



Barnardos

2015

Annual Report and
Financial Statements

**CHERISH
ALL THE
CHILDREN
OF THE
NATION
EQUALLY**

1916 Proclamation of the Irish Republic

**Barnardos works with
vulnerable children and
their families in Ireland
and campaigns for the
rights of all children.**

www.barnardos.ie

Contents

Chairman’s Statement	4
Chief Executive Review	6
Directors' Report	
Structure, Governance and Risk Management	9
Objectives, Achievements and Future Plans	13
Jamie	16
Children’s Services Review	18
Advocacy Review	26
Fundraising, Shops and Communications Review	28
Our People	30
Our Community Supporters	31
Donna	32
Financial Review	34
Statement of the Responsibilities of the Board	35
Auditor’s Report	36
Financial Statements	38
Reference and Administrative Details	64

Chairman's Statement

"Each of us, as citizens, has a role to play in creating a better world for our children."

Nelson Mandela

We owe it to our children and to the future of our country to ensure that every child in Ireland has the chance to hope and dream – and that every child has the opportunity and support they need to make those hopes and dreams a reality.

In order to do this we must make sure that every child has equal access to all they need for a happy, healthy and safe childhood. And that support means access to health services, to education, to suitable housing and nutrition.

These are the basics a child needs to survive and thrive. As a nation, we must ensure that every child has that. And that every parent is supported to be able to provide that. That may mean changing the way we think about services and how they are provided. It means ensuring that every child has equal access to the things that we often regard as simply the basics.

As the saying goes – our children are our future. If we don't invest in them now we will surely regret it later.

I would like to thank the people that make up Barnardos. Those who spend every day working to make sure that children have happy, healthy and safe childhoods by working with parents and carers to help them be the best parents they can be.

And to all those who support Barnardos by volunteering their time, supporting our campaigns, or donating money – Thank You. You are making Ireland a better place for our children, and our children's children.



David Begg
Chairman



Chief Executive Review

In the last year, Barnardos worked with more children and families than ever before in our history. That's a reflection of need. Of injustice. Of inequality. Thousands of families in Ireland never benefited from the so-called Celtic Tiger. But they were hit hardest by the years of austerity.

Economists and policy-makers measure these things in numbers. What matters to them is percentages, rates of growth, deficits, accounting ledgers that need to be balanced.

We measure austerity in other ways. Mental health – anxiety, depression. Children losing their homes. Cold, hunger, isolation. Family breakdown under the stress of poverty. Domestic violence and alcohol abuse, and the effects they have.

These are the “indices” that put the policy-makers numbers in perspective. There is surely a bitter irony that even as an end was being declared to the period of austerity a new crisis of homelessness emerged. For the first time in my lifetime, the phenomenon of homelessness led to children losing many of the things that enable them to grow – their roots, their sense of place, their friends, the stability and sense of safety that every child needs.

But some things don't change. No matter how rich and poor we have been as a nation, the number of children in consistent poverty stays much the same. No matter how high property prices have gone or how deep the collapse, the number of children in disadvantaged communities who leave school unable to read or write stays much the same.

There are some problems that cost billions to fix, and the fixing takes a long time. But there are some that could be fixed right now.

In 2015 Barnardos established that the cost of making primary education entirely free would be a tiny fraction – about a tenth of one percent – of the overall education budget. That tiny investment would mean that every

child would arrive in school to find their books and other equipment waiting for them, that there would be school transport if they needed it, that their parents would never be pressured into making a “voluntary” contribution, and that their schools would be warm and comfortable.

A country that valued greater equality – even one with scarce resources – would leap at the chance of making an investment like that. Never mind a country – a businessman keen on getting a decent return on his investment would leap at the chance. We discovered instead that we are going to have to campaign hard to make the system realise that education must be about breaking cycles, and not about protecting entrenched attitudes.

We will campaign for this and many other changes, because that's part of what we do. It's simply not possible to work with children, day in and day out, seeing how their life chances are being stunted by inequalities passed on from generation to generation, in communities that are never given a chance, without realising that organisations like ours have to join in campaigns for greater equality.

It's as true as it has always been that there are things that every child needs. Love, stability, safety, nourishment and shelter, the right to grow and develop but also the right to be a child.

We know that most of our children have most of these things. Every child should have a right to them, because a child who is deprived of them is a child who lives in inequality.

As an organisation, we've been through the tough times and survived. We've grown in terms of our capacity and our willingness to get stuck in. But we've also grown in our determination to ensure that the things a child needs must be at the heart and core of public policy. We'll never stop fighting for that.

Fergus Finlay
Chief Executive



In the last year, Barnardos worked with more children and families than ever before in our history.

A photograph showing a woman with long blonde hair, wearing a blue denim shirt, leaning over a young child. The child, wearing a yellow t-shirt, is sitting at a light-colored wooden table. The woman is holding a clear glass pitcher and pouring water into a clear glass. The child is looking at the glass. In the foreground, there is a plate of food. The background is a warm, indoor setting.

**Barnardos' vision
is an Ireland
where childhood
is valued and
all children and
young people are
valued equally.**

Directors' Report: Structure, Governance and Risk Management

The members of the Board hereby present their annual report and the financial statements for the year ended 31 December 2015.

Structure

Barnardo's - Republic of Ireland Limited ('Barnardos') is an Irish company incorporated under the Companies Act, 2014, on 13 March 1989. It is a company limited by guarantee and does not have a share capital. It is governed by a memorandum and articles of association, which were last amended at the Annual General Meeting on 1 July 2015.

Barnardos' board, officers and management

Barnardos is governed by members of the Board who are elected for three-year terms, which are renewable once (a total of six years). The Directors, who are non-executive, represent a diverse range of relevant expertise. The Board meets at least five times each year and has responsibility for all the business of the organisation.

The Board is supported by a Board committee structure which deals effectively with specific aspects of the business of the company. The Board committees in place are the Audit and Risk Committee, Finance Committee, Nominations Committee and Services Committee. The Board members do not receive any remuneration in respect of their services to the charity.

The Board delegates the day-to-day management of Barnardos to an Executive Management team, which comprises the Chief Executive, a senior management team and other management groupings.

No member of the Board received payment or reimbursement of expenses for 2015, 2014 or 2013. One board member was a previous employee of Barnardos and is now in receipt of a Barnardos pension relating to that employment.

Board members 2015

		Meeting attendance
David Begg	Chairperson	6/6
Alan Wyley	Chairperson, Retired July 2015	1/2
Alan Crosbie	Vice Chairperson	6/6
Tony Crooks	Vice Chairperson, Retired July 2015	2/2
Gerry Murphy	Treasurer	4/6
Jim Mountjoy	Treasurer, Retired July 2015	1/2
Grainne Burke		5/6
Miriam Hughes		4/6
Ursula Kilkelly		4/6
Helen Kelly		4/6
John Lonergan		5/6
Leonie Lunny		6/6
Gary McGann	Appointed December 2015	1/1
Phelim O'Leary		3/6
John O'Reilly		6/6

Company secretary

Dianne Moore

Executive management team

Chief Executive	Fergus Finlay
Director of Children's Services	Suzanne Connolly
Director of Finance	Dianne Moore (to May 2015) Deirdre Kiely (from May 2015)
Director of Fundraising and Marketing	Ruth Guy
Director of Support Services	Jacki Conway

Audit and Risk Committee

The role of the Audit and Risk Committee is to keep under review the adequacy, scope and effectiveness of accounting and internal control systems of all activities carried out by Barnardos. This Committee is chaired by a Board member and consists of at least two other members, one with children's services experience and another with financial experience. The Committee meets four times a year in advance of Board meetings. The CEO is in attendance along with required members of the Executive Management Team.

Gerry Murphy	Chairperson, retired July 2015
John O'Reilly	Chairperson, appointed July 2015
Michele Clarke	Retired November 2015
Peter Stewart	
Paul Harrison	Retired May 2015
Helen Kelly	Appointed September 2015

Finance Committee

The role of the Finance Committee is to keep the financial management of Barnardos under review. This Committee consists of one Board member who is the Treasurer and at least two other members who have financial experience. They meet five times a year in advance of Board meetings. The CEO is in attendance along with required members of the Executive Management Team.

Jim Mountjoy	Chairperson, retired July 2015
Gerry Murphy	Chairperson, appointed July 2015
Martin Dobey	
Ivan Fox	

Nominations Committee

The role of the Nominations Committee is to monitor, review and evaluate the structure, size and composition of the Board and its Sub Committees, making recommendations to the Board in this regard. This Committee consists of a minimum of two Board members, one of whom is the Chairperson. This Committee meets as required, given Board and sub-committee requirements. The CEO is in attendance along with required members of the Executive Management Team.

Alan Wyley	Chairperson, retired July 2015
David Begg	Chairperson, appointed July 2015
Tony Crooks	Retired July 2015
Alan Crosbie	Appointed July 2015
Miriam Hughes	Appointed July 2015

Services Committee

The role of the Services Committee is to keep under review the management of services in Barnardos. This Committee consists of one Board member and at least two other members, all with practice, service design or evaluation expertise. It meets three times a year in advance of Board meetings. The CEO and Director of Children's Services are fixed attendees.

Tony Crooks	Chairperson, retired July 2015
Grainne Burke	Chairperson, appointed July 2015
Mark Dynarski	Retired, November 2015
Brid Featherstone	Retired, November 2015
Jane Forman	
Marie Kennedy	
Leonie Lunny	
Colette McLoughlin	

Governance

In Barnardos, accountability and transparency are vitally important in everything that we do. We publish our financial accounts annually and have always done so. They are prepared in accordance with UK best practice Statement of Recommended Practice (SORP) in the absence of statutory reporting standards for charities in Ireland.

We provide a 24 hour press office and respond to all queries with honesty and integrity. Our annual reports dating back to the year 2000 are available on our website www.barnardos.ie. We have always filed our reports with the Companies Registration Office (CRO).

We comply fully with The Governance Code for the Community, Voluntary and Charitable Sector in Ireland. The Governance Code is principles-based and it is voluntary. It has been designed by the sector, for the sector. We review annually to ensure continued compliance. (Visit www.governancecode.ie)

We welcome the progress to date of the Charity Regulatory Authority and Register of Charities under the phased implementation of the Charities Act, 2009 and Barnardos will ensure full compliance with all requirements.

Accounting records

The Board Members believe that they have complied with the requirements of Sections 281 to 285 of the Companies Act, 2014 with regard to accounting records by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records of the company are maintained at Barnardos National Office, Christchurch Square, Dublin 8.

These documents are prepared in accordance with the Companies Act, 2014 and, voluntarily in the absence of

statutory reporting standards for charities in Ireland, in accordance with UK best practice (Charities SORP 2015) as recommended by the Charity Commission for England and Wales. This Directors' report contains the information required to be provided in the Trustee's Annual Report under the SORP guidelines.

Going concern

Based on the results for the year, the year end financial position and the approved 2016 budget, the Board of Directors believe that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason the Board continues to adopt the 'going concern' basis in preparing the financial statements.

Political contributions

There were no political contributions in 2015 (2014: Nil), and as a result no disclosures are required under the Electoral Act, 1997.

Post balance sheet events

There have been no events subsequent to the year end that require any adjustment to or additional disclosure in the 2015 financial statements.

Auditor

KPMG, Chartered Accountants have expressed their willingness to remain in office and, in accordance with Section 383(2) of the Companies Act, 2014, KPMG, Chartered Accountants will continue in office.

Risk Management

Barnardos works with children, young people and families experiencing the effects of disadvantage. The nature of this work means that we take on a medium to high level of risk in our core activity. We aim to minimise this through our ongoing risk assessment process and controls, including the need to ensure our work is appropriately resourced, across our identified areas of risk.

The Audit and Risk Committee examines the effectiveness of the systems of internal operational and financial control annually and confirms the operating effectiveness of those systems to the Board. The key components of Barnardos' internal control and risk management environment include the following:

- An approved plan and annual budget against which progress is reported on a regular basis, including monthly financial reporting of actual results compared with budgets and forecasts.
- Regular reviews across all areas of our operations.
 - The results of each review are reported to management and, via the Audit and Risk Committee, to the Board.
- Key policies on whistleblowing, usage of IT, and in relation to child protection, health and safety, and complaints and reporting of same.
- Formal consideration by the Board of an annual risk assessment in which the effectiveness of the charity's financial and operational internal controls have been reviewed.

Barnardos operates a risk-management process culminating in a corporate risk register that identifies the top risks, their likelihood and impact, and the consequent actions necessary to manage them effectively. Corporate risks and mitigating actions are regularly scrutinised at each Audit and Risk Committee meeting and by senior management and the Board. The principal operational and financial risks that we have identified that could have a serious potential impact on performance, future prospects or reputation are as follows:

- Abuse of a child within our services
- Poor quality of service delivery
- Insufficient funding
- Inadequate financial controls
- Reputational damage
- Losing touch with stakeholders
- Poor business planning
- Breach of regulation or legislation
- Failure to focus on mission and vision

Our risk register is underpinned by an annual plan of external and internal audits. Audits/reviews in 2015 were carried out in the areas of:

- External annual financial audit
- Internal financial audits (5)
- External financial audits by statutory funders (2)
- Review of implementation of the risk aspects of the IT Strategy
- Health and safety audits (2)
- HR audits (2)
- External data protection assessment

Vetting

Barnardos is aware of its obligations under the National Vetting Bureau (Children and Vulnerable Adults) Act, 2012 and will be fully compliant with these requirements upon the commencement of the legislation. Barnardos is a participant in the pilot e-vetting process being rolled out by An Garda Síochána.

Barnardos applies Child Protection policies, which are based on Children First 2011 and best practice recruitment policies and procedures. Barnardos continues to advocate externally for improvements in, and the expansion of, rigorous child protection procedures in the interests of child protection.

Reserves

In accordance with recommended best practice, each charity should have a reserve policy. Barnardos free reserves at 31 December 2015 were €4.7m, approximately ten weeks of budgeted operating costs. This is in line with Barnardos policy.

Barnardos Objectives, Achievements and Future Plans

Objectives

Barnardos' vision is an Ireland where childhood is valued and all children and young people are cherished equally. Our mission is to challenge and support communities, society and government to make Ireland the best place in the world to be a child, focusing specifically on children and young people whose well-being is under threat.

Our choices are rooted in our belief that we can improve outcomes for children when their needs are appropriately met through the provision of high quality services ranging from prevention and early intervention to targeted services. Our outcomes for children are:

- Improved learning and development
- Increased emotional well-being
- Improved children's rights to ensure their welfare and protection

Our five year strategic plan – *the Barnardos Blueprint for Children 2011-2016* – identifies our key goal of achieving systems change in the way in which services are delivered to children throughout Ireland. We have three over-arching objectives:

- To drive transformation of the State's response to children's rights, child protection, child poverty and educational disadvantage,
- To ensure that significantly more children living in disadvantage have access to prevention and early intervention services in their communities as part of a holistic response to their needs, and
- To build the financial resilience of the organisation in order to achieve our key objectives.

Achievements and performance

In our strategic plan, we have five key initiatives on which we measure, monitor and report annually. Here we report on the progress made in 2015.

1. Promoting and supporting a community model of services for children.

Within disadvantaged communities, services are a critical conduit to reaching and supporting those children whose wellbeing is under threat.

- We are supporting the Area Based Childhood (ABC) programme by ensuring effective leadership of ABC Finglas and active participation in ABCs in Knocknaheeny, Limerick, Bray and Ballyfermot with all key activity targets met.
- We are actively involved in the roll-out of Tusla's National Service Delivery Framework.
- We are members of relevant children's services committees and take lead/chairing roles on sub groups in relation to family support, parenting and Local Area Pathways.

2. Challenging the state on behalf of children.

Our advocacy strategy continued to focus on four core areas: child protection, child poverty, educational disadvantage and the further development of child welfare services in Ireland.

- We worked to influence the National Early Years Strategy and *Better Outcomes, Brighter Futures*, the National Policy Framework for Children & Young People. Our key recommendations were included in the Interdepartmental Working Group on Childcare.

- Ahead of the 2016 General Election, we ran our Rise Up for Children campaign to highlight the scale and depth of the impact of structural inequalities on children.
- Clear evidence of our recommendations to tackle the political and public apathy towards the scale and scourge of child poverty were announced in Budget 2016 measures.
- Our key education policy message was on the provision of free primary school education.

3. Developing the Barnardos services delivery model

Our service delivery model combines child-focused and family-focused services which seek to ensure vulnerable children receive effective services, across their life cycles, and in their communities, aimed at ensuring they realise their full potential and have the opportunity to make a successful transition into adulthood.

- We continued working to ensure Barnardos is at the forefront of high quality early years provision.
- We designed a programme for working with children from birth to two years with a pilot to commence in January 2016.
- We completed a Siolta baseline exercise in Barnardos' six early years projects.

4. Building financial resilience

In order to build the financial resilience of the organisation we have adopted a diversified approach to fundraising alongside a stronger focus on increasing the level of cost recovery for services provided under service level agreements funded by statutory funders.

- We attended Tusla Commissioning Working Group meetings and were involved in various advisory groups in preparation for a commissioning environment with Tusla.
- We worked to ensure voluntary funding is at one-third of our total income to ensure Barnardos' ability to invest in prevention and early intervention work and to retain our independence of voice.
- We developed an IT Strategy for 2015-2017 addressing key risks and organisational requirements.

5. Knowledge transfer and practice development

To achieve systems change through the provision of internal and external training, publications, practice development and programme development support services to our sector.

- We contributed to the quality of services by providing external training and Barnardos products to others in the sector.
- We developed and implemented a Training Quality Assurance Framework. We commenced Stage 1 QQI provider validation for Barnardos and devised two new standardised training programmes.

Future plans

2016 is the final year of our current strategic plan – *Barnardos Blueprint for Children 2011-2016*. We will continue working to accomplish our goals and objectives and have set targets for the year. In addition we will focus on the development of our next strategic plan for the period 2017-2021.

In 2016, we will continue:

1. Promoting and supporting a community model of services for children

- Support the ABC Programme as lead organisation for its implementation in Finglas and active participation in ABCs in Knocknaheeny, Limerick, Bray and Ballyfermot with specific activities targeted.
- Develop a Schools Strategy incorporating a range of our key programmes and other initiatives to deliver positive outcomes for children working in partnership with schools.

2. Challenging the state on behalf of children

- Influence the content and implementation of the Programme for Government to tackle child inequality.
- Push for the provision of free primary education, starting with free school books for all children in primary schools.
- Highlight the impact of domestic violence on children and the need for legislative reform and supports.

3. Developing the Barnardos services delivery model

- Roll out a new parenting programme for children from birth to two years.
- Implement Siolta and ensure Barnardos is at the forefront of high quality early years provision.
- Independently evaluate Barnardos' Partnership with Parents (PwP) programme.

4. Building financial resilience

- Improve ability to respond (in line with the yet to be developed) Tusla commissioning requirements.
- Develop the case for better cost recovery and discuss this with Tusla/other relevant statutory funders.
- Ensure voluntary funding is at one-third of our total income so as to ensure ability to invest in prevention and early intervention work and independence of voice.

5. Knowledge transfer and practice development

- Contribute to quality services within the sector through the provision of training and the development of e-learning training.

**In Ireland in 2015 children are not equal.
One in six children experience food poverty.**

Jamie

**At Barnardos, we work with thousands of children to help change their lives.
Jamie is just one of them...**

At just five years old, Jamie has already been through a lot.

Jamie's teacher had raised concerns about his appearance as he looked malnourished, exhausted and it was very obvious he couldn't hold his concentration long enough to learn, interact or play. Jamie was hungry.

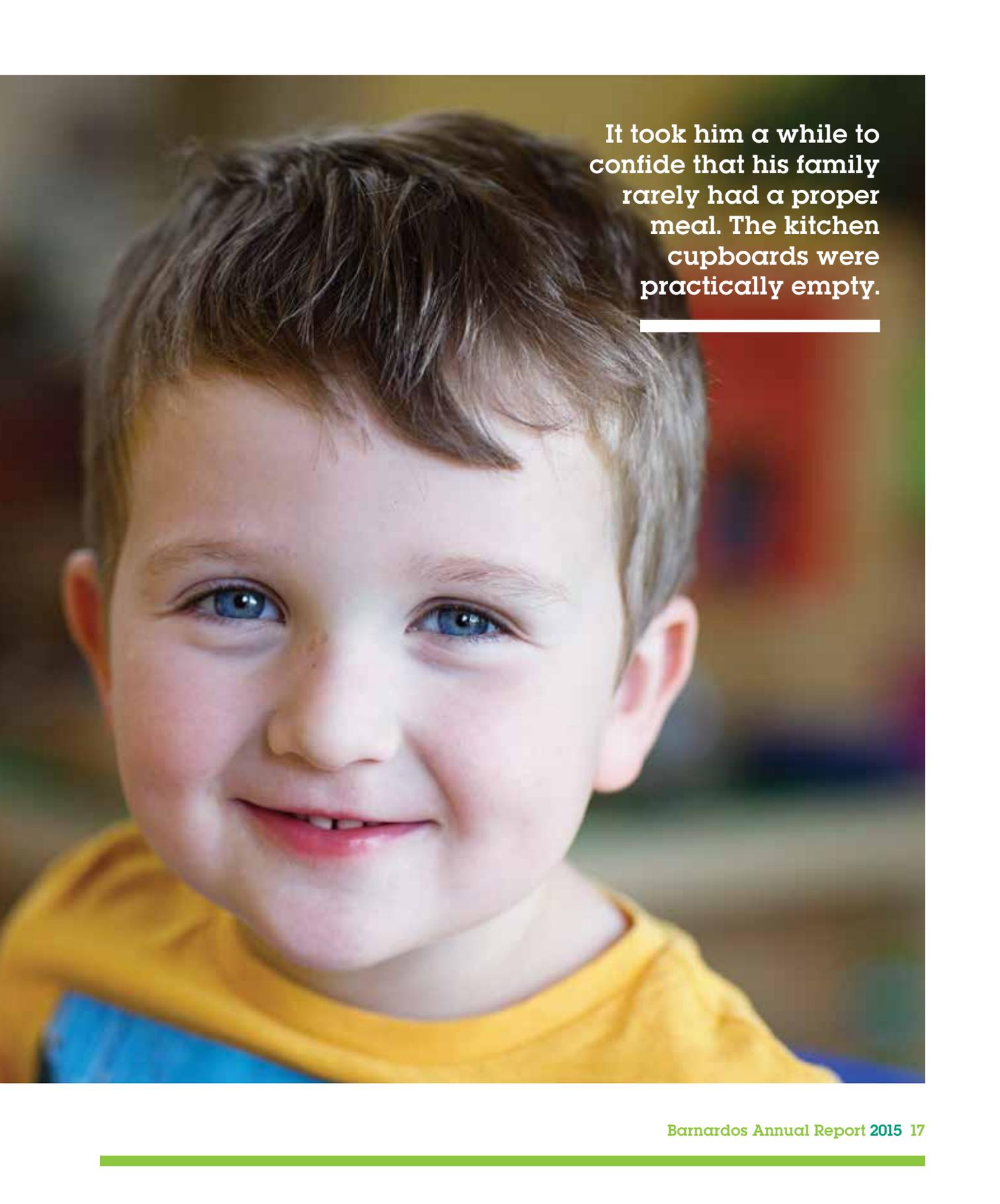
When Jamie first came to Barnardos, he wasn't interested in talking about what was going on at home. He didn't talk about how his parents struggled every day to put food on the table because they are so financially stretched, isolated and physically and emotionally stressed.

Jamie's Project Worker said "It took him a while to confide that his family rarely had a proper meal. The kitchen cupboards were practically empty. They were eating cereal for dinner night after night. At school, he was so hungry that sometimes he would hide his classmate's leftovers from lunch in his schoolbag and take them home. It was obvious that his family loved him, but they were really struggling to cope and survive."

Since coming to Barnardos, Jamie is making good progress. He is more willing to be honest about his feelings, as he is having more interaction with his parents who are beginning to really understand what it will take for him to thrive.

His parents are benefiting too. His Mum feels less alone and has made new friends on her parenting course. Jamie's Dad is a lot more involved and has discovered a flair for cookery and he often cooks Jamie's dinner.

Jamie and his parents have come a long way and it has been an intense process. There is still work to do, but we know that Jamie's life has already changed so much, and for the better. Barnardos will continue to work with them to make sure it stays that way.



It took him a while to confide that his family rarely had a proper meal. The kitchen cupboards were practically empty.

Children's Services Review

Children's Services

Barnardos' services are situated in the heart of local communities. In 2015, all our services continued to meet the needs of children and their parents and achieve outcomes in relation to children's emotional, social and cognitive development in partnership with the children themselves, their parents and the agencies with whom we work.

Our services

Barnardos operates seven early years projects for children in the two to five years age range, 20 Family Support projects and four Teen Parent Support programmes. In our family support projects we provide one-to-one parent/child work, we work with the whole family and we offer practical family support. One of our key family support offerings is Barnardos' Partnership with Parents programme. It includes one-to-one work with parents in the home, tailored to meet the specific needs of parents and their children.

We also provide a range of specialist services including Guardian ad Litem (GAL), Post Adoption, Bereavement Counselling for children, Roots of Empathy (a school based programme delivered in the classroom) and Wizards of Words (a paired reading programme in which older volunteers read with children in first and second class in primary school).

Working in partnership

We have a strong commitment to a community model of service provision for children. We are the lead agency for the Area Based Childhood Initiative in Finglas and are actively participating in Area Based Childhood Initiatives in Knocknaheeny, Limerick, Bray and Ballyfermot working with other local agencies.

We are also involved in the implementation of the National Service Delivery Framework with Tusla and other agencies. We have two Child and Family Network Support Coordinators working in the midlands and

are taking the lead practitioner role in other locations throughout the country.

In partnership with Tusla, we also undertake Initial Family Assessments and Parenting Capacity Assessments.

Highlights

- **Barnardos' Partnership with Parents (PwP)** programme was named as one of three evidence-informed programmes included in the South Eastern Areas' Social Investment Fund (Northern Ireland) on behalf of the Office of First Minister and Deputy First Minister. The contract involves Barnardos providing three PwP training courses for practitioners from a range of children and family services in Down, North Down and Ards, Colin and Lisburn. The training will be followed by monthly group technical supervision for 12 months and quarterly technical supervision for managers in year two.
- We have commenced the service design process for a parenting support programme for parents of children aged from **birth to two years** and have developed specific staff guidance and a parent activity booklet. A five month pilot will run from January to May 2016 to test the materials after which they will be revised and strengthened in accordance with the feedback from staff and parents. The four sites participating in the pilot are Athlone, Clonmel, Tivoli and Tallaght Teen Parents Support Programme. Training was carried out in December 2015.
- The **Reflective Practice for Early Childhood Professionals** publication was produced in collaboration with the National Childhood Network and the North Tipperary County Childcare Committee. The publication is for all practitioners and managers who work in early years services. It encourages practitioners to think about what the term 'reflective practice' really means and supports them to use reflective practice on a daily basis in the workplace. This publication was launched in October.

- In 2015 our Learning and Development service developed a **library platform** to give external library members online access to library materials. We also piloted an extended library outreach service, based on user feedback, which facilitates members to return books via Barnardos' shop in Rathmines.
- Barnardos submitted a response to the Department of Children and Youth Affairs consultation paper on the reform of GAL arrangements under the Child Care Act, 1991. Barnardos welcomes the initiative to reform GAL arrangements and has long campaigned for such reform. We have also recruited a development post which will support our plans for the Barnardos GAL service.
- In 2015 we began to develop our Schools Strategy. We completed a baseline audit of our current provision in schools and are reviewing our offerings with a view to establishing our capacity to reach more children in a school setting.

Evaluation

- The evaluation of our **Amplifying Voices (AV)** programme, undertaken by Poorman and Skyers Research and Consulting in the UK, confirmed the positive impact of the programme on the young people who participated in it. Specifically, children and young people who participated in AV demonstrated:
 - improved ability to express their views confidently,
 - improved ability to work with and relate to other young people in a team setting, including listening and considering the views of others,
 - improved skill development in relation to developing good relationships with peers and adults and,
 - improved appreciation and understanding of the right to be heard and improved knowledge regarding how to influence decision-making processes.
- The young people contributed to the evaluation through the production of a film, which was premiered in the Light House Cinema in Dublin. The film is available on the websites of Atlantic Philanthropies, the Department of Youth and Children Affairs and Barnardos.
- AV will finish in June 2016 as planned. It was a time limited project with the aim of developing a knowledge base that could be shared within the sector. This has been manifested in the toolkit **A Practical Guide for Including Children and Young People in Decision-Making**, developed in conjunction with the Department of Children and Youth Affairs. This toolkit aims to support people with an interest and/or belief in the voice of children and young people to reflect on their practice and consider how to support the participation of seldom heard children and young people in their day-to-day work.
- The **Le Cheile Extend School Campus** in Limerick was opened in September 2015. Barnardos has a lead role in co-ordinating and delivering an early bird service (breakfast club) and an after-school programme for children within the campus.
- Barnardos **Post Adoption Service** marked 30 years of its service in 2015. It provides a range of services including:
 - a therapeutic service for intercountry adopted children living in the Dublin, Kildare and Wicklow area,
 - a national advisory service for adoptive parents, birth family members and adopted young people and adults,
 - national training and support meetings for parents who have adopted from abroad,
 - support meetings for birth mothers and other family members with the Barnardos Birth Mothers Group,
 - advice on adoption information and tracing and,
 - specialist training on adoption issues for teachers and other professional groups.

To mark the 30th anniversary of the service, a special event was attended by over 50 women who have benefitted from the support groups facilitated by Barnardos since 1985. The attendees spoke movingly about how the experience of meeting other birth mothers helped with feelings of loss and isolation and supported them in their search for their adult sons and daughters.

Training

- In preparation for the accreditation of Stage 1 of the Quality Qualifications Ireland (QQI) process our training unit developed a standard training pack for Promoting Positive Behaviour and Supervision. We also introduced an accreditation process for new members of our training panel.
- We delivered a number of external training events, including 58 tailored training events with approximately 737 participants on topics including Children First Child Protection; Making the Most of Supervision; Supporting Children Through Transitions; Reflective Practice; and Promoting Positive Behaviour. We also held 17 public events with 213 participants on topics including Children First Child Protection; Designated Liaison Person Training; Quality Adult Child Interactions; Giving Evidence in Family Proceedings; and Internet and Cyber-bullying.
- We provided 107 internal training courses to 761 employees throughout 2015. This included Database training, PwP programme and Shared Language training.

Auditing and monitoring

- Barnardos remains committed to the auditing and monitoring of our practice in order to ensure that all of our services remain needs-led and outcomes-focused. Further to the audit of Standard Reporting Forms (SRF) in 2014, we developed guidelines for all employees on their completion.

Commitment to quality

- During 2015 we began work on the introduction of a **Workload Planning Tool**. The purpose of the Workload Planning Tool is to support front-line staff and managers in relation to planning their crucial work. The pilot of the draft tool will commence in early 2016.



In our family support projects we provide one-to-one parent/child work, we work with the whole family and we offer practical family support.

**Our mission is to
make Ireland the
best place in the
world to be a child.**



Use of Barnardos services during 2015

Barnardos family support services include targeted early years intervention, intensive family and individual support, teen parent support and family welfare conference services; it also includes our Guardian ad Litem (GAL), bereavement support and post-adoption services.

Our community based prevention services include toy libraries and playground facilities that can be accessed by all members of the local community in which Barnardos works.

During 2015 a total of 13,174 children and parents benefited from Barnardos' targeted family services, our community based prevention services and our Roots of Empathy school based programme. This represents an increase on 2014 (11,378) which is largely due to the continued roll-out of Roots of Empathy.

Table 1: Total direct work with children and their parents, 2015

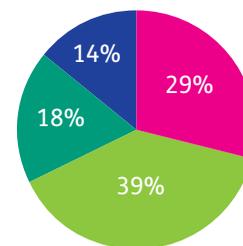
	Children's Services	Roots of Empathy	Guardian ad Litem	Total
Children	4,111	3,566	790	8,467
Parents	3,132	NA	NA	3,132
Other Carers	270	NA	NA	270
Community based prevention	1,305	NA	NA	1,305
TOTAL	8,818	3,566	790	13,174

The majority of children attending our targeted family support services are aged between six and 12 years (44 per cent), with 39 per cent aged from birth to five years. The remaining children and young people are aged between 13 and 18 years.

Figure 1: Age range of children attending family support service

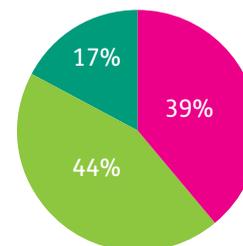
2014

- 0-5 years
- 6-12 years
- 13-18 years
- other



2015

- 0-5 years
- 6-12 years
- 13-18 years



Note: In 2015 we made age range a mandatory field

Referrals

Overall we received 6,106 referrals (consisting of 3,276 child referrals and 2,830 parents).

The main source of referral was Tusla social workers with 49 per cent of all referrals coming from this statutory source. This is consistent with 2014 referrals. A further 18 per cent of referrals were self-referrals reflecting the embedded nature of our services in local communities. Other sources of referral into Barnardos include schools (10 per cent), Public Health Nurses (five per cent) and other voluntary and community agencies (four per cent). The remainder of referrals came from a variety of sources such as psychologists, speech therapists and GPs.

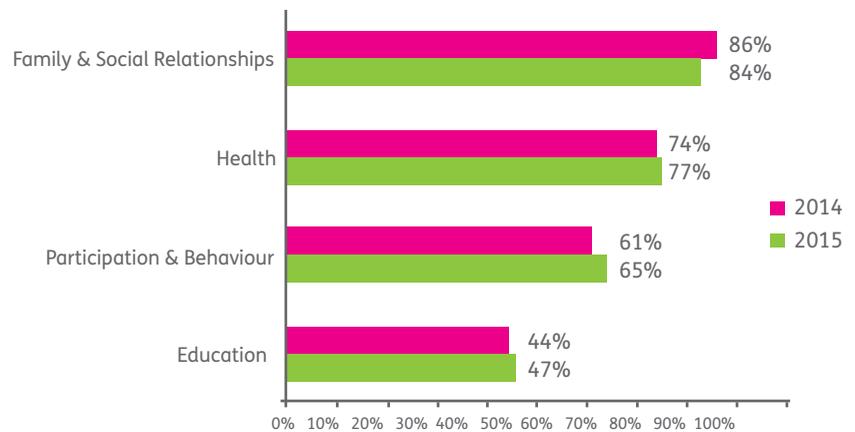
Level of need

Children who received a comprehensive assessment were often found to have multiple needs in different areas of their lives.

Of the children assessed:

- 84 per cent had at least one identified need in the area of family and/or social relationships, for example dealing with family conflict or poor peer relationships.
- 77 per cent of children were assessed as having at least one identified physical or psychological health need e.g. poor nutrition or speech and language delay.
- 65 per cent of children were assessed as having at least one identified behavioural or social participation need e.g. poor social skills or aggressive or age inappropriate behaviour.
- 47 per cent of children were assessed as having at least one identified education or training need e.g. poor school attendance, poor school readiness or low academic achievement.

Figure 2: Needs of children attending targeted family support services



Project/Service enquiries

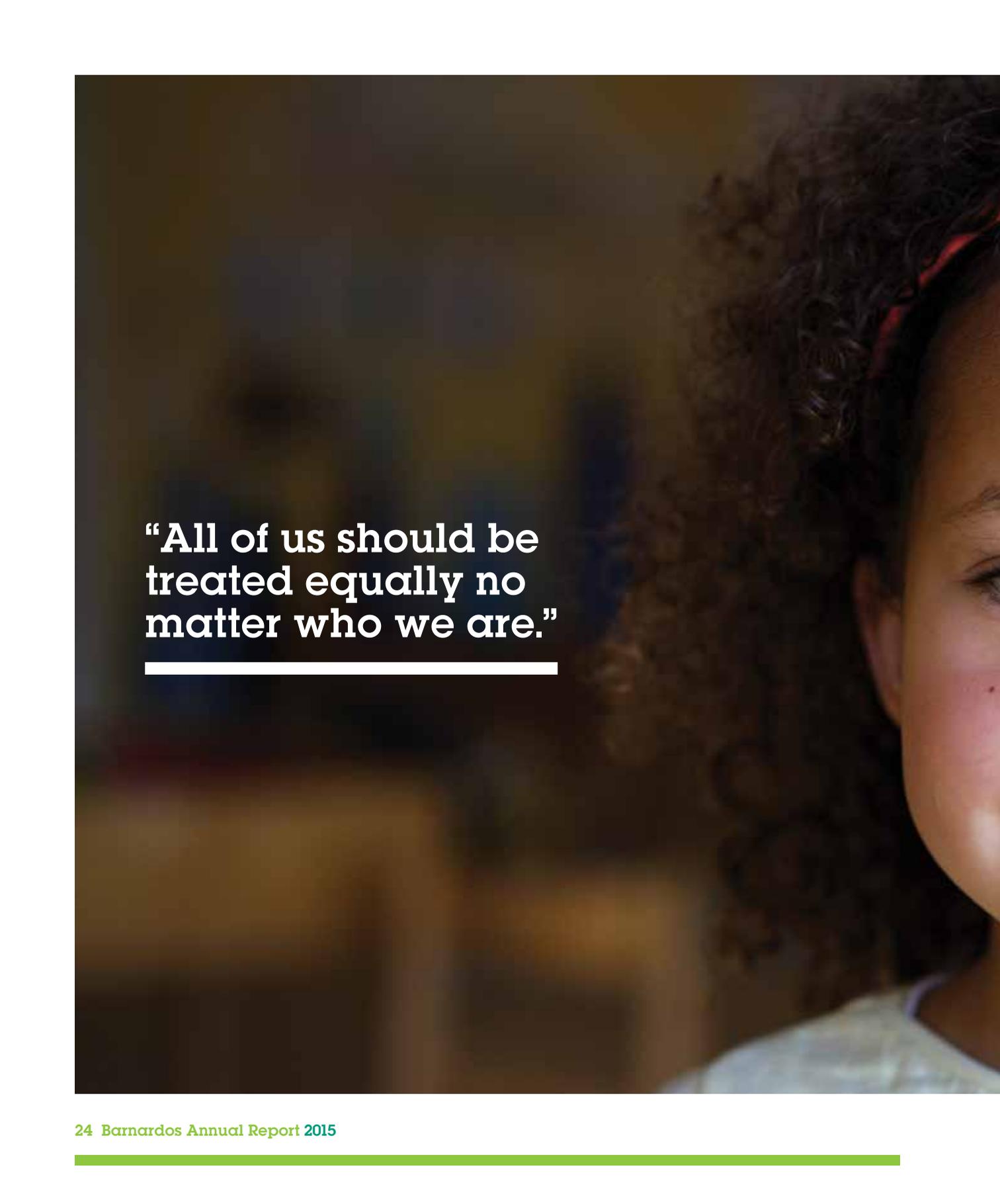
In 2015, approximately 2,454 enquiries were received by our community-based projects from parents, professionals and community members, which represent an increase of 25 per cent. Almost 50 per cent of these enquiries were made by parents and a further 33 per cent were made by professionals.

Information services

During 2015, our Learning & Development Service, Post-Adoption Service and Bereavement Counselling for Children Helpline Service dealt with 3,090 face-to-face or telephone enquiries from parents, children and young people, professionals, students and other members of the public.

Table 2: Enquiries during 2015

INFORMATION SERVICES	2015
Learning & Development Service	2,312
Post-Adoption Service	472
Bereavement Counselling for Children Service Helpline	306
Total	3,090



**“All of us should be
treated equally no
matter who we are.”**



Advocacy Review - Challenging the State on behalf of children

During 2015 Barnardos continued to challenge the government and all political representatives to ensure Ireland delivered the best possible policy and legislation for children. Our key focus was on a major campaign to end child inequality; Rise Up.

Legislation

During 2015 a number of key pieces of legislation were advanced.

- The historic **Children First Act** finally became law. This law, when fully enacted, sends a very clear message that child protection is an absolute priority and society will not tolerate anything which compromises this. Barnardos would like to see accompanying clear information and guidelines published for practitioners to ensure compliance. The passage of this law also saw the banning of slapping of children by their parents as the defence of ‘reasonable chastisement’ was revoked.
- The **Children and Family Relationships Act** updates many aspects of family law and means all children will be treated equally, no matter who is parenting them. This legislation reflects the real lives of thousands of children living in non-traditional family settings, providing greater legal security for their relationships with those loving them and bringing them up.
- Other significant pieces of legislation that were passed include the new **Child Care (Amendment) Bill**, which extends a statutory entitlement to an aftercare plan to care leavers. We hope when it is commenced it will be followed up with adequate funding to ensure its implementation. The **Adoption (Information and Tracing) Bill** was also published and debated. This Bill, which is long overdue, includes key provisions strengthening adopted people’s right to identity. With a few further amendments it could be among the best. Lastly, the **Criminal Offences (Sexual Offences) Bill** will, once enacted, provide greater protection for children against a range of abuses and harm, including child prostitution and child pornography.

Children’s rights

In April 2015 a significant milestone was passed when the Supreme Court finally ruled that the yes vote in the 2012 Children’s Referendum was legitimate. This means the Irish Constitution has a new article enshrining children’s rights, ushering in a new era for all children in Ireland. Children will no longer be seen and not heard, but will have their rights protected in the highest law of the land. We will continue to monitor the impact of this historic amendment in the coming months and years to ensure it delivers improved support and protection for children in Ireland’s laws, policies and practice. A second referendum took centre stage during 2015. Barnardos was delighted to be part of BeLonG To’s YES Coalition supporting the Marriage Equality Referendum. On 22 May the yes vote sent a clear signal to all LGBT children that they live in a society that values their lives equally.

Rise Up for Children

The 1916 Proclamation declared that Ireland as a republic would ‘cherish all of the children of the nation equally’ but 100 years later this is not the case. Too many Irish children are born unequal. Their futures are determined by a lottery that sees some born with the opportunity to thrive and others having to fight just to survive. Barnardos launched its Rise Up campaign because inequality is not just bad for an unlucky few; it affects the whole of society by undermining economic growth and destroying social cohesion. Inequality exists because of the way our social, economic and political systems are constructed. Inequality is perpetuated and entrenched because of political decisions; but it doesn’t have to be this way.

Barnardos’ Rise Up campaign is demanding political action to tackle child inequality in 2016. We focused on five key areas which have a significant impact on children’s lives; the first year of life, early childhood care and education, health, housing and education, and prepared key recommendations.

Key activities of this campaign included commissioning economists to examine the impact of inequality on children; undertaking market research with young people, hosting a film premiere on inequality and holding a conference which showcased a number of national and international experts. We promoted all these activities through the media and we were very active online also. We built a dedicated website which provided information on inequality, targeted TDs, and provided opportunities for our supporters to lobby for reform and support our campaign. We will build on this campaign in 2016 seeking to influence the forthcoming Programme for Government and lobbying the new government and political representatives.

Educational disadvantage

In 2015 Barnardos' ran its School Costs Survey for the 10th year. One of the greatest myths perpetuated by the Government is that education is free for all children – something we know is far from the truth. Over the last decade the survey has provided a sobering insight into the cost of sending a child to school in Ireland, as well as shining a light on the strain placed on families in the run up to the new academic year. Unfortunately 2015 was no different.

Parents told us they are still struggling to meet the cost of uniforms, books and school payments. Education is a crucial factor in a child's development and children spend a sizeable proportion of their life in school. Parents want the best for their children and appreciate the importance of a good education, so if they must make sacrifices elsewhere in the household budget or take out a loan or end up in debt to send their child to school, they do. Asking parents to make these kinds of difficult choices to give their child an equal chance at a bright future is unacceptable.

This year we stepped up our work in this area, researching what it would cost the Exchequer to fully fund free primary education; covering school books, transport, classroom resources and removing the voluntary contribution. We found it would only cost an additional €103m per year – just €185 extra per child. We will continue to lobby for this investment to be made by the Department of Education and Skills.

Budget 2016

Budget 2016 delivered pockets of positive investment, signalling the Government is taking steps to repair some of the damage years of austerity have had on children. While there were some welcome measures; including investment in childcare and a focus on supporting families, Barnardos would have preferred to see a holistic and sustainable plan to tackle the horrifying rate of child poverty in 2016 and beyond. Among the positive steps announced were:

- the extra investment in childcare including paid paternity leave,
- an earlier start date for free pre-school year, and
- an extension to some childcare schemes.

However, these pledges still fall short of the 0.8% GDP average investment of other OECD countries. Funding for Tusla was increased but it is likely to remain insufficient to ensure the Child and Family Agency can discharge all its crucial child welfare and protection duties, and we will campaign for more. A strong focus on housing is crucial, but the growing crisis shows there has been little impact on the ground. Budget 2016 was a missed opportunity not to raise rent supplement levels as these values are too low thereby increasing the risk of homelessness for many families. While additional teaching staff are welcome, Barnardos is disappointed the Government failed to invest the €103m needed to introduce free primary education to Ireland. We will continue to demand political action to end child poverty under our Rise Up campaign.

Working in partnership

With so many issues affecting children in Ireland it makes sense to pool sector resources to deliver the most effective impact. In 2015 Barnardos worked with a number of other organisations to lobby for positive change for children in different areas of legislation, policy and service delivery. We will continue to work with our colleagues in the sector to make positive change in the lives of children in Ireland.

Fundraising, Shops and Communications Review

Fundraising

Ireland's economic recovery has not reached the families Barnardos works with. Indeed many now find themselves living in more challenging circumstances than ever before.

For Barnardos to continue providing vital services in 40 communities across the country, we needed to raise €7.5 million in fundraising and trading income in 2015. With the help and generosity of our supporters, donors and customers we set out to do this through generating fundraising income (target: €6.3 million) and trading income from Barnardos shops (target: €1.2 million).

Fundraising activities included working with corporate partners, supporting those who choose to fundraise for us, organising national events and campaigns, applying to trusts and foundations, and recruiting and caring for our committed givers.

Each year the generosity of our supporters amazes us. Without them we simply could not do it.

People take on treks and challenges, bake cakes, climb mountains and shake a bucket to raise funds for Barnardos. Companies support through staff initiatives and corporate giving.

In 2015 more crèches than ever before participated in the Big Toddle for Barnardos and thousands of people donated to our bucket shakers on our national collection day Buckets for Barnardos.

4,000 people signed up to support Barnardos with a monthly direct debit donation. Over 50 per cent of our total fundraising income comes from individuals like these who support us with regular donations, on average for about three to five years. Others left a gift in their will so caring for children will be their enduring legacy.

The overwhelming generosity and kindness of our supporters saw Barnardos exceed its fundraising target for 2015, and keep its doors open for children and families.

Barnardos shops and Bridal Rooms

Barnardos operates a network of seven shops located in Dublin, Cork, Carlow and Wexford and two Bridal Rooms in Wexford and Dun Laoghaire for the purpose of raising funds to support Barnardos' work with children and families.

A new centralised logistics approach to sorting and allocating donations was introduced in 2015. This resulted in better use of donated stock.

In addition Barnardos continued to operate successful pop up shops in Clondalkin; at the Ideal Homes Exhibition, and two new initiatives in Wexford – a homeware shop and a Christmas shop – both of which proved very popular.

Key to the success of our network of shops are the volunteers and people who work with Barnardos through the Tús and Community Employment Schemes. Without them, it would not be possible to do the work we do.

Barnardos supports Community Employment Scheme participants to achieve training awards to assist in their progression into full time employment. A total of 44 FETAC accredited training modules were completed and passed in 2015 and 56 per cent of scheme participants progressed into employment.

Barnardos also secured sponsorship from the Environmental Protection Agency for a goods vehicle to support the environmental benefits of our work in promoting reuse of clothing and reducing landfill.

Communications

The real stories of the children and families with whom we work were told throughout the year in national and regional media and across digital channels. This raised awareness of the issues and generated support for Barnardos' campaigns and fundraising activities.

We developed an online media centre (www.barnardos.ie/media) to provide journalists with easy access to rich content and videos about our work with children and families.

We continued to invest and grow our panel of spokespeople from Children's Services meeting demand from local and national broadcast media.

Our celebrity ambassadors continued to engage in a meaningful way with our work and use their profile to support Barnardos, drive awareness and fundraising campaigns. We have been delighted with their support. Particular thanks to Amy Huberman, Paul O'Connell and Aisling O'Loughlin.



Our People

During 2015 Barnardos grew to meet the increasingly complex needs of the children and families with whom we work. At the end of the year, 390 people were employed (2014: 361), with 200 full-time and 190 part-time employees.

The work we undertake is challenging and Barnardos seeks to attract and retain the best people. We continue to invest in learning and development with 112 (2014: 82) training days across 107 (2014: 100) training courses delivered in 2015.

One of the highlights of the year was that everyone in Barnardos had an opportunity to contribute to the updating of our values and the development of a set of Barnardos behaviours to support these. Our values were adopted by our Board in July 2015. Our values are:

We're for children

We always see hope

We believe in children's rights

We value and respect each other

We are efficient and transparent in our work

We believe in effective partnership

Towards the end of 2015, all employees were invited to participate in phase one of the development of Barnardos next strategic plan (2017-2021). This plan will be developed during 2016.



Our Community Supporters

Volunteers are the hidden heroes of Barnardos. During 2015 a total of 279 people undertook roles from reading support to gardening, administration to assisting work with children, helpline manning to warehouse sorting. We are constantly overwhelmed by people's enthusiasm, dedication and generosity of spirit. The hours and hours our volunteers cheerfully donate to support vulnerable children both directly in services, and indirectly in our shops, warehouse, helplines and administrative support roles is truly humbling.

More than 1,100 people enquired about volunteering with Barnardos during the year, resulting in the recruitment of 140 new volunteers.

The biggest single group of volunteers support Barnardos' Wizards of Words (WoW) Reading programme. A total of 77 Reading Tutor volunteers aged 55 and older take time every week to read with first and second class children in school to improve their literacy skills and help them become more confident readers. They also build the children's confidence and self-esteem. In 2015 volunteers were recruited and trained to support the expansion of the WoW programme into four schools in Finglas as part of the Better Finglas ABC programme.

Our youngest volunteers are the new babies who come with their parents into classrooms at three week intervals during the school year to teach children social and emotional understanding through the Roots of Empathy programme.

We would like to extend a very heartfelt thank you to all those who gave their time and skills in 2015.

Denis McCarthy has been a Volunteer Reading Tutor with Barnardos Wizards of Words Reading Programme since 2014.

“It has structured my week and helping others is its own benefit. I'd say anyone who's thinking of volunteering go for it, it's a win-win situation for all concerned. It makes for a much more happy retirement.”



“I love going into the Barnardos shop because I am not only doing something worthwhile, but I also like and appreciate the friendships of all my colleagues there. I hope I can help out for many years to come!”

Lourdes Brennan has been volunteering with Barnardos' shop in Carlow for six years.

During 2015 the housing crisis in Ireland continued. Reports in early 2016 showed the number of people seeking social housing in Dublin has reached an all-time high of 43,500. This includes a staggering 17,054 children.

Donna

When Donna became homeless in February 2015 she and her eleven year old son had to move into emergency accommodation. They had been renting privately but Donna experienced depression which led to falling behind on their rent and she and her son were subsequently evicted. They lived in a small town where there was no other affordable accommodation available.

Donna describes how the housing crisis affected her and her son, "We moved into a women's hostel in Mullingar. It was scary for both of us and my son found it very difficult - there was only one other boy who wasn't the same age. Living in one room with a curfew, a set bed time and little independence strips you back. We had a strong relationship but it started to suffer under the strain. I got support from the staff in the hostel and with their help I learned how to budget and save some money. They also suggested my son link in with Barnardos and this really helped him cope with the situation; but it was still a struggle. I tried constantly to find somewhere else to live but rents were always too high and in any case landlords didn't want to know once I mentioned Rent Supplement."

Through hard work and support from the services she accessed Donna managed to turn things around. After nine months in the hostel they now live in a two-bed apartment under the Rental Accommodation Scheme. *"My son is delighted to have his own space. He didn't leave his new room for a full day when we first moved in. Without support from Barnardos and the hostel staff it could have been a different story for us - I saw in the hostel not everyone comes out the other side. I wish I had known about the services available before becoming homeless."*





**Without support from
Barnardos and the hostel
staff it could have been a
different story for us.**

Financial Review - Building Financial Resilience

Barnardos is financed by a mix of statutory and voluntary funding. In 2015 Barnardos raised a total income of €23.1m, up from €22m in 2014. The income was generated through various channels. 64 per cent was government funding, primarily allocated through Tusla, the Child and Family Agency; and the remainder was raised primarily through our fundraising activity. Fundraising activity generated €5.46m, up from €4.97m in 2014.

Our investment in supporting children and families in 2015 was made possible both through the statutory funding we received from Tusla, the Child and Family Agency, government departments and agencies, and the significant support of our voluntary funders. We would like to pay tribute to the generosity of all our donors – who ranged from businesses engaged with social responsibility to individuals who brought their communities together to host an event for Barnardos. We would also like to acknowledge the support of our philanthropic partner, Atlantic Philanthropies, as well as all those who gave their time and expertise on a pro bono basis.

We received further cuts in income from our statutory partners in 2015. We continue to work with our statutory partners in seeking to recover the costs of the services we deliver under service level agreements. As can be seen from Figure 5 Family support and Early years services account for 55% of our total investment in services delivery. We continue to commit voluntary funds to both these services as they remain our key strategic priority.

As a result of an increase in our fundraising activity and prudent management of our expenditure, 2015 was a positive year financially, which allowed us to continue to focus on the implementation of our strategic priorities for children and families.

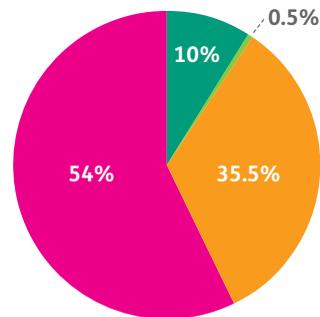
Income

2015: €23.1m (2014: €22.0m)

Statutory	64%
Voluntary	36%

Figure 3: Breakdown of income sources

- Tusla & HSE
- Other statutory income
- Atlantic Philanthropies
- Voluntary income



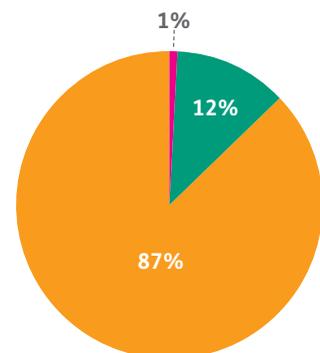
Expenditure (excluding shops)

2015: €21.6m (2014: €20.6m)

- Service delivery - 87%
- Generating funds - 12%
- Governance - 1%

Figure 4: Breakdown of expenditure

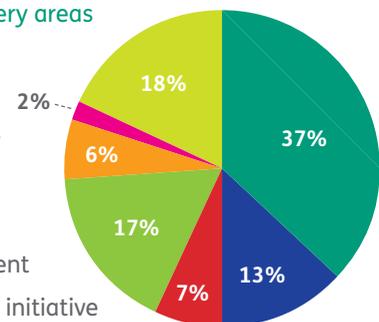
- Service delivery
- Generating funds
- Governance



The cost of running Barnardos shops are excluded, as they are matched by income. Support costs allocated to direct charitable activities are detailed in Note 9 to the financial statements in line with requirements under the SORP.

Figure 5: Breakdown of service delivery areas

- Early years
- Family support
- Other regional service
- Specialist services
- GAL
- Learning & development
- Advocacy & volunteer initiative



Statement of Board of Directors' responsibilities in respect of the Directors' report and the financial statements

The Board of Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with FRS 102, the financial reporting standard applicable in the UK and Republic of Ireland. In applying that framework the directors have elected to have regard to the Statement of Recommended Practice (Revised 2015).

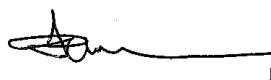
The Company financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Board of Directors are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act, 2014. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities. The Board of Directors are also responsible for preparing a Directors' Report that complies with the requirements of the Companies Act, 2014.

The Board of Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Board,



Gerry Murphy
Treasurer



David Begg
Chairperson

Independent auditor's report to the members of Barnardo's – Republic of Ireland Limited

We have audited the financial statements (“financial statements”) of Barnardos - Republic of Ireland Limited for the year ended 31 December 2015 which comprises the statement of financial activities and income and expenditure account, the balance sheet, the cash flow statement and the related notes. 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. In applying that framework, the directors have elected to have regard to the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 (issued in November 2014) (‘the Charities SORP’). Our audit was conducted in accordance with International Standards on Auditing (ISAs) (UK & Ireland).

Opinions and conclusions arising from our audit

1 Our opinion on the financial statements is unmodified

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2015 and of its results for the year then ended;
- have been properly prepared in accordance with FRS 102 - the Financial Reporting Standard applicable in the UK and Republic of Ireland as applied in accordance with the provisions of the Companies Act, 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act, 2014.

2 Our conclusions on other matters on which we are required to report by the Companies Act, 2014 are set out below

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

In our opinion the information given in the Board Members' Report is consistent with the financial statements.

3 We have nothing to report in respect of matters on which we are required to report by exception

ISAs (UK & Ireland) require that we report to you if, based on the knowledge we acquired during our audit, we have identified information in the annual report that contains a material inconsistency with either that knowledge or the financial statements, a material misstatement of fact, or that is otherwise misleading.

In addition, the Companies Act, 2014 requires us to report to you if, in our opinion, the disclosures of board members' remuneration and transactions required by sections 305 to 312 of the Act are not made.

Basis of our report, responsibilities and restrictions on use

As explained more fully in the Statement of the Responsibilities of the Board set out on page 35, the board members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act, 2014.

Independent auditor's report to the members of Barnardo's – Republic of Ireland Limited (*continued*)

Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's Ethical Standards for Auditors.

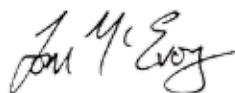
An audit undertaken in accordance with ISAs (UK & Ireland) involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the board members; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Whilst an audit conducted in accordance with ISAs (UK & Ireland) is designed to provide reasonable assurance of identifying material misstatements or omissions it is not guaranteed to do so. Rather the auditor plans the audit to determine the extent of testing needed to reduce to an appropriately low level the probability that the aggregate of uncorrected and undetected misstatements does not exceed materiality for the financial statements as a whole. This testing requires us to conduct significant audit work on a broad range of assets, liabilities, income and expense as well as devoting significant time of the most

experienced members of the audit team, in particular the engagement partner responsible for the audit, to subjective areas of the accounting and reporting.

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



Tom McEvoy
for and on behalf of KPMG

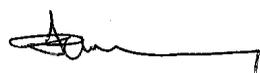
Chartered Accountants, Statutory Audit Firm
1 Stokes Place
St. Stephen's Green
Dublin 2

27 April 2016

Statement of financial activities and income and expenditure account for the year ended 31 December 2015

		2015	2015	2015	2014 Restated
	Note	Unrestricted Funds €000	Restricted Funds €000	Total Funds €000	Total Funds €000
Incoming resources					
Incoming resources from generated funds					
- Voluntary income	2	5,416	1,265	6,681	5,959
- Income from trading activities	3	1,215	-	1,215	1,234
Incoming resources for charitable activities	4	-	14,879	14,879	14,734
Investment income	6	59	-	59	114
Other incoming resources	7	282	-	282	-
Total incoming resources		6,972	16,144	23,116	22,041
Resources expended					
Cost of generating funds					
- cost of generating voluntary income	8	2,538	-	2,538	2,274
- cost of trading activities	3	1,051	-	1,051	984
Charitable activities	9a	-	18,828	18,828	18,151
Governance costs	9b	230	-	230	192
Total resources expended		3,819	18,828	22,647	21,601
Net incoming/(outgoing) resources before transfers	12	3,153	(2,684)	469	440
Transfers between funds	18b	(2,502)	2,502	-	-
Net incoming/(outgoing) resources before other recognised gains and losses		651	(182)	469	440

On behalf of the Board



Gerry Murphy
Treasurer



David Begg
Chairperson

Other Comprehensive Income for the year ended 31 December 2015

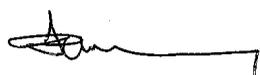
		2015	2014 Restated
	Note	€000	€000
Net incoming resources for the year		469	440
Actuarial loss on defined benefit pension scheme	19	(7)	(660)
Total Comprehensive Income for the year	18a	<u>462</u>	<u>(220)</u>

Balance sheet

as at 31 December 2015

		2015	2014
			Restated
	Note	€000	€000
Fixed assets			
Tangible assets	13	6,574	6,807
		<u>6,574</u>	<u>6,807</u>
Current assets			
Debtors	14	1,002	892
Short term deposits	15	5,273	4,847
Cash at bank		2,698	2,404
		<u>8,973</u>	<u>8,143</u>
Total current assets			
Current liabilities			
Creditors: amounts falling due within one year	16	(8,322)	(8,072)
		<u>651</u>	<u>71</u>
Net current assets			
Total assets less current liabilities		7,225	6,878
Provision for liabilities	17	(289)	(289)
Net assets before pension liability		6,936	6,589
Defined benefit pension scheme liability	19	(531)	(646)
		<u>6,405</u>	<u>5,943</u>
Net assets			
Represented by			
Unrestricted fund	18	6,405	5,761
Restricted income fund	18	-	182
		<u>6,405</u>	<u>5,943</u>
Total funds			

On behalf of the Board



Gerry Murphy
Treasurer



David Begg
Chairperson

Cash Flow Statement

for the year ended 31 December 2015

		2015	2014
	Note	€000	Restated €000
Cash flows from operating activities			
Profit for the year		469	440
Depreciation		310	302
(Increase) Decrease in trade and other debtors		(110)	131
Increase in trade and other creditors		250	218
(Decrease) in provisions and employee benefits		(122)	(393)
Interest receivable and similar income	6	<u>(59)</u>	<u>(114)</u>
Net cash from operating activities		738	584
Cashflows from investing activities			
Interest receivable and similar income	6	59	114
Acquisition of tangible fixed assets	13	(77)	(119)
Purchase of term deposits		-	1,439
Grants received	13	<u>-</u>	<u>37</u>
Net cash from investing activities		(18)	1,471
Net increase in cash and cash equivalents		720	2,055
Cash and cash equivalents at 1 January		<u>7,251</u>	<u>5,196</u>
Cash and cash equivalents at 31 December		<u>7,971</u>	<u>7,251</u>



Within
disadvantaged
communities,
services are a critical
conduit to reaching
and supporting
those children whose
wellbeing is under
threat.

Notes

forming part of the financial statements

1. Statement of accounting policies for the year ended 31 December 2015

Basis of preparation

The financial statements are prepared in accordance with Financial Reporting Standard 102. The financial reporting standard applicable in the UK and Republic of Ireland ("FRS102"), and voluntarily in accordance with the Statement of Recommended Practice is applicable to charities preparing their accounts in accordance with FRS102 (issued by the Charity Commission for England and Wales, "the Charities SORP"). An explanation of how the transition to FRS 102 has affected the financial position and financial performance of the Company is provided in note 22. FRS 102 grants certain first - time adoption exemptions from the full requirements of FRS 102. The previous GAAP valuation at transition date has been used as deemed cost for specific tangible fixed assets. The presentation currency of these financial statements is Euro. All amounts in the financial statements have been rounded to the nearest €1,000.

Taxation

The organisation is a company limited by guarantee not having share capital. The company has charitable status and as such is exempt from Corporation Tax.

Income recognition

Income is recognised in the Statement of Financial Activities when the effect of the transaction or other event results in an increase in the charity's assets. Grants from the Government and other donors are recognised as income when the entitlement to the grant income is met. Income from grant agreements which are dependent on the provision of specific activities as per the grant agreement (performance related grants) are recognised when the activity has been undertaken. Income due but not yet received at the year end is included in debtors on the balance sheet and funds already received in relation to future years but not yet expended are shown in creditors as deferred income. All statutory grants are treated as restricted grants.

Voluntary income such as shops sales is recognised when the income is received.

Activities undertaken to generate non-statutory grants, donations and voluntary income are analysed in notes two and three to the financial statements.

In line with many charities Barnardos receives goods, services and facilities free of charge or at reduced market rates. Where a reliable basis of valuation exists the value is included in the Statement of Financial Activities with incoming resources.

Capital grants in respect of buildings and equipment are amortised over the lives of the relevant assets.

Cost allocation

Expenditure is analysed between resources expended on charitable activities, governance costs and the cost of generating funds.

Resources expended on charitable activities comprise all the resources applied by Barnardos in undertaking our work to meet our charitable objectives within Children Services and Advocacy. These costs include direct costs of undertaking these together with the support costs incurred to enable these activities to be undertaken.

Support costs include Human Resources, Finance, Information Technology and others. Charitable activity costs and the related support costs are analysed in detail in notes 9(a) and 9(b) to the financial statements. The cost of generating funds are costs associated with generating incoming resources from all sources other than from undertaking charitable activities. The income resource areas and their associated costs are analysed in detail in notes 2 and 8 to the financial statements. Governance costs include costs which relate to the general running of the charity. They include strategic planning, audit, costs associated with legal and statutory requirements and an apportionment of staff time involved in supporting governance activities. Governance costs are analysed in detail in note 9(b) to the financial statements.

Notes

forming part of the financial statements (continued)

1. Statement of accounting policies for the year ended 31 December 2015 (continued)

Operating leases

Rentals in respect of operating leases are charged to the Statement of Financial Activities as incurred.

Fixed assets and depreciation

Depreciation is provided for a full year in the year of acquisition and none in the year of disposal.

Properties are stated in the balance sheet at their market value at 1 April 1989 or subsequent cost less any provision for impairment. Depreciation of freehold and long leasehold properties has been provided at the rate of 2 per cent to 4 per cent per annum on their cost or value. Short leasehold properties are depreciated over the period of the lease.

Fixtures, fittings and equipment are stated at cost and depreciated at 20 per cent straight line per annum on their cost.

Motor vehicles are stated at cost and depreciated at 15 per cent straight line per annum on their cost.

Computers purchased after 1 January 2005 are written off in the year of purchase.

Non recurring software costs are capitalised and depreciated at 20 per cent straight line per annum on their cost. Expenditure on server upgrade is capitalised and depreciated at 12.5 per cent straight line per annum on their cost.

Investment

The investment policy of Barnardos is to ensure that funds not immediately required for operational purposes are invested in fixed term interest bearing deposits with financial institutions. Barnardos aims to get the maximum return on these deposits for the minimum risk. Barnardos investment policy, which was

revised in February 2016, defines how the organisation determines risk of investment.

Stock

It is not considered practicable to value stock of unsold donated goods at the year end.

Pension costs

Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Company's net obligation in respect of defined benefit plans is calculated by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value. The fair value of any plan assets is deducted. The Company determines the net interest expense on the net defined benefit liability for the period by applying the discount rate as determined at the beginning of the annual period to the net defined benefit liability taking account of changes arising as a result of contributions and benefit payments. The discount rate is the yield at the balance sheet date on AA credit rated bonds denominated in the currency of €, and having maturity dates approximating to the terms of the Company's obligations. A valuation is performed annually by a qualified actuary using the projected unit credit method. The Company recognises net defined benefit plan assets to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. Changes in the net defined benefit liability arising from employee service rendered during the period, net interest on net defined benefit liability, and the cost of plan introductions, benefit changes, curtailments and settlements during the period are recognised in profit or loss. Remeasurement of the net defined benefit liability is recognised in other comprehensive income in the period in which it occurs.

Notes

forming part of the financial statements (continued)

1. Statement of accounting policies for the year ended 31 December 2015 (continued)

Defined contribution scheme

Pension benefits for members of this scheme are funded over the employees' period of service by way of contributions which are charged to the Statement of Financial Activities as they become payable.

Fund accounting

All transactions of the organisation are recorded and reported as income into or expenditure from funds, which are designated as "restricted" or "unrestricted". Income is treated as restricted where the donor/funder has specified that it may only be used for a particular purpose. All other income is treated as unrestricted.

Expenditure is treated as being made out of restricted funds to the extent that it meets the criteria specified by the donor/funder. All other expenditure is treated as being from unrestricted funds.

The balance of the unrestricted fund at the end of the year represents the assets held by the organisation for general use in the furtherance of its work. Transfers from unrestricted funds are made to meet the shortfall on restricted projects.

Reserves

In accordance with recommended best practice, each charity should have a reserve policy. This policy is concerned with how much 'free' (or unallocated) reserves a charity retains.

This excludes the following:

- Restricted funds
- Funds that could only be realised by disposing of fixed assets held for charity use
- Pension liability

The Board has the responsibility for establishing an appropriate reserve policy. It is Barnardos' policy to retain sufficient reserves to safeguard the continuity of its operations, while committing the maximum possible

resources to its current services. The objective is that Barnardos would be able to carry on its work, even if faced with a combination of difficult circumstances, and have time to adjust its strategy to meet these changing circumstances.

The level and adequacy of the reserves are reviewed at each meeting by the Audit Committee. The Audit Committee meets quarterly and reports directly to the Board. The reserves review is brought by the Audit Committee to the Board annually. The policy was updated in February 2015 to take account of changes in the risk attached to different funding sources and the current economic climate.

It was agreed by the Board that eight to ten weeks of Barnardos budgeted operating costs for the coming year would be a reasonable target level of reserves. This equates to between €3.6m and €4.5m in 2015. Barnardos free reserves at 31 December 2015 are €4.7m. If the level of reserves falls under the range required by Barnardos policy, the Board commit to consider whether corrective action is required for the following years budgeting and the related impact it may have on service delivery.

Significant accounting estimates and judgements

In determining the carrying amounts of certain assets and liabilities, the Board makes assumptions of the effects of uncertain future events on those assets and liabilities at the balance sheet date. The Board estimates and assumptions are based on historical experience and expectation of future events and are reviewed periodically. Further information about key assumptions concerning the future, and other key sources of estimation uncertainty, which may have a significant risk of material adjustment in the next year, relate to the defined benefit scheme as set out in note 19.

Notes

forming part of the financial statements (*continued*)

2. Voluntary income includes the following

	2015	2015	2015	2014
	Unrestricted	Re- stricted	Total	Restated Total
	€000	€000	€000	€000
Fundraising activities				
Major donors	192	1	193	48
Committed & cash giving	3,494	29	3,523	3,340
Corporate, events & schools	1,353	156	1,509	1,502
Overseas	19	220	239	80
Total fundraising activities	5,058	406	5,464	4,970
Trusts and foundations				
Atlantic Philanthropies	-	49	49	280
Other trusts	19	495	514	443
Total trusts and foundations	19	544	563	723
Donations, legacies and similar incoming resources				
Legacies	339	-	339	93
Memberships, publications & training	-	280	280	137
Other donations/fees	-	35	35	36
Total donations, legacies and similar incoming resources	339	315	654	266
Total voluntary income	5,416	1,265	6,681	5,959

In 2014 voluntary income of €5,959,000 comprised unrestricted income of €4,922,000 and restricted income of €1,037,000.

3. Income from trading activities

	2015	2014
	Unrestricted	Unrestricted Restated
	€000	€000
The net result of shop operations is as follows:		
Sales	1,215	1,234
Operating expenses	(1,051)	(984)
Net shop contribution	164	250

It is not considered practicable to value stock of unsold donated goods at the year end. Due to the seasonal nature of the business, there would generally be two to three months of sales in stock at any point in time.

Notes

forming part of the financial statements (continued)

4. Incoming resources for charitable activities

	2015	2014
	€000	Restated €000
	Restricted	Restricted
Statutory Sources		
Tusla (Child & Family Agency) Dublin North East:		
Dublin North City	1,471	1,484
Cavan Monaghan	60	84
Louth Meath	93	102
Tusla (Child & Family Agency) Dublin Mid Leinster:		
Dublin South West, Kildare, West Wicklow	680	643
Dublin South Central	596	560
Midlands	900	823
Dublin South East/Wicklow	460	396
Tusla (Child & Family Agency) West:		
Mid West	1,574	1,574
Tusla (Child & Family Agency) South:		
Cork	447	444
Waterford & Wexford	810	755
Carlow, Kilkenny & South Tipperary	740	808
Tusla (Child & Family Agency) Other		
Counselling Grant Section	135	141
Tusla on behalf of Limerick City Children's Services Committee	106	113
Tusla (Child & Family Agency) Total	8,072	7,927
HSE	768	786
Education & Training Board Ireland	45	47
Dublin City Council	138	130
Department of Education and Skills	146	224
Department of Environment, Community & Local Government	-	25
Office of the Minister for Children and Youth Affairs	152	154
Pobal (CCS)	485	606
Pobal (NCIP)	554	550
Pobal (ABC)	371	-
Pobal (SSNO)	94	29
Pobal (NEYAI)	-	124
Department of Children and Youth Affairs (ECCE)	1	38
Pobal (DORM)	4	1
	10,830	10,641
Service income Guardian ad Litem	3,718	3,712
Other fees and grants	331	381
	14,879	14,734

Notes

forming part of the financial statements (*continued*)

5. Reconciliation of incoming resources for charitable activities from statutory sources

	2015	2015	2015	2015	2014
	€000	€000	€000	€000	Restated €000
	Opening Balance	Net Cash Receipts	Closing Balance	Total Income	Total Income
	Restricted	Restricted	Restricted	Restricted	Restricted
Statutory Sources					
Tusla (Child & Family Agency) Dublin North East:					
Dublin North City	-	1,471	-	1,471	1,484
Cavan Monaghan	9	51	-	60	84
Louth Meath	1	94	(2)	93	102
Tusla (Child & Family Agency) Dublin Mid Leinster:					
Dublin South West, Kildare, West Wicklow	28	685	(33)	680	643
Dublin South Central	4	592	-	596	560
Midlands	-	815	85	900	823
Dublin South East/Wicklow	-	386	74	460	396
Tusla (Child & Family Agency) West:					
Mid West	34	1,540	-	1,574	1,574
Tusla (Child & Family Agency) South:					
Cork	16	431	-	447	444
Waterford & Wexford	191	859	(240)	810	755
Carlow, Kilkenny & South Tipperary	-	796	(56)	740	808
Tusla (Child & Family Agency) Other					
Counselling Grant Section	-	135	-	135	141
Tusla on behalf of Limerick City Children's Services Committee	86	39	(19)	106	113
Tusla (Child & Family Agency) Total	369	7,894	(191)	8,072	7,927
HSE	61	755	(48)	768	786
Education & Training Board Ireland	3	46	(4)	45	47
Dublin City Council	11	128	(1)	138	130
Department of Education and Skills	4	145	(3)	146	224
Department of Environment, Community & Local Government	-	-	-	-	25
Office of the Minister for Children and Youth Affairs	5	155	(8)	152	154

Continued overleaf.

Notes

forming part of the financial statements (continued)

5. Reconciliation of incoming resources for charitable activities from statutory sources (continued)	2015	2015	2015	2015	2014
	€000	€000	€000	€000	€000
	Opening Balance	Net Cash Receipts	Closing Balance	Total Income	Total Income
	Restricted	Restricted	Restricted	Restricted	Restricted
Pobal (CCS) Le Cheile Afterschool Service	4	50	(8)	46	46
Pobal (CCS) Loughlinstown Family Centre	6	59	(29)	36	91
Pobal (CCS) Tivoli Family Centre	7	69	(22)	54	101
Pobal (CCS) Brighter Futures	17	90	(13)	94	73
Pobal (CCS) Early Years Service, Mullhuddart	7	82	(9)	80	79
Pobal (CCS) Finglas Early Intervention Service	3	46	(9)	40	13
Pobal (CCS) Millbrook Family Support Services	7	89	(25)	71	80
Pobal (CCS) Thurles Targeted Early Intervention Service	8	79	(23)	64	65
Pobal (NCIP)	2	552	-	554	550
Pobal (ABC)	-	546	(175)	371	-
Pobal (SSNO)	4	90	-	94	29
Pobal (NEYAI)	-	-	-	-	168
Department of Children and Youth Affairs (ECCE)	-	1	-	1	38
Pobal (DORM)	4	-	-	4	15
	522	10,876	(568)	10,830	10,641

Notes

forming part of the financial statements (*continued*)

6. Investment income	2015	2014
	Unrestricted	Unrestricted
	€000	€000
Deposit interest	<u>59</u>	<u>114</u>

7. Other incoming resources – donated goods, services and facilities

In line with many charities Barnardos receives goods, services and facilities free of charge or at reduced market rates.

During 2015 Barnardos received material goods to the value of €282k free of charge.

Barnardos has no reliable basis to measure the value to the organisation of services and facilities received.

8. Cost of generating funds	2015	2014
	Unrestricted	Restated Unrestricted
	€000	€000

Fundraising expenditure can be analysed as follows:

Major donors	19	5
Committed & cash giving	1,684	1,547
Corporate, events & schools	695	688
Trusts & foundations	70	18
Overseas	38	5
Legacies	32	11
	<u>2,538</u>	<u>2,274</u>

Notes

forming part of the financial statements (continued)

9a. Resources expended for charitable activities

	Note	Dublin South & South West	Dublin North	Midlands	Southern	South Eastern	Total Regional Childcare	National Office	2015 Total	2014 Restated Total
		€000	€000	€000	€000	€000	€000	€000	€000	€000
Restricted										
Early years		1,175	655	-	1,297	-	3,127	-	3,127	3,023
Family support		891	1,147	1,481	1,702	1,252	6,473	-	6,473	6,323
Other regional services		609	617	348	280	356	2,210	-	2,210	1,873
Specialist services		-	-	-	-	-	-	1,294	1,294	1,288
GAL		-	-	-	-	-	-	2,936	2,936	2,947
Learning & development *		-	-	-	-	-	-	1,123	1,123	1,401
Advocacy & volunteer initiative		-	-	-	-	-	-	316	316	272
Direct costs		<u>2,675</u>	<u>2,419</u>	<u>1,829</u>	<u>3,279</u>	<u>1,608</u>	<u>11,810</u>	<u>5,669</u>	<u>17,479</u>	<u>17,127</u>
Support costs	9b	<u>224</u>	<u>205</u>	<u>143</u>	<u>279</u>	<u>126</u>	<u>977</u>	<u>372</u>	<u>1,349</u>	<u>1,024</u>
Total costs		<u>2,899</u>	<u>2,624</u>	<u>1,972</u>	<u>3,558</u>	<u>1,734</u>	<u>12,787</u>	<u>6,041</u>	<u>18,828</u>	<u>18,151</u>
Unrestricted										
Learning & development*		-	-	-	-	-	-	-	-	-
Direct costs		-	-	-	-	-	-	-	-	-
Support costs		-	-	-	-	-	-	-	-	-
Total costs		-	-	-	-	-	-	-	-	-
Total charitable expenditure		<u>2,899</u>	<u>2,624</u>	<u>1,972</u>	<u>3,558</u>	<u>1,734</u>	<u>12,787</u>	<u>6,041</u>	<u>18,828</u>	<u>18,151</u>

* Learning & Development (formerly Best Practice, Training and Consultancy)

Notes

forming part of the financial statements (continued)

9(b) Activities included in support and governance costs		2015	2015	2014	2014
		Support costs	Governance costs	Restated Support Costs	Restated Governance costs
		€000	€000	€000	€000
	Cost Drivers				
Human resources	Full time equivalent	355	52	371	52
Finance	Expenditure	367	49	365	49
Information technology *	Full time equivalent	376	48	177	23
Corporate	Full time equivalent	251	81	111	68
		1,349	230	1,024	192

* Barnardos embarked on a three year IT Strategy investment in 2015

10. Staff costs

The average monthly number of employees, including part-time staff, but not including volunteers, during the year was 386 (2014: 366).

	2015	2014
	€000	€000
Staff costs comprises:		
Wages and salaries	13,471	12,969
Social welfare costs	1,434	1,367
Pension costs	462	440
	15,367	14,776
Staff activities are as follows:	2015	2014
	Number	Restated Number
Direct charitable activities	309	302
Support costs	24	21
Generating funds shops	10	14
Generating funds fundraising	39	24
Governance costs	4	5
	386	366

Notes

forming part of the financial statements (continued)

10. Staff costs (continued)

The number of higher paid employees was :

	2015 Number	2014 Number
€60,000 - €70,000	25	23
€70,000 - €80,000	5	6
€80,000 - €90,000	4	2
€90,000 - €100,000	1	2
€100,000 - €110,000	2	1
€110,000 - €120,000	1	1
	<u>38</u>	<u>35</u>

Remuneration includes basic pay and excludes employer pension and PRSI contributions. We are committed to ensuring that we pay our staff a fair and appropriate salary. We take into account the requirements of the role and try to match our pay to the relevant job market while always making sure we are financially responsible.

Barnardos CEO's salary was €117,591 in 2015. The CEO and all staff who joined since 1 January 2000, can opt to join the Defined Contribution Pension Scheme. The employee contributes a minimum of 4% and Barnardos contributes 6% of pensionable pay. The CEO earns additional income through a regular newspaper column. This income is processed by Barnardos for taxation purposes.

11. Board member expenses

No member of the Board received payment of fees or reimbursement of expenses for both 2015 and 2014. One board member was a previous employee of Barnardos and is now in receipt of a Barnardos pension relating to that employment.

12. Net incoming (outgoing) resources for the year

	2015 €000	2014 Restated €000
This is arrived at after charging/(crediting):		
Auditor's remuneration - statutory audit	30	30
Non audit services	14	-
Depreciation	310	302
Amortisation of grants	(155)	(160)
Operating leases - primarily land and buildings	354	325

While Barnardos is a charity and does not incur corporation tax, it does remit significant payroll taxes and incurs a significant cost in irrecoverable VAT.

Notes

forming part of the financial statements (*continued*)

13. Tangible fixed assets	Properties	Furniture, fittings and equipment	Computers	Motor vehicles	Total
Cost	€000	€000	€000	€000	€000
At 1 January 2015	11,278	2,021	200	436	13,935
Adjustment	(163)	(278)	-	(50)	(491)
Additions	-	-	77	-	77
At 31 December 2015	11,115	1,743	277	386	13,521
Depreciation					
At 1 January 2015	4,590	1,918	200	420	7,128
Adjustment	(163)	(278)	-	(50)	(491)
Charge for year	236	43	21	10	310
At 31 December 2015	4,663	1,683	221	380	6,947
Net book amounts					
At 31 December 2015	6,452	60	56	6	6,574
At 31 December 2014	6,688	103	-	16	6,807
				2015	2014
				€000	€000
Freehold and leasehold properties					
Freeholds				5,388	5,558
Long leaseholds (over 50 years)				1,010	1,048
Short leaseholds (50 years and under)				54	82
				6,452	6,688

Notes

forming part of the financial statements (continued)

	2015	2014
	€000	€000
14. Debtors (amounts falling due within one year)		
Trade debtors	937	800
Other debtors	23	19
Prepayments and accrued income	42	73
	<u>1,002</u>	<u>892</u>

15. Short-term deposits

€5,273,000 (2014 : €4,847,000) relates to funds invested in fixed term interest bearing deposits with financial institutions with a maturity of between 60 days and 365 days.

	2015	2014
	€000	€000
16. Creditors (amounts falling due within one year)		
Trade creditors	598	608
PAYE/PRSI creditor	394	378
VAT creditor	2	1
Other creditors	70	58
Accruals	634	614
Deferred Income	6,624	6,413
	<u>8,322</u>	<u>8,072</u>

Deferred income includes capital grants of €4,375,000 (2014:€4,530,000).

The following capital grants become repayable to the funders under certain circumstances

- 1) Family Support Centre, Thurles - €150,000 becomes repayable to the HSE in the event of the asset being disposed of before 2023.
- 2) Family Support Centre, Mullingar - €300,000 becomes repayable to the HSE in the event of the asset being disposed of, unless replaced by an mutually agreed premises.
- 3) Brighter Futures Centre, Knocknaheeny - €1,188,236 becomes repayable to Pobal and €988,403 becomes repayable to Cork City Council in the event that the centre ceases to be used for the purpose of the grant.
- 4) Mulhuddart - €325,000 of the NCIP grant becomes repayable if the project/service is not operated for a minimum of 15 years from December 2011.

Notes

forming part of the financial statements (*continued*)

Movements in deferred income	Non-Statutory deferred €000	Statutory deferred €000	Total €000
Released from prior year	(1,286)	(597)	(1,883)
Deferred in the current year	1,429	820	2,249

Funds already received in relation to future years but not yet expended are shown in creditors as deferred income.

17. Provision for liabilities	2015 €000	2014 €000
At beginning of year	289	477
Utilised in the year	-	(90)
Charged in the year	-	41
Released in the year	-	(139)
At end of year	<u>289</u>	<u>289</u>

The provision relates to costs associated with property and employment obligations. The timing of these payments is uncertain.

	Unrestricted fund €000	Restricted fund €000	Total €000
18a. Statement of movement in funds			
Balance at beginning of year	5,761	182	5,943
Net incoming resources - after transfers	651	(182)	469
Actuarial loss on pension scheme (note 19)	(7)	-	(7)
Balance at end of year	<u>6,405</u>	<u>-</u>	<u>6,405</u>

Notes

forming part of the financial statements (continued)

18b Statement of movement in funds (continued)

The movement in funds classified in accordance with the organisation's accounting policies are as follows:

	2015	2014
	€000	Restated €000
Restricted		
Opening balance	182	286
Income	16,144	15,771
Charitable activities costs	(18,828)	(18,151)
Transfers	2,502	2,276
Closing balance	<u>-</u>	<u>182</u>
Unrestricted		
Opening balance	5,761	5,877
Income	6,972	6,270
Actuarial loss on pension scheme	(7)	(660)
Cost of generating funds	(3,589)	(3,258)
Governance costs	(230)	(192)
Transfers	(2,502)	(2,276)
Closing balance	<u>6,405</u>	<u>5,761</u>
Restricted and unrestricted	<u>6,405</u>	<u>5,943</u>

Transfers relate to the funding of the organisation's charitable activities with available unrestricted funds.

Notes

forming part of the financial statements (*continued*)

19. Pension fund

The company operates two pension schemes. The defined benefit pension scheme is open to employees who joined the organisation prior to the period ending 31 December 1999. This scheme has been closed to new members since that period and was replaced by a defined contribution pension scheme.

Defined benefit scheme

Contributions to the defined benefit scheme are assessed in accordance with the advice of an independent actuary on the basis of triennial valuations using the attained age method. The most recent actuarial valuation was conducted as at 1 September 2015. The Scheme funding level was 98% on a going concern basis. The Scheme currently has insufficient assets to meet its minimum liability at discontinuance. Therefore the Scheme fails to satisfy the statutory minimum funding requirements under Pensions Act, 1990.

A Funding Proposal was submitted to the Pensions Board in December 2011 designed to enable the Defined Benefit Pension Scheme to satisfy the Funding Standard at 31 December 2018. The recommended contribution rate was 27% of pensionable salaries plus a fixed monthly contribution of €11,700 payable from 1 January 2013 until 1 December 2018. It is the view of our actuaries that the current contributions are adequate, and that the funding proposal is on track. The FRS102 position is calculated using different assumptions as prescribed in FRS102. The FRS102 assumptions should not be used to assess the funding position of the scheme. The schemes funding level is 95% at 31 December 2015, under the minimum funding standard (MFS) basis.

Notes

forming part of the financial statements (continued)

19 Pension fund (continued)

Movements in deficit during the year:	2015	2014 Restated
	€000	€000
Deficit in scheme at beginning of year	(646)	(191)
Contributions paid	179	179
(Charge)/credit in profit & loss	(57)	26
Actuarial loss	(7)	(660)
Deficit in scheme at end of year	(531)	(646)

Reconciliation of change in value of scheme liabilities in the year	2015	2014 Restated
	€000	€000
Schemes liabilities at start of period	11,392	9,865
Current service cost (net of members contribution)	60	46
Past service gain	(17)	(82)
Interest on liabilities	215	322
Actual member contributions	11	11
Actuarial losses	107	1,627
Change in value of AVCs	(2)	(5)
Benefits paid	(408)	(392)
Scheme liabilities at end of year based on end of period assumptions	11,358	11,392

Notes

forming part of the financial statements (*continued*)

19 Pension fund (*continued*)

Reconciliation of changes in value of assets in the year

	2015	2014
	€000	€000
Market value at beginning of year	10,747	9,674
Interest on plan assets	201	313
Actual return less interest on plan assets	100	967
Contributions by the employer	179	179
Contributions by plan members	11	11
Change in value of AVCs	(2)	(5)
Benefits paid	(408)	(392)
Market value at end of period	10,828	10,747

The company expects to contribute €173,000 to its defined benefit pension plan in 2016.

The following amounts have been recognised in the statement of financial activities and income and expenditure account:

	2015	2014
	€000	Restated €000
Charged to expenditure		
Current service costs	60	46
Charged/(credited) to other finance income		
Interest expense	14	10
Past service gain	(17)	(82)
Total charge/(credit) in statement of financial activities and income and expenditure account	57	(26)

Notes

forming part of the financial statements (continued)

19 Pension fund (continued)

The fair value of the plan assets and the return on those assets were as follows:

	2015	2015	2014	2014
	Fair value	Fair value	Fair value	Fair value
	€'000	%	€'000	%
Equities	3,161	29.2%	3,336	31.1%
Debt instruments	4,436	41.0%	3,324	30.9%
Property	409	3.8%	343	3.2%
Other	2,822	26.0%	3,744	34.8%
	<u>10,828</u>	<u>100.0%</u>	<u>10,747</u>	<u>100.0%</u>

The financial assumptions used to calculate the scheme liabilities under FRS 102 using the Projected Unit Method are as follows:

	2015	2014
Inflation rate	1.50%	1.50%
Discount rate	1.95%	1.90%
Expected rate of salary increases	3.00%	3.00%
Rate of pension increases in payment	0.00%	0.00%
Rate of pension increases in deferment	1.50%	1.50%

It is assumed that scheme members will withdraw on average 12.5% of their fund on retirement (2014: 12.5%). The last full actuarial valuation was performed on 1 September 2015.

Notes

forming part of the financial statements (*continued*)

19 Pension fund (*continued*)

Assumptions regarding the future mortality are based on published statistics and mortality tables. The current longevities underlying the values of the liabilities in the defined benefit plan are as follows:

	2015 Years	2014 Years
Longevity at age 65 for current pensioners:		
Male	22.1	20.6
Female	24.6	23.2
Longevity at age 65 for members aged 55:		
Male	23.4	22.1
Female	25.7	24.4

Notes

forming part of the financial statements (continued)

20. Commitments

Operating lease commitments payable during the next twelve months amount to €383,977 (2014 : €321,443). Operating lease commitments over the life of the leases are payable in relation to equipment and property leases as follows:

	Plant & equipment	Land & buildings	Total
	€000	€000	€000
Within one year	9	116	125
Within two to five years	114	143	257
After five years	-	1,126	1,126
	123	1,385	1,508

21. Comparative figures

Comparative amounts have been regrouped, where necessary, on the same basis as the current year.

22. Reconciliation of profit and funds from Irish GAAP to FRS102

	Surplus as at 31 December 2014	Funds as at 31 December 2014	Funds as at 1 January 2014
	€000	€000	€000
Amount under Irish GAAP	483	5,943	6,163
Defined Benefit Pension Scheme - Total (credit) in statement of financial activities and income and expenditure account*	(43)	-	-
Amount under FRS102	440	5,943	6,163

* The restatement of retirement benefit obligations accounting under FRS102, resulted in an increased pension interest charge in 2014 of €43,000, and a corresponding decrease in the actuarial gain in Other Comprehensive Income 2014. There was no change to the net liability for Retirement Benefit Obligations.

23. Related party transactions

The total amounts paid to key management personnel, including employers pension and PRSI contributions, was €548k (2014: €550k). There were no other related party transactions during the year ended 31 December 2015 (31 December 2014: Nil).

24. Guarantee liability

The members of the company are those who are directors. The guarantee of each member of the company is limited to €1.27.

25. Approval of financial statements

The directors approved the financial statements on 27 April 2016.

Reference and Administrative Details

Name	Barnardo's - Republic of Ireland Limited Barnardo's - Republic of Ireland Limited is authorised to use the name Barnardos under licence from Barnardo's United Kingdom.
Registered Office	4 Christchurch Square Dublin 8
Company Registration No.	141526
Revenue Charity No.	CHY6015
Registered Charity No.	20010027
Principal Bankers	Allied Irish Bank 7/12 Dame Street Dublin 2
Principal Solicitors	Beauchamps Solicitors Riverside Two Sir John Rogerson's Quay Dublin 2
Auditor	KPMG Chartered Accountants 1 Stokes Place St.Stephen's Green Dublin 2
Actuary	Lane Clark & Peacock Ireland Grand Canal Wharf South Dock Road Dublin 4
Insurance Brokers	Willis Risk Services (Ireland) Limited Grand Mill Quay Barrow Street Dublin 4

Notes

Notes

Barnardos
Christchurch Square
Dublin 8

t: 01 453 0355
e: info@barnardos.ie
w: www.barnardos.ie

Registered Charity 6015
Design: Design Farm
Photography: Patrick Bolger

