



Barnardos

Annual Report and
Financial Statements

2014



Our **Mission**

Barnardos' mission is to challenge and support families, 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 **Vision**

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

Contents

Chairman's Statement	1
Chief Executive's Review	3
David and Calie	5
Directors' Report	
Structure, Governance and Risk Management	7
Back to School	11
Our People	13
Children's Services Review	14
Mary is a Mother of Four	19
Advocacy Review	21
Our Community Supporters	24
Fundraising, Shops and Communications Review	25
Ben	27
Financial Review – Investing in Children	29
Statement of the Responsibilities of the Board	30
Auditor's Report	31
Financial Statements	33
Reference and Administrative Details	58

Chairman's Statement

Alan Wyley

In 2014 Barnardos worked with more children and families across Ireland than ever before.

Some might say that that is a measure of our resilience. That Barnardos has survived the years of recession and emerged stronger than ever. That we have been, and continue to be, a constant in the communities we work in.

And that may be true.

But the sad reality is that we worked with more children and families in 2014 because more children and families needed us than ever before.

In 2014 we saw the highest number of children living in consistent poverty ever recorded in this country. That is not something to celebrate.

In an Ireland that is now emerging from the years of fiscal austerity we must not forget those who need us most.

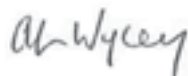
As Nelson Mandela said, "There can be no keener revelation of a society's soul than the way in which it treats its children."

As a country we must now ensure the society we build is one that values all children equally and is committed to giving each and every child the same opportunities.

Our role in Barnardos is to ensure not only that we are there for the children and families who need us most but that we continue to advocate for them. That we continue to lobby Government to ensure that in the re-building of our economy we do not forget those children, those families and those communities that have suffered most in the last few years.

Barnardos will continue to be the best we can be in everything we do. The children and families with whom we work deserve that. Our partners expect it of us and those who support us have shown they trust us to do so.

I would like to thank all the staff in Barnardos who work so hard to change lives every day. I would like to thank the Board who give of their time and expertise freely in support of that work. And finally, I would like to thank all those who support Barnardos' work on an ongoing basis.



Alan Wyley
Chairman





Chief Executive's Review

Fergus Finlay

2014 was the last year of austerity. The year we began to see light at the end of the tunnel. For some of us anyway.

There's no doubt that in many respects, last year was the best we've seen in a long time. The economy started to grow. Unemployment started to come down. New jobs and new investment began to be visible. The government was in a position to provide some relief to citizens in the budget.

So all the graphs, finally, started to go in the right direction.

Except one.

2014 was the year in which we recorded the highest ever number of children living in consistent poverty.

If there's any single fact that sums up the inequality of children in our public life, it's that one.

It's not that easy to be included in the statistic of consistent poverty. If you're a child, you have to be living in a family whose income is well below the poverty line. But in addition to that, you have to be experiencing deprivation. You have to be cold, or living in damp conditions, or be at risk of under-nourishment. You have to be a child who doesn't have treats in your life.

So when almost one in eight of our children – more than the total population of county Mayo – are living in those conditions, surely that tells us something about inequality.

The irony is that in some respects, our country has moved towards greater equality for children. We have reformed the law in some important ways – to make sure that children are listened to and respected in a whole variety of situations. Judges making decisions on important matters affecting children must now take

their interests into account as a primary consideration. Equality before the law is a right of every citizen, and increasingly that includes children too.

But you can't call a child equal if he or she is hungry. No child will grow towards equal citizenship if he or she can't bring the right books to school. Or at least, if they do, it will only be because they have won an entirely unequal struggle.

Throughout last year, we worked as hard as we could alongside families and children in those struggles. In our projects we sought to help children overcome the burden of inequality, and in our advocacy we tried to hold a mirror up to what it means.

We broke a few records of our own in terms of the total number of families and children we worked with. The people who work in Barnardos, who have all been through tough years themselves, showed huge commitment to the children they work with in seeking better results and in trying to transform young lives.

But inequality still exists. If one child is unequal, there is no reason to congratulate ourselves. If one in every eight of our children is going to bed hungry or cold or scared because of the consequences of inequality, there is no room for anything except anger and shame.

Over generations, in Ireland and throughout the world, people have successfully challenged and fought inequality. Every battle – the fight to abolish slavery, the fight for women's equality, the fight to end inequality on the basis of colour, the fight for equality for gay people – every battle meets with stern resistance. Every battle is confronted with dire warnings about dreadful economic or societal consequences if equality is allowed to triumph over other concerns. Every battle has to confront the threat of mythical floodgates being opened, or the unaffordability of change.



And yet, throughout the course of recent human history, every battle, when it's won, has made the world a better place. There isn't a single instance anywhere of a step towards greater equality that has resulted in adverse economic or social consequences, despite all the dire warnings.

The battle for equality for our children is no different. Because we all pay lip service to it.

But then we say, "if only we could afford it."

If only we could afford to make primary education entirely free. But we can.

If only we could afford to ensure that every child has a right to two full years of free, high quality pre-school. But we can.

If only we could afford to ensure that parents are enabled without undue stress to spend the first year of a child's life with him or her. But we can.

If only we could afford to support families in times of trouble, intervening early, picking up the warning signs, offering practical help. But we can.

If only we could afford to ensure that children were warm and secure and had somewhere safe to play. But we can.

We can if we believe we must. We can if we set out – all of us – to make it a national priority. We can if we decide that it's simply not acceptable any more to spend billions on trying to repair damage after it's done.

We can if we believe what we say in our Proclamation of Independence, especially as we look towards 2016 and its 100th anniversary.

We can if we set out to take each of our unequal children, one by one if necessary. And make them equal.

A handwritten signature in black ink that reads "Fergus Finlay". The signature is written in a cursive, slightly slanted style.

Fergus Finlay
Chief Executive





“I think the Government should step in and do a lot more with families experiencing homelessness – it’s not getting better and that’s not just for single men but for families.”

David and Calie

During May 2014 Barnardos called on the Government to act quickly to address the issue of rising rents, discrimination against those receiving rent allowance in the private rental sector, the inappropriateness of emergency accommodation and the serious lack of social housing for children and families in Ireland.

“We became homeless when my partner passed away; I wasn’t on the rent book at the time so the accommodation she was living in went back to the council. So me and my daughter became homeless. We moved to Wexford for a few months but after what had happened it didn’t work out down there. It was too soon after the death of my partner, so we came back to Dublin.

My brother took in my daughter, and I moved into a hostel until I could sort out suitable accommodation. It was very hard to find accommodation and in the end that situation went on for more than a year. I’d do her homework with her every day and stay with her until she fell asleep. It was just horrible to have to leave to go to the hostel every night. We were both, and still are, going through a lot; we didn’t even get a chance to grieve together that first year.

I was entitled to rent allowance and with the help of my Barnardos key worker we searched for housing every day, I went to loads of viewings but due to people not accepting rent allowance it took ages. All I wanted was a place for me and my daughter to live. During November 2014 we got the news that we had been allocated a house in Tallaght near Calie’s school. We were overjoyed, me and Calie, having a new start, to be able to get on with our lives as father and daughter, to work on our new life without her Mammy.”

Directors' Report: The members of the Board hereby present their annual report and the financial statements for the year ended 31 December 2014.

Structure, Governance and Risk Management

Structure

Barnardo's - Republic of Ireland Limited ('Barnardos') is an Irish company incorporated under the Companies Acts, 1963 to 2013, 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 Extraordinary General Meeting (EGM) on 6 December 2007.

Barnardos' Board, Officers and Management

Barnardos is governed by members of the Board who are elected for three-year terms, which are renewable. 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 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 both 2014 and 2013.

Board Members 2014

		Meeting Attendance
Alan Wyley	Chairperson	4/5
Tony Crooks	Vice Chairperson	5/5
Grainne Burke		3/5
Alan Crosbie		3/5
Helen Kelly	Appointed 9th April 2014	4/4
John Lonergan		4/5
Leonie Lunny		4/5
Jim Mountjoy	Treasurer	2/5
Gerry Murphy		5/5
Phelim O'Leary	Appointed 10th December 2014	1/1
John O'Reilly		5/5
David Begg		3/5
Miriam Hughes	Appointed 11th February 2015	
Ursula Kilkelly	Appointed 11th February 2015	

Company Secretary

Dianne Moore

Executive Management Team

Chief Executive	Fergus Finlay
Director of Children's Services	Suzanne Connolly
Director of Finance	Dianne Moore
Director of Fundraising and Marketing	Ruth Guy
Director of Support Services	Jacki Conway



Audit and Risk Committee

The role of the Audit 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 who have audit experience within services or finance. Two members of the Executive Management team are in attendance, one of whom is the CEO. They meet four times a year in advance of Board meetings.

Audit Committee

Gerry Murphy	Chairperson
Michele Clarke	
Peter Stewart	
Paul Harrison	Appointed 2nd February 2014

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 finance experience. Two members of the Executive Management team are in attendance, one of whom is the CEO. They meet five times a year in advance of Board meetings.

Finance Committee

Jim Mountjoy	Chairperson
Martin Dobey	
Ivan Fox	Appointed 1st April 2014

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 two Board members, one of whom is the Chairperson. Two members of the Executive Management team are in attendance, one of whom is the CEO. This Committee meets as required, given Board and sub-committee requirements.

Nominations Committee

Alan Wyley	Chairperson
Tony Crooks	

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. The CEO and Director of Children's Services are fixed attendees. It meets three times a year in advance of Board meetings.

Services Committee

Tony Crooks	Chairperson
Mark Dynarski	
Brid Featherstone	
Jane Forman	
Marie Kennedy	
Leonie Lunny	
Colette McLoughlin	
Grainne Burke	Appointed 15th September 2014

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. The new SORP takes effect for accounting periods commencing on or after 1st January 2015. Early adoption is not permissible. The Board is still assessing the impact the new SORP will have on the financial statements.

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 lodged 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.

Books of Account

The Board Members believe that they have complied with the requirements of Section 202 of the Companies Act, 1990 with regard to books of account by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The books of account of the company are maintained at Barnardos National Office, Christchurch Square, Dublin 8.

These documents are prepared in accordance with the Companies Acts, 1963 to 2013 and, voluntarily in the absence of statutory reporting standards for charities in Ireland, in accordance with international best practice (Statement of Recommended Practice (SORP) (revised 2005)) 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 2015 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 2014 (2013: 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 2014 financial statements.

Auditor

KPMG, Chartered Accountants have expressed their willingness to remain in office and, in accordance with Section 160 (2) of The Companies Act, 1963, KPMG, Chartered Accountants will continue in office.

Barnardos Risk Attitude

In Barnardos we work with children, young people and families suffering 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 top potential risks identified for Barnardos for 2014 were:

- Abuse of children within our services
- Poor quality of service delivery
- Funding
- Financial controls
- Loss of public credibility
- Losing touch with stakeholders
- Business continuity
- Failure to comply with law, regulations or to meet responsibilities

These risks were underpinned by a risk register detailing action plans, where required, to control or mitigate those risks we cannot control. Our risk register is underpinned by an annual plan of external and internal audits and reviews which were reviewed by our Audit Committee and Board. Audits/reviews in 2014 were carried out in the areas of:

- Audit of the implementation of Children First
- Supervision audit
- External annual financial audit
- Internal financial audits (3)
- Crisis communications simulation
- Employee survey
- Health & safety audits (2)
- HR audits (2)

Our Risk Management Policy and the Governance code require that we do a full risk assessment each year.

This involves:

1. Identifying and understanding the risks facing the organisation
2. Assessing and mitigating the risks to ensure they are within risk tolerances as set by our Board
3. Ensuring the processes, accountability and resources are in place to manage our exposures to risk

This was completed at the end of 2014 and an updated risk register is in place for 2015.

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 applies Child Protection policies, which are based on Children First 2011 (national guidelines for the protection and welfare of children), 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 31st December 2014 are €4.2m, approximately nine weeks of budgeted operating costs. This is in line with Barnardos policy.






Barnardos School Costs

 +  +  +

 +  = **HUGE COST FOR PARENTS**

'Free' education for all?! 

Aishling

Back to School

On Tuesday 29th July, Barnardos launched the results of its ninth annual School Costs Survey. In 2014 more than 2,000 parents responded, outlining the real cost of sending their children into Ireland's 'free' education system and the stress this causes for families.

Parents of school-age children told Barnardos what they pay for their child's education – school books, clothing, footwear, photocopying fees, voluntary contribution and any other additional costs.

Although the findings showed that on average, basic back-to-school costs were levelling off, a huge number of parents spoke about the massive pressure they were under trying to find money. This is Aisling's story.

"On paper I appear luckier than many. I'm married and our household has two incomes. However, we are both self-employed in low paying businesses and each year we face the cost of sending our children back to school.

By August I had spent more than €800 getting my children ready for school – and that's before I've bought the books for my 15-year-old son.

These costs include €25 on a crested school jumper and another €25 on a crested PE sweatshirt, plus books, shoes, runners, etc, for my daughter, Róisín (10) who is going into 5th class. Luckily her school has a book rental scheme so book costs are set at €60. But last year the cost was much higher as we had to buy all the books at full price to start it off.

My son, Steven, is about to start transition year. Before he even steps out of the house I will have bought him a full, new crested uniform – at this age he is growing so quickly he needs everything replaced.

People might think working parents don't need help, but we're all struggling.

When you add up the cost of the uniform, school books, voluntary contribution and stationery costs – never mind additional extras like school bags, shoes and art supplies you are facing a bill of hundreds (if not thousands) of euro."



Our People

The people who work in Barnardos make the organisation what it is. Their passion for and commitment to helping Barnardos achieve its goals and supporting children and families to overcome difficulties in their lives cannot be understated.

The number of employees working in Barnardos grew to 361 by the end of 2014 (2013: 351), with 179 full-time and 182 part-time workers. Many employees involved in delivering services to children and families experienced changes in the way they worked during 2014 as the organisation responded to the changing service delivery climate. Ongoing investment in training and development ensured that support was provided to employees. Over the year, 100 training courses were delivered; a total of 82 days and 960 training places.

An independent employee survey was conducted towards the end of 2014 giving all employees an opportunity to express their views on workplace culture, communication, their experience of their role and the services Barnardos delivers. The survey responses show the clear commitment of the individuals who work in Barnardos to the organisation and their work in it. With more than two thirds of employees participating in the survey, 97% said they were committed to Barnardos' mission and core values; 96% were committed to doing what is required to help Barnardos achieve its goals and objectives; and 95% said they had a clear understanding of what is expected of them at work and knew how to meet the needs of our service users.

This level of commitment and clarity around roles and objectives is a key factor in ensuring that Barnardos continues to do the best it can do for the children and families we work with.



Children's Services Review

Working in Partnership

2014 was a really positive year for Barnardos in terms of its work with children, young people and their parents. In particular Barnardos worked consistently to develop and maintain effective inter-agency relationships at both an operational and strategic level. At an operational level, we worked on a daily basis with social workers, teachers and public health nurses (PHN) to ensure an integrated approach to services and achieve outcomes for children. These outcomes, while specific to each individual case, have an overall focus in the context of ensuring that children are:

- Healthy and safe
- Engaged in active learning
- Part of positive networks of family, friends, neighbours and the community

At a strategic level, Barnardos was very active in Children's Services Committees and in other inter-agency fora, such as Local Drugs Task Force, County Childcare Committees and Primary Care Networks.

Barnardos Services

The services Barnardos operates include:

- Six early intervention services for children in the two to five years age range
- Twenty family support projects operating in communities across the country
- Four teen parent support programmes

Barnardos also provides some specialist services and programmes including Guardian ad Litem, Post Adoption Support, Roots of Empathy (a school based programme designed to reduce levels of aggression in school going children and raise social and emotional competency and empathy), and Wizards of Words (a paired reading programme where older volunteers read with children aged seven to nine in the school setting).

During 2014 some changes were introduced to some of Barnardos' specialist services. The Family Welfare Conference service is now delivered alongside family support work. The Barnardos Bereavement Counselling for Children service has incorporated a family support approach whilst retaining the important specialist bereavement work. The Special Needs Service in Tallaght, which shares a building with the HSE Early Intervention Team, is now an excellent example of shared site inter-agency working.

Changes in work practices were required across a number of areas in response to the changing service delivery climate, namely:

- Barnardos is involved in the implementation of the National Service Delivery Model throughout the country and several of Barnardos' project leaders have participated in Train the Trainer programmes
- In Barnardos' Dublin North region, the Differential Response Model (DRM), in partnership with the HSE and the Daughters of Charity, is now being implemented by all project workers, with families feeding back that they are finding it a positive experience
- Barnardos is now undertaking high quality Parenting Capacity Assessments in the South East region at the request of Tusla. These support the court in making decisions with regards to children's future care
- A Brief Intervention approach to direct referrals from Tusla is being piloted in the Barnardos service in Wexford



Highlights

- Barnardos is the lead agency of the Area Based Consortium in Finglas. A co-ordinator was recruited towards the end of 2014 and implementation of the plan will begin in early 2015.
- Barnardos is the co-ordinator of the National Early Years Access Initiative (NEYAI), the evaluation of which was launched towards the end of 2014. The NEYAI involves a consortium of 11 agencies in the Dublin South West Inner City area. Central to the vision of the NEYAI initiative is taking existing resources available within the community and local services, and working together to find innovative, alternative approaches to service coordination, design and delivery, to meet the needs of children in the area aged birth to six. This evidence based demonstration project will be replicable in other communities across Ireland.
- Best Practice, Training and Consultancy Service (BPTC) contributed to the development of quality provision in the sector through work on a Quality Assurance Framework in Limerick, with Limerick City Children's Services Committee and also through the standardisation of our external training programmes.
- Barnardos' Regional Development Workers, based in Cork, Limerick and Dun Laoghaire, operate under the auspices of the BPTC and provide a continuum of quality improvement activities within the early years sector. The Regional Development Workers are trained and accredited Síolta Mentors and offer the structured implementation of the Síolta Quality Assurance Programme for early years services across their region and also with Barnardos' early years services.



Evaluation

- An evaluation of the Tús Maith programme, undertaken by the Centre for Social and Educational Research at DIT, in partnership with the Geary Institute at UCD, demonstrated positive outcomes for all children aged three to five years in Barnardos' early years centres and also demonstrated the high level of fidelity with which the programme has been implemented. It also demonstrated significant positive differences between Barnardos and the control group in terms of curriculum, staff training and quality of the environment. The results are a real credit to Barnardos' employees who have worked to deliver the programme.
- During 2014 an evaluation of our Partnership with Parents (PwP) service was conducted by Barnardos Senior Research Manager. The evaluation explored issues such as programme dosage, plug-in use, fidelity to the model, the provision of other interventions and employee experiences of implementing the programme. In summary, the findings indicate that the PwP programme is well-embedded in organisational practice and that Barnardos employees and parents alike are benefitting from the focus, content and structure that the programme provides. In addition, analysis of the Parent Child Relationship Inventory (PCRI) data indicates that the programme is achieving outcomes for parents. Planning is underway for a more formal evaluation of PwP which will commence in 2015.

Training

- Training was provided on an ongoing basis throughout 2014 to support the implementation of the children's services database. A third iteration of the database will be launched in January 2015.
- In 2014 Barnardos developed its capacity to deliver Friendship Group with four employees undertaking a Train the Trainer programme with Penn State University.

Celebrating work

- During the year, Barnardos' work was celebrated through media launches for the Family Support Homemaker Service in Limerick city, the official opening of the Wexford Family Support and Teen Parent Support service in Enniscorthy, and the newly extended premises for the Family Support and Early Years service in Thurles.
- Two young people participating in Barnardos' Amplifying Voices programme launched their project "15 Smiles" in Google's Dublin HQ. The project encouraged people to talk about mental health in a positive way by using uplifting and inspiring quotes and images to make people smile.

Auditing and Monitoring

- Barnardos remains committed to the auditing and monitoring of its practice in order to ensure that all of Barnardos' services remain needs-led and outcomes-focused. An audit of supervision established that it is happening consistently and in line with policy.
- Barnardos also completed an audit of use of the Standard Reporting Form (SRF) in relation to child protection / welfare concerns. The audit found that overall employees are completing the SRF to a satisfactory standard.

Use of Barnardos Services during 2014

2014 was the second year of Barnardos' continuing work to develop an improved data management system for its Children's Services. As it evolves, the new database will facilitate greater depth in reporting, and comprehensive analysis of, the use of Barnardos services and the impact of the work with children and families.

Key highlights from 2014

During 2014, a total of 11,378 children and parents benefited from Barnardos services, an increase on 2013 (8,980). This growth can largely be attributed to three areas of Barnardos work; a 21 per cent increase in the uptake of Barnardos prevention and early intervention services for children and families, the Partnership with Parents (PwP) programme and the ongoing roll out of Roots of Empathy in schools.

Table 1: Total work with children and parents

	Children's Services	Roots of Empathy	GAL	Total
Children	3,977	1,960	821	6,758
Parents	3,136	NA	NA	3,136
Other Carers	167	NA	NA	167
Sub-total	7,280	1,960	821	10,061
Prevention and Early Intervention service users	1,317	NA	NA	1,317
Total	8,597	1,960	821	11,378

Partnership with Parents is a targeted Barnardos family support programme. While work is one-to-one with the parent(s), the aim of the programme is to create positive change for the family focusing specifically on the needs of the children. A process evaluation was completed in 2014 across 19 projects delivering PwP. The evaluation demonstrated improvements across all seven domains of the Parent Child Relationship Inventory (PCRI) with statistically significant results achieved across five of the domains – Support, Satisfaction, Involvement, Limit Setting and Autonomy.

Some comments made by parents interviewed as part of the evaluation process included:

"It (PwP) brought us together as a family"

"Did a number of other parenting programmes and dropped out but PwP was different as it focused on my needs as a parent"

"It (PwP) made me think and re-evaluate"

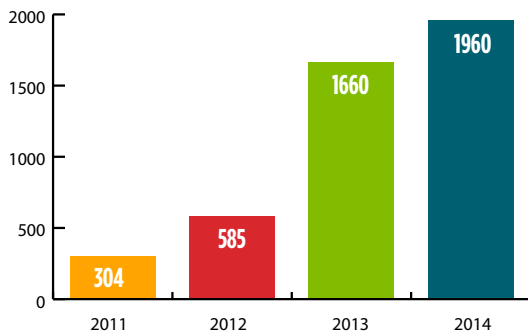
"PwP was fun. I found the journal great"

Participation in Barnardos' prevention and early intervention services rose by 21 per cent. This includes services such as toy libraries, breakfast clubs, parent and toddler groups, and playground facilities that can be accessed by all children and parents in the local community in which the project is based. This ensures Barnardos' services are embedded in the community

by providing low key support which reduces isolation and creates social networks. These services also enable families with higher needs to get to know about Barnardos and the range of services provided, thus making more intensive family services accessible and approachable in times of need.

Roots of Empathy continued to grow in 2014 with 59 schools hosting the programme and children in 66 classes benefiting. Barnardos is the lead agency for the roll out of the Roots of Empathy in Ireland.

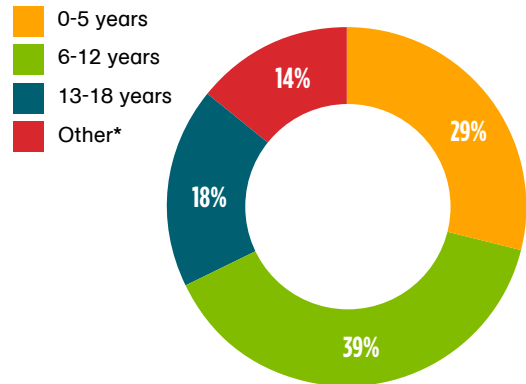
Table 2: Roll Out of Roots of Empathy



Barnardos Family Support Services

Barnardos family support services include projects located in the heart of the communities providing targeted early years interventions, intensive family and individual support, teen parent support and family welfare conferences. It also includes our Guardian ad Litem service, therapeutic bereavement support for children and post adoption support service. The majority of children attending these services are aged between six and 12 years. 29 per cent are aged five and under, and 18 per cent are aged between 13 and 18 years. The date of birth of some children was not recorded in the database, but this data gap will be closed in 2015 as recording the date of birth becomes mandatory.

Figure 1: Age Range of Children Attending Family Support



n = 3,977

*Other denotes instances where data migrated from the old database did not map onto the new age categories

In 2014, 3,035 children and 2,427 parents were referred to Barnardos. The main source of referral was Tusla social workers with 49 per cent of all referrals coming from this statutory source. This represents an increase of 12 per cent on 2013. 17 per cent of referrals were self-referrals reflecting the embedded nature of Barnardos services in the community. Other sources of referral included schools (eight per cent), Public Health Nurses (four per cent) and other voluntary and community agencies (three per cent). The remainder of referrals came from sources including psychologists, speech therapists and GPs.

A total number of 3,454 assessments of children and parents were performed during 2014. Children who received a comprehensive assessment were often found to have multiple needs in different areas of their lives. The biggest area of need identified was in the area of family and/or social relationships, for example dealing with family conflict or poor peer relationships.

Project and Service Enquiries

During 2014, approximately 2,108 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 2014, our Best Practice, Training and Consultancy Service (BPTC), Post Adoption Service and Bereavement Counselling for Children Helpline Service between them dealt with 2,781 face-to-face or telephone enquiries from parents, children and young people, professionals, students and other members of the public.

Table 2: Telephone Enquiries During 2014

Information Services	2014
BPTC	1,862
Post Adoption Service	605
Bereavement Counselling for Children Service Helpline	314
Total	2,781

In addition, BPTC provided 1,030 training places and the library and library catalogue web pages had more than 22,793 online visits. There was an almost 20 per cent increase in 2014 in the number of visits to the library and catalogue website and this appears to correlate with a decrease in the number of phone calls during the same period.



“My wish for my children is for them to be mentally stable, strong and to know that help is there if they need it. I think they realise that now. There is lots of fun in the house now.”



Mary is a Mother of Four

During October 2014 Barnardos launched its Children's Budget 2015 campaign. Each year this campaign is informed by the experiences of the children and families with whom Barnardos works, to ensure we advocate for policy changes that would make a real difference to their lives and those of their children. This is one mother's story.

"In 2009, my husband was self-employed and his business collapsed. Because he was a sole trader he was liable for all the debts. We fell behind in our mortgage payments. The children returned to school that September and all the cheques we had written for school books or voluntary contribution had all been returned unpaid.

Simple afterschool activities such as hockey and gymnastics all had to be cancelled. All these healthy activities cost money so they had to stop. We were threatened with having our electricity and gas cut off so we had to have meters installed which meant that we had to ration our usage. The pressure really began to show on the children. They were stressed and losing confidence. I started to suffer from depression. Our local supermarket was very helpful as they were aware of our situation and allowed us to buy food on credit. Things basically became worse and worse. We put our house up for sale in 2009 and we were constantly receiving letters from banks and solicitors. There was no end to it.

In 2012 my youngest daughter refused to go to school. She was in first year. She felt different given what her family was going through. She had low self-esteem and confidence. The teachers were supportive and understanding. I think they deal with other families in similar circumstances. Social services were contacted and a referral was made to Barnardos and the worker was amazing. She worked tirelessly with us and was always at the end of the phone.

Previously my children felt shame for what we have gone through but now they no longer feel that. Barnardos saved our family and without their help we definitely wouldn't have come through this."

Advocacy Review

During 2014 progressive legislation was published in the area of child protection and family law, and an ambitious new national framework for children was launched by the Government. But worryingly, a number of reports were also published outlining the horrifying scale of child poverty in Ireland.

Unicef, the CSO and Growing Up in Ireland all released reports indicating child poverty rates had increased dramatically during the recession, with one in 10 children in Ireland living without access to basic necessities. Children in Ireland have effectively lost 10 years income progression.

Ahead of Budget 2015 and mindful of the increasing rhetoric regarding an economic recovery, Advocacy's Children's Budget, compiled with input from staff in Children's Services and service users, reminded the Government the green shoots of recovery were not reaching those who had been most affected by the recession.

In 2014 a particular focus of Advocacy's work was highlighting the needs of children living with parents who experience poor mental health.

Barnardos also ran its annual School Costs Survey for the ninth year with a record number of survey participants.

Advocacy Highlights 2014

The new Child and Family Agency, Tusla, came into being on 1st January 2014. Its remit is to unite education welfare and family support together with child protection and welfare services and provide a more streamlined service to better support children. Tusla was hampered at the outset by inadequate funding and therefore it was not surprising to see summer headlines detailing long waiting lists for children requiring access to social workers. However Budget 2015 saw increased funding to match the agency's projected costs, giving Tusla a better chance of achieving its goal of amalgamating fragmented services that have seen some of the most vulnerable children slip between the gaps.

In April, then Minister for Children and Youth Affairs Frances Fitzgerald launched the children and young people's policy framework Better Outcomes, Brighter Futures 2014-2020. This document set goals to reduce child poverty, better protect marginalised children, foreground prevention and early intervention, improve health and well-being, and better support families. It contains ambitious but commendable targets and as Barnardos is on the National Children's Advisory Council, it is in a good position to support the roll out of this crucial strategy. While 2014 saw no less than three Ministers for Children take office, the appointment of Dr James Reilly in July has brought some stability to the department.



Legislation

In April the second draft of the Children First Bill 2014 was published and was broadly welcomed. The Bill will deliver a more consistent and robust approach to the reporting and response to child protection and welfare concerns. While the Advocacy team has some small recommended amendments and will continue to closely monitor the progression of this Bill, Barnardos looks forward to its enactment.

New legislation updating family law was also a key focus in 2014. The Children and Family Relationships Bill provides legal recognition for diverse family structures, including children born through assisted human reproduction and children raised by step parents or same-sex couples, and has much to recommend it. Barnardos has some recommendations for amendments and will track its progress in 2015.

Mental Health

Advocacy hosted a conference in June 2014 entitled "Patients. Parents. People." which examined the area of parental mental health. The issue was brought to the attention of the Advocacy team by Children's Services, as staff were seeing increasing instances of mental health difficulties among parents. A lack of, or the provision of inappropriate supports for both parents and children can compromise the child's ability to cope. This can adversely affect children's social and emotional development and their educational attainment. A policy paper was launched by the Minister of State with responsibility for mental health, Kathleen Lynch, at the conference. The key recommendations were to:

- **Challenge mental health prejudice and discrimination: parents must know they can access support without judgement on their parenting capacity.**

- **Adopt a family model approach: promote policies and improve practice across adult and children's systems that consider the needs of the whole family instead of seeing service users in isolation.**
- **Talk and listen to children: children living with a parent experiencing mental health difficulties need to be informed and reassured in an age appropriate manner about what is happening to their parent and what to expect.**
- **Expedite the roll out of comprehensive, fully staffed, and multidisciplinary community based mental health services.**
- **Consult with parents affected by poor mental health: identify parents' preferred community based services that would make a positive difference to their lives and of their children.**

Housing Crisis

Among the more concerning headlines of 2014 were those related to the housing crisis. The lack of investment in social housing in recent years combined with rent supplement not keeping pace with the rising cost of renting in the private rental market sadly created a perfect storm for homelessness. Children are being forced to live in emergency accommodation, often far away from their schools and communities, in cramped conditions where there are no places to do homework or even play. In some cases the accommodation is dangerous with open drug use. With the support of Children's Services, Advocacy highlighted the key issues at a press conference in May and continued to call for action by the Government throughout 2014. Towards the end of the year Barnardos attended the Minister for Environment's emergency housing forum to advocate on behalf of children both experiencing, and at risk of, homelessness. While the homelessness and social housing strategies published by the Government in 2014 contained encouraging recommendations, Barnardos' focus in 2015 will be to monitor their implementation and ensure the experiences of children are being heard.

Advocacy Review - Standing Up for Children *(continued)*

Educational Disadvantage

More than 2,000 parents responded to Barnardos' School Costs Survey in 2014, a record number. It was the ninth year the survey was run and while it was found that costs in general were levelling off, results showed that the 'free' school system is still crippling expensive for most families. While there are more school book rental schemes than before, what was most concerning was the wide variation in costs across the country. Barnardos welcomes the Government's attempt to survey schools on uniforms and re-investment in the School Book Rental Schemes, but will continue to call for greater efforts to reduce school costs in 2015. More investment is required in the educational system to ensure all children can participate fully and reach their own educational potential.

Budget 2015

In preparation for Budget 2015 Advocacy visited a number of Barnardos' projects and was supported to meet a number of families to inform the organisation's policy positions. Hearing the challenges people faced each day was extremely humbling and a reminder of the courage and strength of families facing undue and unfair hardships. While there were some encouraging announcements, including an increase in Child Benefit and investment into a social housing strategy, there remains much to do in order to ensure the Government's post-recession decisions really do contribute towards ending child poverty in Ireland.



Our Community Supporters

Barnardos' dedicated volunteers continued to provide invaluable support to the organisation in 2014. A total of 212 people gave freely of their time, energy and enthusiasm in roles as varied as retail, breakfast clubs, literacy programmes, special needs services, bereavement helpline support, early years services, parent and toddler groups, after school groups and administrative functions. Over the course of 2014, 61 new volunteers were recruited to join the Barnardos team.

In preparation for the return of the popular Wizards of Words schools literacy programme in early 2015, a successful recruitment drive resulted in 30 new volunteers signing up to support the delivery of the programme. These volunteers will complete their training and work alongside Barnardos' existing team of volunteers, bringing the total number of Wizards of Words volunteers in primary schools in Dublin to 50.

The commitment of Barnardos volunteers is second to none. Their tireless hard work, can-do attitude and good humour is hugely appreciated by everyone in Barnardos.

“Whilst you might be tired at the end of a session, you will certainly be energised by being involved. It is so lovely to work alongside the children, supporting them in their development and learning.”

Cathy Wyer, Volunteer for two years with Barnardos Early Intervention Service, Finglas

“I have found that being a volunteer for Barnardos Wizard of Words literacy programme is a very rewarding experience, especially when I see how the children have advanced in their reading at the end of the school year.”

Rita Nolan, Volunteer with Barnardos Wizards of Words



Fundraising, Shops and Communications Review

Fundraising

Thanks to the generosity and commitment of thousands of Barnardos supporters and donors, the organisation continued to deliver vital services to children and families in communities across Ireland during 2014.

Funds were raised in a variety of ways – by those who committed to a monthly donation, individuals who responded to appeals or sponsored others to take on a challenge and groups who organised an event in their community. And in almost every county, hundreds of people volunteered to support Barnardos' third annual street collection – Buckets for Barnardos – by volunteering to shake a bucket on the day and encouraging others to donate.

In 2014 a new team of Direct Recruitment fundraisers was established in-house in Barnardos with the purpose of asking people up and down the country to commit to supporting the organisation's work with a monthly donation. This regular income is critical in helping Barnardos to plan its services.

Barnardos' many corporate supporters continued to deliver life changing funding during 2014 with thousands of employees across Ireland taking part in fundraising challenges and raising awareness among their colleagues and customers in support of Barnardos. We could not do the work we do without their continued support.

Barnardos Shops and Bridal Rooms

Barnardos operates a network of seven charity shops and two Bridal Rooms located in Dublin, Cork, Wexford and Carlow for the purpose of raising funds to support Barnardos' work with children and families. During 2014, Barnardos Shops continued to increase their sales and profit. A new Bridal Room in Wexford town was warmly welcomed by local brides to be. In Carlow, Barnardos opened a Children's Shop on a pilot basis which has proved to be hugely popular with local shoppers.

Aside from the valuable income Barnardos Shops generate, they also provide opportunities for training and employment through the Community Employment (CE) scheme and Tús community workplace initiative.

Barnardos Shops could not operate without the continued support and dedication of its team of volunteers who demonstrate their commitment to the organisation on a daily basis.

Communications

The Barnardos communications team supports the organisation in communications with all our stakeholders – internal and external. It provides a full press office and works with Advocacy and Fundraising to support campaigns and maximise the impact of all activities. Through media and digital activity we have continued to reach even more people.

The stories told through Barnardos campaigns, website, social media and project workers are real stories about the very real challenges the children and families we work with face.

To meet the demand for interest in and a greater understanding of Barnardos work, a panel of spokespeople from Barnardos' Children's Services were recruited for media interviews in 2014. This panel contributed by telling the stories of Barnardos work, providing practical parenting advice and explaining how the public can support Barnardos work.



Ben

A Barnardos project worker speaks about a child they have worked with:

"When I met Ben he was six years old – a funny, mischievous, sensitive little boy who, despite his difficult start in life, always managed a smile. Since the first day he came to Barnardos in July he was a bundle of energy. But Ben's life was marred by poverty and his Mam was fighting hard to lift them from it.

Food was a struggle. Ben got some small meals every day, but they were not nearly nutritious enough for a growing boy. Though he has an energetic nature, his pale complexion and the dark circles under his eyes revealed the physical strain and exhaustion he felt from the lack of proper nutrition.

Their home is very small and completely unsuitable for a young boy his age. The family are currently on a waiting list for more appropriate accommodation which we are advocating for with them. In the meantime, Ben's Mam is trying to make it as comfortable and 'homely' as possible. She doesn't have much, even though she works a number of low-paid, part-time jobs. Her wages from these jobs at least allows Ben to have a roof over his head, but there isn't much left for any little treats for her little boy.

Ben has a unique sense of his surroundings. He knows that he doesn't have nice toys and clothes like other children have. He knows that his Mam sometimes becomes very sad and he always tries his best to comfort her.

Since starting his tailored programme in July, Ben has been allowed to simply be a child. He still has worries and burdens way beyond his years, but he is learning that adults do the worrying about money and bills; he just needs to get on with being a six year old boy. His Mam is attending our parenting programme on a weekly basis and is learning to manage their situation much better and working towards giving them both the bright future they deserve."



Financial Review – Investing in Children

Barnardos is financed by a mix of statutory and voluntary funding. In 2014 Barnardos raised a total income of €22m, down from €22.7m in 2013. The income was generated through various channels. 65 per cent was government funding, primarily allocated through Tusla, the Child and Family Agency. The remainder was raised through our fundraising and retail activities. Fundraising generated €4.97m, up from €4.89m in 2013. Retail contributed €252,000 in 2014.

Our investment in supporting children and families in 2014 was made possible both through the statutory funding we received through 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.

Although we received further cuts in income from our statutory partners in 2014, we are moving towards a better model of cost recovery for services we deliver under service level agreements from 2015 onwards. 2014 was a positive year financially, allowing us to focus on the implementation of our strategic priorities for children and families. As can be seen from figure 5, Family Support and Early Years account for 55 per cent of our total investment in services delivery. We continue to commit voluntary funds to our Early Years services which remain a key strategic priority for 2015.

Income

2014: €22.0m (2013: €22.7m)

Statutory - 65% | Voluntary - 35%

Figure 3: Breakdown of Income Sources

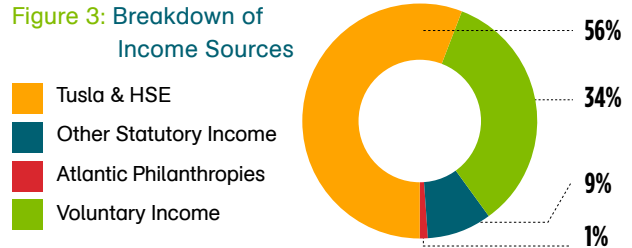
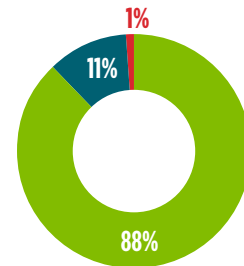


Figure 4: Expenditure

2014: €21.6m

(2013: €21.6m)

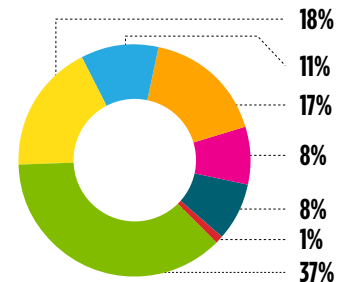
- Service Delivery
- Generating funds
- Governance



The costs of running shops are excluded, as they are matched by income, as are once off redundancy costs. Support costs allocated to direct charitable activities are detailed in Note 6 to the financial statements in line with requirements under the SORP.

Figure 5: Breakdown of Service Delivery Areas

- Family Support
- Early Years
- Other Regional Services
- GAL
- Best Practice, Training & Consultancy
- Specialist Services
- Advocacy



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 Generally Accepted Accounting Practice in Ireland, comprising applicable law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

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

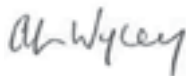
The Board of Directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2013. They have general responsibility for 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 Acts 1963 to 2013.

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,



Jim Mountjoy
Honorary Treasurer



Alan Wyley
Chairperson



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

We have audited the financial statements ('financial statements') of Barnardo's – Republic of Ireland Limited for the year ended 31st December 2014, which comprise the statement of financial activities and income and expenditure account, the statement of total recognised gains and losses, 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 accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

This report is made solely to the company's members, as a body, in accordance with section 193 of the Companies Act 1990. 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.

Respective responsibilities of Board of Directors and Auditor

As explained more fully in the Board of Directors' responsibilities statement set out on page 30, the Board of Directors are responsible for the preparation of the financial statements giving a true and fair view. 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.

Scope of the audit of the financial statements

An audit 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 circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; 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.

Opinion on financial statements

In our opinion:

- the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Company's affairs as at 31st December 2014 and of its surplus for the year then ended
- the financial statements have been properly prepared in accordance with the Companies Acts 1963 to 2013

Matters on which we are required to report by the Companies Acts 1963 to 2013

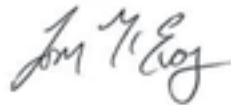
We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

The financial statements are in agreement with the books of account and, in our opinion, proper books of account have been kept by the company.

In our opinion the information given in the Directors' report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Acts 1963 to 2013 which require us to report to you if, in our opinion the disclosures of Directors' remuneration and transactions specified by law are not made.



Tom McEvoy
for and on behalf of KPMG

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

15th April 2015



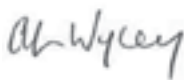
Statement of financial activities and income and expenditure account for the year ended 31st December 2014

	Note	2014 Unrestricted Funds €000	2014 Restricted Funds €000	2014 Total Funds €000	2013 Total Funds €000
Incoming resources					
Incoming resources from generating funds					
- Voluntary income	1	4,922	1,066	5,988	6,325
- Income from trading activities	2	1,234	-	1,234	1,210
Incoming resources for charitable activities	3	-	14,705	14,705	14,992
Investment income	4	114	-	114	140
Other incoming resources	10	-	-	-	2
Total incoming resources		6,270	15,771	22,041	22,669
Resources expended					
Cost of generating funds					
- cost of generating voluntary income	5	2,270	-	2,270	1,942
- cost of trading activities	2	982	-	982	934
Charitable activities	6a	-	18,118	18,118	18,666
Governance costs	6b	188	-	188	181
Other resources expended	9	-	-	-	(110)
Total resources expended		3,440	18,118	21,558	21,613
Net incoming/(outgoing) resources before transfers	10	2,830	(2,347)	483	1,056
Transfers between funds	16	(2,243)	2,243	-	-
Net incoming/(outgoing) resources before other recognised gains and losses		587	(104)	483	1,056

On behalf of the Board



Jim Mountjoy
Honorary Treasurer



Alan Wyley
Chairperson

Statement of total recognised gains and losses for the year ended 31st December 2014

	Note	2014 €000	2013 €000
Net incoming resources for the year		483	1,056
Actuarial loss on defined benefit pension scheme	19	(703)	(117)
Total recognised gains and losses for the year		(220)	939
Reconciliation of movement in reserves			
Net incoming resources for the year		483	1,056
Actuarial loss on defined benefit pension scheme	19	(703)	(117)
Total recognised gains and losses for the year		(220)	939
Reserves at the beginning of the year		6,163	5,224
Reserves at the end of the year	16	5,943	6,163



Balance sheet

as at 31st December 2014

	Note	2014 €000	2013 €000
Fixed assets			
Tangible assets	11	2,277	2,337
Term deposits	12	-	1,439
		<u>2,277</u>	<u>3,776</u>
Current assets			
Debtors	13	892	1,023
Short term deposits	12	4,847	3,620
Cash at bank		2,404	1,576
		<u>8,143</u>	<u>6,219</u>
Total current assets			
		8,143	6,219
Current liabilities			
Creditors: amounts falling due within one year	14	(3,542)	(3,164)
		<u>4,601</u>	<u>3,055</u>
Net current assets			
		4,601	3,055
Total assets less current liabilities			
		6,878	6,831
Provision for liabilities	15	(289)	(477)
		<u>6,589</u>	<u>6,354</u>
Net assets before pension liability			
		6,589	6,354
Defined benefit pension scheme liability	19	(646)	(191)
		<u>5,943</u>	<u>6,163</u>
Net assets			
		5,943	6,163
Represented by			
Unrestricted fund	16	5,761	5,877
Restricted income fund	16	182	286
		<u>5,943</u>	<u>6,163</u>
Total funds			
		5,943	6,163

On behalf of the board



Jim Mountjoy
Honorary Treasurer



Alan Wyley
Chairperson

Cashflow Statement

for the year ended 31st December 2014

	Note	2014 €000	2013 €000
Net cash inflow from operations	17	584	1,523
Returns on investment and servicing of finance			
Interest received	4	114	140
Investing activities			
Sale of fixed asset	11	-	(2)
Purchase of tangible fixed assets	11	(119)	(93)
Disposal/(purchase) of term deposits	18	1,439	(44)
Net cash inflow/(outflow) from investing activities		1,320	(139)
Management of liquid resources			
Transfers into short term deposits		(1,227)	(661)
Financing activities			
Grants received	11	37	22
Increase in cash and cash equivalents		828	885
Cash at bank at beginning of year	18	1,576	691
Cash at bank at end of year	18	2,404	1,576

Statement of accounting policies

for the year ended 31st December 2014

Basis of preparation

The financial statements are prepared under the historical cost convention in accordance with best practice as recommended by the Companies Acts and, voluntarily in the absence of statutory reporting standards for charities in Ireland, in accordance with best practice (Statement of Recommended Practice (revised 2005)) as recommended by the Charity Commission for England and Wales.

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.

When Barnardos provides family support services in accordance with agreements, the income is recognised when the service is provided. 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.

Non-statutory grants and donations are recognised when there is evidence of entitlement. 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 1 and 2 to the financial statements.

Donated services, goods and facilities are not quantified in the Statement of Financial Activities in income or expenditure.

Capital grants in respect of buildings and equipment are set off against fixed assets and 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, Advocacy and Research. 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 6(a) and 6(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 1 and 5 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 6(b) to the financial statements.

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 1st April 1989 or subsequent cost less any provision for impairment. Depreciation of freehold and long leasehold properties has been provided at the rate of two to four 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 prior to 1st January 2005 are stated at cost and depreciated at 20 per cent straight line per annum on their cost. Computers purchased after this date are written off in the year of purchase.

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 annually by the Audit Committee and brought to the Board. The policy was updated in February 2013 to take account of changes in the risk attached to different funding sources and the current economic climate.

Statement of accounting policies

for the year ended 31st December 2014 (continued)

It was agreed by the Board that seven to nine weeks of Barnardos budgeted operating costs (less costs covered by restricted income) for the coming year would be a reasonable target level of reserves. This equates to between €3.1m and €4.0m in 2015. Barnardos free reserves at 31st December 2014 are €4.2m. 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.

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 September 2013, defines how the organisation determines risk of investment.

Pension costs

Defined Benefit Scheme

Pension benefits are funded over the eligible employees' period of service by way of contributions to a defined benefit scheme.

A full actuarial valuation is undertaken every three years and its purpose is to advise on the future funding arrangements to be made in light of the scheme's funding position as at the valuation date. Pension scheme assets are valued at market value. Pension scheme liabilities are measured using the attained age method using market-related assumptions that reflect reasonable expectations taking account of market conditions as at the valuation date.

In the financial statements, pension schemes have been accounted for in accordance with FRS 17. Pension scheme assets are valued at bid value. Pension scheme liabilities are measured, using the projected unit method and are discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability. Any surplus, to the extent that it is considered recoverable, is shown as an asset on the balance sheet and any deficit is shown on the balance sheet as a liability. Actuarial gains and losses are recognised immediately in the Statement of Total Recognised Gains and Losses. The current service cost and past service cost of the defined benefit scheme and the expected return on assets, net of the change in the present value of the scheme liabilities arising from the passage of time, has been charged/credited to governance costs.

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.

Stock

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

Operating leases

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

Notes

forming part of the financial statements

1. Voluntary income includes the following

	2014 Unrestricted €000	2014 Restricted €000	2014 Total €000	2013 Total €000
Fundraising activities				
Major donors	35	13	48	55
Committed and cash giving	3,311	29	3,340	3,432
Corporate, events & schools	1,423	79	1,502	1,398
Overseas	-	80	80	-
Total fundraising activities	4,769	201	4,970	4,885
Trusts and foundations				
Atlantic Philanthropies	-	280	280	484
Other trusts	34	438	472	695
Total trusts and foundations	34	718	752	1,179
Donations, legacies and similar incoming resources				
Legacies	93	-	93	130
Memberships, publication & training	-	137	137	96
Other donations/fees	26	10	36	35
Total donations, legacies and similar incoming resources	119	147	266	261
Total voluntary income	4,922	1,066	5,988	6,325

2. Income from trading activities

	2014 Unrestricted €000	2013 Unrestricted €000
The net result of shop operations is as follows:		
Sales	1,234	1,210
Operating expenses	(982)	(934)
Net shop contribution	252	276

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*)

3. Incoming resources for charitable activities

	2014 Restricted €000	2013 Restricted €000
Statutory Sources		
Tusla (Child & Family Agency) Dublin North East:		
Dublin City North	1,484	1,553
Cavan/Monaghan	84	125
Louth/Meath	102	143
Tusla (Child & Family Agency) Dublin Mid Leinster:		
Dublin South West/Kildare/West Wicklow	643	1,177
Dublin South Central	560	598
Midlands	823	841
Dublin South East/Wicklow	396	603
Tusla (Child & Family Agency) West:		
Mid West	1,574	1,623
Tusla (Child & Family Agency) South:		
Cork	444	444
Waterford/Wexford	755	800
Carlow Kilkenny/South Tipperary	808	833
Tusla (Child & Family Agency) Other:		
Counselling Grant Section	141	153
Tusla on behalf of Limerick City Children's Services Committee	113	35
Tusla (Child & Family Agency) Total	7,927	8,928
HSE	786	72
Education & Training Board Ireland	47	45
Dublin City Council	130	78
Department of Education and Skills	224	423
Department of Environment, Community & Local Government	25	57
Office of the Minister for Children and Youth Affairs	154	161
Pobal (CCS)	606	428
Pobal (NCIP)	550	550
Pobal (NEYAI)	124	277
Department of Children and Youth Affairs (ECCE)	38	26
Pobal (DORM)	1	8
	10,612	11,053
Service income Guardian ad Litem	3,712	3,582
Other fees and grants	381	357
	14,705	14,992

Notes

forming part of the financial statements (*continued*)

4. Investment income

	2014 Unrestricted €000	2013 Unrestricted €000
Deposit interest	114	140

5. Cost of generating funds

	2014 Unrestricted €000	2013 Unrestricted €000
Fundraising expenditure can be analysed as follows:		
Major donors	5	15
Committed & cash giving	1,544	1,223
Corporate, events & schools	687	697
Trusts & foundations	18	7
Overseas	5	-
Legacies	11	-
	<u>2,270</u>	<u>1,942</u>



Notes

forming part of the financial statements (*continued*)

6.(a) Resources expended for charitable activities

	Dublin South & South West €000	Dublin North €000	Midlands €000	Southern €000	South Eastern €000	Total Regional Childcare €000	National Office €000	2014 Total €000	2013 Total €000
Restricted									
Early Years	1,147	684	-	1,192	-	3,023	-	3,023	3,495
Family Support	840	1,088	1,459	1,634	1,302	6,323	-	6,323	5,758
Other Regional Services	654	322	263	261	373	1,873	-	1,873	2,926
Specialist Services	-	-	-	-	-	-	1,288	1,288	965
GAL	-	-	-	-	-	-	2,947	2,947	2,801
BPTC*	-	-	-	-	-	-	1,401	1,401	1,205
Advocacy & volunteer initiative	-	-	-	-	-	-	272	272	174
Direct costs	2,641	2,094	1,722	3,087	1,675	11,219	5,908	17,127	17,324
Support costs	169	134	100	200	99	702	289	991	1,215
Total costs	2,810	2,228	1,822	3,287	1,774	11,921	6,197	18,118	18,539
Unrestricted									
Direct costs*	-	-	-	-	-	-	-	-	121
Support costs	-	-	-	-	-	-	-	-	6
Total costs	-	-	-	-	-	-	-	-	127
Total charitable expenditure	2,810	2,228	1,822	3,287	1,774	11,921	6,197	18,118	18,666

*Best Practice, Training and Consultancy

Notes

forming part of the financial statements (*continued*)

6.(b) Activities included in support and governance costs

		2014	2014	2013	2013
		Support	Governance	Support	Governance
		costs	costs	costs	costs
	Cost drivers	€000	€000	€000	€000
Human resources	Full time equivalent	372	52	453	44
Finance	Expenditure	365	49	342	44
Information technology	Full time equivalent	177	23	188	23
Corporate	Full time equivalent	77	64	238	70
		991	188	1,221	181

7. Staff costs

The average monthly number of employees, including part-time staff, but not including volunteers, during the year was 366 (2013: 359).

	2014	2013
	€000	€000
Staff costs comprises:		
Wages and salaries	12,969	12,657
Social welfare costs	1,367	1,323
Pension costs	440	433
	14,776	14,413

Staff activities are as follows:

	2014	2013
	Number	Number
Direct charitable activities	308	311
Support costs	15	20
Generating funds shops	14	12
Generating funds fundraising	24*	11
Governance costs	5	5
	366	359

*The increase in Fundraising staff reflects the establishment of an in house face to face fundraising team. Previously this work was carried out by a third party agency.

Notes

forming part of the financial statements (*continued*)

7. Staff costs (*continued*)

The number of higher paid employees was:

	2014	2013
	Number	Number
€70,000 - €80,000	6	9
€80,000 - €90,000	2	1
€90,000 - €100,000	2	3
€100,000 - €110,000	1	-
€110,000 - €120,000	1	1
	<hr/>	<hr/>
	12	14

Remuneration includes basic pay and excludes employer pension and PRSI contributions. Barnardos CEO's salary was €114,651 in 2014. The CEO salary was originally set in 2010 on a scale comparable to that of a HSE Assistant National Director.

The CEO earns additional income through a regular newspaper column. This income is processed by Barnardos for taxation purposes, and the CEO pays a monthly fee to Barnardos in this respect. Further income generated by the CEO through speaking engagements is all donated to Barnardos.

The CEO and all staff who joined since 1st January 2000, can opt to join the defined contribution pension scheme. The employee contributes a minimum of four per cent and Barnardos contributes six per cent of pensionable pay.

8. Board member expenses

No member of the Board received payment or reimbursement of expenses for both 2014 and 2013.

Notes

forming part of the financial statements (*continued*)

9. Other resources expended

Other resources expended represents costs associated with the restructuring programme (predominantly redundancy costs) which were completed by end 2013.

	2014	2013
	€000	€000
Regional childrens services	-	(110)
Central childrens services	-	-
Support services, administration and fundraising	-	-
	<hr/>	<hr/>
	-	(110)

10. Net incoming resources for the year

	2014	2013
	€000	€000
This is arrived at after charging/(crediting):		
Auditor's remuneration	30	30
Depreciation	302	326
Amortisation of grants	(160)	(174)
Operating leases – primarily land and buildings	299	412
Profit of the sale of fixed asset	-	2
	<hr/>	<hr/>



Notes

forming part of the financial statements (continued)

11. Tangible fixed assets

	Properties €000	Furniture, fittings and equipment €000	Computers €000	Motor vehicles €000	Total €000
Cost					
At 1st January 2014	11,228	1,952	200	436	13,816
Additions	50	69	-	-	119
Disposals	-	-	-	-	-
At 31st December 2014	11,278	2,021	200	436	13,935
Depreciation					
At 1st January 2014	4,354	1,865	200	407	6,826
Charge for the year	236	53	-	13	302
Disposals	-	-	-	-	-
At 31st December 2014	4,590	1,918	200	420	7,128
Net book amounts					
At 31st December 2014	6,688	103	-	16	6,807
At 31st December 2013	6,874	87	-	29	6,990
Capital grants					
At 1st January 2014	5,481	377	-	362	6,220
Additions*	35	2	-	-	37
Disposals	-	-	-	-	-
At 31st December 2014	5,516	379	-	362	6,257
Capital grants - amortisation					
At 1st January 2014	885	346	-	336	1,567
Charge for the year	137	12	-	11	160
Disposals	-	-	-	-	-
At 31st December 2014	1,022	358	-	347	1,727
Net book amounts					
At 31st December 2014	4,494	21	-	15	4,530
At 31st December 2013	4,596	31	-	26	4,653
Net book amounts - fixed assets net of capital grants					
At 31st December 2014	2,194	82	-	1	2,277
At 31st December 2013	2,278	56	-	3	2,337

*Pobal capital grants of €37,397 were received in 2014.

Notes

forming part of the financial statements (*continued*)

11. Tangible fixed assets (*continued*)

	2014	2013
	€000	€000
Freehold and leasehold properties – carrying value net of unamortised grants		
Freeholds	1,141	930
Long leaseholds (over 50 years)	1,045	1,333
Short leaseholds (50 years and under)	8	15
	<u>2,194</u>	<u>2,278</u>

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 assets being disposed of before 2023.
- 2: Family Support Centre in Mullingar - €300,000 becomes repayable to the HSE in the event of the asset being disposed of, unless replaced by a mutually agreed premises.
- 3: Brighter Futures Centre in 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.

12. Term deposits and short-term deposits

€0 (2013 : €1,439,000) relates to funds invested in fixed term interest bearing deposits with financial institutions with a maturity of greater than one year.

€4,847,000 (2013 : €3,620,000) relates to funds invested in fixed term interest bearing deposits with financial institutions with a maturity if between 60 days and 365 days.

13. Debtors (amounts falling due within one year)

	2014	2013
	€000	€000
Trade debtors	800	957
Other debtors	19	18
Prepayments and accrued income	73	48
	<u>892</u>	<u>1,023</u>

Notes

forming part of the financial statements (*continued*)

14. Creditors (amounts falling due within one year)

	2014	2013
	€000	€000
Trade creditors	608	686
PAYE/PRSI creditor	378	369
VAT creditor	1	2
Other creditors	58	14
Accruals	614	359
Deferred income	1,883	1,734
	<u>3,542</u>	<u>3,164</u>

Movements in deferred income	Non-Statutory deferred €000	Statutory deferred €000	Total €000
Released from prior year	(1,060)	(674)	(1,734)
Deferred in the current year	1,286	597	1,883

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

15. Provision for liabilities

	2014	2013
	€000	€000
At beginning of year	477	777
Utilised in the year	(90)	(747)
Charged in the year	41	477
Released in the year	(139)	(30)
At end of year	<u>289</u>	<u>477</u>

16. Statement of movement in funds

	Unrestricted fund €000	Restricted fund €000	Total €000
Balance at beginning of year	5,877	286	6,163
Net outgoing resources – after transfers	587	(104)	483
Actuarial loss on pension scheme (note 19)	(703)	-	(703)
Balance at end of year	<u>5,761</u>	<u>182</u>	<u>5,943</u>

Notes

forming part of the financial statements (*continued*)

16. Statement of movement in funds (*continued*)

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

	2014	2013
	€000	€000
Restricted		
Opening balance	286	206
Income	15,771	16,174
Charitable activities costs	(18,118)	(18,539)
Transfers	2,243	2,445
Closing balance	182	286
Unrestricted		
Opening balance	5,877	5,018
Income	6,270	6,495
Actuarial loss on pension scheme	(703)	(117)
Charitable activities costs	-	(127)
Cost of generating funds	(3,252)	(2,876)
Governance costs	(188)	(181)
Other resources expended	-	110
Transfers	(2,243)	(2,445)
Closing balance	5,761	5,877
Restricted and unrestricted	5,943	6,163

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

Notes

forming part of the financial statements (*continued*)

17. Reconciliation of incoming/(outgoing) resources to net cash flow from operating activities

	2014 €000	2013 €000
Net incoming resources	483	1,056
Depreciation and impairment charges	302	326
Amortisation of government grant	(160)	(174)
Decrease in debtors	131	297
Increase in creditors	378	651
Decrease in provision for liabilities and charges	(188)	(300)
Increase/(decrease) in pension provision	455	(78)
Actuarial loss on pension scheme	(703)	(117)
Interest earned	(114)	(140)
Profit on the sale of fixed asset	-	2
Net cash inflow/(outflow) from operating activities	584	1,523

18. Analysis of change in cash at bank, short term deposits and term deposits

	2014 €000	2013 €000
Balance at beginning of year	6,635	5,045
Net cash inflow	616	1,590
Balance at end of year	7,251	6,635

	At 1 January 2014 €000	Cashflows during the year €000	At 31 December 2014 €000
Term deposits	1,439	(1,439)	-
Short term deposits	3,620	1,227	4,847
Bank current accounts	1,576	828	2,404
Total cash and cash equivalents	6,635	616	7,251

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 31st 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 1st September 2012. The scheme funding level was 88.5 per cent 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 31st December 2018. The recommended contribution rate was 27 per cent of pensionable salaries plus a fixed monthly contribution of €11,700 payable from 1st January 2013 until 1st December 2018. It is the view of our actuaries that the current contributions are adequate, and that the funding proposal is on track. The FRS 17 position is calculated using different assumptions as prescribed in FRS 17. The FRS 17 assumptions should not be used to assess the funding position of the scheme. The schemes funding level improved to 95 per cent at 31st December 2014, under the minimum funding standard (MFS) basis.

The financial assumptions used to calculate the scheme liabilities under the FRS 17 using the Projected Unit Method are as follows:

	2014	2013	2012	2011
Inflation rate	1.50%	2.00%	2.00%	2.00%
Discount rate	1.90%	3.30%	3.60%	4.40%
Expected return on assets over the next year*	1.90%	3.75%	3.83%	4.25%
Expected rate of salary increases	3.00%	3.50%	3.50%	3.75%
Rate of pension increases in payment	0.00%	0.00%	0.00%	0.00%
Rate of pension increases in deferment	1.50%	2.00%	2.00%	2.00%

It is assumed that scheme members will withdraw on average 12.5 per cent of their fund on retirement (2013: 12.5 per cent).

*Under revised UK and Irish GAAP coming into effect for accounting periods beginning on or after 1st January 2015 the expected return on assets will equal the discount rate.

Notes

forming part of the financial statements (*continued*)

19. Pension fund (*continued*)

The expected long-term rate of return on the assets of the scheme are as follows:

	2014	2013	2012
Equities	5.40%	7.00%	6.50%
Bonds	1.40%	3.00%	2.50%
Other	3.60%	4.00%	5.50%
Property	4.40%	6.00%	5.50%
Cash	1.40%	2.00%	2.00%

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:

	2014 Years	2013 Years
Longevity at age 65 for current pensioners:		
Male	20.6	21.9
Female	23.2	23.6
Longevity at age 65 for members aged 45:		
Male	23.3	23.6
Female	25.4	25.5

The calculation of the defined benefit obligation is sensitive to the mortality assumptions set out above.

As the actuarial estimates of mortality continue to be refined, an increase in one year in the lives shown above is considered reasonably possible in the next financial year. The impact of this change would be an increase in the employee benefit liability by €241,000.

Based on these assumptions the following table sets out the market value of the defined benefit scheme together with details of the expected long term rates of return used to generate the amount shown in the profit and loss account. It also shows the most recent valuation of the scheme liabilities updated for movements in financial assumptions.

Notes

forming part of the financial statements (*continued*)

19. Pension fund (*continued*)

The net pension deficit is analysed as follows:

	2014 €000	2013 €000	2012 €000
Equities	3,336	2,961	3,763
Bonds	3,324	2,637	2,825
Other	3,590	2,764	1,282
Property	343	251	226
Cash	64	966	1,239
AVCs	90	95	87
	<hr/>	<hr/>	<hr/>
Total market value of assets	10,747	9,674	9,422
Actuarial value of scheme liabilities	(11,303)	(9,770)	(9,604)
AVCs	(90)	(95)	(87)
	<hr/>	<hr/>	<hr/>
Deficit in scheme	(646)	(191)	(269)

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

	2014 €000	2013 €000
Charged to expenditure		
Current service costs	47	62
Charged/(credited) to other finance income		
Interest on pension scheme liabilities	322	346
Expected return on scheme assets	(356)	(354)
Past service gain	(82)	(52)
	<hr/>	<hr/>
Total charge in statement of financial activities and income and expenditure account	(69)	2

Notes

forming part of the financial statements (*continued*)

19. Pension fund (*continued*)

The following amounts have been recognised in the statement of total recognised gains and losses:

	2014 €000	2013 €000
Difference between actual and expected return on assets	924	159
Experienced gain on schemes liabilities	208	165
Effect of changes in actuarial assumptions	(1,835)	(441)
Actuarial loss recognised in the statement of total recognised gains and losses	(703)	(117)
Movements in deficit during the year:	2014 €000	2013 €000
Deficit in scheme at beginning of year	(191)	(269)
Contributions paid	179	196
Current service costs	(47)	(62)
Other financial credit	116	61
Actuarial loss	(703)	(117)
Deficit in scheme at end of year	(646)	(191)
Reconciliation of change in value of scheme liabilities in the year	2014 €000	2013 €000
Scheme liabilities at start of year	9,865	9,691
Interest cost	322	346
Current service cost (net of member contributions)	47	62
AVC contributions	4	12
Change in value of AVCs	(9)	(3)
Actual member contributions	11	12
Actual benefit payments by the fund	(392)	(478)
Loss on change of assumptions	1,835	441
Experience gain	(208)	(165)
Past service gain	(82)	(53)
Scheme liabilities at end of year based on end of period assumptions	11,393	9,865

Notes

forming part of the financial statements (*continued*)

19. Pension fund (*continued*)

	2014 €000	2013 €000
Reconciliation of changes in value of assets in the year		
Market value at beginning of year	9,674	9,422
Actual total benefit payments	(392)	(478)
Actual contributions - company (including benefits paid by the company)	179	196
AVC contributions	4	12
Change in value of AVCs	(9)	(3)
Actual contributions - members	11	12
Expected return on assets	356	354
Gain/(loss) on assets	924	159
Market value at end of period	10,747	9,674

The company expects to contribute €178,700 to its defined benefit pension plan in 2015.

History of actuarial gains and losses

	2014 €000	2013 €000	2012 €000	2011 €000
Gain/(loss) on scheme assets	924	159	460	(404)
% of scheme assets at end of year	8.60%	1.64%	4.88%	(4.50%)
Experience gain on scheme liabilities	208	165	132	101
% of scheme liabilities at end of year	1.83%	1.67%	1.36%	1.12%
Total actuarial loss recognised in STRGL	(703)	(117)	(444)	(382)
% of scheme liabilities at end of period	(6.17%)	(1.19%)	(4.58%)	(4.25%)

Notes

forming part of the financial statements (*continued*)

20. Commitments

Operating lease commitments payable during the next twelve months amount to €321,443 (2013: €332,568) and are payable in relation to equipment and property leases which expire as follows:

	Plant & equipment €000	Land & buildings €000	Total €000
Within one year	8	33	41
Within two to five years	35	170	205
After five years	-	75	75
	<u>43</u>	<u>278</u>	<u>321</u>

21. Comparative amounts

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

22. Related party transactions

There were no related party transactions during the year ended 31st December 2014 (31st December 2013: Nil).

Barnardos provided administrative services to Partners in Education Limited at nil cost up to voluntary strike off on 24th February 2013.

23. 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.

24. Approval of financial statements

The directors approved the financial statements on 15th April 2015.

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
Charity No.	CHY6015
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

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