conference 2025: co-creating ethical futures

In November 2025, more than 70 educators gathered in Dublin for Educate Together's annual teacher conference, themed "Our world, our classrooms: co-creating ethical futures." Funded by the Department of Education and Youth's Education for Sustainable Development (ESD) fund, the event provided valuable opportunities for reflection, collaboration and professional learning. Through a range of workshops on Ethical Education and Education for Sustainable Development, the conference supported teachers to deepen their practice and strengthened the network's shared commitment to equality-based education.

## Supporting schools: increased capitation funding

Ahead of Budget 2026, Educate Together set out key priorities to strengthen inclusive education and support school communities, including increased capitation funding, enhanced support for school management bodies, progress on patronage transfers and sustained investment in school infrastructure, while also highlighting the importance of greater resourcing for inclusion and continued progress towards aligning Ireland's education spending with OECD averages. Budget 2026 subsequently delivered a welcome increase in permanent capitation funding, with a €50 per pupil rise for primary and special schools (to €274) and a €20 increase for post-primary schools (to €406), effective from September 2025, helping to alleviate ongoing financial pressures on schools.

## Remembering Micheal Johnston

In October 2025, Educate Together marked the passing of Micheal (Mike) Johnston, a founding figure of the Dalkey School Project and the wider movement. A leader in advancing multi-denominational education in the 1970s, he was instrumental in paving the way for inclusive, equality-based schooling. His work laid the foundations for the Educate Together network, now serving over 42,000 students.

## 2.2 Activities and Performance

### 2.2.1 Goal 1 - Quality & capacity

#### School support, training and advice

Throughout the year the national office team provided advice, support and guidance to schools on a wide range of school management and governance matters including staffing, recruitment, staff relations, data protection, admissions, school finances, accommodation, autism class provision, child safeguarding, parental complaints, and bereavement, for example.

The national office delivered seven training sessions for boards of management during 2025, with 87 individual board members participating. Two sessions were delivered in person, with the remaining sessions held online. In addition, a Handbook for Chairpersons was developed, which at year-end was at final proofing stage, and will provide a practical support for board leadership across the school network.

#### Communities of Practice (CoPs)

Educate Together schools host various Communities of Practice (CoPs), some operating independently and others supported by the national office. Included are:

- The Learn Together Advisors CoP includes primary teachers supporting best practices in Ethical Education at primary level. This group of 17 teachers from 16 schools met three times in 2025.
- The Ethical Education CoP supports second-level teachers focused on Ethical Education. The group met three times in 2025.
- The Nurture CoP emerged from the Nurture Schools project which was first established in 2020. 76 practitioners from over half of Educate Together schools attended seven meetings throughout 2025.
- The Second-level Guidance Counsellors CoP met twice in 2025, representing eight schools.
- The Global Citizenship Education (GCE) CoPs foster peer-learning and innovation in GCE. They are supported by Irish Aid. In 2025, 82 participants from 56 primary schools participated in two meetings.

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In addition to these CoPs 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 throughout 2025.

### **Ethos Quality Framework**

Educate Together continued to update the Ethos Quality Framework for members in 2025. The framework, which includes a practical step-by-step guide for ethos School Self-Evaluation, and a dedicated online Ethos Guidance platform for members was the first to be developed in Irish education and has led the way for other patron bodies. The national office continued to update and promote the guidance for schools online Ethos Guidance platform for members throughout the year. The 'Ethical Fundraising for Schools and Partnering with Charities' guidance was updated, and, in total, 84 new users joined the platform in 2025. [www.ethos.educatetogether.ie](http://www.ethos.educatetogether.ie).

### **Teacher Professional Learning (TPL)**

The national office provided a range of Teacher Professional Learning (TPL) and school leader inputs throughout 2025:

- Induction was held for seven new primary and three new second-level principals in August and November respectively, covering topics such as ethos guidance, member support, accommodation, leadership, finance and recruitment. The team also supported the Misneach programme for newly appointed principals.
- Educate Together's annual principals' conference took place in March, with 72 primary and second-level principals attending the two-day event, which was an increase on last year's attendee numbers.
- Educate Together organised specialised CPD for Nurture for 50 school staff and created a Nurture section on our Resource Bank with supports including a newly developed video for school staff on Emotion Coaching. We met with representatives from the NCSE and DEY's social inclusion unit to advocate for Nurture, sharing our results, learnings and buildings requirements.
- Fourteen teachers from 14 different schools participated in induction sessions at the beginning for the school year. Educate Together's Primary Education Officer delivered twelve school to facilitate CPD sessions with 232 educators.
- The national office's new Global Citizenship Education Officer engaged six teachers in two CPD sessions exploring how to facilitate student activism at school-level.
- Three Department of Education approved summer courses for primary teachers were provided in 2025, focusing on the revised Learn Together Ethical Education curriculum and the conceptual enquiry approach. In total, 46 teachers from 44 schools participated in these courses in 2025.

### **School accommodation**

Despite four building handovers in 2025 (see above), a number of Educate Together schools continued to operate in temporary accommodation in 2025, creating significant operational and educational challenges. The national office maintained active engagement with the Department, advocating for the delivery of the school buildings programme and improvements to planning timelines.

In 2025, support and representation were provided to 36 schools operating in temporary accommodation, comprising 22% of primary schools and 62% of second-level schools in the network. Overall, the proportion of Educate Together schools in temporary accommodation decreased slightly from 31% to 30% during the year.

Three Educate Together schools were under construction during 2025: Shellybanks ETNS, Harolds Cross ETSS and Ardee ETNS. A further ten building projects progressed to pre-tender stage. At second-level, these included Cork ETSS, Blackrock ETSS, Drogheda ETSS, Goatstown ETSS, Celbridge CS and Stepside ETSS (Phase 2). At primary level, Dun Laoghaire ETNS, Goatstown ETNS, Malahide/Portmarnock ETNS and Rathcoole ETNS were prepared to proceed to tender.

Design Teams were appointed under the Department's new accelerated "INNOVATE" building programme for Killester Raheny Clontarf ETNS, Leixlip ETNS, Gorey ETSS, Galway ETSS, Westport ETNS and South Lee ETNS, marking important progress in delivery timelines. The number of schools without any identified permanent site was reduced to two: New Ross ETNS and Castlebar ETNS.

During the year, three Ministerial school leases for permanent buildings were executed, with additional leases identified for progression. A formalised procedure was also developed to support lease arrangements, including a standard licence framework, FAQs and guidance for schools involved. This work is supported by a grant from the Department of Education and Youth.

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### Garda vetting

Educate Together acts as the Authorised Signatory for Garda Vetting for its primary schools. In 2025, 2,475 applications were processed, an 11% decrease on the previous year. A total of 92 schools (96%) were set up for online vetting, with the system improving overall efficiency.

New safeguarding requirements under EU Directive 2011/93/EU were implemented, including revised documentation, mandatory EU and UK police checks and longer processing timelines. Schools engaged with the updated procedures, with a 43% response rate to related communications. Two NVB compliance requests were received, leading to the review of eight applications in June and eight in November. NVB1 forms were returned to schools in line with retention guidelines.

A new Lead Liaison Person and Clerk user were appointed, and three liaison personnel undertook training. This cost of this work is reimbursed by the Department of Education and Youth.

### Patron approvals, recruitment and appointments

**Principals / deputy principals:** In 2025, Educate Together approved the appointment of twelve principals in schools under its patronage, comprising eight at primary level and four at second-level. During the same period, seven deputy principals were also approved, including four at primary level and three at second-level. Support was provided to all of these schools with their recruitment processes, as well as to 1 school with local patronage.

**Boards of management:** In 2025, 36 patron nominee appointments were made to boards of management, with half involving individuals new to the Educate Together network and the remaining 18 comprising returning members or nominees assuming the chairperson role having previously served in another capacity. The year marked the midpoint of the primary school board cycle and a full changeover year for eight second-level school boards, with twelve of 16 board members re-nominated. Educate Together also nominated one representative to the board of Creagh College, Gorey, at the invitation of Waterford and Wexford Education and Training Board (WWETB).

There were 19 chairperson appointments across the primary and second-level network in 2025. Four primary chairpersons resigned unexpectedly; in three cases, an immediate replacement could not be identified, with one vacancy (Castlebar ETNS) remaining unfilled. Some primary boards required support in recruiting treasurers. At second level, one board experienced two short-notice chairperson changes and another had a sudden resignation. These developments reflect the increasing administrative and governance demands on volunteer board members, particularly in areas such as senior recruitment processes, expulsion hearings and complex parental complaints.

**Teachers / additional needs assistants:** Educate Together approved the appointments of 341 teachers and 109 additional needs assistants (ANAs/SNAs) across schools under its patronage.

**Independent assessors:** The national office appointed 195 independent assessors to support recruitment panels during the year, ensuring transparent and robust appointment processes.

### Admissions

In 2025, 19 schools engaged with the national office to review their admissions policies. Ten schools proceeded to amend their policies, including six that introduced new autism classes or revised existing categories, and two that updated their policies to facilitate common applications in the Dublin 15 area. One school introduced a catchment area, while another amended its reduced catchment area and associated feeder school list. In compliance with the Department of Education's Circular 39/2025, all 85 schools (100%) with autism or specialised classes updated their policies to reflect revised eligibility criteria. One school without additional classes removed references to behaviours of concern. The national office continued to ensure that admissions policies remain compliant with legislation and aligned with Educate Together's equality-based ethos.

### 2.2.2 Goal 2 – Leadership

In 2025, Educate Together continued to advocate for system improvements and reform on behalf of its member schools, advancing the priorities set out in its strategic plan. Key advocacy areas included accelerating delivery of school buildings, addressing funding and staffing shortfalls, strengthening resourcing for inclusion, and expanding access to Educate Together schools in response to parental demand.

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## 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 our schools. During 2025, the organisation engaged closely with other management bodies, teacher and parent organisations, both 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, which resulted in increased capitation for schools announced in Budget 2026.

## Representation

Educate Together maintained significant representation at national level in 2025, participating in 16 working groups and attending numerous stakeholder meetings, consultations and briefings on areas including special education, school meals, the TESS attendance campaign and teacher supply. The organisation met with Education Minister McEntee and Special Education Minister Moynihan to outline its work and key advocacy priorities. Representatives also attended thirteen Education Partner and Department of Education and Youth conferences during the year.

Educate Together represented its member schools through various forums, meetings, and submissions in 2025, including:

## Working groups / advisory groups / forums

- Advisory Group for review of EPSEN Act
- Ukraine Civil Society Forum
- Code of Behaviour Working Group
- DE Implementation Group on Child Protection Procedures
- DEIS Advisory Working Group
- Primary Education Forum Consultation Subgroup
- Belong To Education Sector Advisory Group
- Teacher Supply Data WG (representing PMBs)
- SNA Workforce Quality Assurance Working Group
- D15 Taskforce on Special Education Placements
- Teacher Professional Journey
- BOM Training Steering Group
- Student Council Guidelines
- Student & Parent Charter Bill
- Reconfiguration Steering Group
- Admin Executive Officer Action Research project
- UNESCO TSI Project Strategic Workforce planning for Teachers in Ireland
- Inclusive Education Alliance Steering Group
- Coalition for Inclusive Education

## Attendance at

- Inspectorate Education Partner Briefings
- TESS Attendance Campaign Stakeholder Briefings
- Primary Education Forum (quarterly)
- Admission Systems CAS Pilot
- DE Ukraine Stakeholder meeting
- Primary Teacher Supply meetings
- Secretary & Caretaker Strike support briefings
- Convention on Education stakeholder briefings
- School Meals Programme briefings
- Primary Curriculum
- DEY Statement of Strategy
- Oide Collab Forum
- DE Special Education division briefings - Education Therapy Services, Assistive Technology, SNA Workforce Development Unit Stakeholder, Behaviours of Concern Guidelines & FAQs, 26\_27 Special Class Provision Planning
- 13 Conferences (INTO, TUI, ASTI, CPSMA, ACCS, NAPD, JMB, NABMSE, IPPN, ETBi, Nurture, Buildings Conference, Education Research Summit, Best Practice Roma Ed)

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## Written submissions

- National Consultation on Post-Primary Guidance within a Lifelong Guidance Landscape
- Department of Education and Youth Customer Service Survey 2025.
- Department of Education and Youth, Special Ed Section 37A Review
- Children's Rights Alliance Report Card
- EPSEN act recommendations - expectations and comments
- Children's Rights Alliance Annual Report Card
- Irish Aid Global Citizenship Education (GCE) Strategy Mid-Term Review

## Curriculum development in Ethical Education

Primary schools continued to embed the revised Learn Together curriculum in 2025. A range of additional supports was developed, including a Moodle update that improved user experience within the Resource Bank. New materials were added, including two bespoke Migration and War resources designed by the Ethical Education Community of Practice for Junior and Senior Cycle students. In total, 2,125 students across six schools engaged with these resources during the year. A new support guide was also developed for Ethical Education lead persons in Educate Together second-level schools.

## Initial Teacher Education reforms

Educate Together has continued a partnership with Education and Training Boards Ireland (ETBI) and all five Colleges of Education to develop a Certificate in Ethical, Multi-Belief and Values Education. This work has led to the development of a comprehensive Framework for the recognition of qualifications to teach Ethical, Multi-Belief and Values Education. In 2025, a comprehensive consultation process continued and a framework and glossary of terms developed. Educate Together and ETBI will continue to support the Colleges of Education to launch and begin implementation of this framework in 2026. The Qualification will build on the good practice already happening in the Colleges of Education and will enhance and extend formal teacher education in the Learn Together and ETBI's 'Goodness Me, Goodness You' curricula to every pre-service teacher in Ireland.

## Nurture Schools

The Educate Together Nurture Schools Project continued to expand in 2025, supporting schools to implement a Nurture approach aimed at improving outcomes for students experiencing social, emotional and behavioural difficulties, including those affected by educational disadvantage. With continued support from the Toy Show Appeal and additional funding from RETHINK, the project grew to include 57 schools across primary and second level during the year, with 64 schools (55% of the network) actively engaged overall. Intensive eight-hour certified training was provided to 85 staff members, further strengthening capacity within participating schools. New Nurture rooms were developed, creating safe, supportive spaces where students can regulate and re-engage with learning. Work also progressed on the development of a dedicated online resource bank to support practitioners and sustain the project's impact across the network. The online resource bank is now complete and being accessed by teachers across the network.

## Student participation across the network

Student voice and participation were central to a wide range of national events in 2025. Over 180 students from 16 second-level schools came together for student-led events in Limerick ETSS and Kishoge Community College, focusing on global citizenship, empathy and collaboration, with workshops and engagement with NGOs. In Cork ETSS, 200 primary pupils participated in a pioneering student-led anti-bullying event, facilitated by Transition Year students. Student achievement was also evident in national competitions, with Limerick ETSS winning the 2025 Educate Together Debating Competition and second-level students from across the network participating in the 2025 ETSS Athletics Day. Together, these initiatives reflect a strong culture of student leadership, participation and student voice across the network.

### 2.2.3 Goal 3 – Growth

Educate Together increased access to its equality-based school model by expanding capacity in existing primary and secondary schools in 2025. By the end of the year, there were 42,164 children and young people (29,775 primary, 12,389 second-level) accessing equality-based education in 118 Educate Together schools around the country (97 primary and 21 second-level). This represents an increase of 827 students from 2024. Twenty of Educate Together's primary schools and four second-level schools were in the Delivering Equality of Opportunity in Schools (DEIS) programme in 2025.

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In response to parental demand and local needs, our schools also increased access to specialist places for children with additional needs. By the end of 2025, there were 163 autism and other specialist classes in 68 Educate Together primary schools (70% of all Educate Together primary schools), with three schools opening their first classes. By the end of 2025, there were 46 autism and other specialist classes in 19 second-level schools (90% of all second-level schools). In total 74% of all Educate Together schools had specialist facilities for autistic students in 2025, almost double the national average, with 15 new classes opening in 2025 and three schools opening their first classes.

### **National Survey on Parental Preference in School Patronage**

In May 2025, Educate Together hosted a briefing in Leinster House for Oireachtas members on progressing school reconfiguration. The event heard from Éadaoin Kelly, principal of Paradise Place ETNS (formerly St Mary's Primary School), which became the first school to transfer patronage to Educate Together under the Government's Reconfiguration for Diversity process in 2024. Educate Together emphasised the need for Government action to ensure meaningful school choice for families.

In late 2025, the Department of Education and Youth conducted the long-awaited Primary School Survey, providing families across Ireland with an opportunity to express their preferences on the type of schools they want in their communities. Engagement with the process was significant, with over 240,000 families participating—representing almost 50% of all eligible households - demonstrating a strong level of public interest in the future of primary education provision.

The survey focused on key areas including school patronage, co-education and language of instruction, and will play an important role in informing future planning and the Schools Reconfiguration for Diversity process. For Educate Together, this represents a critical opportunity to respond to sustained parental demand for equality-based / multi-denominational education, particularly in the context of continued oversubscription and limited mechanisms for establishing new schools. Educate Together looks forward to the publication of the survey findings, with national results expected in 2026.

### **ETB partnership schools**

Despite persistent efforts to build on commitments made by City of Dublin ETB, it has not yet been possible to finalise 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 continued to operate effectively in 2025 as a charity, school patron, management body and membership organisation, meeting its core objectives and providing support and representation across the network. High standards of governance were maintained, with full compliance with the Charities Governance Code reported to the Charities Regulator.

### **Annual General Meeting and Membership**

Educate Together's Annual General Meeting took place on 10 May 2025 at Carlow ETNS, with 50 member schools represented. A webinar was delivered in advance of the AGM to support members in drafting motions; this was subsequently made available as an online resource. The Annual Report was completed and circulated in advance. Following workshops on current issues, delegates debated policy motions relating to Ethical Education, school accommodation, supports for children and admissions processes. At year-end, membership stood at 125, comprising 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 2025, including:

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## 3.1.1. Student Participation Research Partnership with DCU

A partnership between Educate Together and Dublin City University (DCU) was awarded funding from Research Ireland in November 2025. The New Foundations grant will enable DCU to survey Educate Together schools in 2026 to understand student involvement in governance and decision making at school level. This is the first national survey on this topic in Educate Together schools. The research findings will enable national office staff to strengthen student participation support provided to schools and strengthen the network's position as leaders in student participation.

## 3.1.2. Certificate in Ethical Multi-belief and Values Education

Since 2021, Educate Together has worked in partnership with Education and Training Boards Ireland (ETBI) and the five Colleges of Education to develop an innovative Framework for the recognition of certification to teach Ethical, Multi-Belief and Values Education (EMBVE). This Framework was completed and approved by Educate Together and ETBI in 2025, marking a significant milestone for teacher education in Ireland, and enabling Initial Teacher Education providers to submit applications for recognition of programmes that will meet the requirements stipulated in the Framework. The certification developed will build on existing good practice enhance and extend formal teacher education in the Learn Together and ETBI's Goodness Me, Goodness You curricula so that graduating teachers can be 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 strengthen its organisational structures and capacity in 2025. In line with its flexible working culture, the national office maintained hybrid working arrangements, with most staff attending the office two days per week between Monday and Thursday.

A number of HR policies were updated and developed in 2025. These included a revised Training and Development Policy and the annual review of the Safety Statement, Child Safeguarding Policy, and Critical Incident Policy. A new Policy on the Use of Artificial Intelligence (AI) was also introduced. In 2025 a new performance appraisal process was finalised and approved by the board, with Professional Development Reviews (PDRs) for all staff taking place between November and December under the new process.

As part of ongoing restructuring and resource planning, several roles were filled during the year. These included a new Global Citizenship Education Officer role, promotions to new management roles (Finance Manager, School Support Manager), and one additional administration role. Recruitment was nearing completion for a new Operations and Systems Manager role. These appointments were made to strengthen organisational capacity and to support Educate Together in advancing its Strategic Objectives.

Three staff members took extended leave in 2025.

### 3.2.2. Fundraising

As a charitable organisation, Educate Together is required to secure income from fundraising and trading each year to carry out its operations. In 2025, we raised €126,007 through individual donations, community fundraising, trading and corporate partnerships.

Educate Together's national fundraising day, One Day Together, was held on Friday 24th October 2025, 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 €12,500 was raised to support democratic and child-centred education.

Partnerships with Brady's Insurance and Folens Publishers in 2025 continued to achieve further savings for Educate Together schools and related income contributions for the national office. In total, 78 schools insured through Brady's and 67 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 2025, 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

Ireland's education system continues to operate within a context of changing demographics, increasing diversity in school communities and ongoing pressures relating to school infrastructure, staffing and funding. Education in Ireland remains predominantly under religious control, with 88% of primary schools operating under Catholic patronage. At the same time, demand for Educate Together's equality-based school model continues to grow.

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## 4.1 Lack of new schools

Educate Together has grown significantly in response to parental demand. The network has tripled in size in the past 20 years, expanding from 39 schools in 2005 to 118 schools today. However, growth has largely occurred in urban areas where new schools have been established, and access to equality-based education remains uneven. Educate Together schools now operate in 20 counties, with no schools in Leitrim, Longford, Tipperary, Roscommon, Cavan or Monaghan. In four counties — Cavan, Monaghan, Leitrim and Longford — all English-medium primary schools remain under religious patronage. Meeting the growing demand for equality-based education remains a key challenge. In recent years, the Department of Education and Youth has paused the establishment of new schools in response to demographic trends and budgetary limitations, with the result that no new Educate Together schools opened in 2025. Department policy is currently focused on expanding existing (mostly denominational) provision and this has constrained Educate Together's ability to meet demand for equality-based places. To address this, the State should establish new schools in areas where demand is evident, invest in the patronage Reconfiguration programme, and support community-led patronage transfers.

## 4.2 School accommodation challenges

Access to permanent school buildings remains a significant challenge for new and developing schools. As a leading provider of newly established schools, Educate Together continues to be disproportionately affected by extended periods in temporary accommodation. Currently, 83 Educate Together schools (70.3%) operate from permanent buildings, while 35 schools (29.7%) remain in temporary accommodation. At primary level, 22 schools (22.6%) remain in temporary accommodation, with three of these waiting more than 20 years for a permanent building. At second-level 13 schools (62%) remain in temporary facilities limiting these schools' capacity to grow and develop. A number of projects have faced delays in recent years, including Ardee ETNS, whose move was postponed from 2025. Educate Together has consistently sought greater certainty and faster access to permanent accommodation for all new schools. While some improvements have been noted in elements of the school building programme, forward planning of school accommodation remains an urgent matter requiring sustained government attention.

## 4.3 Inclusion and resourcing

Demand for supports for students with additional educational needs continues to grow across the education system. Educate Together schools are recognised for their inclusive ethos and play a significant role in providing specialist provision. In 2025, 74% of Educate Together schools host specialist classes for students with additional educational needs, compared with an estimated national average of around 35%. This highlights the importance of adequate staffing, therapeutic supports and appropriate facilities. Educate Together works closely with the Department of Education and other partners to address these challenges and has consistently called for a review of allocation models for additional needs staff so that resources are distributed fairly, developing schools can access the supports they require, and schools can plan provision effectively.

## 4.4 School funding concerns

Despite the constitutional commitment to free primary education, Ireland continues to underfund its school system compared with other developed countries. Public spending per student remains far below the OECD average, and school capitation funding is insufficient to cover basic running costs, especially at primary level, despite increases secured in the past two years. As a result, many schools rely heavily on parental contributions and local fundraising to sustain everyday operations. Grants for voluntary management bodies that support school boards have remained largely unchanged for almost two decades, despite increasing governance responsibilities. These factors place additional pressures on school communities and contribute to unequal levels of support across the education system.

## 4.5 Educate Together's resourcing challenges

Educate Together is a registered charity. While the national office receives some funding from the Department of Education and Youth, these grants cover less than half of its operating costs. As a result, the organisation must generate significant additional income through service delivery, trading activity and fundraising in order to continue supporting schools and developing the network. Voluntary education management bodies such as Educate Together, which support the vast majority of primary school boards of management, bring enormous community-focus and added value to the education system, but continue to operate with limited financial support. Grant funding for these bodies has remained unchanged for almost two decades despite increasing governance responsibilities and rising costs, and there is an urgent need for better supports for school boards and the volunteers who manage schools. While Department grants partly fund Educate Together's management body and school accommodation work, all of Educate Together's work to develop curriculum in Ethical Education, provide teacher professional learning, and promote ethos quality must be funded by a combination of fundraising and school membership subscriptions.

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### 4.6 Pressures on school leadership and management.

Educate Together is proud of the outstanding principals, deputy principals and chairpersons who lead and manage our primary and post-primary schools, and of the commitment, creativity and skills they bring to their school communities. However, increasing pressures on school leaders and challenges facing school boards have been highlighted by a range of bodies in recent years. Educate Together appointed 19 chairpersons across the primary and second-level network in 2025, with a number resulting directly from the demands on school boards. Four primary chairpersons resigned unexpectedly; in three cases, an immediate replacement could not be identified, with one vacancy remaining unfilled at the end of the year. A number of primary boards also required support in recruiting treasurers. At second level, one board experienced two short-notice chairperson changes and another had a sudden resignation. These developments reflect the increasing administrative and governance demands on volunteer board members and school leaders. Educate Together has called for additional resources for management functions in schools, welcoming the Administration Executive Pilot announced in the 2025 programme for government, and calling for developing schools to be given immediate access to this vital role.

## 5. FINANCES

### 5.1. Financial Review and Results

The results for the financial year are set out on page 25 and additional notes are provided showing income and expenditure in greater detail.

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 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, whereby the Department of Education pays Educate Together, and the national office pays landlords. These transactions inflate overall income and expenditure by €1,239,304 in 2025 (€1,249,960 in 2024).

At the end of the 2025 financial year, Educate Together had assets of €814,132 (2024 - €1,138,631) and liabilities of €165,854 (2024 - €493,762). Net assets increased by €3,409. The reserves balance at the end of the year end was €648,278. Total income in 2025 was €2,397,303 (2024 €2,575,800), down €178,497 on 2025 while total expenditure was €2,393,894 in 2025 (2024 - €2,304,565) down €89,329 on 2024.

The surplus in the financial statements for the financial year 2025 was €3,409 compared to €271,235 in 2024. The net surplus is split between an unrestricted surplus of €38,371 and a restricted deficit of €34,962. Membership subscriptions provide the mainstay of the organisation's funding contributing €486,654 in 2025. Excluding the school rental funding (a transactional figure in and out of the accounts), total income for charitable activities was €1,157,998. Of this, Government grants totalled 43% (42% in 2024). Membership income was 42% (35% in 2024), donations & gifts 11% (15% in 2024) and income from trading 4% (4% in 2024).

In 2025 restricted income was €1,733,454, 72% of total income (€1,862,736 72% in 2024). Restricted income includes the school rental payments from the Department of Education, government grants and funding from trusts and foundations. Unrestricted Income of €663,849 was received in 2025 (€713,064 in 2024). This comprises membership fees (73%), earned income and public gifts and donations. Total expenditure increased by 4% in the year to €2,393,894 (€2,304,565 in 2024).

In 2024 and 2025 funding was secured from major donors to support the delivery of key strategic priorities identified in the interim review of Educate Together's Strategic Plan. These priorities included improving IT and data systems, and strengthening capacity to support school patronage transfers and this funding supported the growth of the national office team to advance this work.

### 5.2. Reserves policy and future funding sustainability

The board of directors has set a reserves policy that requires unrestricted reserves to be maintained above a minimum level that ensures that Educate Together's core functions could continue during a period of significant unforeseen difficulty. It has also set a target level of reserves that the organisation is working towards, which would provide for the financial stability and flexibility necessary to enable the organisation to adapt and innovate during a period of growth or change. The board's current target is to maintain unrestricted reserves equal to six months operating costs, plus redundancy costs and there has been significant progress on building these reserves since 2021 with the work on this continuing.

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Unrestricted reserves on 31st December 2025 stood at €525,707. However, the board have designated €75,619 of the unrestricted reserves to specific activities planned for 2026. This will leave €450,088 in unrestricted reserves. This exceeded the minimum level set by the board for unrestricted reserves, which represents 3 months operating costs plus redundancy costs, and is approaching, but does not quite reach, the target level, which represents six-months operating costs plus redundancy costs.

The minimum reserves level was calculated at €304,084 at the end of 2025 and the target level of reserves was calculated at €473,409, leaving a gap of €23,321 between the target level and actual unrestricted reserves reached at year-end net of designated funds. Movement in reserves in the financial year is outlined in notes 18 on page 37.

To support the sustainability of future funding, Educate Together closely monitors financial performance and manages expenditure in line with approved budgets. Financial planning takes account of wider economic conditions and government policies that may affect income, expenditure and fundraising capacity. The organisation constantly seeks to diversify and strengthen income streams through membership subscriptions, grants and fundraising activity, while setting realistic income targets and allocating resources to generate sustainable income. Cashflow projections are maintained and reviewed regularly. In the event of a potential financial deficit, the organisation would implement prompt cost-control measures, review expenditure and recruitment, and adjust operational plans as necessary to ensure financial stability. At present, the organisation does not maintain a formal investment policy as its priority is to build financial reserves rather than invest surplus funds; this position is kept under review by the Board.

### 5.3. Principal risks and uncertainties

The board has identified key financial risks including potential reductions in charitable income, unforeseen legal liabilities arising from school-related matters, labour and HR issues, and the impact of weak governance or underperformance at national office or school level. These risks sit alongside standard operational exposures in areas such as health and safety, employment, taxation and industrial relations. There is also a strategic risk that insufficient funding or government support could limit the organisation's capacity to meet growing public demand for its services. The board mitigates its core operational and financial risks as follows:

- A comprehensive risk register is in place, which is reviewed and 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 skilled and qualified individuals with suitable expertise.
- An Accounts Policies and Procedures Manual is in place outlining strict procedures for financial control and management.
- A Contracts Register and Compliance Schedule have been developed and these are regularly reviewed by management.
- Strategic Goals and Objectives are clearly defined and the CEO reports to the board regularly on progress towards the achievement of these Objectives.
- Processes are in place to monitor and manage the performance of staff. The organisation's appraisal process was reviewed by the board in 2024 and a new Professional Development Review process was rolled out in 2025.
- A formal HR Policy Handbook is in place, and this is reviewed as necessary.
- The organisation has a Health and Safety Statement which is reviewed annually. Procedures and policies are in place to ensure health and safety of staff, volunteers 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.

### The Auditors

GSW Faulkner Orr (Audit & Assurance) Limited, were appointed auditors by the members 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.

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## 6. STRUCTURE, GOVERNANCE AND MANAGEMENT

### 6.1 Structure and Governing Documents

Educate Together is a charitable company limited by guarantee, incorporated under the Companies Acts, 1963 to 2013 on 12 May 1998 as a company limited by guarantee. 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). 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 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 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.

The company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 11816 and is registered with Charities Regulator (CRA number charity 20033309). In 2025 the company complied fully with its obligations to submit annual returns on its core activities to the Charities Regulator.

Educate Together and its board of directors are bound by and must operate in accordance with the terms of its Constitution (i.e. the Memorandum and Articles of Association), and the law (primarily the Companies Act 2014). In addition, the Charities Regulatory Authority has oversight of all charities.

### 6.2 Board of Directors

The Directors of the company are charity trustees for the purposes of charity law, and under the company's Constitution 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. In addition, up to two co-optees can be appointed by the Board for up to a one-year term.

#### 6.2.1 Board member selection and induction

In recruiting and co-opting directors, the Board seeks to ensure an appropriate balance of skills, attributes and experience to support the effective governance of the organisation. This includes expertise across areas such as education, community representation, business, finance, legal, human resources and fundraising. The Board undertakes an annual review of its skills and experience to identify any gaps and inform future recruitment.

The Directors' Handbook sets out the legal, ethical, financial and oversight responsibilities of Board members and includes a Code of Conduct. The handbook is reviewed annually and provided to new directors as part of an induction process. Directors sign a declaration confirming that they understand and agree to comply with the handbook and their legal obligations. A Register of Interests is maintained for each director, and opportunities are provided for directors to undertake governance, safeguarding and other relevant training.

All Board members work in a voluntary capacity and do not receive any remuneration. Travel expenses are reimbursed where claimed in accordance with the Volunteer Policy.

#### 6.2.2 Board members

Board members at the end of 2025 are:

**Emma Lane-Spollen - Chairperson**

Emma is an independent consultant with extensive experience in strategy, advocacy, organisational development, planning and finance in the private and charity sectors. Prior roles include CEO of the Tomar Trust and Deputy CEO of the One Foundation, and she was a founder and national coordinator for the Ukraine Civil Society Forum. Emma is a qualified management accountant and has extensive charity board experience, currently also serving on the Board of Friends of the Earth.

**Sile Larkin - Company Secretary**

Sile is a former Solicitor with extensive legal experience. She was Head of Employment Law at An Garda Síochána, Head of Legal, Research, and Policy at the Policing Authority and Director of Legal Services at the WRC, and also worked at the Equality Tribunal and the Equality Authority. She is a board member of the Association for Criminal Justice Research and Development and has been involved with several professional law associations. Sile is a CEDR-qualified mediator and served on both the Board of Management and the Patron body of Griffith Barracks MDS.

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### **Siobhan Cassidy - Treasurer**

Siobhán is an accomplished finance professional with 15 years of accounting and non-profit sector experience. She is currently Director of Corporate Services at Trócaire, where she has responsibility for the global IT, risk, compliance, governance and finance functions. She is a Chartered Accountant with experience as Treasurer of two other Irish charities, and also holds and MA in Globalisation.

### **Niamh Cullen - Vice Chairperson**

Niamh is the principal of Grace Park ETNS. She holds a Masters' Degree from UCD, is a qualified primary and post-primary teacher, and also holds a certificate in coaching for school leadership. Niamh was seconded to the Teaching Council in 2015 for 2 years where she worked on national policy for induction and professional learning. She also works with the National Induction Programme for Teachers supporting schools undertaking the Droichead process.

### **Doris Abuchi-Ogbonda**

Doris has cross sectoral experience in legal practice, community development, youth work and child safeguarding. She is an experienced board member, including on school boards of management and as a Director of The Rights Platform. Culturally versatile, Doris coordinated the Migrant Access Programme, which provides support for the inclusion of, and access to the labour market by migrants.

### **Lesley Byrne**

Lesley Byrne is an experienced teacher, and principal of Clogher Road Community College, a DEIS school under the patronage of CDET B and in partnership with Educate Together. Lesley has conducted post-graduate research focused on educational access for marginalised communities, and also works with Maynooth University on the Turn to Teach programme, which aims to promote diversity in the teaching profession. She was co-opted to serve on Dublin City Council by the Social Democrats in 2024.

### **John Collier**

John is a consultant specialising in product design, marketing and income generation for many organisations. He holds a PhD, an MBA, MSc in Marketing, MSc in Innovation and Strategy, and is a certified Project Manager. He has worked in UCD as a researcher and lecturer and has led research and development teams in a range of multinational companies. John currently sits on the board of management of Cork Educate Together Secondary School.

### **Deirdre Duffy**

Deirdre has wide experience across various roles in the public and civil society sectors and is currently CEO of Friends of the Earth. She worked as Deputy Director of the Irish Council for Civil Liberties for 10 years and been a Special Adviser to the Government. She is a former Co-Chair of Comhlámh and has wide charity board experience. Deirdre holds an LLM in Human Rights Law and International Criminal Law from the University of Edinburgh, an MSc in Human Rights and Politics from UCD, and was called to the Bar in 2005.

### **Miriam Hurley**

Miriam Hurley was principal of Dalkey School Project (DSP) for 15 years and also serves on the Boards of the Children's Rights Alliance and the Irish Forest School Association. She was a founding and committee member of the first LGBT teachers' group in Ireland through the INTO. She holds a Masters in Special Education from UCD and is has campaigned actively for better educational resources for children throughout her career.

### **Colm Kelly**

Colm has over a decade of experience as a senior official in a teachers' trade union. He has expertise in education and employment law, and has contributed strategically to the Education Sector. He engages with the Department of Education and key stakeholders, fostering positive relationships. Colm's knowledge of governance, risk management, and embedding principles of equality and diversity has influenced educational policies and practices. An experienced speaker, he addresses educational issues at national and international levels.

### **Matt Wallen**

Matt holds a degree in Fine Arts and Elementary Education, an MA in English Language teaching, and a PhD in Education and Applied Linguistics. He has taught in elementary schools in Minnesota and primary schools in Ireland. He became principal of Limerick School Project in 2011, and was then appointed founding Principal of Knocknacarra Educate Together NS in Galway in 2014. He has published in academic journals and lectured on the topics of multilingualism, intercultural education and continuing professional development for teachers.

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## 6.2.3 Board meetings

The Board met seven times during 2025. Attendance at board meetings:

Name	Attended	of	%
Doris Abuchi-Ogbonda	6	7	86%
Lesley Byrne	7	7	100%
Miriam Hurley	6	7	86%
Emma Lane-Spollen	7	7	100%
Matt Wallen	7	7	100%
Niamh Cullen	7	7	100%
John Collier	7	7	100%
Deirdre Duffy	7	7	100%
Síle Larkin	6	7	86%
Paul Knox	3	3	100%
Siobhan Cassidy (Appointed May 2025)	3	4	75%
Colm Kelly (Appointed May 2025)	4	4	100%

## 6.2.4 Board 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 2025:

AGM Standing Orders Sub-Committee (Chair, John Collier - committee meets twice per year)

- Ensures Annual General Meetings are conducted in accordance with agreed standing orders.
- Promotes open, transparent and efficient participation by members in AGM processes.
- Supports orderly decision-making while recognising the voluntary nature of member engagement.

Education Sub-Committee (Chair, Matt Wallen – committee meets three times per year)

- Provides oversight of the Education and Schools Programme of the national office.
- Supports the development of Educate Together policy in areas such as curriculum and Additional Educational Needs.
- Identifies emerging educational priorities and establishes working groups where required.

ETB Partnerships Sub-Committee (Chair John Collier - committee meets one to two times per year)

- Advises the Board on partnerships with Education and Training Boards (ETBs).
- Reviews and makes recommendations on partnership agreements and memoranda of understanding.
- Considers strategic and operational issues relating to post-primary partnership schools.

Finance Sub-Committee (Chair Siobhan Cassidy – committee meets six times per year)

- Advises the Board on financial planning, budgeting and financial oversight.
- Ensures that organisational resources are managed effectively and aligned with strategic priorities.
- Supports management on financial matters and ensures the Board receives appropriate financial information.

Governance Sub-Committee (Chair, Doris Abuchi-Ogbonda – committee meets four times per year)

- Advises the Board on governance structures, policies and procedures.
- Oversees compliance with the Charities Governance Code.
- Reviews key governance documents including the Constitution, policy schedule and risk register.

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Human Resources Sub-Committee (Chair Miriam Hurley - committee meets one to two times per year)

- Supports the Board in overseeing HR and employment matters.
- Reviews HR policies, procedures and employment documentation to ensure legal compliance and best practice.
- Investigates HR issues referred to the committee and makes recommendations to the Board.

International Development Sub-Committee (Chair John Collier – committee meets one to two times per year)

- Advises the Board on Educate Together's international development and outreach activities.
- Considers relationships with international partner organisations and appropriate support structures.
- Ensures the protection of the Educate Together ethos, curriculum and intellectual property in international contexts.

Patronage and Membership Sub-Committee (Chair, Matt Wallen – committee meets twice per year)

- Advises the Board on matters relating to patronage, membership and school governance.
- Reviews admissions policies, safeguarding compliance and the operation of the Patronage Manual.
- Addresses complaints relating to school boards and supports effective relationships with member schools.

Fundraising Board (Chair, Deirdre Duffy – committee meets twice per year)

- Supports the development and implementation of Educate Together's fundraising strategy.
- Provides guidance on campaigns, events and funding opportunities.
- Helps expand fundraising networks and promote Educate Together's mission to potential supporters.

### **6.3 Decision making, reporting and conflicts of interest**

The role of Educate Together's Board of Directors is to shape the strategic direction of Educate Together in the medium to long term, to guide and support management performance and to monitor progress towards agreed goals and objectives. It is fundamentally a governance role and is at a remove from the day-to-day running of the organisation. The Educate Together national office is responsible for carrying out Educate Together's role as a patron and a school management body. A Scheme of Delegation is in place which clearly defines responsibilities of the board, sub-committees and national office staff.

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 including the CEO and Finance Reports, and reports from Sub-committees.

Educate Together maintains a Conflicts of Interest Policy to ensure transparency and accountability in its governance. Directors are required to register their interests, and the interests of persons closely connected to them, to avoid any actual or perceived conflicts of interest. The Directors' Register of Interests records other directorships and any membership of, or employment by, corporate or voluntary bodies, including local authorities or school boards of management. The register is reviewed and updated annually, and directors must notify the Company Secretary promptly of any changes to their declared interests. In addition, all members of the Board of Directors are required to sign the Charities Regulator's Charities Trustee Declaration confirming that they are aware of the duties and responsibilities of a charity trustee under the Charities Act 2009, and that they will comply with, and act in accordance with, the governing document, policies and procedures of Educate Together.

There have been no contracts or arrangements entered into during the financial year in which a Board member was materially interested.

# Educate Together/Ag Foghlaim Le Cheile DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

## 6.4 Related parties

At the end of 2025, 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.
- Coalition for Inclusive Education, a partnership of national advocacy organisations, leading academics, and advocates working towards a more inclusive education system.

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 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 several '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.

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)
- Charities Governance Code
- IDEA Code of Good Practice for Development Education

Approved by the Board of Directors on 13<sup>th</sup> April 2026 and signed on its behalf by:

DocuSigned by:

*Siobhan Cassidy*

05C46FDEAD064BF...  
**Siobhan Cassidy**  
Director

Signed by:

*Emma Lane-Spollen*

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**Emma Lane-Spollen**  
Director

## Educate Together/Ag Foghlaim Le Cheile DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

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 13<sup>th</sup> April 2026 and signed on its behalf by:

DocuSigned by:

*Siobhan Cassidy*

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Siobhan Cassidy  
Director

Signed by:

*Emma Lane-Spollen*

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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 2025 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 2025 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.

#### **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

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.

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

## Respective responsibilities

### Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 22, 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.

### 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 controls.
- 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 controls.
- 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

**GSW FAULKNER ORR (AUDIT & ASSURANCE) LIMITED**

Statutory Auditor

Second floor

One Stephen Street Upper

Dublin 8

D08 DR9P

Ireland

... 13<sup>th</sup> April 2026 .....

## Educate Together/Ag Foghlaim Le Cheile STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2025

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
<b>Income</b>							
Voluntary Income	4.1	126,007	-	126,007	184,479	-	184,479
Charitable activities							
- Grants from governments and other co-funders	4.2	537,842	1,733,454	2,271,296	528,585	1,862,736	2,391,321
<b>Total income</b>		<b>663,849</b>	<b>1,733,454</b>	<b>2,397,303</b>	<b>713,064</b>	<b>1,862,736</b>	<b>2,575,800</b>
<b>Expenditure</b>							
Charitable activities	5.1	533,853	1,723,614	2,257,467	494,797	1,710,693	2,205,490
Other expenditure	5.2	91,625	44,802	136,427	56,975	42,100	99,075
<b>Total Expenditure</b>		<b>625,478</b>	<b>1,768,416</b>	<b>2,393,894</b>	<b>551,772</b>	<b>1,752,793</b>	<b>2,304,565</b>
<b>Net income/(expenditure)</b>		<b>38,371</b>	<b>(34,962)</b>	<b>3,409</b>	<b>161,292</b>	<b>109,943</b>	<b>271,235</b>
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>38,371</b>	<b>(34,962)</b>	<b>3,409</b>	<b>161,292</b>	<b>109,943</b>	<b>271,235</b>
<b>Reconciliation of funds:</b>							
Total funds beginning of the year	19	487,336	157,533	644,869	326,044	47,590	373,634
<b>Total funds at the end of the year</b>		<b>525,707</b>	<b>122,571</b>	<b>648,278</b>	<b>487,336</b>	<b>157,533</b>	<b>644,869</b>

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 13<sup>th</sup> April 2026 and signed on its behalf by:

DocuSigned by:  
*Siobhan Cassidy*  
86C46FDFAD684BF  
Siobhan Cassidy  
Director

Signed by:  
*Emma Lane-Spollen*  
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Emma Lane-Spollen  
Director

## Educate Together/Ag Foghlaim Le Cheile BALANCE SHEET

as at 31 December 2025

	Notes	2025 €	2024 €
<b>Fixed Assets</b>			
Tangible assets	13	21,483	16,958
<b>Current Assets</b>			
Debtors	14	74,077	284,027
Cash at bank and in hand	15	718,572	837,646
		<u>792,649</u>	<u>1,121,673</u>
<b>Creditors: Amounts falling due within one year</b>	16	<u>(165,854)</u>	<u>(493,762)</u>
<b>Net Current Assets</b>		<u>626,795</u>	<u>627,911</u>
<b>Total Assets less Current Liabilities</b>		<u>648,278</u>	<u>644,869</u>
<b>Funds</b>			
Restricted trust funds		122,571	157,533
General fund (unrestricted)		525,707	487,336
<b>Total funds</b>	18	<u>648,278</u>	<u>644,869</u>

Approved by the Board of Directors on 13<sup>th</sup> April 2026 and signed on its behalf by:

DocuSigned by:

*Siobhan Cassidy*

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**Siobhan Cassidy**  
Director

Signed by:

*Emma Lane-Spollen*

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**Emma Lane-Spollen**  
Director

## Educate Together/Ag Foghlaim Le Cheile STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
<b>Cash flows from operating activities</b>			
Net movement in funds		3,409	271,235
Adjustments for:			
Depreciation		8,478	7,368
Interest receivable and similar income		(510)	-
		<u>11,377</u>	<u>278,603</u>
Movements in working capital:			
Movement in debtors		209,950	11,038
Movement in creditors		(327,908)	147,138
		<u>(106,581)</u>	<u>436,779</u>
Cash (used in)/generated from operations			
<b>Cash flows from investing activities</b>			
Interest received		510	-
Payments to acquire tangible assets		(13,003)	(7,055)
		<u>(12,493)</u>	<u>(7,055)</u>
Net cash used in investment activities			
<b>Net (decrease)/increase in cash and cash equivalents</b>		<b>(119,074)</b>	<b>429,724</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>837,646</b>	<b>407,922</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>15</b>	<b><u>718,572</u></b>	<b><u>837,646</u></b>

# Educate Together/Ag Foghlaim Le Cheile

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

### 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 2025 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 2025

### 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 2025

### 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% 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

## Educate Together/Ag Foghlaim Le Cheile

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

#### (a) Establishing useful economic lives for depreciation purposes

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

#### (b) Providing for doubtful debts

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

#### (c) Going concern

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

4.	<b>INCOME</b>				
4.1	<b>DONATIONS AND LEGACIES</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2025</b>	<b>2024</b>
		€	€	€	€
	Voluntary Income	<u>126,007</u>	<u>-</u>	<u>126,007</u>	<u>184,479</u>
4.2	<b>CHARITABLE ACTIVITIES</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2025</b>	<b>2024</b>
		€	€	€	€
	<b>Grants from governments and other co-funders:</b>				
	Income from charitable activities	<u>537,842</u>	<u>1,733,454</u>	<u>2,271,296</u>	<u>2,391,321</u>
5.	<b>EXPENDITURE</b>				
5.1	<b>CHARITABLE ACTIVITIES</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2025</b>
		€	€	€	€
	Expenditure on charitable activities	<u>2,257,467</u>	<u>-</u>	<u>-</u>	<u>2,257,467</u>
5.2	<b>OTHER EXPENDITURE</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2025</b>
		€	€	€	€
	Other expenditure	<u>-</u>	<u>-</u>	<u>136,427</u>	<u>136,427</u>
				<u>99,075</u>	<u>99,075</u>

continued

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

for the financial year ended 31 December 2025

<b>6. NET INCOME</b>	<b>2025</b>	<b>2024</b>
	€	€
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	<b>8,478</b>	7,368
Auditor's remuneration:		
- audit services	<b>6,182</b>	4,772
	<u><b>6,182</b></u>	<u>4,772</u>

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

Included in 'Donations' are once-off and monthly donations totaling less than €2,055 over the year.

Included in 'Gifts' are all donations and gifts from individuals or companies that are greater than €2,055 in value. Membership income is recognised net of discounts.

<b>7. INCOME (CONTINUED)</b>				
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2024</b>
	€	€	€	€
<b>Fundraising &amp; Donations</b>				
Donations (includes corporate donations)	-	86,185	86,185	85,571
Gifts	-	23,834	23,834	98,908
Legacy	-	3,053	3,053	
ET Community/Crowdfunds	-	12,934	12,934	
<b>Government, EU &amp; Grants</b>				
Department of Education Board of Management- Capital	1,270	-	1,270	1,348
Department of Education Board of Management - training	2,646	-	2,646	3,104
Department of Education School Accommodation	117,585	-	117,585	141,869
Department of Education Core	133,000	-	133,000	133,000
Department of Education Property Management	35,950	-	35,950	34,882
Department of Education Reconfiguration	113,206	-	113,206	161,568
Department of Education ESD	11,490	-	11,490	11,450
Department of Education Teacher Education	8,214	-	8,214	7,477
Department of Education Vetting	25,996	-	25,996	29,078
Department of Education School Rental	1,239,304	-	1,239,304	1,249,960
Department of Education Ministerial Leases	5,975	-	5,975	-
Worldwise Global Schools (WWGS)	20,000	-	20,000	20,000
Global Citizenship Education (GCE)	18,818	-	18,818	19,000
<b>Trusts &amp; Foundations</b>				
ReThink	-	-	-	10,000
Community Foundation Ireland	-	-	-	40,000
Barcapel Foundation	-	-	-	11,977
<b>Trading &amp; Other Income</b>				
Income from trading & sundry	-	51,189	51,189	48,885
Membership Subscriptions	-	486,654	486,654	467,723
	<u><b>1,733,454</b></u>	<u><b>663,849</b></u>	<u><b>2,397,303</b></u>	<u><b>2,575,800</b></u>

continued

## Educate Together/Ag Foghlaim Le Cheile

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

#### 8. RESOURCES EXPENDED

	2025 Restricted €	2025 Unrestricted €	2025 Total €	2024 Total €
<b>Salaries</b>				
Salary costs	360,780	431,813	792,593	734,536
Employers PRSI	40,230	48,150	88,380	80,302
Pension contributions (employer)	10,957	13,115	24,072	22,514
eWorking allowance	2,344	2,805	5,149	5,450
<b>Total salaries and wages</b>	<b>414,311</b>	<b>495,883</b>	<b>910,194</b>	<b>842,802</b>
<b>Programme costs</b>				
Advertising costs (except recruitment)	6,155	-	6,155	241
Learning Resources	1,632	(165)	1,467	609
Photography	3,075	-	3,075	2,260
Volunteer Expenses	50	-	50	25
Company meetings (AGM / GMM / EGM)	-	1,071	1,071	1,541
Tutors and lecturers (colleges, courses)	-	-	-	8,161
Information Materials, Design, Printing and Distribution	321	1,670	1,991	2,392
Software and website development	-	5,387	5,387	1,624
Legal Costs	-	-	-	1,132
Travel and Subsistence costs	21,544	3,093	24,637	29,497
Consultants	8,818	6,107	14,925	18,668
Programme Events(conference/meetings etc)	7,817	19,983	27,800	30,654
Other programme costs	14,613	822	15,435	15,923
School Ministerial Leases (DE)	5,975	-	5,975	-
School Rental costs (DE)	1,239,302	-	1,239,302	1,249,960
<b>Total Programme Costs</b>	<b>1,309,302</b>	<b>37,969</b>	<b>1,347,272</b>	<b>1,362,688</b>
<b>Overheads/supports</b>				
Rent including Service Charge	14,156	19,344	33,500	33,000
Staff Recruitment/Training/HR Consultancy	4,724	5,651	10,375	10,546
Subscriptions( to include online)	5,206	7,432	12,638	12,433
ICT Services/materials	4,094	6,106	10,200	8,204
Insurance	3,359	4,117	7,476	6,888
Audit & Accounting Fees	3,454	3,837	7,291	5,754
Communications(phones/broadband)	2,040	2,158	4,197	3,974
Post/Stationery/Printing	840	1,133	1,973	2,276
Cleaning & Refuse	1,148	1,904	3,052	3,127
General Admin Expenses	16	149	165	1,367
Repairs & Maintenance	134	338	473	472
Canteen Expenses	197	371	569	1,072
Bank Interest & Charges	240	686	926	1,069
Light & Heating	773	706	1,479	1,525
Depreciation	4,421	4,058	8,479	7,368
Bad Debt Provision Increase	-	33,635	33,635	-
<b>Total Overheads &amp; Supports</b>	<b>44,802</b>	<b>91,625</b>	<b>136,428</b>	<b>99,075</b>
<b>Overall Expenditure</b>	<b>1,768,416</b>	<b>625,478</b>	<b>2,393,894</b>	<b>2,304,565</b>

continued

## Educate Together/Ag Foghlaim Le Cheile

# NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

### 9. EMPLOYEES AND REMUNERATION

#### Number of employees

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

	2025 Number	2024 Number
Administration, Finance, HR & IT	4	4
CEO	1	1
Communications & Fundraising	3	2
Education and School Support	4	4
New Schools / Reconfiguration	1	1
School Patronage & Buildings	3	3
	<u>16</u>	<u>15</u>

The staff costs comprise:

	2025 €	2024 €
Wages and salaries	797,742	739,986
Social security costs	88,380	80,302
Pension costs	24,072	22,514
	<u>910,194</u>	<u>842,802</u>

### 10. DIRECTORS REMUNERATION AND TRANSACTIONS

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

Directors' expenses amounted to €42 in 2025 (€0 in 2024). These included expenses relating to board meetings and travel.

Key management includes the directors and the CEO. No remuneration is paid to the directors. Total compensation payable to the CEO (including pension contributions, but not employer PRSI) amounted to €86,576 (2024: €95,445).

continued

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

for the financial year ended 31 December 2025

### 11. GOVERNMENT, EU AND OTHER GRANTS

Name of Grant Agency	Type of Grant	Restricted	2025 €	2024 €
Department of Education	Core	Yes	133,000	133,000
Department of Education	Teacher Education	Yes	8,214	7,477
Department of Education	Garda Vetting	Yes	25,996	29,078
Department of Education	Buildings Officer	Yes	117,585	141,869
Department of Education	Property Management	Yes	35,950	34,882
Department of Education	ESD	Yes	11,490	11,450
Department of Education	Reconfiguration	Yes	113,206	161,568
Department of Education	Ministerial Leases	Yes	5,975	-
Department of Education	School Rentals	Yes	1,239,304	1,249,960
Department of Education	BOM Training	Yes	2,646	3,104
Department of Education	BOM grant/capital	Yes	1,270	1,348
Department of Foreign Affairs	Global Citizenship Education Grant	Yes	18,818	19,000
ReThink	Nurture Schools 24/25	Yes	-	10,000
Community Foundation Ireland	Nurture Schools 24/25	Yes	-	40,000
WorldWise Global Schools	WWGS 2024/25	Yes	20,000	20,000
			<b>1,733,454</b>	<b>1,862,736</b>
			=====	=====

Income from grants received in the year is included in income from charitable activities on the face of the Statement of Financial Activities. Total restricted grant income received in the year was €1,733,454 (2024 €1,862,736).

### 12. RESTRICTED GRANTS RECEIVED

Grant/Donor	Period of Grant	Total Grant	Brought Forward	Cash Received	Grant Income Accrued	Grant Income Deferred	Expenses	Restricted Reserves
		01/01/2025	2025	2025	2025	2024	2025	31/12/2025
		€	€	€	€	€	€	€
DES Buildings Officer	April 2023 to March 2026	342,580	28,540	117,585	-	-	116,728	29,397
DES Buildings Leases	Ongoing	-	1,371	-	-	-	-	1,371
DE Ministerial Leases	Ongoing from 2025	-	-	5,975	-	-	5,975	-
DE Core Grant	Jan - Dec 2025	133,000	-	133,000	-	-	133,000	-
DE ETB Grant	July 23 to June 26	329,823	54,955	113,206	-	-	111,558	56,603
DE Garda Vetting	Jan - Dec	25,996	39	25,996	-	-	26,035	-
DE Teacher Grant	Jan - Dec	8,214	-	8,214	-	-	8,214	-
DE Property Management	Dec 23 to Nov 26	107,539	-	35,863	3,076	2,989	35,950	-
DE BOM Grant	Capital grant December 2022	3,960	-	1,270	-	-	1,270	-
DE BOM	Training 2025	-	-	2,646	-	-	2,646	-
DE SDG	March 2025 event & November 2025 event	22,940	11,450	11,490	-	-	19,241	3,699
ReThink	Nurture 2024/25	10,000	10,000	-	-	-	10,000	-
Toyshow	Nurture 2024/25	40,000	15,502	-	-	-	15,502	-
WorldWise Global Schools	Sept 2024 - May 2025	17,000	17,999	-	-	-	17,999	-
WorldWise Global Schools	Sept 2025 - May 2026	20,000	-	20,000	-	-	6,500	13,500
Global Citizenship Education	Aug 2024 - July 2025	21,544	17,677	(6,682)	-	-	10,995	-
Global Citizenship Education	Aug 2025 - July 2028	82,000	-	25,500	-	-	7,498	18,002
		<b>1,164,596</b>	<b>157,533</b>	<b>494,063</b>	<b>3,076</b>	<b>2,989</b>	<b>529,111</b>	<b>122,572</b>
		=====	=====	=====	=====	=====	=====	=====

continued

## Educate Together/Ag Foghlaim Le Cheile

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

#### 13. TANGIBLE FIXED ASSETS

	Office Equipment	Computer Equipment	Fixtures, fittings and equipment	Paintings	Total
	€	€	€	€	€
<b>Cost</b>					
At 1 January 2025	1,764	46,955	12,419	6,000	67,138
Additions	-	13,003	-	-	13,003
At 31 December 2025	<u>1,764</u>	<u>59,958</u>	<u>12,419</u>	<u>6,000</u>	<u>80,141</u>
<b>Depreciation</b>					
At 1 January 2025	1,764	38,133	10,283	-	50,180
Charge for the financial year	-	7,324	1,154	-	8,478
At 31 December 2025	<u>1,764</u>	<u>45,457</u>	<u>11,437</u>	<u>-</u>	<u>58,658</u>
<b>Net book value</b>					
At 31 December 2025	<u>-</u>	<u>14,501</u>	<u>982</u>	<u>6,000</u>	<u>21,483</u>
At 31 December 2024	<u>-</u>	<u>8,822</u>	<u>2,136</u>	<u>6,000</u>	<u>16,958</u>

#### 14. DEBTORS

	2025 €	2024 €
Trade debtors	35,237	155,576
Other debtors	17,578	115,930
Taxation and social security costs	-	2,475
Prepayments	21,262	10,046
	<u>74,077</u>	<u>284,027</u>

#### 15. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash and bank balances	299,681	532,145
Cash equivalents	418,891	305,501
	<u>718,572</u>	<u>837,646</u>

#### 16. CREDITORS

	2025 €	2024 €
<b>Amounts falling due within one year</b>		
Trade creditors	29,159	109,640
Taxation and social security costs	22,595	42,563
Other creditors	25,841	7,363
Accruals	40,306	60,723
Deferred Income	47,953	273,473
	<u>165,854</u>	<u>493,762</u>

Deferred Income includes €15,738 membership subscriptions outstanding for the year ending 31 December 2025.

continued

## Educate Together/Ag Foghlaim Le Cheile

### NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

#### 17. RESERVES

	2025 €	2024 €
At the beginning of the year	644,869	373,634
Surplus for the financial year	3,409	271,235
At the end of the year	<u>648,278</u>	<u>644,869</u>

#### 18. FUNDS

##### 18.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	326,044	47,590	373,634
Movement during the financial year	161,292	109,943	271,235
At 31 December 2024	487,336	157,533	644,869
Movement during the financial year	38,371	(34,962)	3,409
At 31 December 2025	<u>525,707</u>	<u>122,571</u>	<u>648,278</u>

##### 18.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
<b>Restricted funds</b>					
Restricted	157,533	1,733,454	1,768,416	-	122,571
<b>Unrestricted funds</b>					
Unrestricted General	487,336	663,849	625,478	-	525,707
<b>Total funds</b>	<u>644,869</u>	<u>2,397,303</u>	<u>2,393,894</u>	<u>-</u>	<u>648,278</u>

#### 19. STATUS

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

The liability of the members is limited.

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

#### 20. POST-BALANCE SHEET EVENTS

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

#### 21. VOLUNTEERS

Educate Together's network of schools are managed by voluntary boards of management. There are more than 800 volunteers serving on Educate Together boards of management around the country. Many of these volunteers are supported by the Educate Together national office through training, guidance materials and telephone and email support. In 2025 Educate Together recruited and appointed volunteers to all primary schools it is patron of, as well as replacing board members on other boards. In addition, 855 volunteers supported the work of the national office directly on a part-time basis. The trustees who make up Educate Together's Board of Directors and board sub-committees also provide their time and expertise on a voluntary basis, an all of these voluntary contributions are of huge value to the organisation.

continued

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

for the financial year ended 31 December 2025

### 22. RELATED PARTY TRANSACTIONS

There were no advances/loans given to member schools in 2025 (2024: Nil).

### 23. FINANCIAL COMMITMENTS

At 31 December 2025 the company had annual commitments under non-cancellable operating leases as follows:

	2025 €	2024 €
Within one year	<b>34,000</b>	33,500
Between one and five years	<b>17,000</b>	51,000
	<b><u>51,000</u></b>	<b><u>84,500</u></b>

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 last until the 30<sup>th</sup> of June 2027.

### 24. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on ..  
13<sup>th</sup> April 2026