

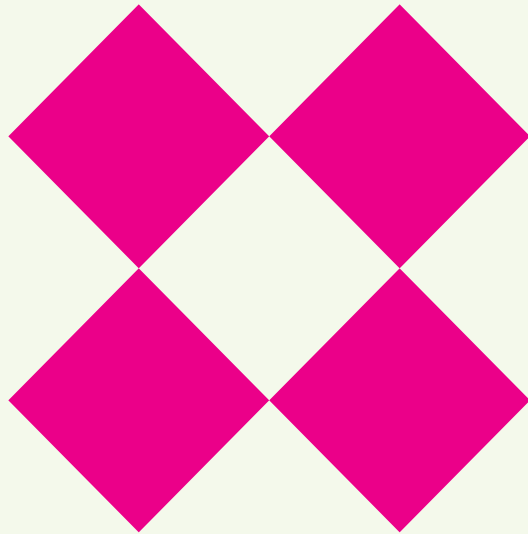
# Because Childhood Lasts a Lifetime

Annual Report 2023



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# 2023 at a Glance

## Our Mission

Our mission is to transform the lives of vulnerable children because childhood lasts a lifetime

## Our Vision

Barnardos' vision is to ensure all vulnerable children in Ireland get the support they need to overcome childhood adversity



# 26,009

Children and adults helped in 2023

## How we work

With Children



With Schools

With Families



With Communities

## Our services provided



Learning



Stability



Nourishment



Care



Security



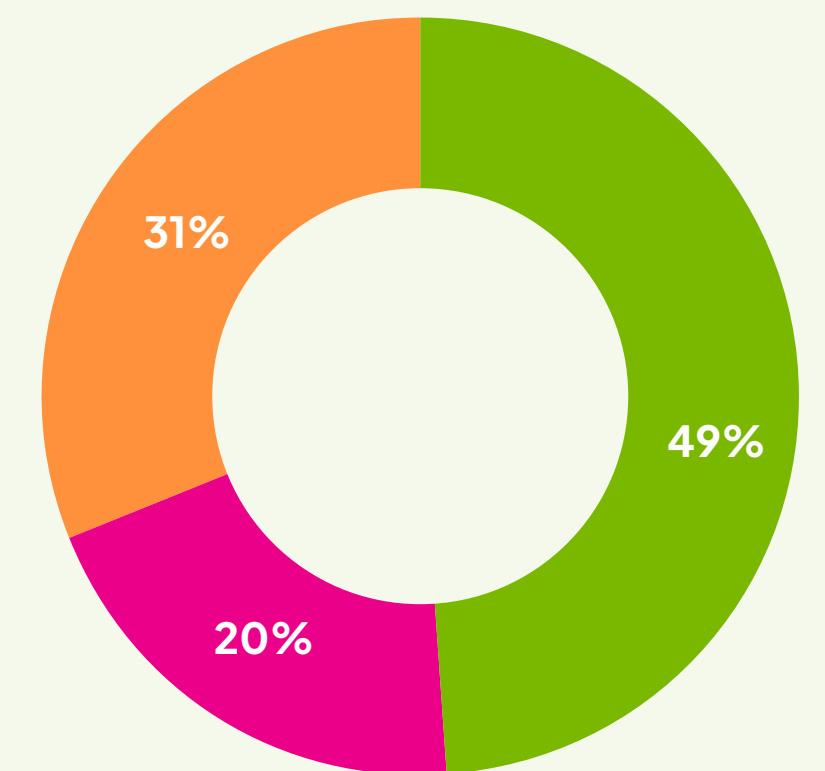
A Safe Place

# 56

Service Locations



## Age Range



11-18yrs **49%** | 0-5yrs **20%**  
6-10yrs **31%**

# Chairperson's Statement



**Expenditure is just an accountants measure of impact – the quality of service and the commitment of our people to maintain that quality whilst making a difference to the lives of the children and families we work with is the real measure.**

2023 represented a challenging year for Barnardos, the impact of the rising cost of living and the ongoing housing crisis has seen an increase of 25% in the numbers of children and families we work with in our targeted services and increases in waiting lists across many of our projects.

In spite of these challenges, we remain committed to delivering an excellent standard of care and importantly recognising our staff for their work and commitment. With attention drawn to humanitarian crisis overseas, our voluntary income was down €0.5m on last year and close to €1m behind budget. In the light of these challenges the overall deficit of €0.7m for the year is an acceptable result.

Our staff are caring professionals who are committed to their work. Barnardos cannot meet our objectives as an organisation without their support and dedication. They have faced their own cost of living challenges and we continue to strive to support them. We welcomed the pay agreement for staff agreed last December and the additional state funding implicit in that agreement.

We are grateful for the support of our state funders but financial arrangements agreed on a year to year basis without a long term multi annual view is structurally precarious. Voluntary sector organisations play a key role in the provision of services to the most vulnerable people in society. The state has continued to rely on organisations like Barnardos to meet certain social needs and to complement the work of state agencies.

A strong voluntary sector promotes social cohesion through volunteerism and through access to funders other than the state.

The current model of state funding for voluntary organisations needs a fundamental overhaul. The state needs to recognise the long-term nature of these organisations and needs to use them in a more strategic way to harness the goodwill of non-state funders, philanthropy, corporate fundings and most importantly the general public. A partnership approach with a clear strategic timeframe together with a concept of co-funding will harness a much higher impact for funders and more importantly for our service users.

Effective governance is critical to all charitable organisations. In the voluntary sector high standards of governance is critical to both funders and to our service users – funders need to be sure that their money is being spent effectively and for the purposes that it was given and our services users should be confident in the quality of service they receive.

In Barnardos we continually examine our own governance and effectiveness with another review taking place next year. My fellow directors have a wide range of skills and experience in the commercial and social care sectors. They give generously of their time, take their responsibilities seriously and I thank them for their service. I would like to especially thank Trevor Spratt and Maria Kelly who are retiring after this year's AGM. As a board we are grateful to have a strong executive team committed to strong governance. As a

chartered accountant, it gave me particular pleasure when Barnardos won the Large Not-for-Profit Sector prize in the Annual Published Accounts Awards last November.

I am also stepping down as a director after the AGM. My association with Barnardos began in 2005 when I joined a fundraising committee set up by the then Chief Executive, Owen Keenan. At the time Barnardos worked with 12,000 children and families spending €13m in delivering services in 30 locations across Ireland. In the intervening years I helped where I could and was honoured, when asked, to joined the board in 2017. Over the years of my involvement I have seen Barnardos grow on a significant scale now reaching an annual turnover of €30m and reaching over 26,000 children and families through a mix of targeted and universal services as set out in this annual report. It is curious to reflect that total government expenditure over the same period (2004 to 2023) grow at almost the same rate – just under 4.5% per annum.

Expenditure is just the accountants measure of impact – however the quality of service and the commitment of our people to maintaining that quality and making a difference in the lives of the children and families we work with is the real measure and it is that impact which has made my time working with Barnardos so rewarding.

**Martin Dobey**  
Chairperson



# CEO's Report

Watch CEO Suzanne Connolly reflecting on 2023 in the organisation, from the cost of living crisis and the impact on families; the reality for vulnerable children living in Ireland today and the increase in demand for our services.



Sustainable  
Development Goals



Watch the 2023 CEO's Report



# Child Safeguarding Statement

## Barnardos Republic of Ireland

Barnardos is Ireland's leading children's charity that works to help the most vulnerable children in society achieve their full potential. We work with children from birth to 18 years of age as well as with their parents and carers. Barnardos mission is to deliver services and work with families, communities, and our partners to transform the lives of vulnerable children who are affected by adverse childhood experiences.

## Contact

### Head Office

Barnardos Ireland  
4 Christchurch Square  
Dublin 8  
D08 DT63

**Phone:** 01 453 0355

**Email:** [info@barnardos.ie](mailto:info@barnardos.ie)

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**View Barnardos full  
safeguarding statement**





# Child Safeguarding Statement

## Barnardos provides the following services:



**Family Support** services which seek to promote the welfare of vulnerable children and their families in their homes and in their communities.



**Early Years** care and education programme, with a particular focus on children aged three to five years from disadvantaged groups and those living in challenging family circumstances.



A range of 18 **specialist services** including Bereavement Support Services, Post Adoption Services for children and adults (PAS), Origins Service, Birth History Service, Young Parent Support Programmes, National Childhood Domestic Abuse Project, TLC KIDZ Project, Better Finglas (ABC initiative), Family Resource Centres, Community and Family Hub, Special Needs Service, Families in the International Protection Accommodation Services (IPAS) system and Traveller Women in Prison.



A number of services within **schools** including Roots of Empathy, Wizards of Words, Breakfast Clubs, Afterschool Groups, National Wellbeing Project, Online Safety Programme and Friendship Group.



Parent and Toddler groups, Parental Advocacy & Information Service, Initial Assessment Services, Homemaker Service, Family Welfare Conference.

## Procedures

Our Child Safeguarding Statement has been developed in line with requirements under the Children First Act 2015, Children First: National Guidance for the Protection and Welfare of Children (2017), and Tusla's Child Safeguarding: A Guide for Policy, Procedure and Practice. Barnardos has procedures to keep children safe when they are using our services either in person or online contact, in line with the Children First Act 2015. All our staff and volunteers are trained in how to respond to child protection concerns. We respond to all concerns as quickly as possible.

Barnardos has a strong management structure in place to ensure that the organisation is run well, this includes a Board with an Audit and Services Committee. Barnardos staff and volunteers who work with children and families are Garda checked, qualified and receive supervision.

In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children while they are availing of our service:

- Procedures for responding to an allegation of child abuse made against any member of Barnardos' staff/volunteer/student
- Procedure for the safe recruitment and selection of workers and volunteers to work with children
- Procedure for provision of and access to child safeguarding training and information, including the identification of the occurrence of harm
- Procedure for the reporting of child protection or welfare concerns to Tusla
- Procedure for maintaining a list of the persons in the relevant service who are mandated persons
- Procedure for appointing a Relevant Person under the Children First Act 2015
- Protected disclosures (whistleblowing) policy
- Data protection policy and Electronic Record keeping system

All procedures listed are available upon request.

## Implementation

We recognise that implementation is an on-going process. Our service is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our service.

Barnardos Child Safeguarding statement will be reviewed by Barnardos Head Office on 20th February 2026, or as soon as practicable after there has been a material change in any matter to which the statement refers.



# Child Safeguarding Statement

## Barnardos principles to safeguard children from harm are:

- Barnardos is committed to safeguarding children from harm.
- We listen to children and act on what they say.
- We keep children at the centre of our work and promote their wellbeing.
- All our work is purposeful, needs-led, and outcomes-focused to help children to grow, develop, and achieve their full potential.
- We are committed to ensuring everyone is treated fairly. We strive to create situations where everyone can participate, thrive and contribute, in line with our core values of respect and equality for all, regardless of their family circumstances, their gender, sexual orientation, race or disability.

### RISK ASSESSMENT

Risk Identified*	Procedure in Place to Manage Risk
<b>Risk of harm to a child through lack of effective identification and reporting of child protection concerns</b>	<ul style="list-style-type: none"><li>• Child protection policy and training</li><li>• Recruitment and selection procedure</li><li>• Designated Liaison Person (DLP) in each service</li><li>• Reporting structure, case management process, and supervision procedures</li></ul>
<b>Risk of harm to a child by a visitor to the service</b>	<ul style="list-style-type: none"><li>• Child Protection policy</li><li>• Supervision/ accompaniment policies and procedures</li><li>• Protocols and guidelines regarding safe practice in service delivery</li><li>• Authorisation to collect policy</li><li>• Health and Safety policy</li></ul>
<b>Risk of harm to a child by a member of staff/volunteer</b>	<ul style="list-style-type: none"><li>• Child Protection policy</li><li>• Staff information and supervision procedures</li><li>• Child protection and welfare reporting procedure</li><li>• Recruitment policies and procedures</li><li>• Garda Vetting policy &amp; Operational Guide</li><li>• Community Employment Procedures Manual</li><li>• Regularly reviewed policies, protocols, procedures, and guidelines regarding safe practice and service delivery</li><li>• Appropriate management ratios</li></ul>

\* The definition of harm in relation to a child is: assault, ill-treatment or neglect of the child in a manner that seriously affects, or is likely to seriously affect, the child's health, development or welfare, or sexual abuse of the child.

Risk Identified*	Procedure in Place to Manage Risk
<b>Risk of harm to a child through lack of parents and children's awareness of their rights and how to report a concern</b>	<ul style="list-style-type: none"><li>• Child Protection policy</li><li>• Barnardos Guides for Parents and Children/Young People</li><li>• Information on Tusla and Gardaí collaboration</li><li>• Information guidance on reporting concerns</li><li>• Procedure for processing Service-Related Comments and Complaints</li></ul>
<b>Risk of harm to a child through unauthorised photography</b>	<ul style="list-style-type: none"><li>• Child Protection policy</li><li>• Policy and procedures on the Use of the Internet, Photographic &amp; Recording Devices</li></ul>
<b>Risk of harm to a child on outings by a member of staff/volunteer/stranger/peer</b>	<ul style="list-style-type: none"><li>• Outings policy</li><li>• Transport policy</li><li>• Child Protection policy</li><li>• Code of conduct for staff and volunteers</li></ul>
<b>Risk of harm to a child through lack of supervision</b>	<ul style="list-style-type: none"><li>• Outdoor Play Policy</li><li>• Transition Policy</li><li>• Lone work procedures</li><li>• Child Protection policy</li></ul>
<b>Risk of harm of bullying of a child by an older child/peer</b>	<ul style="list-style-type: none"><li>• Supervision/accompaniment</li><li>• Anti-bullying policies and guidelines</li><li>• Barnardos non-tolerance approach to bullying</li><li>• Child Protection policy</li></ul>
<b>Risk of harm to a child through social media/internet use</b>	<ul style="list-style-type: none"><li>• Barnardos Guides for Parents and Children/Young People</li><li>• Social media/internet use policies and guidelines</li><li>• Digital Best Practice Framework</li><li>• Online Safety Programme</li><li>• Child Protection policy</li></ul>



# 1 Barnardos Strategy 2022–2027

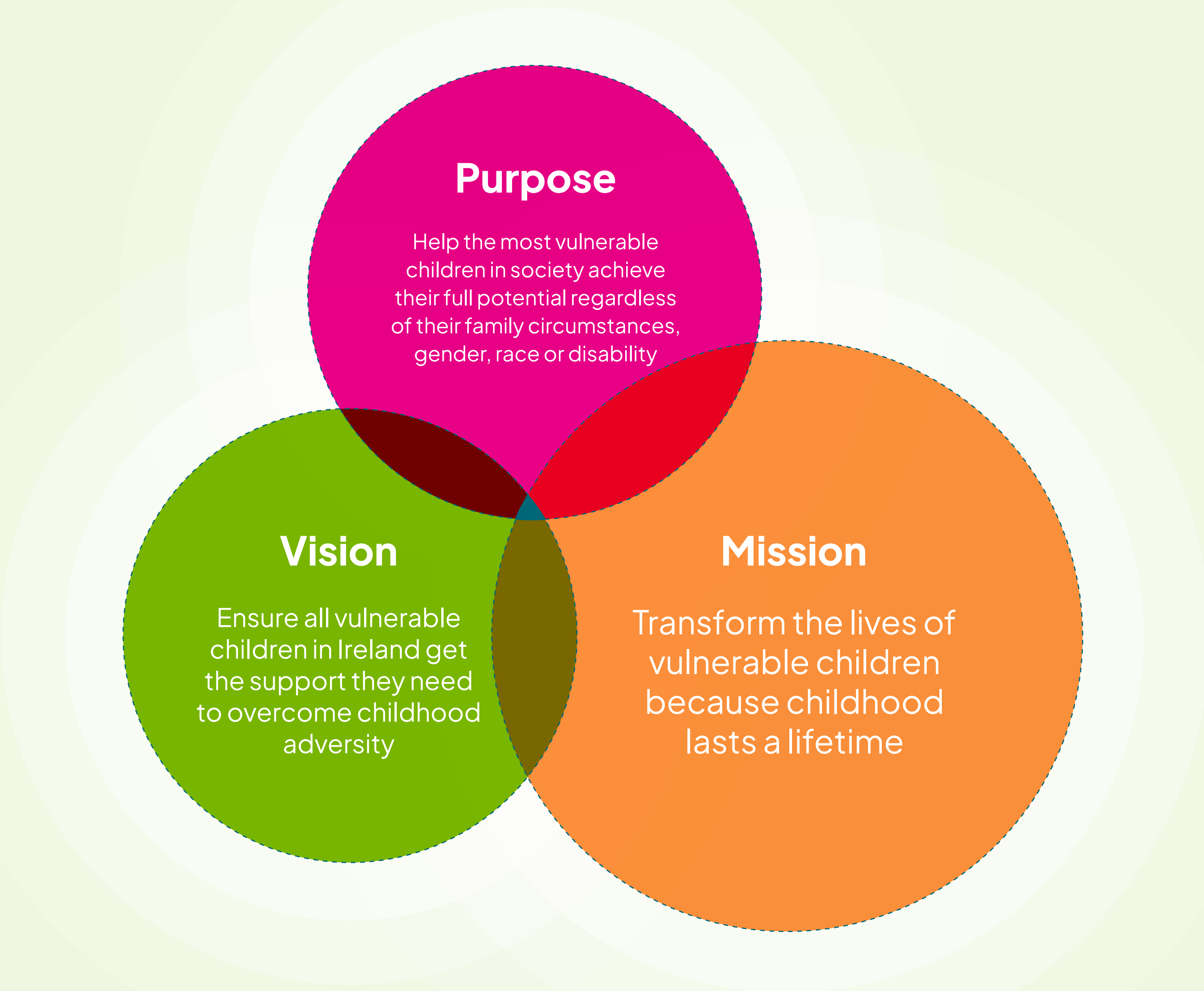




# Barnardos Strategy

2022 – 2027

At Barnardos, we have been helping vulnerable children in Ireland since the 1960s. Our core purpose remains the same – ‘to help the most vulnerable children in society achieve their full potential – regardless of their family circumstances, their gender, race or disability.’





# Our Values

Everyone at Barnardos shares a set of core values that we live out in our everyday work. These values shape all of our behaviour – how we behave with one another, how we behave and interact with the children and families we serve, and how we engage with our partners and local communities.



## Child First

Listening, Championing,  
Protecting, Being There



## Courage

Challenging, Being Brave,  
Determination, Tenacity



## Respect

Integrity, Building Self-worth,  
Promoting Diversity,  
Celebrating Inclusivity



## Together

Teamwork,  
Collaboration, Partnering,  
Relationship-based



## Vitality

Joy, Fun, Creativity,  
Growth Mindset,  
Instilling Hope and Positivity



## Accountability

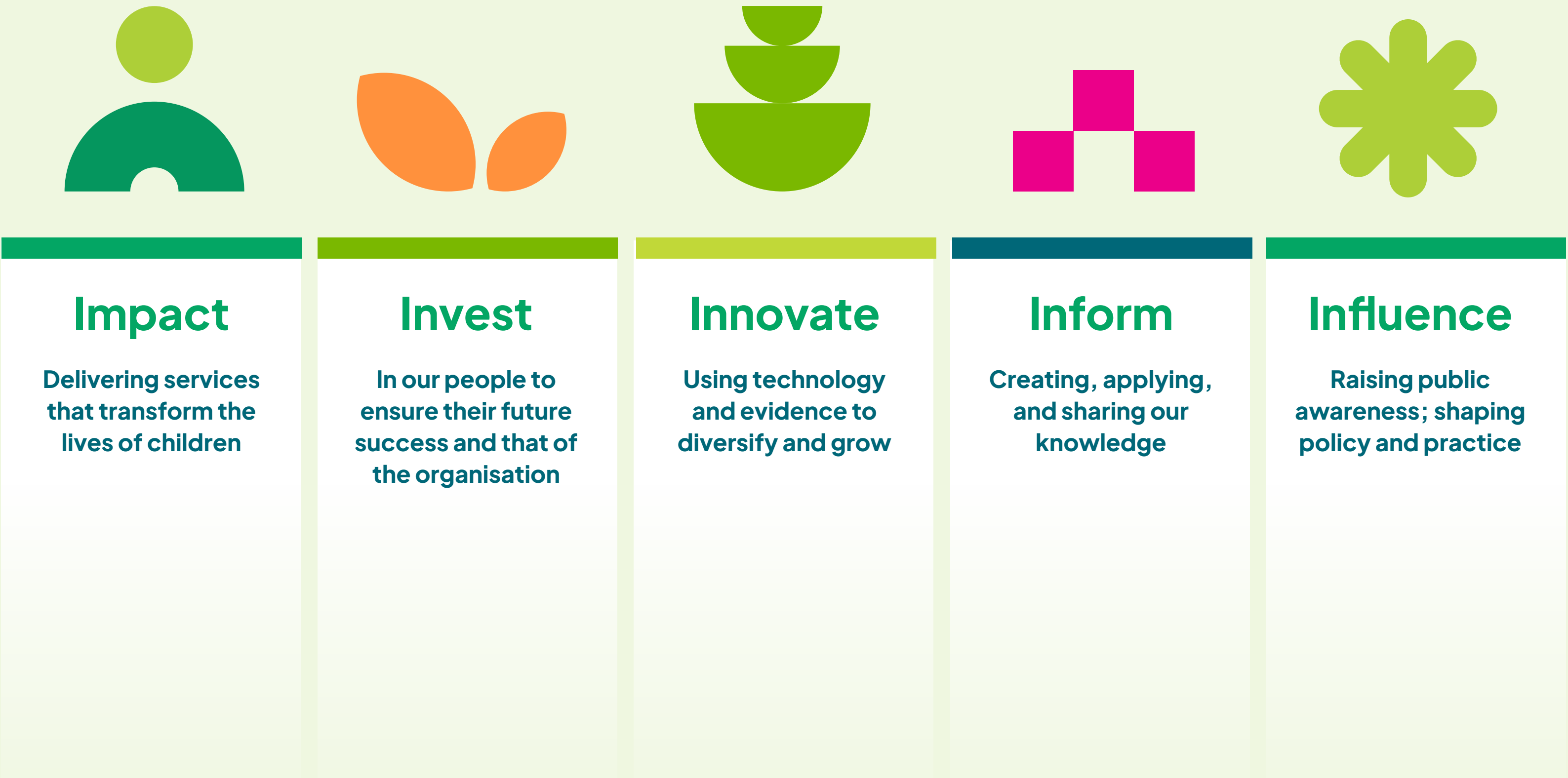
Taking Responsibility,  
Dependability, Transparency,  
Holding Boundaries



# Barnardos Strategy

2022 – 2027


We have outlined five strategic priorities for 2022 – 2027 to which we will hold ourselves accountable and which will be referred to by symbols throughout our annual report.




We will continue to adapt and respond to unforeseen developments, as well as remain focused on what is in our power to deliver.




Our Ambition is to  
be **T.H.E.R.E** by 2027




Trauma-informed  
specialist



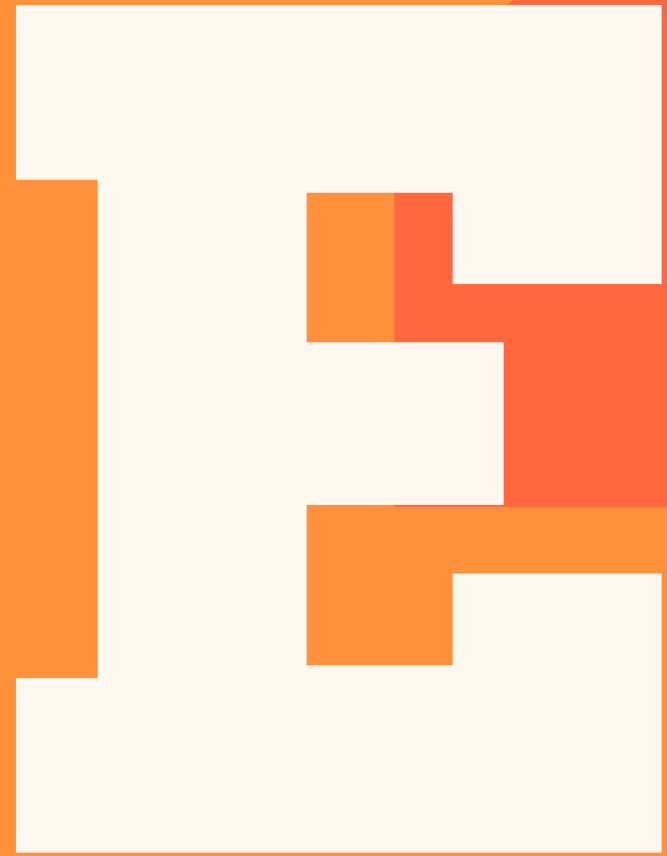
Higher numbers  
benefitting



Extended  
portfolio of  
services



Resourced  
sustainably



Excellent  
employer



# UN Sustainable Development Goals

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

The 17 SDGs are integrated—they recognise that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.




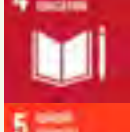

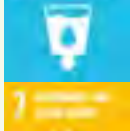





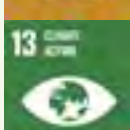

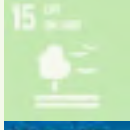


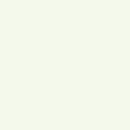
Throughout the report we have highlighted where we've adhered to meeting one or more of the UN Sustainability Development Goals by using the SDG icons.





# UN Sustainable Development Goals

Barnardos has reviewed the UN Sustainable Development Goals (SDGs) as a common worldwide metric against which to assess our activities. We expect our consideration and assessment to develop as we learn more about the SDGs. There are 17 UN SDGs and Barnardos works with 15 of these goals.

	Goal	Target	Barnardos' Engagement	Low	Moderate	High
	1	No Poverty	Moderate			
	2	Zero Hunger	High			
	3	Good Health and Wellbeing	High			
	4	Quality Education	High			
	5	Gender Equality	High			
	6	Clean Water and Sanitation	Moderate			
	7	Affordable and Clean Energy	Low			
	8	Decent Work and Economic Growth	Moderate			
	9	Industry Innovation and Infrastructure	Low			
	10	Reduced Inequalities	High			
	11	Sustainable Cities and Communities	Moderate			
	12	Responsible Consumption and Production	Moderate			
	13	Climate Action	Low			
	14	Life Below Water	N/a			
	15	Life on Land	N/a			
	16	Peace, Justice and Strong Institutions	High			
	17	Partnership for the Goals	Moderate			



# UN Sustainable Development Goals

Barnardos recognises we have a responsibility as an organisation to demonstrate our commitment to the UN Sustainable Development Goals. This should be reflected in our core work with vulnerable children and their families and across all support functions. As a charity that has worked with vulnerable children, families and adults for over 60 years we have consistently sought to advocate for a fairer and more inclusive society, with a particular commitment to ending child poverty.



### Sustainable initiatives

Some of our services can be delivered digitally, without a loss of quality. An environmental benefit has been the reduction in travel by staff while maintaining our high-quality services with many staff adopting technology for remote meetings or remote working, reducing travel time, costs and carbon emissions for the same level of work.

Barnardos now provides regular wellbeing sessions online, using our own expertise and that of others.

Similarly, training has moved online where appropriate, delivering quality training while saving staff travel time, in many cases for shorter refresher courses.

The introduction of digital signatures continues to dramatically reduce paper consumption and speed up processes. The introduction of a

bicycle mileage rate, within Revenue guidelines, recognises and incentivises this sustainable mode of transport when used by staff.

Barnardos charity shops are directly involved with sustainability by offering reusable products for sale to the general public. Textile is the most successful product for resale directly in our shops. In addition to this activity, Barnardos' shops prevented 69.9 tonnes of textile and footwear from going directly into landfill by gathering, sorting, processing and finally, repurposing this product to textile recyclers and diverting it from the waste stream.

Examples of work and initiatives in this area include:

Barnardos Bridal Rooms initiative is based on securing brand new wedding

**69.9 tonnes** Barnardos' shops prevented 69.9 tonnes of textile and footwear from going directly into landfill

**214** In 2023, 214 brides made a sustainable choice and purchased their dream gown from Barnardos

gowns from bridal wholesalers, retailers and designers, and selling them in our Bridal Rooms. In 2023, 214 brides made a sustainable choice and purchased their dream gown from Barnardos. Our Bridal Rooms in Dun Laoghaire and Wexford are growing in popularity year on year. Barnardos Bridal Rooms won best online Charity Retail presence for the second year running – demonstrating our high standards of communication around sustainable bridal shopping to a wide audience.

Barnardos Charity Shop in Cork collaborated with Cork City Council by promoting the Cork City Centre shop as a donation station. For the month of October, the shop windows were dedicated to highlighting the shop as the place to donate unwanted textile and promoting sustainable



# UN Sustainable Development Goals

## Sustainable initiatives

shopping. Barnardos featured in print and social media, and also a number of radio interviews educating the local community on what items to donate and where. This event was very successful demonstrating a huge 46% increase in donations into the shop in the previous month. Media coverage of this collaboration assisted in Barnardos achieving one of our goals of educating

the general public in how to shop sustainability and creating awareness of how to take climate action by supporting Barnardos charity shop.

Barnardos has established an avenue to extend the lifespan of unsalable bedding such as duvets and pillows. We work with Dogs Trust by donating such items to them for reuse as animal bedding.

**Media coverage of this collaboration assisted in Barnardos achieving one of our goals of educating the general public in how to shop sustainably and creating awareness of how to take climate action by supporting Barnardos charity shops.**

Sustainable Development Goals

4

Quality Education

12

Responsible Consumption and Production

17

Partnerships for the Goals



Pamela Kenny and Ronan Muldoon, Irish Prison Service; Linda Doyle and Colette Miller, Barnardos.



Barnardos Charity Shop in Cork collaborated with Cork City Council by promoting the Cork City Centre shop as a donation station.

## Future plans

**Barnardos will continue to work to refine our understanding of the UN SDGs and how we will contribute to meeting these targets.**

Barnardos will continue to develop a hybrid working model for staff where possible.

We gather available information on energy usage (Scope 1 and Scope 2 emissions). We will continue to improve our information to provide greater clarity and to benchmark our emissions levels to identify how best to reduce them.

Barnardos and Irish Prison Service collaborated on a St Patrick's Day initiative. Shamrock was grown from seed and donated to Barnardos in time for St Patrick's Day. The shamrock proved really popular with our customers, selling out quickly and increasing funds raised in the shop. We hope to expand this initiative next year, making fresh shamrock available as a sustainable option to more of our customers.

Barnardos' staff continuously recycle with items ranging from office furniture to childrens' items being repurposed and reused for families.

## TU Dublin and Dublin Chamber of Commerce Sustainability Project

In 2023, Barnardos was delighted to be part of TU Dublin and Dublin Chamber of Commerce Masters students initiative to support development of a Sustainability Strategy for Barnardos.

Students produced a Sustainability Report for the organisation with recommendations and actions to support our carbon reduction strategy.





# Working towards Sustainability

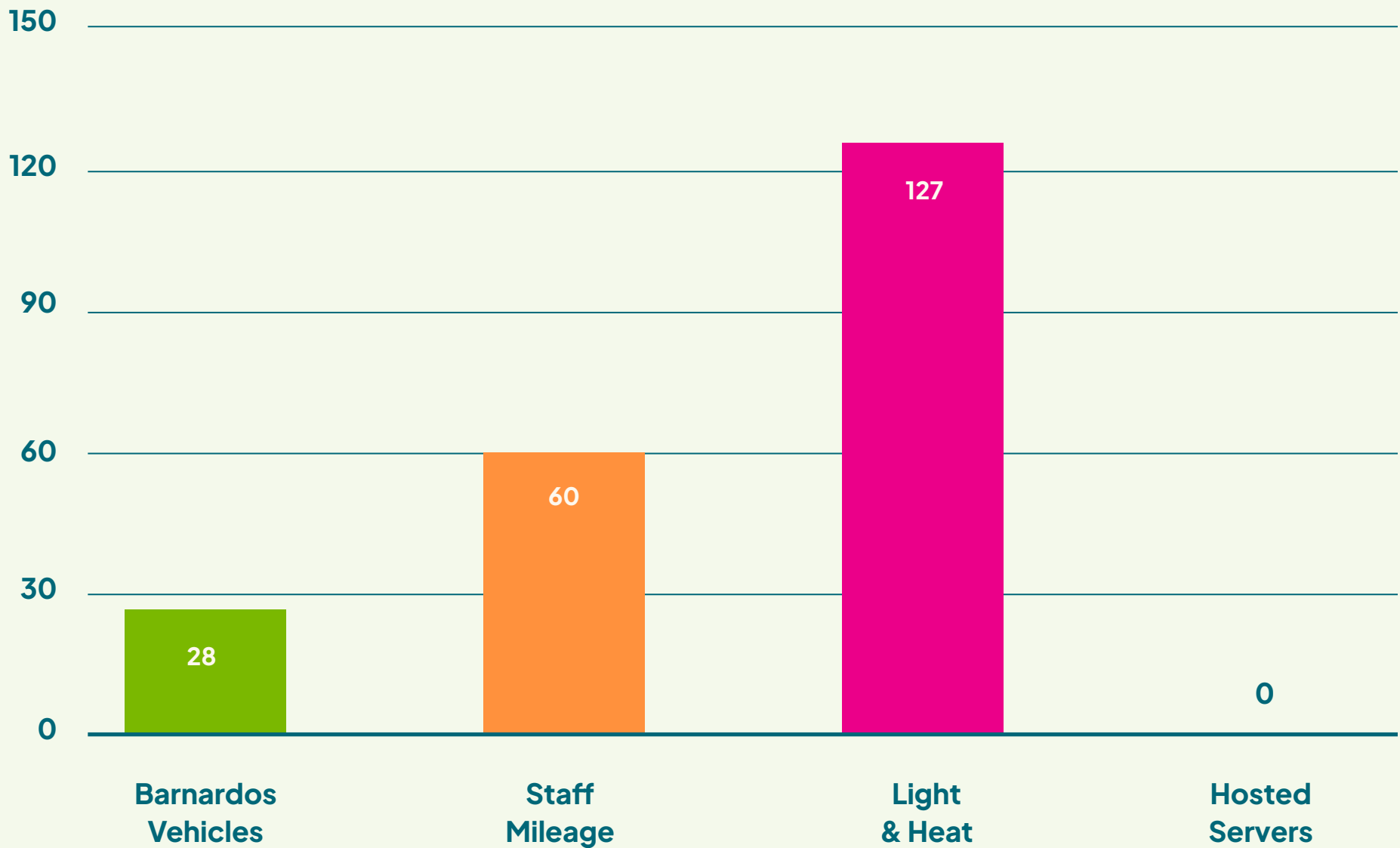
Barnardos will continue work to refine our understanding of the UN SDGs and how we will contribute to meeting these targets.

In 2023 Barnardos maximised the usage of our premises by equipping and setting up hot-desking in our Head Office. This has enabled greater intensity of usage and is more energy-efficient per staff member. We will continue to develop a hybrid working model for staff where possible. Barnardos also continues to gather available information on energy usage.

The graph here shows our current estimated levels of emissions in certain areas. We will continue to gather and improve our information to provide greater clarity and to benchmark our emission levels to identify how best to reduce them.

Carbon footprint 2023

Metric tonnes CO2





# Statutory Funders

We would like to thank all of our statutory funders, without whom we would not have been in a position to deliver our services. During 2023, we received funding from a variety of statutory sources including:



An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige  
Department of Children, Equality, Disability, Integration and Youth



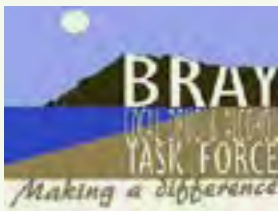
An Roinn Oideachais  
Department of Education



An Roinn Dlí agus Cirt  
Department of Justice



etb  
Boord Oideachais agus Oiliúna  
Atha Cliath agus Éilinn Laoghaire  
Dublin and Dún Laoghaire  
Education and Training Board



We also receive a range of funding and support from a range of local agencies including local City and County Councils and ABC programmes.



2

# Directors' Report

The members of the Board hereby present their annual report and the financial statements for the year ended 31 December 2023.





# Objectives and Activities 2023

In Barnardos, we work with children and families to make real and lasting changes to family relationships and lives. We deliver evidence-based outcome-focused services for children, parents, carers and individuals in their homes, schools or in one of our 56 Barnardos service locations.



Our services are trauma informed, focusing on the impact of interpersonal or adverse childhood experiences on the children and families we work with. In Barnardos we recognise the widespread impact of trauma and understand the potential pathways for healing. To respond effectively to this adversity and trauma, we ensure our services provide opportunities for choice, that people experience safety and trustworthiness and embrace an approach of hope and possibility.

Our work is personalised depending on what the family’s needs are and can be:

- **Parent focused**, which can include individualised programmes of parent support, crisis and practical support;
- **Parent and child focused**, which includes our home-based partnership with parents programme and parent child groups such as parent-toddler and baby stay and play;
- **Child focused**, which includes our Tús Maith Early Years Care and Education Programme and our individual work with children and child focused group work programmes.

We also work with adults in our Birth History Service, where we provide a range of therapeutic, information and practical services to birth mothers, birth fathers, adults who were adopted, boarded out as children or discovered their births were illegally registered.

During 2023, Barnardos worked with 26,009 children and adults across our targeted and early intervention services. This represents a 25% increase in numbers reached compared to 2022. In addition, we worked with 38,242 children in our online safety workshops.

The top 10 issues affecting children attending our targeted services are:

Issues affecting children and young people	% of children
Parents Separated	31%
Child/Young Person with Emotional Issues	30%
Child/Young Person with Behavioural Issues	21%
Parental Mental Health Difficulties	17%
Unsuitable Housing	17%
Bereavement or Loss	14%
Financial Hardship	13%
Inter Parental Conflict	12%
Parental Drug Addiction	11%
Domestic Violence and Abuse	10%



# Objectives and Activities 2023

Last year Barnardos worked with..

26,009

We worked with 26,009 children and adults through our targeted and early intervention services. An increase of 25% on the previous year.

38,242

We worked with 38,242 children and parents in our online safety workshops.

64,251

In 2023 Barnardos services reached a total of 64,251 children and adults in Ireland.



# Family Support Services

Barnardos provides family support services in 34 sites across the country. Our family support services seek to promote the welfare of vulnerable children and their families in their homes and in their communities. We equip families with the necessary skills to thrive, with a focus on enhancing family well-being and strengthening parenting capacity to address current challenges and reduce problems later in a child’s life. During 2023 we supported 6,965 children and parents across our targeted family support services.

In our family support services, we provide evidence-based, trauma-informed services. Positive, respectful and trusting relationships are developed between staff and families and the needs and views of children are at the centre of all planning and service provision. We pay a lot of attention to the environment of our services in order to provide safe therapeutic spaces.

We work with children to help build their resilience by focusing on their social, emotional, physical and educational development. We help parents to strengthen their parenting skills, improve their relationship with their child and help them to meet their child’s needs. We work in a trauma informed way to break the intergenerational transmission of trauma. We respond to the individual

child and family by assessing their needs and carefully tailoring a package of services to respond to those needs.

Although uniquely tailored, the primary focus of our family support work is on:

- Improving the parent-child relationship
- Improving parent-child communication
- Increasing parents’ understanding of and ability to manage their children’s behaviour
- Improving children’s social development
- Supporting parents to introduce consistent routines, and
- Increasing parents’ involvement in children’s education.

We work hard to create effective partnerships with everyone involved in the child’s life to strengthen support, create safety and promote resilience. Barnardos Family Support Projects are based at the heart of local communities. Some of our Family Support Projects have a particular focus, for example, families impacted by parental drug misuse while others respond to a broader range of needs.

During 2023, our Family Support Services continued to see an increase in complexity of need for families being referred to the services with multiple needs co-existing, such as mental health, domestic violence, addiction, parental capacity, disability, etc.

Families experienced increasing pressures in relation to managing money in the context of increasing costs. Parents are concerned about paying

bills, buying groceries, heating their homes, keeping the household running and ensuring they have enough to cover unexpected costs that emerge. For families who are especially vulnerable, the service is seeing more children at risk of neglect, and going without the basics, due to the cost of living crisis. Returning to school and Christmas were times of particular concern for families with many parents reporting high stress levels. Financial stress was alleviated at key times through provision of vouchers and food hampers.

...our Family Support Services continued to see an increase in complexity of need for families being referred to the services with multiple needs co-existing, such as mental health, domestic violence, addiction, parental capacity, disability, etc.



# Young Parent Support Programme

The Young Parent Support Programme (formerly the Teen Parent Support Programme) provides services during pregnancy and the child’s early years, which are needs-led and outcome-focused, to enhance and support the wellbeing of young parents and their children. The service aims to empower young parents in their parenting role to ensure equality of opportunity for parents and their children.



The services offered to young parents included the development of parenting skills through provision of Barnardos 0-2 Partnership with parents programme; crisis support; budgetary advice; support with accessing childcare so the young parent can return to or remain in education; financial support towards educational materials (e.g. books, leap cards, fees, uniforms); advocacy for housing; support with education; practical parenting support through guiding parents on feeding, bathing, managing family relationships with parents/ partners/ extended family, provision of food, toys, vouchers for clothes, heating etc. and advocacy with social welfare for additional financial support.

In 2023, Barnardos’ young parent support services worked with 294 young parents and their children across the four sites of Tallaght, Wexford, Waterford and Finglas

In 2023, Barnardos’ young parent support services worked with 294 young parents and their children across the four sites of Tallaght, Wexford, Waterford and Finglas. The table below provides a detailed breakdown.

In 2023, we observed an increase in the complexity of the needs of the young people we are supporting through the YPSP. The current housing crisis and lack of housing supports is increasing the risk of homelessness, poor mental health and social isolation. Some of

the young parents lack confidence around parenting issues and may also be affected by additional adverse factors such as domestic abuse, family conflict, poor mental health, and limited family supports. Many are not from Ireland so language barriers have an additional impact on them.

Area	No. parents	No. children	Total number
Tallaght	52	57	109
Wexford	36	24	60
Finglas	65	26	91
Waterford	20	14	34
Total			294





# Early Years Services

**Barnardos provides seven Early Years Services in Dublin, Cork and Thurles. We run a number of toddler early years (2–3 years) and preschool for children aged 3–5 who participate in High Scope and Tús Maith, our early years programme.**

This is a centre-based early-years care and education programme, with a particular focus on children aged three to five years from disadvantaged groups and those living in challenging family circumstances. The aim of our early years services is that children attending will be ready for primary school and will develop the specific physical, emotional, social and cognitive skills necessary for this transition. During 2023, our early years services worked with 439 children and parents.

Due to the complexity in presenting the needs of children attending our Early Years services, we introduced additional regulating activities into

our daily curriculum. All our Early Years staff completed Sensory Attachment Intervention training after which we piloted the Just Right State programme with a group of children in each of our seven sites. This new way of working has resulted in positive feedback from staff to date with visible benefits for the children from the regulating activities.

During 2023, the number of children attending our services who are on waiting lists for developmental and psychological assessments continues to increase. As a result, some children are moving onto primary school without the supports they need, or not being able to access

alternative educational options as they don't have an appropriate diagnosis.

Many children with additional needs attending our services were assessed as needing Level 7 AIM support. In many instances we were unable to get this additional support they needed. This was due to challenges in recruiting and retaining staff to these AIM positions. This is reflective of a national issue regarding the low pay scale and limited hours available, rendering these AIM positions unattractive or not viable options for potential staff.

**The aim of our Early Years Services is that children attending will be ready for primary school and will develop the specific physical, emotional, social and cognitive skills necessary for this transition.**



# Initial Assessment

**We provide Initial Assessments Service in four sites in Mulhuddart, Corduff, Finglas and Dublin South Central. In these services, we complete Initial Assessments on behalf of Tusla where child protection concerns have been identified. In this assessment process we use the Tusla Signs of Safety National model which focuses on building safety for vulnerable children and families.**

A key focus of the assessments we undertake with families is the identification of support needs and, where necessary, connecting families to services within Barnardos and the broader community. The ability for Barnardos to offer this combination of timely response alongside the assessment process is a key ingredient to improved outcomes for vulnerable children and their families.

Sustainable Development Goals

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

During 2023, we completed Initial Assessments for 478 children from 208 families. Domestic abuse and violence were present in 44% of these cases. 85% were classified as ‘medium risk’ by Tusla. 35% related to welfare concerns, 29% physical abuse, 23% emotional abuse and 13% neglect.

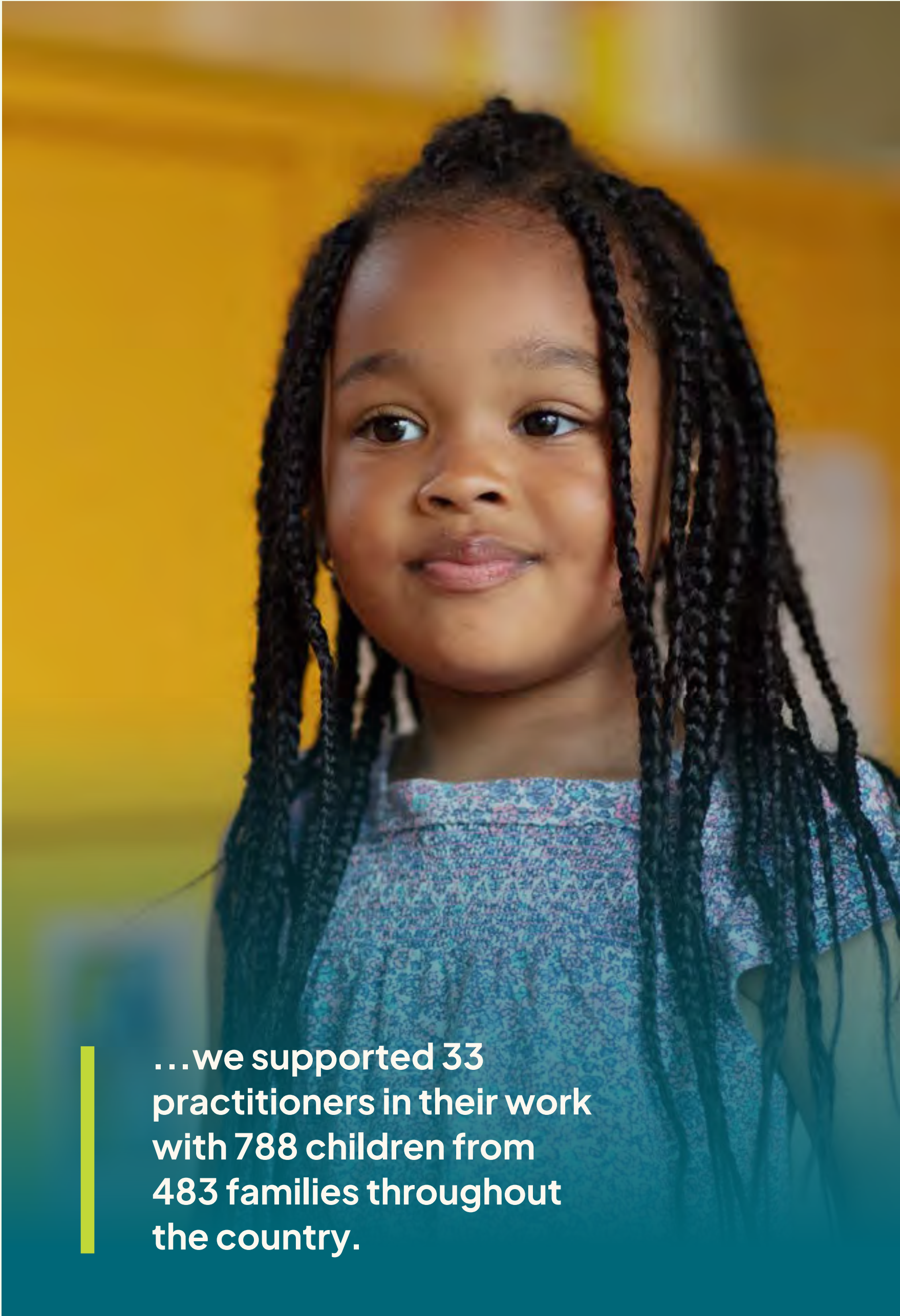
In the same year, we expanded our Initial Assessment Services into Dublin South Central. This new service accepted 57 referrals for Initial Assessment, and worked with 127 children in total. Families living in Ballyfermot, Clondalkin and Lucan were most commonly referred to this new service. The team has also been delivering family support work interventions to families post Initial Assessment where a need has been identified such as practical family support interventions or 1:1 parenting support.

# Guardian ad Litem

**Barnardos has been providing Guardian ad Litem (GAL) services in Ireland for more than 25 years. A Guardian ad Litem allows children to have their voices heard in certain types of legal proceedings, and makes an independent assessment of the child’s interests.**

In 2023, Barnardos continued to deliver the Guardian ad Litem service during a time of uncertainty and change, as the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) progresses the establishment of the National GAL Service.

Barnardos runs the state’s longest established service and we are leaders in setting high practice standards. In 2023, we supported 33 practitioners in their work with 788 children from 483 families throughout the country.



**...we supported 33 practitioners in their work with 788 children from 483 families throughout the country.**



# Adoption-focused Services

## PAS Children

The Children’s Post Adoption Service is available to domestically adopted children including children adopted from foster care, and internationally adopted children and their parents. The service has a national remit on behalf of Tusla, and provides services from Dublin, Cork and Galway.

The children’s service worked with over 426 children and parents in 2023 and ran 33 different group focused events for parents, children and teens, many of them multi-sessional courses.

Individual work focused on school or social difficulties, sensory and emotional regulation, parent and child connection and identity and life story work.

Particular focus this year was on deepening the self-awareness of parents and we designed a 4-session course focusing on regulation and self-care for parents. This ‘Staying Grounded’ course utilised many of the techniques and theories from the Sensory Attachment Intervention approach. It ran in all three locations concurrently and received excellent feedback.

The service continues to adapt to the evolving needs of the adoption community and has provided ongoing advice and support to young adopted adults under the age of 23 as this cohort has grown in number.

The Barnardos Post Adoption Service provides a specialist therapeutic service to children and teenagers who are adopted both internationally and domestically and caters also for their parents. We also offer an adult support service in our Birth History Service.

## Birth History Service

Barnardos Birth History Service provides therapeutic, information and practical services to Birth Mothers, Birth Fathers, Adopted Adults and Individuals subject to an Illegal Birth Registration and Adults who were Boarded Out as children prior to the Child Care Act 1991. The service is offered in Dublin, Cork and Galway. The service is also offered online so that individuals living outside of Ireland can access the support.

Over 450 people received support from the Birth History Service in 2023.

Additional funding from Tusla during 2023 has enabled us to expand the service in terms of reducing waiting times and increase the number of service users in receipt of intensive one-to-one therapeutic support and facilitation of peer support groups. We were able to expand the facilitation of groups for Birth Mothers and Adopted Adults to the Galway area.

During 2023, Barnardos launched a practical community-based support for adults who had been Boarded Out as children in Ireland prior to the Child Care Act 1991. The service offered support to access health, community and social services, support with isolation and loneliness, assistance in form filling and advocacy support.

Due to high waiting lists for tracing services under the Birth Information and Tracing Act 2022, Tusla funded Barnardos to provide an information and advice service to applicants awaiting a tracing service from Tusla. The service is provided through weekly webinars and an advice line was opened to provide information regarding tracing and reunions. This includes shared experiences of search and reunions, common pitfalls, a birth mothers’ perspective and self-care.



# Bereavement Service

The Barnardos Children’s Bereavement Support (BCBS) Service is a family support service for children and their families who have experienced the death of someone close to them. Our bereavement service celebrated its 25th anniversary on the 7th November 2023.



- 1

**Therapeutic support** for bereaved children and families. Most referrals are received due to sudden, unexpected or violent death. Support is offered through a blend of creative arts, play and talk therapy with the whole family together. 137 families (151 children and 151 adults) received therapeutic support during 2023.
- 2

**Community resourcing** for professionals who are encountering and concerned about bereaved children. This includes traumatic bereavement training, professional consultations and critical incident support. During 2023, 13 training sessions were offered with over 1000 attendees; 11 Critical Incident sessions were offered to 101 professionals and professional consultations were provided on 12 cases to a total of 33 professionals.
- 3

**A national helpline** for any adult concerned about a bereaved child was opened up. Family members or professionals can phone or email for information, support, advice and resources. The helpline offered support to 882 individuals (an 18% increase from 2022).

The service continued to experience very high demand in 2023 with a 12% increase in referrals to 116 families referred (170 children; 128 adults).

We received additional funding through the Community Foundation of Ireland to offer bereavement support to Ukrainian families and employed a Ukrainian bereavement support worker. Through this work we offered training and consultancy to over 1300 professionals and direct support was offered to 105 bereaved Ukrainians.



# Get in touch

If you are a parent who'd like some support through childcare proceedings, freephone or email **parent.advocacy@barnardos.ie**, the Parental Advocacy Service, delivered by Barnardos.

Our independent & confidential service is open to all parents of children in care.

**Tel: 1800 333 355**



**Find out more about What Parents Have Told Us**

Sustainable Development Goals



# Parental Advocacy and Information Service

Barnardos Parental Advocacy and Information Service for parents of children in care had its first full year in operation during 2023. The service was launched by Barnardos, the Children's

**1 An Advocacy Service for Parents of Children in Care** to empower and enable parents to actively participate in the child protection and court systems in an informed and supported manner. The advocacy service is operational in Waterford, Wexford and Dublin North City. In 2023, the advocacy service worked with 107 parents. The service supported parents with various advocacy needs, for example, court accompaniment, attendance at child protection conferences, Tusla meetings, legal consults, access reviews and individual information sessions.

Rights Alliance and Tusla in June 2023 through an online event. The scope of the service is to provide advocacy and information support to parents or those acting in "loco parentis" (including

**2 Information Provision and Communication Service** in 2023 provided information and advice through a helpline, an email service and face-to-face workshops. There have been 225 information enquiries to the service to date. The information and advice service delivered two workshops in partnership with other agencies and completed two information sessions within the prisons. This service also facilitated key consultations with stakeholders. To date, there has been engagement with 62 stakeholders from a range of statutory and community and voluntary agencies (legal and child protection systems, substance misuse, DV, minority groups, etc). Over 1,000 information leaflets were disseminated. The service

siblings in a kinship care situation) to have children in the care of the State or are involved in care proceedings.

The service is divided into three parts:

also worked with birth parents to represent their voices in different forums through the production of audio and video, the most recent being at the launch of the Responding to the Needs of Babies and Young Children in Foster Care and their Parents and Foster Carers through the production of hearing voices.

**3 Monitoring and Evaluation** which will ensure that a systematic approach is taken to observe trends, track progress and consider achievement of sustainable outcomes. In 2023, a research tender was completed and recruitment for an independent external team was successful. The research process has since commenced. This project is being led by Dr Clive Diaz from Cardiff University.



# National Childhood Domestic Violence and Abuse Project

**Barnardos in partnership with Tusla leads the National Childhood Domestic Abuse project. There are three core strands to this work:**

**1 CDVA / TLC KIDZ**  
TLC KIDZ expanded during 2023 into two new areas in Dublin 24 and Dublin South Central. Barnardos now provides 8 TLC KIDZ projects covering nine counties in Cork, Clare, Limerick, Tipperary (north and south), Carlow, Cavan, Monaghan, Dublin (D 24, south central, south east) and Wicklow.

The national CDVA project provided support to 215 participants across the country. The national CDVA project also held two coordinators forums, to give the CDVA/TLC KIDZ coordinators to share best practice and discuss issues arising. Resources to support implementation were developed

including an educational video on TLC KIDZ, which contains feedback from children, mothers and facilitators and 12 parent update videos that are designed for parents whose children are in the group so they can get an overview of the session and visually see the resources being used.

**2 Enhance Practice**  
We hosted two national childhood domestic violence and abuse community-of-practice events this year with over 180 attendees from the community, voluntary and statutory sectors. The themes of these events included: examining the intersections of domestic violence and abuse with mental health and addiction and considering how we approach equity, diversity, and inclusivity in our responses to childhood domestic violence and abuse.

**3 Children's Voice**  
The CDVA project is facilitating a Children's Participation Project, called EMPOWER KIDS to hear what children and young people are saying about their experiences of domestic violence and abuse and to learn from them what is required in terms of effective responses. See section on [Influence](#) for further detail.





# Community Initiatives

## Finglas West Family Resource Centre

The Finglas West Family Resource Centre (FWFRC) marked its 5th year in operation in 2023, delivering targeted universal services to the community of Finglas West. During 2023, 971 children and 538 parents/adults attended the services on offer.

The FWFRC worked with the five primary schools in Finglas West offering whole classroom groups focused on breathwork, movement, mindfulness and play.

Due to high levels of demand Baby Massage, Parent and Toddler groups (focus on early literacy skills) and Baby Sensory Play were offered throughout 2023. The Homework Stay and Play group continued to grow and has become a core service delivered every Tuesday and Wednesday at the FRC. The group offers parents/guardians and their children a safe place to do homework, eat healthy food and have a safe place to play.

During 2023, in partnership with the Finglas West Youth Resource Centre we were awarded Funding from Tusla to continue our LGBTQ+ support work for young people and their parents. The focus of our LGBTQ+ work was to ensure Finglas is a safe and supported community, with an emphasis on visibility. We consulted with the LGBTQ+ young people who informed our plan.

FWFRC hosted a number of very successful community events. This included an Easter Egg Hunt for 92 children and 51 parents, a Hallowe'en event with Hallowe'en packs given to 110 children, a free Santa visit for 174 children and 150 adults and a Sensitive Santa visit for 95 children with additional needs.

## Youghal Family Resource initiative

During 2023, the main focus of the service was on maintaining after-school care for vulnerable children and offering universal parent supports in our Youghal-based parent hub. The service worked with 379 parents and 106 children.

One hundred and eight parents attended the weekly parent drop-in clinic. Eighteen parents and 10 children attended parenting programmes for support in relation to parenting whilst separated and a parent peer support group for parents of children with additional needs.

Three hundred and thirty parents and children attended the monthly parenting workshops, the focus of which was informed by the issues arising in the drop-in clinics and feedback from local schools/professionals on what would be helpful. During 2023, these included 'Parent Self-regulation/Self-care Workshops'; 'Helping Your Child Stay Technology Safe' and 'Workshop for

New or Expectant Fathers'. The service also facilitates a 'parent slot' on CRYFM (Community Radio Youghal).

Youghal has seen an increase in families arriving from the Ukraine to Ireland this year and has provided themed workshops on 'helping your child be school ready', 'parental self-care', and 'TUSLA guide for parents newly arrived to Ireland'.

## West Waterford Community and Family Hub

West Waterford Community and Family Hub has been in operation since January 2021. The idea for the hub was developed by statutory, community and voluntary agencies working together to develop a shared plan to increase the provision of family supports and improve family well-being in West Waterford, with the overall aim of improving outcomes for children and young people. West Waterford was chosen due to its high

level of disadvantage coupled with low levels of family support provision and rural isolation.

During 2023, the service worked with over 91 parents through a range of group work interventions including infant massage classes, parent and toddler groups and parenting programmes.

One hundred and nine children attended a range of interventions including Easter and summer time activity programmes for children in primary school and a summer programme for children living in IPAS.

The service also responded to 61 enquiries from parents and professionals on a range of topics including enquiries about services offered, locations, information sharing and general parenting queries.



# Community Initiatives

2,500

**Better Finglas worked with over 2,500 parents and children across the six strands of work**

400

**400 children received ‘Steps to School Packs’ to support their transition to primary school**

175

**175 parents and 195 children attended parent and toddler groups in 2023**

27

**Better Finglas supported 27 local Early Years Childcare Education settings in Finglas**

**Community Consultations in September 2023 identified an emerging need in Finglas to support parents of children with additional needs.**

## Better Finglas

Better Finglas is one of the national Area-Based Childhood (ABC) programmes which aim to improve outcomes and break the cycle of poverty for children and families (0-8) living in disadvantaged communities. During 2023, Better Finglas worked with over 2,500 parents and children across the six strands of work.

In the parenting strand, 162 parents attended a wide range of parenting programmes delivered in 2023. Paediatric First Aid training was provided to 19 additional parents. Better Finglas provided play equipment and multi-lingual books to 78 parents and 105 children under IPAS in the Baleskin Centre and adjusted provision to enable refugee parents to better engage in Better Finglas play and parenting programmes.

In the pregnancy and new parents strand, the Preparing for Life home visiting programme supported 42

parents and children. Over 500 pregnant and new parents attended a range of Better Finglas groups, such as Baby Massage, Pregnancy Yoga, Breastfeeding support, Ante-Natal, Postnatal and Parents Wellness Support Groups. In 2023, 175 parents and one hundred and seventy five parents attended parent and toddler groups.

The Better Finglas led Trauma Informed Learning Network and Infant Mental Health Network engaging 51 professionals in trauma informed practice development support to enhance their understanding of the impact of trauma. Fifty eight professionals across 17 schools took part in trauma training. Sixty eight teachers and SENs across 11 schools engaged in the Nurture Schools Programme.

Better Finglas supported 27 local Early Years Childcare Education settings in Finglas. Thirteen early years sites received training in the use of epi-

pens and 10 Early Years staff took part in Trauma Training. In 2023 over 400 parents and 400 children received ‘Steps to School Packs’ to support their transition to primary school. Seventy seven children engaged in our mindfulness programme and all Early Years sites were offered on site coaching and mentoring to support their learning environments.

Summer, Halloween and Christmas Community events were attended by over 400 local families and children this year. Community Consultations in September 2023 identified an emerging need in Finglas to support parents of children with additional needs. Together with the HSE, CDNT, Primary Care and Tusla, Better Finglas led an interagency initiative in the delivery of four universal workshops for these parents in a variety of areas such as toilet training, verbal and non-verbal communication, behavioural needs and parental self-care. Over 90 parents attended the workshops.



# School-based Programmes

**Barnardos provides a range of Early Intervention services in schools across Ireland. Through each of these programmes, schools were reporting an increasing level of need including:**

- Increased levels of anxiety, mental health and wellbeing issues particularly children living in DEIS areas where there is also a high level of complex needs among their families such as poverty, parental mental health and addiction. Children as a result are struggling to manage their emotions during the school day. This is impacting on their academic performance and their overall social and emotional development and wellbeing.
- Increase in more challenging type behaviours among some children, making it harder for them to engage with the school routine and learn in a positive way. This is having a negative

impact, not only on children displaying these behaviours, but also on their peers and overall classroom dynamics.

- Children continue to experience a sense of social disconnection with their peers' post-Covid and are feeling challenged to manage and resolve conflicts independently and to regulate their emotions while in school.
- The reading levels of children engaging in the WoW programme significantly dropped, with the number of children who are too low in reading levels to even engage in the programme having significantly increased.

These trends highlight the need for continued and increased investment in school-based programmes such as Roots of Empathy and Wellbeing (outlined below) which aim to improve children's emotional wellbeing and WoW which aims to improve literacy.

## Roots of Empathy

Roots of Empathy (ROE) is an evidence-based programme which has shown a significant effect in reducing levels of aggression, violence and bullying among school children by raising social-emotional competence and increasing empathy.

Roots of Empathy (RoE) experienced an increased uptake and demand for the programme nationwide, across participating, returning and new schools, compared to 2022. During 2023, 5,928 children availed of the programme in 212 schools across 20 counties. This represents a 28% increase in the number of children availing of the programme compared to 2022.

We delivered 5 training events to 333 existing and 40 new ROE Instructors and Mentors in 2023.

Feedback from children receiving the programme in 2023 included:

- 80% said that they were more aware of their feelings (for example, when they are feeling happy, sad, mad, disappointed, worried, frustrated, or scared).
- 91% reported that RoE helped them to learn that everybody has feelings.
- 90% said they would try to help someone who feels sad, scared, or lonely.
- 93% said that if they saw a student or friend being bullied or treated meanly, they would help them.
- 86% of pupils reported learning that babies do better when they are loved and cared for.
- 97% said that their Roots of Empathy Baby helped them to understand that every baby has the right to be loved and 92% said that their Roots of Empathy Baby helped them to understand that they have the right to be loved.

Teachers reported that:

- 91% felt that pupils were more empathetic to each other as a result of RoE.
- 96% felt that pupils had increased their vocabulary of feeling words.
- 94% said that as a result of RoE, pupils were showing more prosocial behaviours (e.g. sharing, helping, including, cooperating, kindness).
- 94% felt that students were more inclusive or accepting of others who are different from themselves.
- 85% felt that students were more aware of how their actions impact others.
- 94% felt that the programme supported students' mental health and wellbeing.

**During 2023, 5,928 children availed of the (ROE) programme in 212 schools across 20 counties. This represents a 28% increase in the number of children availing of the programme compared to 2022.**



# School-based Programmes

Below: Roots of Empathy and Wizard of Words





# School-based Programmes

## Online safety in numbers

37,405

Number of children reached

1,329

Number of workshops

837

Number of parents reached

293

Number of schools

In partnership with



## Online safety

During 2023, Barnardos, in partnership with Google.org, delivered its online safety programme to 37,405 children and 837 parents. This is a 37% increase in the number of children who availed of the programme in 2022.

The third instalment of our ‘Plugged in Switched off’ series streamed live from the Foundry on 17th May 2023. The event, aimed at Principals, parents and professionals working with children, was designed to give insight into the pros and cons of online gaming. One hundred and twenty people joined the webinar on the day to listen to input from young people as well as the gaming industry. The webinar has had over 600 views since the event.

During 2023, we published a report exploring the pros and cons of gaming online, which presented the results of interviews with 55 children, a survey of 651, 8-13-year olds and 38 teachers. This research identified that children love to

Children are aware of the negative impact of gaming online with 24% saying they had mood changes and 50% stating they have seen other people being cyberbullied or sent mean messages.

game and be online, using gaming as a way to connect with friends and family. They also love learning diverse and challenging new things through gaming. Children are aware of the negative impact of gaming online with 24% saying they had mood changes and 50% stating they have seen other people being cyberbullied or sent mean messages.

## Wellbeing service

The Barnardos National Wellbeing Programme is a trauma-informed intervention for children (4-18 years), together with their parents and significant others in their communities. The National Wellbeing Programme comprises a range of evidence-informed and creative service components that aim to foster calm, mind-body awareness and a sense of belonging. The overarching objectives of the programme are to:

- Strengthen coping skills/stress relieving mechanisms
- Enhance integration
- Promote community engagement

2023 marks the second year of the National Wellbeing Projects programme delivery. The National Wellbeing Project delivered programmes and workshops to 3,525 children and young people, 309 parents and 53 teachers. The project is actively engaged with 35 schools across its wellbeing sites. Public libraries became community hubs for the project to deliver Family Wellbeing Workshops, which proved to be a huge success.

The National Wellbeing project is now offering programmes in eight locations across Ireland after a recent expansion to West Waterford and the wider Fingal area in North County Dublin.

During 2023, the service experienced a higher level of demand for the programme. In response to this, the



# School-based Programmes

## Wellbeing Service

programme was offered to all schools within the Wellbeing locations once or twice during the year to ensure access to the programme for as many children and schools as possible.

Feedback from teachers is also very positive with them reporting that the wellbeing programme helped:

- Improve classroom regulation
- Improve coping skills
- Increase emotional literacy
- Reduce anxiety
- Enhance classroom atmosphere

## Wizard of Words

Wizards of Words (WoW) is a targeted intergenerational paired reading programme whose purpose is to improve children's overall reading achievement. The programme pairs first and second-class pupils who are nominated by teachers for extra reading support and have been assessed as meeting the eligibility criteria for WoW. The trained volunteers meet with the children three times weekly for 30-minute sessions during school hours to provide individualised reading support. The child benefits from having individual attention that is focused on their reading, as well as the development of a positive relationship with an adult.

During 2023, the WoW team operated in 15 DEIS Band 1 schools, offering the programme to 268 children and 130+ active volunteers continued to provide their valuable time to provide the programme. We recruited and completed a three-day training course with nine new volunteers in September 2023.

Early intervention programmes like WoW play a key role in the school's literacy supports. WoW provides structured time for an enjoyable rich print and language experience which boosts pupils' literacy levels, confidence and communication skills. We have also expanded the book gifting element of our programme with our pupils being gifted a variety of books over the course of the school year to encourage and promote their interest in and love of reading.

**WoW provides structured time for an enjoyable rich print and language experience which boosts pupils' literacy levels, confidence and communication skills**





# Early Years Sector Support

In 2023, Barnardos, through its programme of work funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), published a number of resources to support the Early Learning and Care (ELC) and School Age Childcare (SAC) sector, focusing on topics such as change implementation, responding to trauma, critical incidents and behaviour, as well as three new issues of the Barnardos journal, ChildLinks.

Overall, demand from professionals and parents for resources continues to rise with 51,437 resources distributed. Demand for eLearning also increased in 2023 with 6,201 individual users accessing Barnardos eLearning modules, almost three times the number of users in 2022, with particular interest in our new module on the arts in preschool.

There was an increase in events and participant numbers at Early Years practice development webinars and training events and during the year Barnardos launched a revamped training newsletter. With the expansion of our Early Years trainer panel, we provided a more bespoke and tailored team training to Early Years groups. We had over 704 participants at 24 public events and 479 participants at 24 bespoke tailored training events in 2023.

There has been a large increase in the number of downloads from Barnardos Knowledge Bank with over 73,000 downloads in 2023.

Barnardos Library loaned 332 books out to its members in 2023, while the Barnardos information service responded to 1,845 calls, emails and drop-in queries. Calls can come from a variety of places including parents and their family members, and professionals working with children and families.

There has been a large increase in the number of downloads from Barnardos Knowledge Bank with over 73,000 downloads in 2023. The Knowledge Bank provides access to Barnardos publications such as books, booklets, reports, evaluations, research and papers.

Barnardos remains committed to providing ongoing assistance, guidance, and resources to early learning and care as well as school-age settings. This support encompasses a wide range of areas within quality practices and provisions, including advice, mentoring, and the provision of information to ELC and SAC settings. Additionally,

Barnardos aids supporting services in the implementation of their quality action plans to ensure the highest standards are maintained.

During 2023, Barnardos continued to support the progression of national early years policy by sitting on a significant number of key National Stakeholder Groups which work to promote quality early learning and care and school age care environments for children, families and Early Years professionals.



# Performance against Strategic KPIs



## IMPACT

Delivering services that transform the lives of children; targeting, extending and maintaining the quality and reach of services.

✓ **ACHIEVED**

### Expand reach of Trauma Informed Services in response to national policy, emerging needs and new opportunities

During 2023, Barnardos worked with 26,009 children and adults across its targeted and early intervention services. This represents a 25% increase in numbers reached compared to 2022. There was a 12.5% increase in targeted services and a 22% increase in early intervention services. We worked with an additional 38,242 children in our Online Safety Workshops, which is a 37% increase in the numbers of children who availed of the programme in 2022.

This expansion was enabled by us securing additional funding from a variety of sources to expand our targeted services such as our new Parental Advocacy Service which had its first full year of operation in 2023. Funding received from the European Social Fund enabled us to support families living in IPAS accommodation centres in Limerick and Athlone. Funding received from Tusla and HSE saw us expand to reach more families in Roscrea, Dublin South Central, Cork, Tallaght and Cavan Monaghan.

Healthy Ireland funds enabled the expansion of our Wellbeing Service in Waterford and Dublin 15.

The Traveller Justice Initiative (TJI), the National Traveller Women's Forum (NTWF) and Barnardos were successful in receiving funding for a 3-year pilot from the Department of Justice for a model of support for Traveller women in the criminal justice system and their families. Barnardos will be the agency responsible for the delivery of the service. The model has the full support of the Irish Prison Service and Probation Service.

### Meeting service quality standards evidenced through quality assurance and inspection

During 2023, Barnardos conducted an internal audit focused on compassion in service delivery in five different services across the country. The audit included a review of HIQA's standard statements against Barnardos' core documents and procedures, including Barnardos Assessment Framework, Barnardos Review and Closure Forms, Barnardos Therapeutic Spaces Guidance and Information Booklets for children and parents. A staff survey took place with a total of 25 staff and interviews conducted with four parents and five children.

The audit demonstrated that a strong relationship-based and compassionate approach was evident in our services from the initial engagement with children and families, right through to the point of closure. Staff identified Barnardos policies, procedures, and assessment tools as a key to ensuring work is centred around children's needs, strengths, and safety. Staff ensure they continuously review the child's needs, strengths, and safety through active

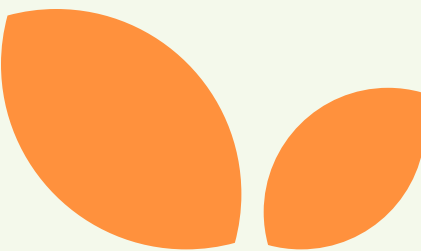
listening, continuous engagement with the family, ongoing supervision, and reflective practice. Parents recognised the compassionate approach staff take in their work through their flexibility and focus on building relationships with them and their children, where they feel respected, safe, and valued.

Children indicated that the worker's attunement to their emotions and communication, and having a clear understanding of what is happening are key components of feeling safe in Barnardos. Children believed they were being taken seriously and that workers follow up on what is being communicated, both verbally and nonverbally.

The audit identified evidence of the key features of a compassionate approach which was leading to meaningful and trusting relationships. Communication infused with respect, presence, and openness were identified as key to establishing trust and good relationships.



# Performance against Strategic KPIs



## INVEST

Continue to develop and invest in our organisational practices and culture to align with environmental and social governance.

✓ ONGOING

Continue to deliver a diverse base of revenue streams to resource, enhance and develop all aspects of our work.

✓ ONGOING

Sustainable Development Goals

3

GOOD HEALTH AND WELL-BEING

10

REDUCED INEQUALITIES

Ensure that Barnardos is financially secure and made up of energetic, diverse and skilled individuals and teams who ensure the organisation is sustainable, safe and progressive.

The success of Barnardos is built from the people who make up organisation. Our People and Culture Strategy was developed as part of Barnardos strategic commitment to invest in our people.

The key themes of the strategy include:

- **Work:** Attracting and retaining quality people delivering services that transform the lives of children.
- **Belong:** Fostering a culture of Diversity, Equality, Inclusion and Belonging for our people.

- **Grow:** Excellent training and development opportunities whilst providing fulfilling career pathways.
- **Thrive:** Enhancing and supporting our people's well-being.
- **Engage:** We will engage with our people, creating a positive and diverse culture promoting connection to Barnardos.
- **Smart:** Using technology and evidence to create effective working practices that meet the needs of and support our people.

We will be working with our people to implement the People and Culture Strategy and will use it as an opportunity to engage further with staff and volunteers.





# Performance against Strategic KPIs



## INNOVATE

Using technology and evidence to innovate effective working practices and services that meet increasing needs and support staff

✓ **ACHIEVED**

### Develop and support implementation of integrated trauma specialist service model

#### Trauma informed practice survey 2023

A survey of trauma informed practice was conducted in 2023 in order to explore the extent to which trauma-sensitive policies, practices and strategies have been sustained and developed across the Barnardos organisation; and to examine any change in staff perceptions and approach to trauma-informed practice since 2019.

The review involved a re-distribution of a detailed organisational survey first carried out in 2019. The survey explored various aspects of trauma-informed service provision and culture, including staff development, organisational practice, service environment, service user involvement and empowerment and assessment and service planning processes. In total, 166 staff members took part in the 2023 survey.

The findings show strong and sustained positive perceptions of trauma-informed practice across Barnardos. Survey responses indicate strong awareness and understanding of trauma and ACEs, as well as commitment to understanding trauma and engaging in practices sensitive to trauma. Positive trends in respect of the cultivation of trauma-informed, therapeutic spaces were also highlighted. Potential avenues for further development and capacity building were identified.

### Design suite of new services in response to national policy and emerging needs and new opportunities

#### Breath Body Mind

Breath, Body, Mind (BBM) is an evidence-based, specialised approach in breathwork and movement. BBM teaches core strategies for managing anxiety, and stress-related conditions and gain a deeper understanding of the neurophysiological effects of regulated breathing practices on emotional regulation, bonding, and cognitive function.

During 2023, we continued to support the successful implementation of this innovative approach. We conducted an organisation-wide survey which found that there were a variety of ways that BBM is implemented in our everyday work with children and families. The BBM practices are incorporated throughout parent/adult and child sessions in Barnardos as a way of calming the nervous system, balancing all systems, supporting better concentration and focused attention, dispelling energy or gathering energy.

This survey also identified the need for us to refresh the knowledge of the intervention for staff across the agency. We provided basic training for 26 staff. Three staff were identified as champions of the BBM approach, who are on their journey towards becoming trainers. These staff are delivering practice sessions for all staff who want to progress in their practice or freshen up their knowledge.

In 2024, these three staff will complete their ‘train the trainer’ programme and begin to deliver BBM training internally within Barnardos. During 2024, the focus will also be on supporting BBM practices in everyday work with children and families, as well as in personal practice for maintaining wellbeing.



# Performance against Strategic KPIs

Design suite of new services in response to national policy and emerging needs and new opportunities

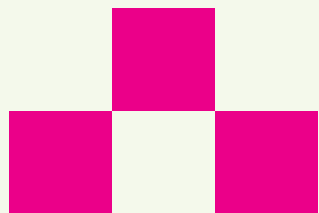
### Sensory Attachment Intervention

Sensory Attachment Intervention (SAI) is an integrative approach that supports children and adults who have experienced trauma and adversity. The Just Right State programme supports the parent and child to find ways of reaching their ‘just right state’ whether that is alertness or calmness, in their home environment, learning at school, interacting with their peers, or in the community.

During 2023, we continued to support successful implementation across Barnardos, with the SAI approach being integrated into different aspects of Barnardos’ work with children and families. Training was provided for 40 staff from across our family support services. All our early years staff completed the training and piloted one JRS programme per project to a group of seven children.

Two national meetings and quarterly regional implementation support meetings took place in each region (25 in total). These meetings provided a space for staff to update others on their progress, share experiences and ideas, voice concerns, and ask for support.

We provided three in-person advanced training days for the 99 staff who were experienced at running the programme. The focus of these sessions was to provide experiential learning, refresh the knowledge and address any concerns or questions. This advanced training increased confidence in delivery of the programme and enabled staff to use their initiative to adapt the approach to the needs of the children and the families.



## INFORM

Creating, applying and sharing knowledge by analysing our data, measuring, and evaluating our services to improve quality and effectiveness

✓ ONGOING

Conduct and disseminate our research and evaluation reports on the issues affecting children to build the evidence base for our work and policy positions – 3 research and evaluation studies conducted

### Ballybeg Playground Service evaluation

The evaluation of the Ballybeg Playground Service was completed in 2023. This research heard the views and experiences of 18 child service users, four parents, four staff/volunteers involved in the playground service, as well as six external stakeholders. The evaluation highlighted the positive experiences of children attending the playground services, as well as benefits for children, families and the wider community.

The service was found to benefit children’s learning and knowledge development, social-emotional skill development, foster and maintain friendships and enhance social integration. Children described the service as being a place of safety, relaxation, connection, belonging and inclusion.

Overall, the service was seen as a vital resource for families and the community. Positive and effective links to the

community and other services were also highlighted. A key factor in the success of the service was identified as the skill, dedication and commitment of the staff and volunteers delivering the service.

### An evaluation of the Barnardos Ballybeg Playground Service



### Evaluation of Barnardos’ trauma-informed approach for children and parents experiencing substance misuse

A report on the evaluation of Barnardos’ trauma-informed approach for children and parents experiencing substance misuse was completed by the University of Ulster. This evaluation explored aspects of service delivery, including: the needs and characteristics of families engaged in the service; referral pathways; the voices, experiences and impacts for children and parents; the experiences/perspectives of staff members; and the implementation of



# Performance against Strategic KPIs

## INFORM

### Ballybeg Playground Service evaluation (continued)

trauma-informed approaches in order to address the individual needs of children and families with experience of problematic substance use.

Interviews were carried out with 21 participants including 4 children/young people, 5 parents/carers, 7 Barnardos staff and 5 staff from Tusla/external organisations. The evaluation found that the primary issues for children attending the service were improving the parent-child relationship, positive management of family stressors and the ability to self-regulate and manage behaviours. The main challenges experienced by parents were parental drug/alcohol use; poor parent-child relationship; children with behavioural difficulties; and positive management of family stressors. Interviews also highlighted parents' perceived need for help in supporting their child in understanding and controlling their emotions/feelings, as well as a desire to break intergenerational cycles of trauma within their families.

Children and parents reported that the Barnardos service improved their resilience, coping and self-care strategies and enhanced self-regulation for both children and parents. Additional impacts included improved parent-child relationships as well as parent capacity. High levels of satisfaction with the supports received from Barnardos were described. Barnardos environment was identified as an opportunity for respite and relaxation. Participants also spoke very positively of their engagement with project workers.

The findings illustrate how the Barnardos trauma-informed approach to working with children and families experiencing problematic substance use is characterised by an individualised, non-judgemental approach, establishing and maintaining safety, strengthening emotional regulation and coping, building parent-child relationships and breaking a cycle of intergenerational harm.

### Introduction of standardised outcome measurement tools to demonstrate impact

#### Pilot evaluation of Barnardos' Response to Entrenched Inter-parental Conflict

A third evaluation commenced in 2023 and will be completed in 2024. This was on our new programme which supports parents with entrenched interparental conflict. Fourteen parent participants have been recruited to the evaluation and data collection is ongoing.

Child and family social care systems need high quality data and evidence which facilitates identification of needs, promotes accurate and timely assessment of outcomes and enables examination of the effectiveness of supports and organisational implementation processes and practices. Routinely collecting standardised outcome measures across Barnardos will provide significant benefits by providing insights into child and family needs (social, emotional and behavioural wellbeing, family circumstances, environment, parenting challenges) and facilitating analyses of

trends across services, as well as the impact of interventions. Key steps and progress in respect of this goal were made in 2023, including:

- A data mapping and review of previous piloting process was undertaken. This mapping and review highlighted the standardised outcome measures that have been previously or are currently used within Barnardos, gaps in the collection of standardised outcome measures, and challenges to collection and storage of data.
- Review of appropriate measures was conducted and multiple parent and child outcome measures were identified and assessed for relevance, quality and information yielded. This resulted in a list of measures which were considered suitable for roll out across Barnardos services. Some of the key factors in the decision-making process included the psychometric properties of the measures, use, availability of comparative data/

cut offs, cost and familiarity with the measure. From these, suitable measures were selected for use across Barnardos services.

- An implementation plan was developed and an implementation team established to support the piloting of these measures across Barnardos' targeted Family Support and Early Years services.





INFLUENCE

Raising public awareness about the needs of children; shaping policy and practice, become a recognised leader in trauma informed

✓ **ACHIEVED**

Almost all respondents agreed that Barnardos provides a welcoming environment. The findings also demonstrate the effectiveness of staff.

Service User Satisfaction Survey

The 2023 Service User Satisfaction Survey was conducted in September. The overarching goal of the survey was to assess satisfaction amongst service users and more specifically, to gather information which will help Barnardos identify areas of strength and areas for development, improve on practices, and demonstrate to key stakeholders that we are working in an effective manner and incorporating trauma informed practice into our services. In total, 75 parents/ adults and 10 children and young people took part in the survey. The results from the survey show high levels of satisfaction with Barnardos services.

Almost all respondents agreed that Barnardos provides a welcoming environment. The findings also demonstrate the effectiveness of staff. Service users have trust in staff, feel that staff are supportive when they are stressed or overwhelmed and that staff valued their experiences and recognised their individual strengths and skills.

In terms of choice and collaboration, most service users feel that they are offered choice in relation to the services they receive, and feel that they are a partner with staff in decision-making. Evidence from surveys also highlight a range of perceived benefits for adults/ parents and children as a result of their involvement with Barnardos. Almost all service users agreed that working with Barnardos has increased their sense of hope and possibility, has enabled them to make positive changes for themselves and/or their family, and has helped them to learn new skills.

Participation in the 2023 survey was significantly lower than previous years. We are now exploring the usefulness of circulating the survey on an annual basis. In 2024, we will explore digitised mechanisms for capturing service user experience during or immediately after service use and targeting of minority groups.







# Policy

At the beginning of 2023 we engaged closely with Leo Varadkar and his team in the establishment of the **Child Poverty and Wellbeing Programme**.



Siobhan Greene Director of Children’s Services, Leo Varadkar An Taoiseach and Suzanne Connolly Chief Executive.

We met directly with the Taoiseach and arranged for him to visit a service and speak directly with parents, gaining insight into the day-to-day realities faced by families experiencing disadvantage. We have continued to engage closely with officials in the programme office, supporting them in determining what their immediate priorities should be.

In February, we published the second of our reports on food insecurity among families in Ireland. Based on findings from a national survey and discussions with staff and parents, it outlined some of the lengths families are having to go to to provide sufficient nutritious food for their children and some of the sacrifices that they needed to make. Soon after the report, the Minister for Social Protection, Heather Humphries, announced a significant expansion to the hot school meals programme.

From discussions with staff and parents, we recognise the vital need to continue our work on the cost of living crisis, given the substantial impact on the families and children that we support. Our 2023 report on the issue involved interviewing 30 parents one to one on their experiences in relation to cost of living increase, the impact it has had on their children and what supports they believe the government should

prioritise. Additionally, we commissioned Amarach research to run a national representative sample survey of what parents and their children have had to cut back on. The report was published in May, and attracted considerable media attention and political interest. Opposition parties raised numerous questions within the Dail in relation to the report which drew responses from several Ministers including Michael McGrath and Leo Varadkar.

**...we recognise the vital need to continue our work on the cost of living crisis, given the substantial impact on the families and children that we support.**

In July and August we again carried out our Back to School survey, hoping to build on the wins in 2022. Parents again highlighted the stress they were facing meeting back to school costs. There were substantial successes announced in Budget 2024, such as the expansion of free school books to cover the junior cycle in post primary schools, extension

of child benefit to children 18 and over who are still in post primary education, an extra €21 million in capitation funding to schools which it is hoped will reduce pressure on schools to ask for voluntary contributions.

In September our focus turned to Budget 2024, with our recommendations focusing on increased social welfare rates, in particular, to the Qualified Child Increase, reduction in back to school costs and increased funding for family support. There were some wins, such as further significant reductions to childcare costs and increases to welfare supports. However, we did not think they went far enough to lift children out of/prevent children being pulled into poverty and deprivation.

In October, we produced a report which focused on the issue of online gaming and young people. It was based on the views of 9-13 year olds, 55 of whom took part in focus groups and 650 in a survey, with recommendations coming straight from their own voices.

Throughout the year we completed numerous consultations and engaged in departmental workshops on issues ranging from the development of a new early years funding model to child maintenance payments, hoping to inform officials of the experiences of the parents and families we support.



# Fundraising and Retail

Raised in 2023

# €10,669,000

Thanks to the kindness and generosity of our donors, customers and supporters we raised a total of €10,669,000 in 2023.



Pictured are, from left, Aychin Pitse (3), Marlie Fitzgerald (3) and Will Delaney (4). PHOTO: Mark Stedman



# Fundraising and Retail

## Event and community fundraising

In 2023 Barnardos Big Toddle reached its 20th year with our theme of 'Big Toddle, Little Heroes'. At the heart of this annual fundraising campaign are the toddlers who undertake a sponsored walk to raise funds to support our Early Years Services. They are Barnardos youngest fundraisers, they are our Little Heroes. This year 37,974 pairs of little legs toddled from over 1,550 crèches, Montessori, and families nationwide.

Barnardos Big Active supported by ALDI was launched in September for the new school term, with the generous support of ALDI and Barnardos Ambassador, Paul O'Connell.

Community fundraising has been a consistent activity this year. From marathons to endurance challenges, car boot sales to cake sales, going to Hell And Back to test their endurance or children from Olympian gymnastics group taking part in their annual cartwheel-athon – we've had them all! And we are very grateful to each and every one.

**They are Barnardos youngest fundraisers, they are our Little Heroes. This year 37,974 pairs of little legs toddled from over 1,550 crèches, Montessori, and families nationwide.**

## Partnerships

Barnardos Partnerships have continued to evolve and thrive this year. We want to thank our amazing corporate supporters for their continued dedication and commitment to helping us make a meaningful impact on the lives of vulnerable children and families in communities across Ireland.

We were delighted to further develop our partnership with ALDI in 2023. The ambitions for our joint commitment to supporting vulnerable children are reflected in the introduction of the Look At Me Now partnership messaging with the child as the central voice. Highlights this year include staff fundraising activities increasing by 150% and a significant increase in our payroll-giving campaign. Another initiative was the fantastically festive Merry Milkmas campaign which raised funds throughout December via an on-pack activation in stores nationwide.



**Top:** Ambassador Amy Huberman helped to launch the annual Big Toddle.  
**Bottom:** Barnardos Big Active supported by ALDI and Paul O'Connell





Vogue Williams pictured at the launch of the Heinz Meanz Mealz campaign in her role as partnership ambassador for Heinz and Barnardos.

“I really love to hear that my very small donation is helping some child. It’s lovely to get the updates knowing where the money was going.”

Catherine, Dublin

# Fundraising and Retail

## Partnerships (continued)

Kraft Heinz and Barnardos partnership continued in 2023. A special three-pack of ‘Heinz Meanz Mealz’ cans launched in stores nationwide with our collaborative animation posters appearing on billboards across the country.

This year saw us partner with Peter Mark for their annual Petermarkathon. Creativity and flair were the order of the day raising a record breaking €75,000 for our services.

We partnered with CBRE in June for the Elevate Art exhibition and online auction showcasing an Irish-based artist. All artwork on show was auctioned in aid of Barnardos.

Now in the 7th year of partnership, the Dell Technologies teams nationwide demonstrate their strong commitment to Barnardos. 2023 saw continued support of our ‘National Giving Day’. Their ongoing efforts to keep Barnardos at the forefront as their charity partner further enhances the depth of their commitment in making a positive change for vulnerable children and families.

## Individual giving

Our Donor Marketing and Direct Recruitment team’s key focus is connecting Barnardos’ mission with the hearts of donors and communicating the life-changing impact that their donations have for thousands of children all over Ireland. The team has endeavoured to convey the urgency and importance of the Charity’s cause throughout 2023, through appeal mailings and engaging email campaigns.

The team continued to contact our donors to thank them for their support with our telephone team, making an impressive 26,513 calls throughout the year! Donor retention is always a top priority; recognising the profound impact that our loyal supporters have on sustaining our mission for vulnerable children and families.

Feedback from donors acknowledged the personalised communication, regular updates, and the genuine connection they feel with Barnardos.

Our ‘Pass It On’ legacy giving campaign continued to promote the potential of gifts in wills. A particular highlight for this campaign in 2023 was the launch of a new radio advertisement which aired nationally during the month of November.



Listen to the radio ad



A heartfelt thank you to each and every person who took the time to communicate with Barnardos in 2023 and who felt moved by our cause to donate, whether once off or regularly. We couldn’t deliver our work with thousands of children and families each year without you.



# Fundraising and Retail

## With huge thanks to all our partners

Aldi • Peter Mark • AIB Head Office • Dell Technologies • Woodies • Kraft Heinz company  
Ulster Bank • Hallmark cards • Bank of Ireland • CBRE • Clancy Construction • Fleishman Hillard  
Crowe • Virgin Media Ireland • Saint Gobain • Deloitte • RSA • Beauchamps Solicitors • Vanguard Ireland  
Data Dog • Marriott Hotels International Limited • Meta • Belleek Pottery • Club Travel  
Colgate Palmolive • Genesis • Chubb Europe • Google • Ward Personnel • The Irish Sun



**Above:** Olympia Gymnastics fundraising **Middle:** Crowe Ireland Volunteers  
**Top left:** Fundraising at Hell and Back | **Bottom left:** Horizon Therapeutics



# Fundraising and Retail

## Philanthropy

Our philanthropic partners continued to demonstrate unwavering commitment to our work in 2023, with 20 Trusts and Foundations providing annual and multi-annual funding for some of our key services and programmes.

We would like to thank Community Foundation Ireland, The Ireland Funds, the George and Angela Moore Trust, the Peter Murray Foundation, the Coppin Charitable Trust, the Sunflower Foundation, Tomar Trust, ESB Energy for Generations, and all the other charitable trusts and foundations who supported us throughout the year. Your support is vital in helping us to sustain our core services and programmes.

We are also very grateful for renewed funding from The RTÉ Late Late Toy Show Appeal, which supported the third year of delivery of our National Wellbeing Programme in schools and community settings in disadvantaged areas of Dublin, Tipperary and Westmeath.

Support from our individual major donors also remained constant in 2023 and we would like to thank each and every one of them for their ongoing generosity and belief in what we do.

We were delighted to receive visits from a number of our donors throughout the year. As always, these visits provided valuable opportunities for discussions around the issues affecting vulnerable children, and for further strengthening our engagement and partnerships with donors.

## Retail

Barnardos Retail had a successful year in 2023 with our seven charity shops exceeding over €1 million in sales. Our team of staff and volunteers worked diligently to sort through stock donations from generous local communities, creating intriguing windows to celebrate Back to School time, Mother's Day and Christmas. We thank our staff and our invaluable volunteers for their ongoing commitment.

Our team of Community Employment staff continue to support our retail operations and we were delighted to celebrate many participants completing QQI level 5 training awards. We were proud to see 20% of Barnardos' CE staff moving into full time employment and would like to wish them all the best in the future.

Barnardos Bridal Rooms continue to grow in popularity with over 800 appointments being made by brides who want to support Barnardos while making their very special purchase. Barnardos Bridal Rooms won first prize in the Charity Retail Ireland Awards in the Best Online Presence category.



New bride Roisin Costello on her wedding day, wearing the wedding dress she purchased at Barnardos



## Spotlight

# Impact

## Delivering Services that Transform the Lives of Children



Roots of Empathy is an evidence-based programme delivered in primary school classrooms which has shown significant effect in reducing levels of aggression among school children by raising social-emotional competence and increasing empathy.



Find out more about Barnardos' delivery of the programme in Ireland, and how you or your school can get involved.



# A Big Thank You!

We developed a new therapeutic garden space in our Post Adoption and Bereavement Service in Buckingham Street, Dublin 1. This project allowed us to create a welcoming, sensory and support led area for us to support more children, when they need us most. With the help of volunteer tree surgeons, corporate volunteers, from Crowe, Chubb & AIB and the DCC community team we managed to create something really special.





# Our People

At the end of December 2023, the number of employees was 504 (46% Full-time, 54% Part-time).

There were a total of 29 student placements across services: (13 in January to June 2023 and 16 in September to December 2023). Community Employment (CE) Schemes supporting our work in Limerick and in our shops had a total of 45 participants in 2023. There were a total of 136 Volunteers in 2023. Our absence rate for 2023 was 4.18% which is down on 2022's 4.7%.

Securing and retaining staff was challenging in what has become an extremely competitive employment market. As part of a coalition of employers under the direction of the Wheel, we lobbied for appropriate funding for the services including pay for our staff.

We continue to strive to be an employer of choice with attractive terms and conditions. During 2023 we introduced Domestic Violence Leave in advance of the legislation. We have continued to offer attractive work-

life balance and leave arrangements including additional flexibility for our employees facing the challenges of balancing home and work life.

At Barnardos, we are lucky to have a diverse and dedicated group of volunteers. At present, we have 250 volunteers including our Board working throughout the country in our shops, services, and offices. In addition to this we have corporate and community fundraising volunteers who do trojan work behind the scenes.

Our People and Culture Strategy 2024 – 2027 was developed as part of Barnardos strategic commitment to invest in our people. This gave a great opportunity to engage with various groups across the organisation to inform our thinking.

**The key themes of the strategy include:**

- **Work:** Attracting and retaining quality people delivering services that transform the lives of children.

- **Belong:** Fostering a culture of Diversity, Equality, Inclusion and Belonging for our people.
- **Grow:** Excellent training and development opportunities whilst providing fulfilling career pathways.
- **Thrive:** Enhancing and supporting our People's well-being.
- **Engage:** We will engage with our people, creating a positive and diverse culture promoting connection to Barnardos.
- **Smart:** Using technology and evidence to create effective working practices that meet the needs of and support our people.

We will be working with our people to implement the People Strategy and will use it as an opportunity to engage further with our People.



At present, we have 250 volunteers, including our Board, working throughout the country in our shops, services, and offices.



Spotlight

# Invest



We invest in our people to ensure their future success and that of the organisation.



**Jenny Murphy**  
National Community Wellbeing Coordinator

 Find out more about how we invest in our people



# Staff Training

During 2023, 1,767 participants attended internal staff training. Training in topics such as Child Protection for Services Staff, Designated Liaison Person for Managers, Anti-Bullying Anti-Harassment, Cyber Security and Health and Safety continued to be provided throughout the year.

## Breakdown of training

The first quarter of the year was focused on 'Eclipse' training for Services Staff as a new Electronic Record Keeping System (ERK) was introduced. In total, the ERK training team provided 41 sessions with over 500 participants attending over the year.

As well as the focus on this training for the new system, there were a total of 27 topics provided, five of which were new topics this year. These were:

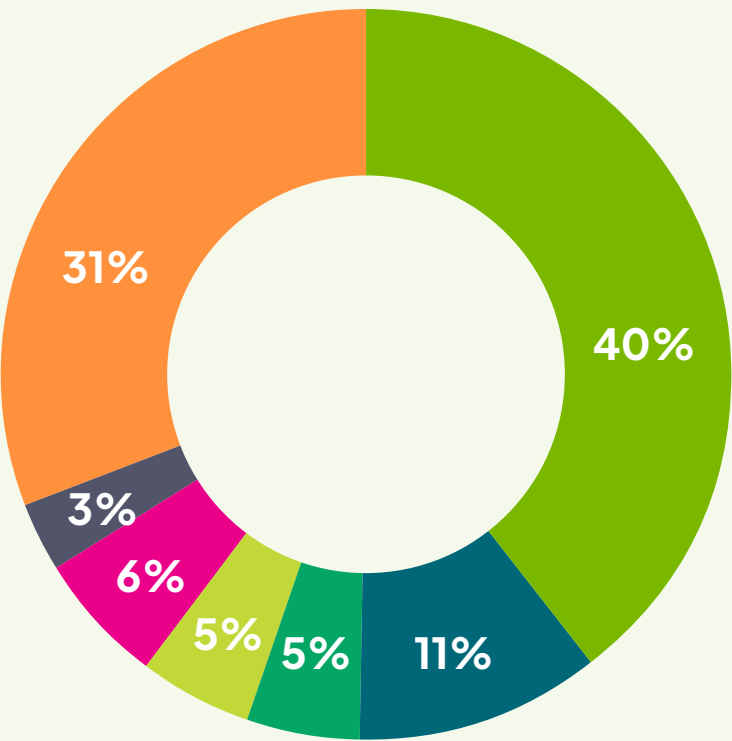
- Planning for Retirement
- Time Management
- Participation
- SAI Early Years
- Shared Language

The training format is continuously reviewed and the following quality checks are considered when deciding venue/ platform: training content, participation requirements, geographical spread of audience, trainer feedback and participant feedback. We now offer blended, in person, online, webinars and self-learning e-Learning options.

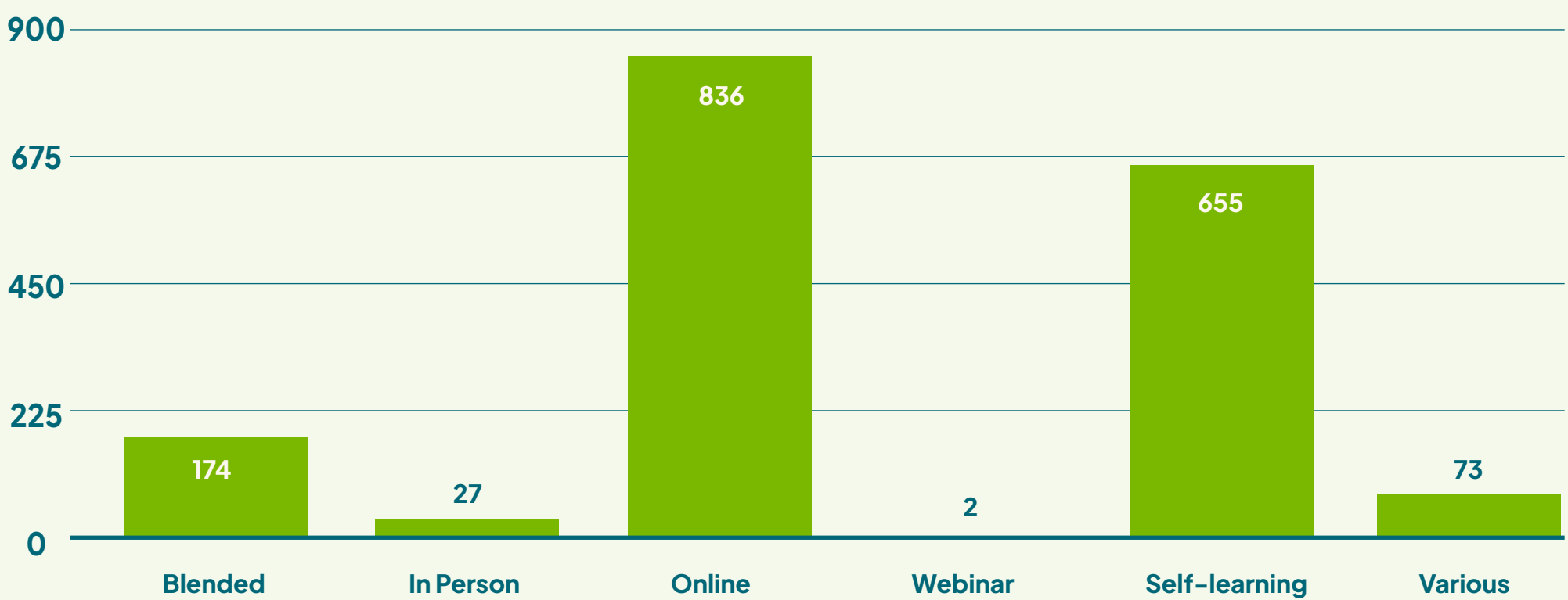
The overall satisfaction rate for trainer and training content continues to be excellent with both getting an average of 95% in feedback.

### Breakdown of Training

- Frontline Practice **40%**
- Health and Safety **11%**
- Trauma Informed Training **5%**
- Other **5%**
- Child Protection **6%**
- HR Led **3%**
- IT **31%**



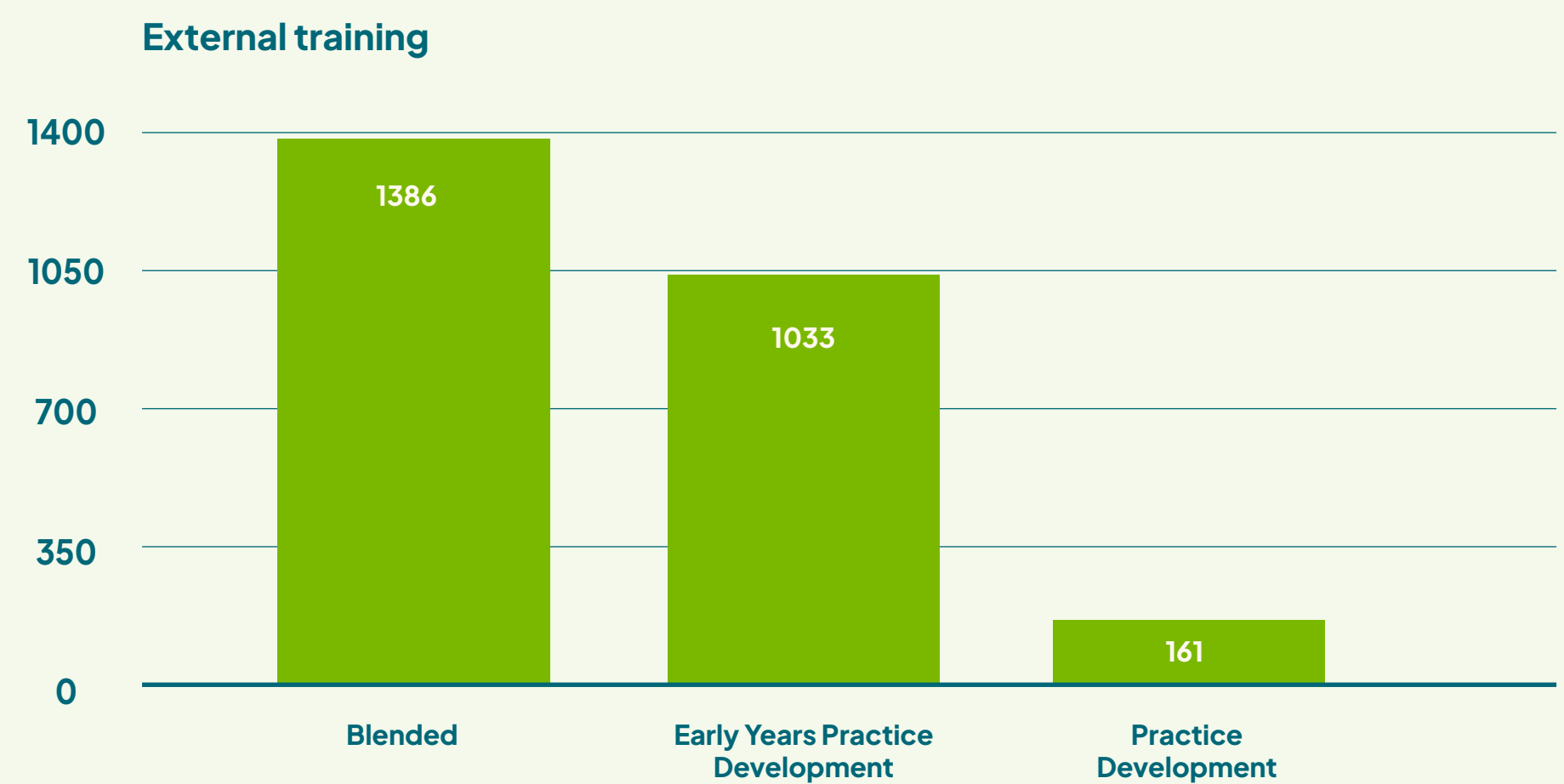
### Participants attended / style of training





# External Training

Parent information webinars organised by the training team	Event no. / participants
Online safety, substance misuse and parental self-care (ETB NPA)	9x 831 parents
Supporting transitions in primary school (AIB)	1x 50 parents
Total	10 events x 881 parents



## External training

During 2023, Barnardos external training delivered 63 public and 117 tailored events which is a 27% increase on the total number of external events delivered in 2022. We had 45 Early Years Practice Development events this year and with the expansion of our Early Years Trainer Panel we could provide more bespoke and tailored team training to Early Years groups. There were 2,580 participants at the all-external training events, a 34% increase on last year. Alongside our Children First, Child Protection Training for those working with children and/or their families, interest and demand is growing year on year in Barnardos specialised Children First Child Protection Training for Designated Liaison Persons.

This year, there were more participants engaged in Supervision Training which helps support quality practice and we delivered 11 events on Making the Most of Supervision Training for Managers and Supervisees across the country.

Other topics which were in demand this year by Early Learning and Care settings included:

- Trauma Awareness Training
- Positive Behaviour Support
- Building Effective Relationships with Parents
- Sharing Developmental Concerns with Parents

Our satisfaction rates for trainers and training content averages 97%. We are delighted that so many participants find our training to be valuable support to their work and roles.

We had 45 Early Years Practice Development events this year and with the expansion of our Early Years Trainer Panel, we could provide more bespoke and tailored team training to Early Years groups

2580 Participants at the all-external training events

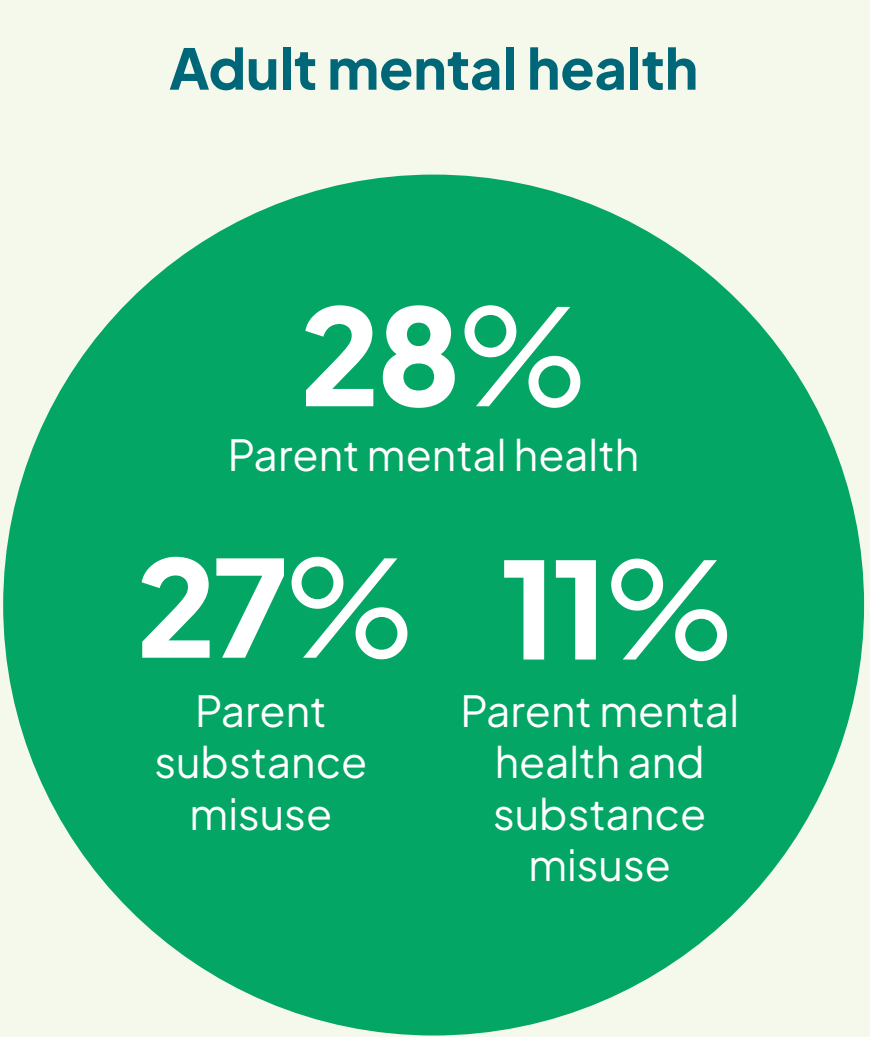
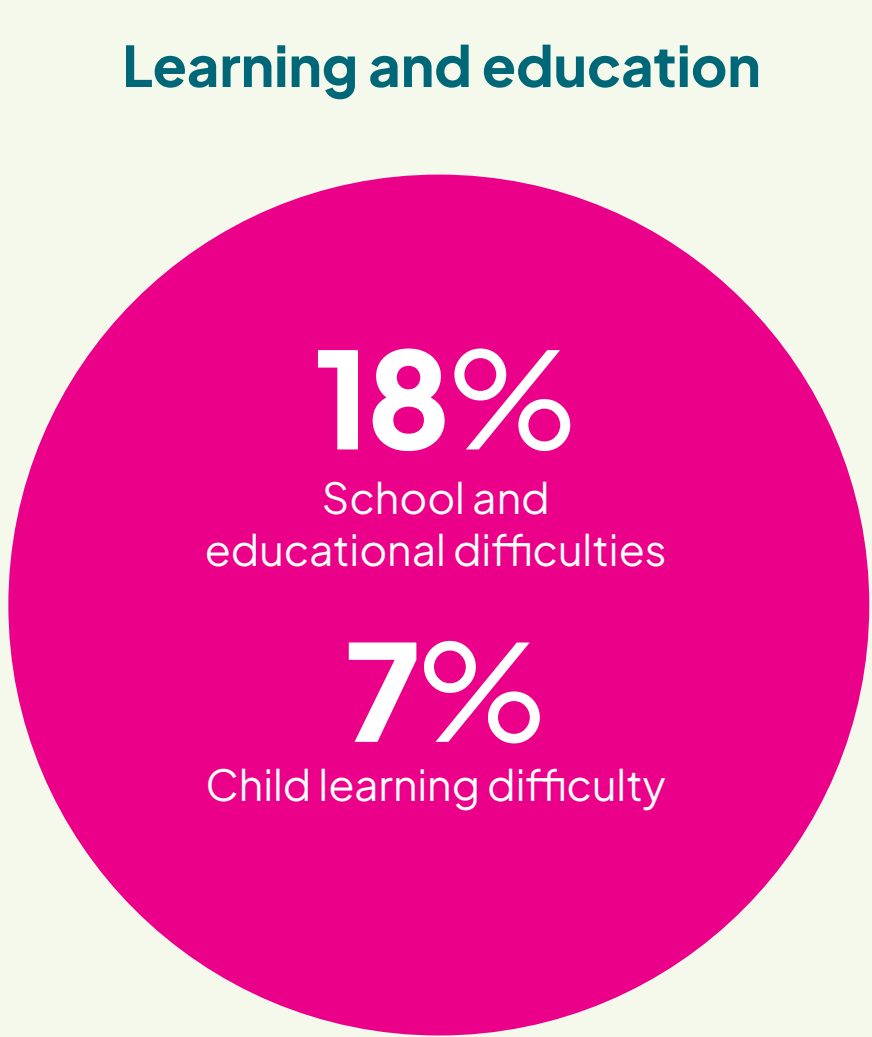
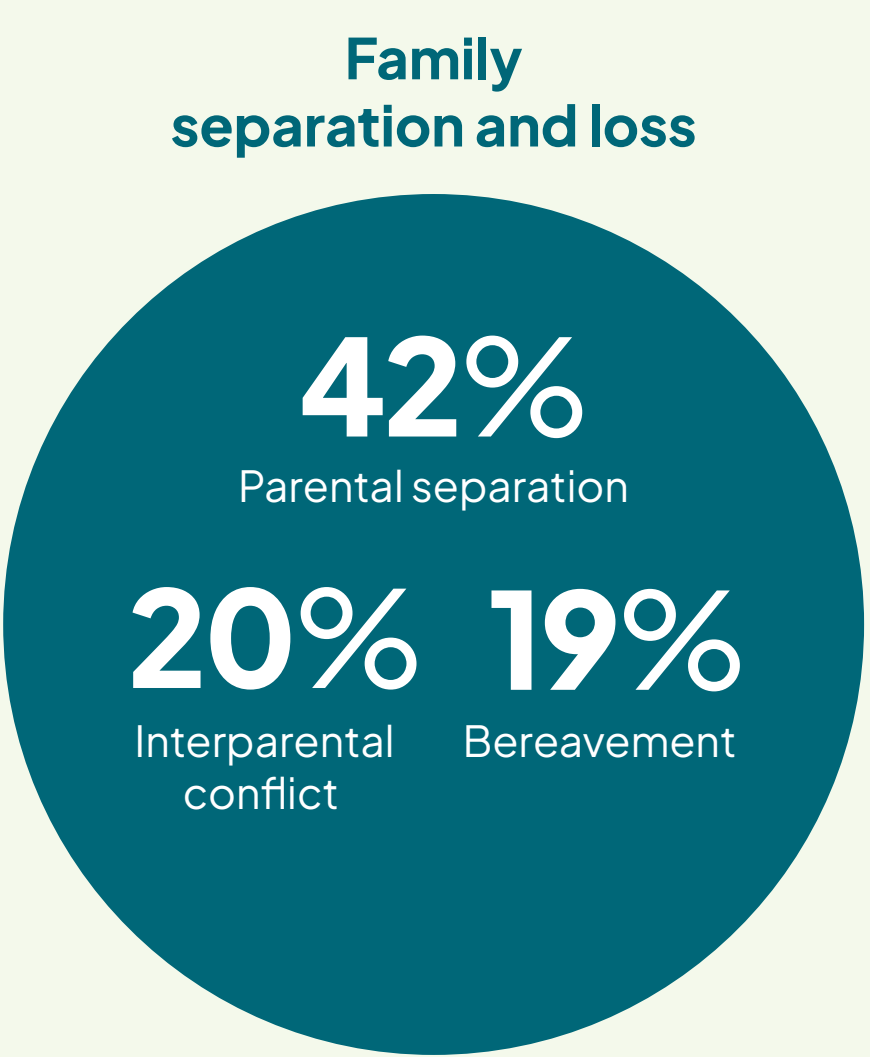
34% increase on attendance from last year



# Overview of Barnardos Services 2023

During 2023, a total of 26,009 children and parents benefitted from Barnardos Targeted and Early Intervention Services. This was an increase of 25% on the previous year.

	Targeted Services	Guardian ad Litem	Roots of Empathy	Wellbeing	Total
Children	5,238	788	5,427	2,513	
Parents / Adults	5,044	-	-	852	
Universal Groups					3,765
Enquiries					2,382
Total	10,282	788	5,427	3,365	26,009



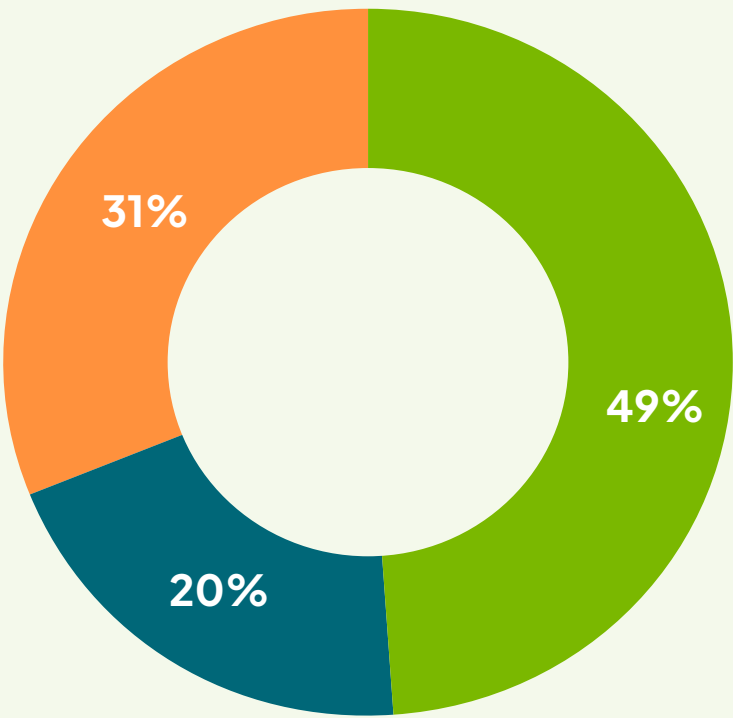


# Overview of Barnardos Services 2023

## Referrals targeted services

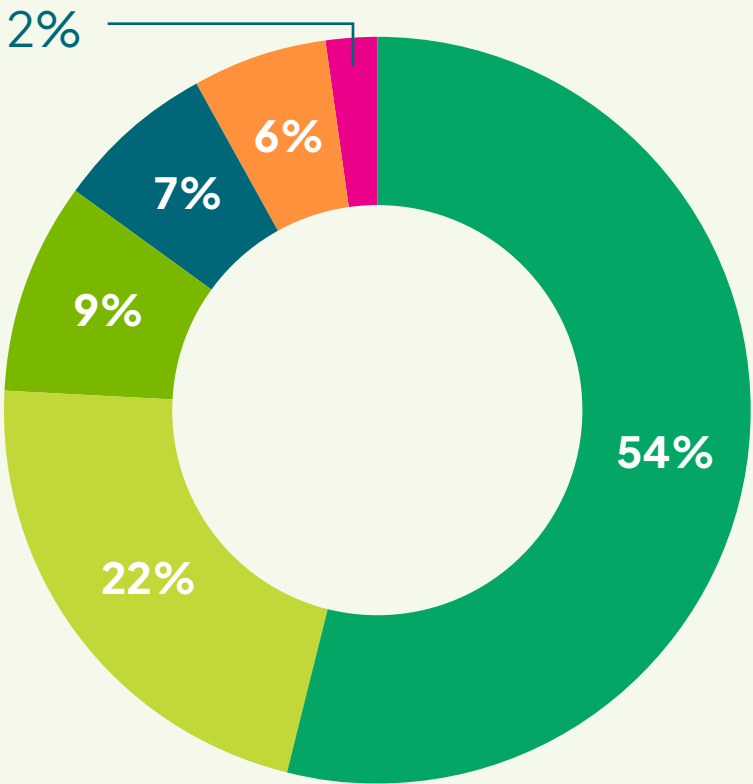
**7,732** referrals received for targeted services

Age range



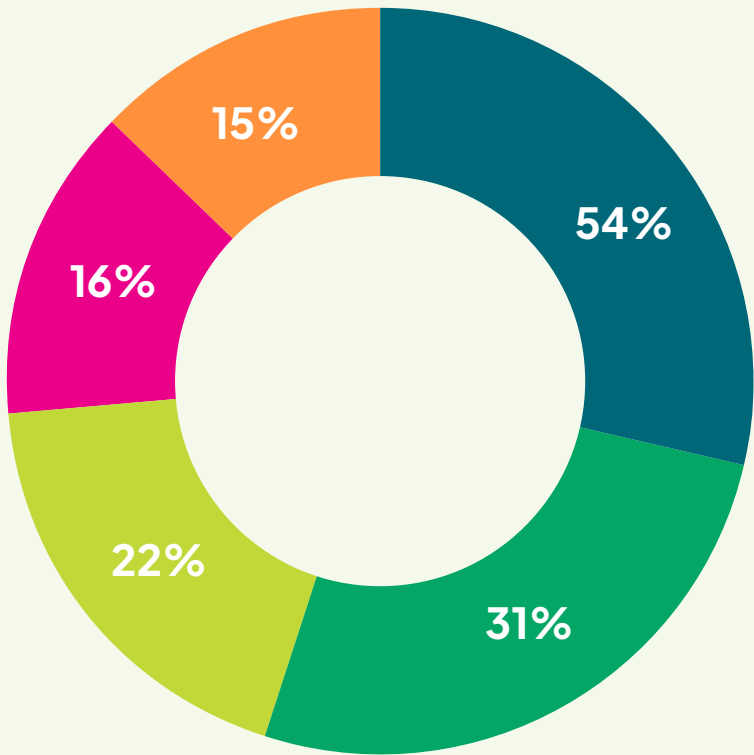
11-18yrs **49%**    6-10yrs **31%**  
0-5yrs **20%**

Sources of referrals



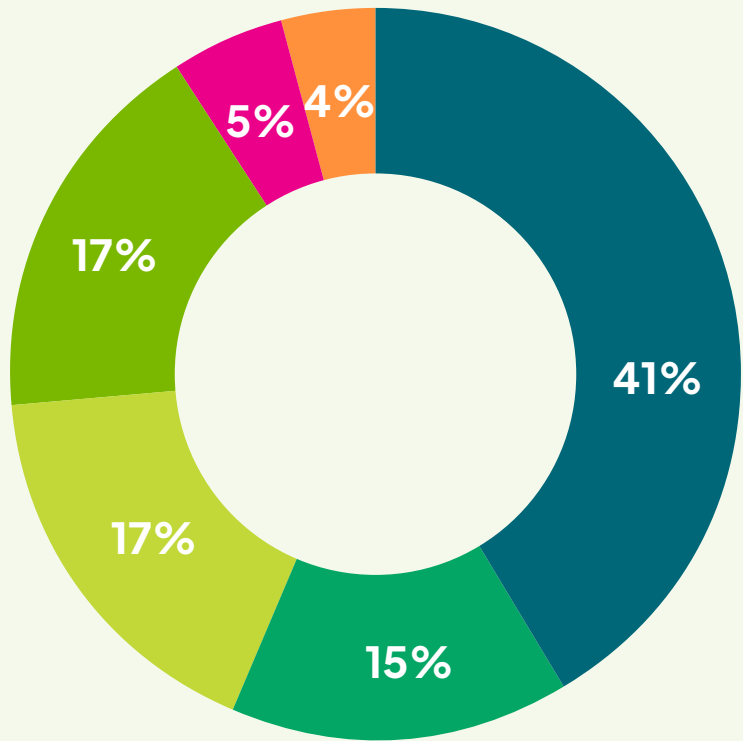
Tusla **54%**    School **7%**  
Self **22%**    Vol agency **6%**  
HSE **9%**    Other **2%**

Top 5 reasons for referral



Child emotional needs **34%**  
Parenting skills **31%**  
Child behaviour needs **22%**  
Parental separation **16%**  
Domestic abuse **15%**

## Family type



Lone parent **41%**  
Cohabiting couple **15%**  
Married couple **17%**  
Living apart co-parenting **17%**  
Relative **5%**  
Foster family **4%**

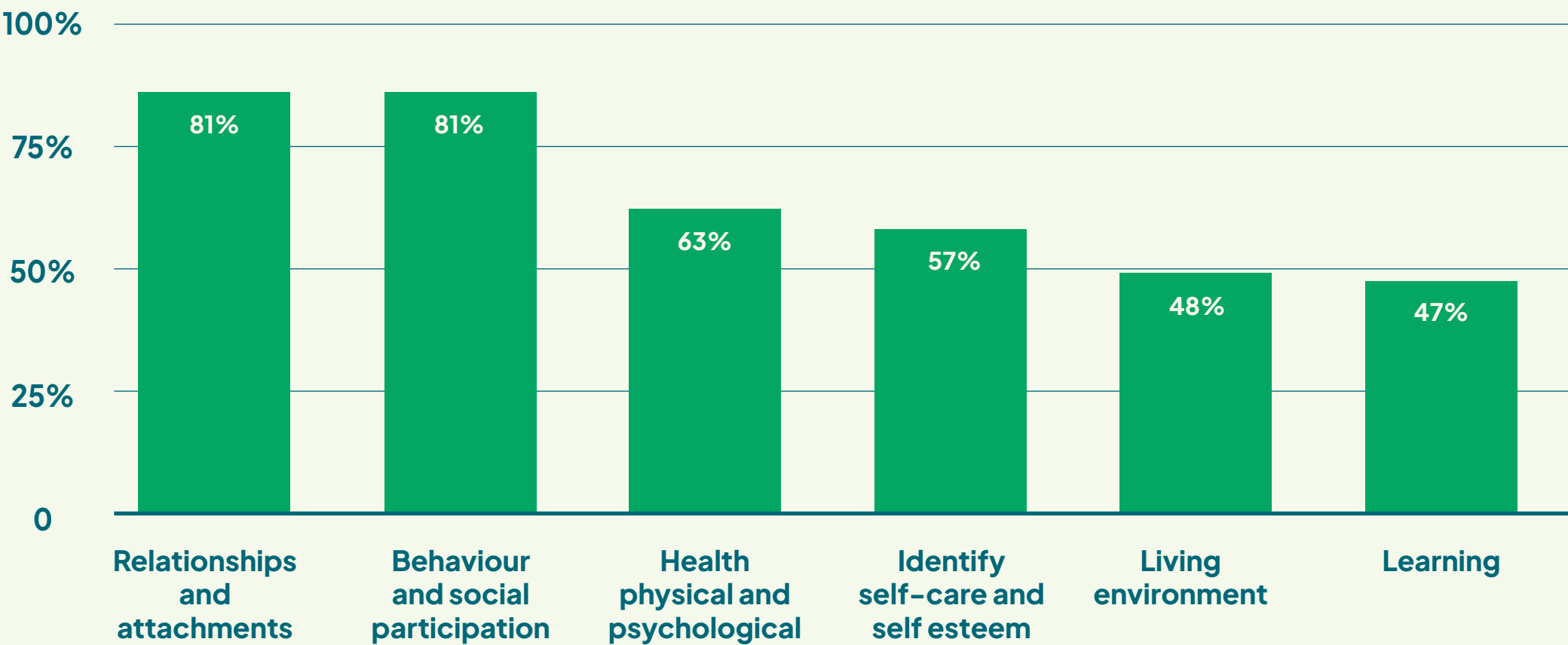
## Waiting lists

- **2,011** individuals waiting
- **1,132** waiting longer than 3 months
- **635** waiting longer than 6 months

## Online safety workshops

- **38,242** total reached
- Children **37,405**
- Schools **293**
- Child workshops **1,329**
- Parent webinars **113**
- Parents **837**

## Needs after assessment





# Barnardos Services

## Dublin

- Christchurch Square  
Mulhuddart (FS, EYs)  
Mulhuddart WoW  
Corduff (FS)  
Finglas FS  
Finglas EY  
Finglas TPSP  
Finglas FRC  
Better Finglas (ABC)  
Tallaght, Millbrook EYs  
Tallaght, Bawnlea FS  
Tallaght, Lorien FS  
Tallaght, TPSP
- Tallaght Special Needs Service  
Tivoli FS and EY  
Loughlinstown (EYs)  
Roots of Empathy (Loughlinstown)  
Dun Laoghaire (FS, EYs)  
Ballyogan (FS)  
Rialto (FS)  
Bray (FS)  
Cherry Orchard (FS)  
Bereavement (Dublin)  
Post-Adoption Service  
Origins Tracing Service

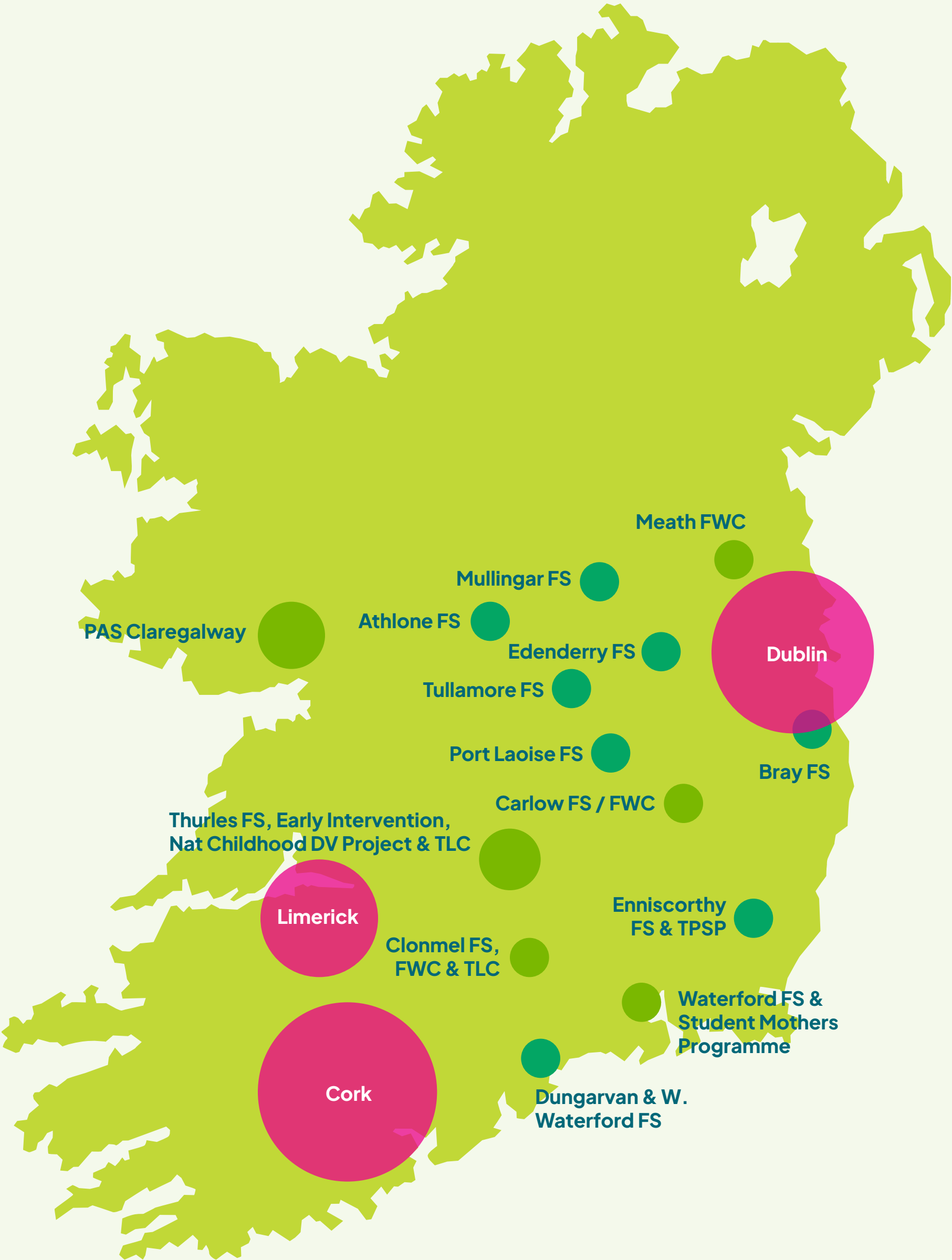
## Limerick

- Limerick South FS (Southill)  
Limerick North (Moyross)  
Homemaker (Kings Island/Islandgate)

## Cork

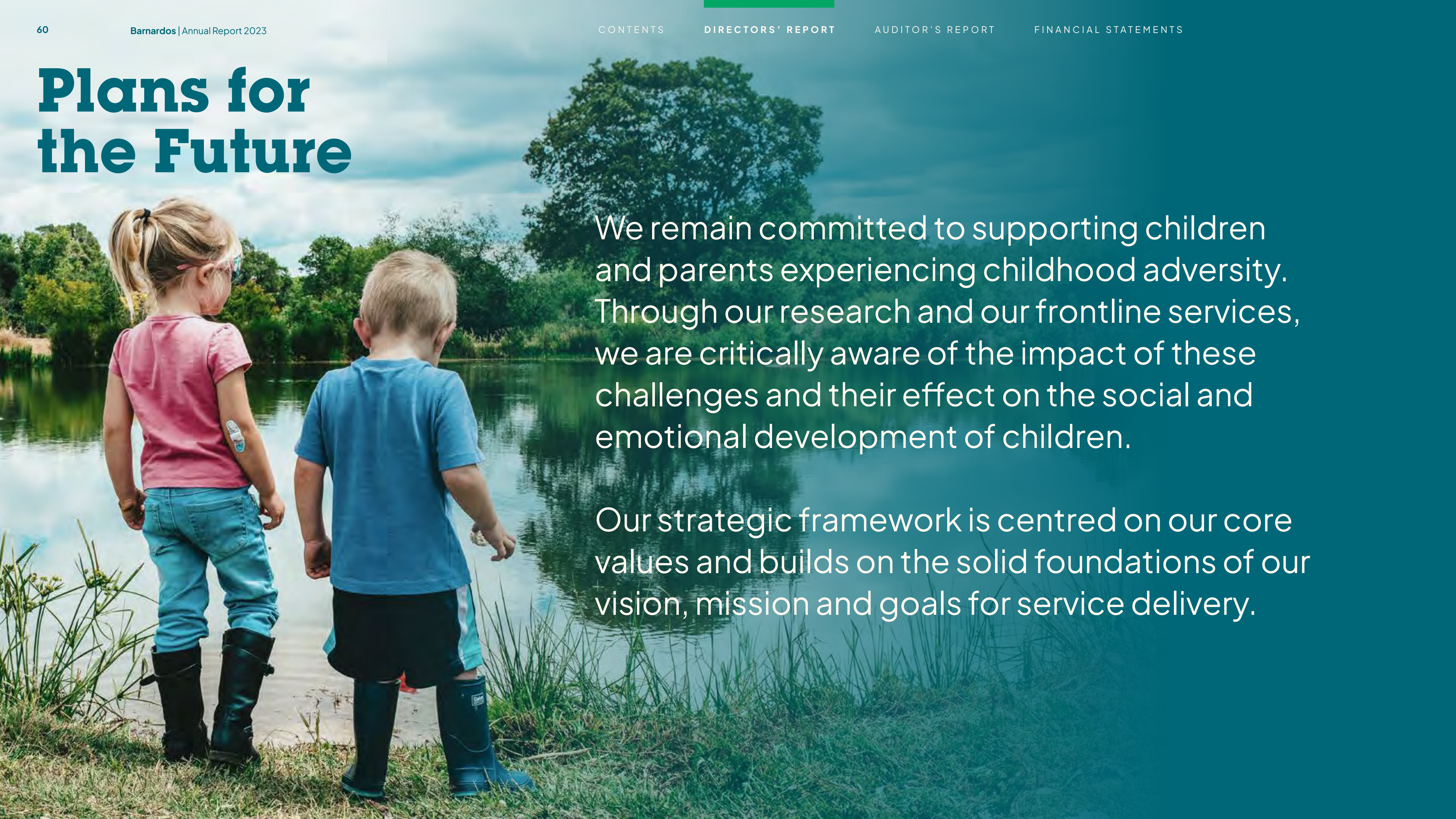
- Cork City South, Mahon (FS)  
Cork City North, Knocknaheeny (FS)  
Barnardos Brighter Futures Early Intervention (Knocknaheeny)  
Fermoy/Mitchelstown (FS)  
Youghal (FS)  
Bereavement (Mahon)  
Post-Adoption Service (Cork)

FS	Family Support	ABC	Area Based Childhood Programme
EY	Early Years	PAS	Post Adoption Service
WoW	Wizard of Words	FWC	Family Welfare Conference
TPSP	Teen Parent Support Programme	FRC	Family Resource Centre





# Plans for the Future



We remain committed to supporting children and parents experiencing childhood adversity. Through our research and our frontline services, we are critically aware of the impact of these challenges and their effect on the social and emotional development of children.

Our strategic framework is centred on our core values and builds on the solid foundations of our vision, mission and goals for service delivery.



# Plans for the Future



## IMPACT

Delivering services that transform the lives of children.

### Future outcome

Increased number of vulnerable children and families receive services that make a demonstrable, beneficial impact on their lives.



## INFORM

Applying evidence and knowledge in all aspects of our work.

### Future outcome

Our qualitative and quantitative data has been translated into reliable knowledge and insights that inform all aspects of our work, our stakeholders and wider society.



## INVEST

Building future funding sustainability.

### Future outcome

Barnardos is financially secure and made up of energetic, diverse and skilled individuals and teams who ensure the organisation is sustainable, safe and progressive.



## INFLUENCE

Raising public awareness through relevant campaigns, by shaping policy and patience.

### Future outcome

Barnardos is an authoritative voice on the issues that affect children and we are driving systemic change.



## INNOVATE

Deepening our understanding of the needs of vulnerable children and families through our research and evaluation.

### Future outcome

Barnardos has adapted to new challenges and opportunities, innovated new services and embedded best digital practices across all aspects of our organisation.



# Plans for the Future



## Sustainable Development Goals

We are committed to working in the context of the UN Sustainable Development Goals (SDGs) and the EU Strategy on the Rights of the Child and European Child Guarantee Policy Framework.

## Philanthropic partnerships

We will continue to work with and develop new innovative philanthropic partnerships with like-minded organisations that share our values and vision for children and families in Ireland seeking creative solutions for complex problems.

## Strengthen relationships

We will further strengthen our relationships with statutory partners and funders, government departments and colleagues in community and voluntary agencies to identify needs and provide effective responses.

## Policy engagement

We will continue to engage with the political system in order to ensure key policies and the allocation of funds reflect the needs of vulnerable children, parents and families across Ireland.

## A platform for vulnerable children

With the ongoing support and generosity of our donors, we will continue to give a platform to vulnerable children and ensure their voices are heard.

Sustainable Development Goals





# Structure, Governance and Management

Barnardos – Republic of Ireland Company Limited by Guarantee (Barnardos) is an Irish company incorporated under the Companies Act 2014. It is a company limited by guarantee and does not have a share capital. Barnardos is governed by a memorandum and articles of association, which were last amended at the Annual General Meeting on 5th July 2023.

## Structure

Barnardos is a public benefit entity – the benefit we provide is demonstrated through our work with children and families.

Barnardos is authorised to use the name Barnardos under a licensing agreement with Barnardo’s United Kingdom. The agreement was last amended in December 2017. Barnardos is not part of a group with Barnardo’s United Kingdom, nor does Barnardo’s United Kingdom have any role in appointing Directors to Barnardos.

## Governance and management

### Barnardos Board

Members of Barnardos are the surviving original founding members as noted in the deed of incorporation and those who were appointed since, as Trustees. The past Trustees maintain an involvement in Barnardos as company members.

Members of the Board (Trustees) are elected by the members of Barnardos at the Annual General Meeting and, subject to early retirement, serve for a three-year term which may be renewed twice (a total

of nine years). The Board has the power to appoint Directors in the interim until the next Annual General Meeting. The CEO is not a Board member and attends Board meetings in an ex-officio capacity.

## Decision making

The Board ensures that the activities of Barnardos are consistent with its charitable objectives and aims. There are clear and formal distinctions between the roles of the Board of Directors and the Senior Management Team, to which day-to-day management is delegated. Matters such as policy, strategic planning, and budgets are drafted by the Senior Management Team for consideration and approval by the Board, who then monitor the implementation of these plans. The distinctions are set out in the Schedule of Delegations which is reviewed and updated annually by the Audit and Risk Committee.

The Senior Management Team are the Key Management Personnel of Barnardos. Suzanne Connolly is the CEO of Barnardos.

The team comprises:

- Chief Executive Officer
- Director of Children’s Services
- Director of Finance, IT and Governance
- Director of Fundraising, Marketing and Communications
- Director of People and Culture

## Board evaluation

An external Board review was completed in early 2022. The review’s remit was to assess the Board’s effectiveness and provide suggestions on improving processes and governance.

A plan of action based on review suggestions and Board deliberations informed changes made to the Board activities in 2023 and the future development of the Board. It is planned to have regular external Board reviews, interspersed with more frequent internal Board reviews.

The key observations made in respect of the external Board review is that there is very good engagement of the



# Structure, Governance and Management

Board and a respectful relationship with the Senior Management Team.

The Board has initiated a number of changes in 2023, creating a more structured work plan to ensure a more strategic focus, allocating appropriate Board time for the strategic direction of service provisions and risk, for example.

A comprehensive review of the Committee structures and their Terms of References has been carried out. The Fundraising and Finance Committee has been created from the original Finance Committee. A new People and Culture Committee has been created with a remit broader than the Nominations and the Remunerations Committees, which were both subsumed into the People and Culture Committee. The expanded remit of the People and Culture Committee considers topics including diversity and inclusion at all levels in Barnardos, in line with our new strategy and succession planning.

The Chair has initiated the practice of annual one-to-one reviews with Board members.

The Board evaluation and consequential governance actions will continue in 2024 and

future years. The Board will work to ensure Barnardos is fit for purpose to continue to deliver services and work with families, communities and our partners to transform the lives of vulnerable children who are affected by adverse childhood experiences.

### Standards

Barnardos Board of Directors is committed to maintaining high standards of corporate governance. Barnardos is a strong proponent of ethical fundraising, good governance and transparent financial reporting and is a Triple Locked member of the Charities Institute Ireland (CII), whose aim is to enhance trust and foster a vibrant independent charity sector. Our Board has formally adopted and monitors compliance with:

- Guidelines for Organisations on Fundraising from the Public. Barnardos staff, volunteers and others fundraising on behalf of Barnardos are trained in line with the guidelines. Controls are in place to ensure fundraising practices are in line with the guidelines. [The Guidelines](#) are reviewed annually by the Audit and Risk Committee.

- The Governance Code for the Community and Voluntary Sector has already been adopted and is in place in Barnardos ahead of the requirement by the Charity Regulator, who has requested that the standard be adopted in Charities in 2021. The principles are:

- Advancing Charitable Purpose;
- Behaving with Integrity;
- Leading People;
- Exercising Control;
- Working Effectively; and
- Being Accountable and Transparent

- Barnardos documents how the six principles of governance are met with a detailed annual review which is presented to the Audit & Risk Committee.

- Barnardos prepares the annual report and financial statements in full compliance with the Charities SORP (Statement of Reporting Practice under FRS102) each year and makes them available to the public on our website. The 2022 annual report and financial statements followed on from the award-winning 2018, 2019 and 2021

accounts. The 2022 report received awards at both the Published Accounts Awards and the Good Governance Awards. The 2019 report was awarded two awards at the Published Accounts Awards by the Institute of Chartered Accountants Ireland and the 2018 one award. The 2019 and 2020 reports were shortlisted in the Large Charity category of the Good Governance Awards. Further validation of the high standards Barnardos strives to achieve in all areas.

### Code of Conduct

The Barnardos Board adheres to and has signed up to the Barnardos Board Members Code of Conduct, which underpins all of our actions. The Code of Conduct is based on the following values:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness

- Honesty & Loyalty, and
- Leadership.

All new Directors read and sign the Board Members Code of Conduct as part of the induction process.

The code of conduct is reviewed every three years. A review was completed in 2022 by the Audit & Risk Committee so the next review is planned for 2025.

### Structure

Barnardos – Republic of Ireland Company Limited by Guarantee (Barnardos) is an Irish company incorporated under the Companies Act 2014. It is a company limited by guarantee and does not have a share capital. Barnardos is governed by a Memorandum and Articles of Association, which were last amended at the Annual General Meeting on 5th July 2023.

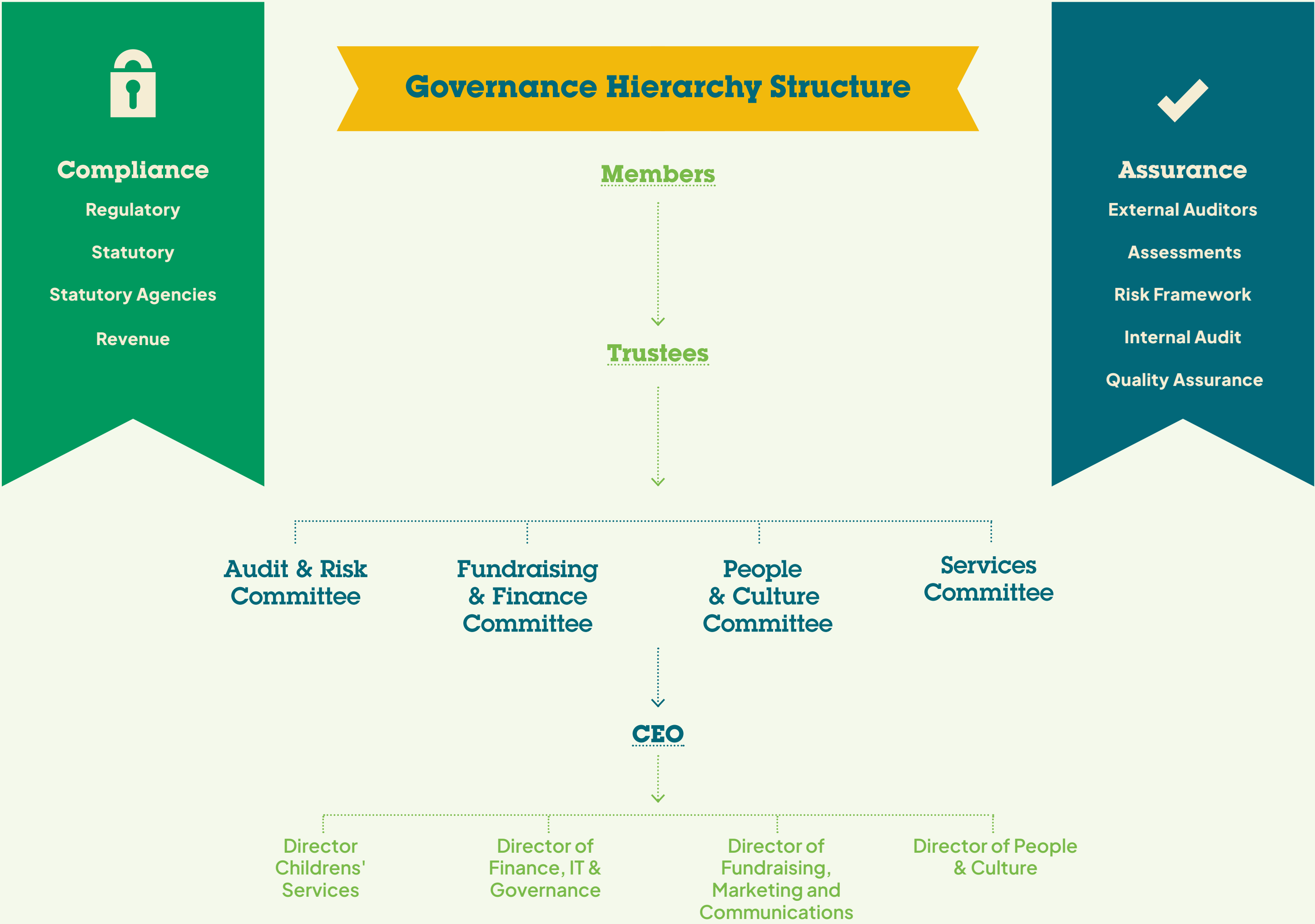


# Structure, Governance and Management

The Trustees give their time to Barnardos on a voluntary basis and receive no remuneration. Out-of-pocket expenses may be reimbursed, in accordance with policy.

The Board met 6 times in 2023 (6 times in 2022), with an attendance of 78% (2022: 78%). Attendance of members is noted below. Members of the Board are available to consult with and have met on a number of occasions during the year, either individually or in groups, to consider particular issues Barnardos wished to address, in addition to the scheduled Board meetings. The full Board has been fully informed of any such discussions and Board decisions were sought where relevant.

Opportunities have been taken to enable newer Board members to meet other Board members and staff outside the virtual meetings. Barnardos is very appreciative of how the Board and Committees responded to the ongoing changing requirements over the year and continually supported and guided the charity through the evolving and uncertain environment. Many individual Board members contributed additionally with their time, providing expertise and advice to the CEO and Senior Management Team.





# Board Members



## Prof Louise Crowley

Board Meeting attendance in 2023: **2/6**  
Length of Board service\*: **5.5 Years**  
Committee Membership: **People and Culture**

Professor Louise Crowley is a family law expert at the School of Law, University College Cork (UCC) where she is the Director of the Masters in Children’s Rights and Family Law.

Louise is the author of the leading Irish text Family Law (Roundhall Thomson). Her research focuses on the regulation of family formations and intimate relationships in a modern and diverse Ireland. Louise is a national voice on intimate partner violence having published widely on the adequacy of legal and educational responses to the challenges of gender-based violence.

Louise was a member of the Government-appointed expert group that developed the National Framework to end Sexual Harassment and Violence at Third Level and continues to advise on law and policy reform. At UCC, Louise has developed the campus-wide Bystander Intervention initiative which seeks to educate and empower staff and students to challenge the normalisation of sexual abuse and to recognise their role as pro-social bystanders to effect change and bring about a new normal of safety and respect.



## Kenneth Burns

Board Meeting attendance in 2023: **1/1**  
Length of Board service\*: **0 Years**  
Committee Membership: **Services**

Kenneth Burns is a senior lecturer, Deputy Director of the Master of Social Work course and Director of Practice (social work) at University College Cork.

Kenneth has worked as a social worker and social work team leader in child protection and welfare. His main research and teaching interests are in child protection policy and practice, staff retention, social media abuse in social work, child care proceedings in the District Court / voluntary care / informal kinship care, and community-based participatory research. He was twice awarded the President’s Award for Excellence in Teaching. Kenneth was the Principal Investigator of an interdisciplinary research team that won the UCC Research Team of the Year Award.

[Read all board members full profiles](#)

\* length of service counted from the year of appointment at the AGM



# Board Members



### Martin Dobey (Chairperson)

Board Meeting attendance in 2023: **6/6**  
Length of Board service\*: **5.5 Years**

Martin is a Chartered Accountant and was CFO at KPMG Ireland from 2006 to 2017 until he retired from KPMG in 2017. Martin studied Commerce in UCD, graduating in 1977. After completing his training with KPMG he has worked at senior management and Board level in a wide range of industries including printing and publishing, transport; IT and professional services in Ireland and Germany.

He was Finance Director of the Sunday Tribune from 1983 to 1992. He was Finance Director for Securicor in Ireland and European Finance Director based in Germany from 1992 to 1997. On his return from Germany he joined Dell in Bray where he headed the Finance team for the UK Ireland Direct Sales and Marketing business.

He joined Vision Consulting as CFO in 2003 and then returned to KPMG as Head of Finance in 2006.

Martin has been associated with Barnardos since 2004. He is Chair of the Trustees of KPMG Staff Pension Schemes and has a number of other non-executive Director roles.



### Ivan Fox (Treasurer)

Board Meeting attendance in 2023: **5/6**  
Length of Board service\*: **5.5 Years**  
Committee Membership: **Fundraising and Finance (Chairperson)**

Ivan Fox has over 30 years' experience in financial markets. He is currently an active private investor focused on financial services.

In 2014, Ivan co-led the buy-out of Merrion Capital Group. The business was successfully sold to Cantor Fitzgerald in 2018. He continues to serve on the Boards of a number of regulated entities within the Cantor group.

In the past 7 years he has co-founded and successfully exited two fintech businesses.

Ivan holds an MBA and BA from University College Dublin and a CDipAF from the ACCA. He also holds a Diploma in Company Direction and is a Certified Investment Fund Director.



### Irene Gunning

Board Meeting attendance in 2023: **5/6**  
Length of Board service\*: **4.5 Years**  
Committee Membership: **Audit and Risk, Services**

Irene is a former CEO of Early Childhood Ireland (CDI) and, prior to that, Irish Preschool Playgroups Association (IPPA). Irene has been a practitioner and trainer in the sector as well as having management and relevant strategic skills.

[Read all board members full profiles](#)

\* length of service counted from the year of appointment at the AGM



# Board Members



## Gary Joyce (Vice-chairperson)

Board Meeting attendance in 2023: **4/6**  
Length of Board service\*: **3 Years**  
Committee Membership: **People and Culture**

Gary is Managing Partner and co-founder of Genesis, a business advisory firm established in 1995, that helps organisations grow and thrive by reimagining and redefining their strategy, brand and organisational culture.

Alongside her advisory work, Gary is an executive, leadership and teams coach, working with people to enable them to be the best they can be.

She has extensive non-executive director experience on the boards of private sector, public sector and not-for-profit organisations. She has chaired several industry and political taskforces on behalf of government and state agencies.

Gary is a Fellow of the Institute of Management Consultants and Advisors and the Marketing Institute of Ireland.



## Ken Kennedy

Board Meeting attendance in 2023: **5/6**  
Length of Board service\*: **3 Years**  
Committee Membership: **Audit and Risk**

Ken is Director of Information Technology for the Sisk Group and has 30 years' experience in the IT industry with expertise in leading teams and change agendas.



## Denis Lucey

Board Meeting attendance in 2023: **5/6**  
Length of Board service\*: **1 Year**  
Committee Membership: **People and Culture**

Denis Lucey has over 36 years of experience in the technology sector, including 26 years of global executive leadership across professional and customer services, engineering, and supply chain.

Denis is a professional Executive Coach, inspiring people to reach their full potential. He is passionate about helping customers' achieve their objectives while championing an inclusive and diverse workplace where everyone can bring their authentic self to work. He believes a culture of personal development with continuous process improvement creates great outcomes for team members, customers and the business. Through people, skills and technology, Denis strives to create a positive social impact within the communities where we work and live During his career with Dell Technologies, Denis served as a Vice President in Global Services and also as the Dublin Executive Site Leader.



## Maria Kelly

Board Meeting attendance in 2023: **5/6**  
Length of Board service\*: **5.5 Years**  
Committee Membership: **People and Culture (Chairperson)**

Maria is a barrister practising mainly in employment law. She has over 25 years' experience working as a Senior Executive in Human Resources and general management.

Read all **board members full profiles** 

\* length of service counted from the year of appointment at the AGM



# Board Members



**Sue Lamon-Diver**

Board Meeting attendance in 2023: **5/6**  
Length of Board service\*: **4 Years**  
Committee Membership: **Fundraising and Finance Committee**

Sue has worked in the communications industry since 1987. She is currently Group Director, Employee Experience for Smurfit Kappa and brings a wealth of knowledge in Marketing and Communications to the Board.



**Paul O’Faherty**

Board Meeting attendance in 2023: **3/6**  
Length of Board service\*: **4.5 Years**  
Committee Membership: **Audit and Risk (Chairperson)**

Paul is an actuary and is an independent non-executive Director of a number of companies in the financial services and not-for-profit sectors. He also acts as a strategy consultant and an executive coach.



**Gary McGann**

Board Meeting attendance in 2023: **1/2**  
Length of Board service\*: **7.5 Years**  
Committee Membership: **People and Culture**

Gary McGann is the Chairman of Sicon Ltd (Sisk Group) and Aon Ireland.

Gary is the former Group Chief Executive Officer of the Smurfit Kappa Group plc, one of the leading providers of paper-based packaging solutions in the world. He is also former CEO of Aer Lingus Group and Gilbeys of Ireland, a former Chair of DAA, Aryzta AG, a former director of Green Reit Plc and a former NED/SID of UDG Plc. Gary has recently retired from his position as Chairman of Flutter plc (Fanduel) which he held for 9 years. Chair of The Ireland Funds in Ireland.

Gary is a former President of IBEC (Irish Business and Employers’ Confederation). In the ‘not for profit sector’.



**Trevor Spratt**

Board Meeting attendance in 2023: **6/6**  
Length of Board service\*: **5.5 Years**  
Committee Membership: **Services (Chairperson)**

Trevor Spratt is professor in Childhood Research, Trinity College Dublin. Having worked for some years as a social worker with families and children, this experience has both informed and fuelled his research career, which included positions in the University of Ulster and Queen’ University Belfast, before taking up his present role in Trinity College Dublin. Trevor’s research is largely concerned with examining interventions by state and voluntary agencies in the lives of children and their families, including measuring the impact of services designed to improve family outcomes.

[Read all board members full profiles](#)

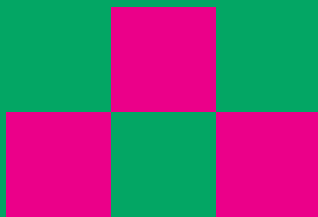
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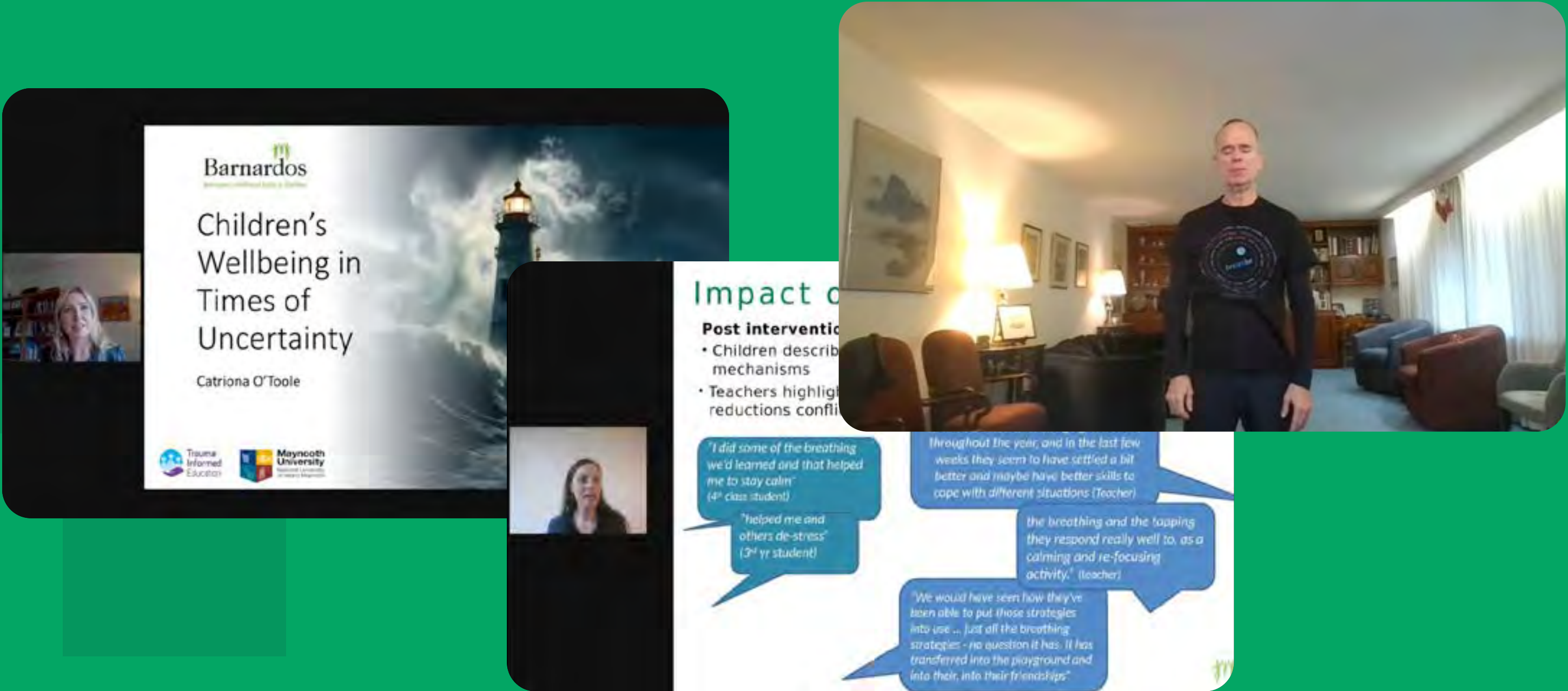
Spotlight

# Inform

Creating, applying, and sharing our knowledge.



The Barnardos National Wellbeing Project is a new trauma-informed intervention strategy for children (4-18 years), together with their parents and significant others in their communities.



## The Barnardos National Wellbeing Project

This National Wellbeing Project comprises a range of evidence-informed and creative service components that aim to foster calm, mind-body awareness and a sense of belonging. The overarching objectives of the programme are to:

- Strengthen coping skills/stress-relieving mechanisms
- Enhance integration
- Promote community engagement

Group-based programmes such as Breath-Body-Mind, Creative Mindfulness and Grow from Seeds are delivered in community settings and tailored to need. Delivery of service components is underpinned by interagency working and partnership with communities.

An evaluation of the Barnardos National Wellbeing Project began in March 2022.

The aims were to:

- Examine the impact of the Wellbeing Project on child, young person and parent outcomes, including subjective wellbeing and emotional regulation.
- Explore the experiences of participants in the Wellbeing Project and the factors that facilitate or inhibit the effective delivery of the programme.



**Watch the video to find out more about the findings:**  
Barnardos: Children’s Wellbeing Post Covid



# Barnardos Board Committees

In addition to the Board of Directors, there are four Board Committees – the Audit and Risk Committee, Fundraising & Finance Committee, People and Culture Committee and Services Committee. The membership of these Committees includes at least one Director, as well as specialists who are not members of the Board, but who similarly volunteer their expertise to assist the Committees on an ongoing basis. Details of these Committees are outlined below:

### Audit and Risk Committee

Name	Meeting attendance in 2023	Length of service
Paul O’Faherty (Chair/Director)	4/5	5 Years
Ciaran Fitzpatrick	4/5	3 Years
Jennifer Gargan	2/5	7 Years
Jan Gritzmann	5/5	4.5 Years
Irene Gunning (Director)	3/5	3 Years
Kenneth Kennedy (Director)	5/5	1.5 Years
Michael Shelley	3/5	7 Years

The role of the Audit and Risk Committee is to keep under review the adequacy, scope and effectiveness of the internal control systems of Barnardos. The Committee has oversight of the external statutory audit process and they review the findings of internal audits carried out by employees of Barnardos and by other external auditors (on behalf of funders).

This Committee consists of three Board members and at least two other members, one with Children’s Services experience and another with financial experience.

The Committee meets at least four times a year in advance of Board meetings. The CEO is in attendance along with the Director of

Finance, IT and Governance and any other required members of the Senior Management Team. The external auditors are present at meetings each year, to report on the findings of the audit. A preliminary meeting to discuss the audit approach is held with the Committee and/or the Audit and Risk and Finance Chairs as schedules permit.

In 2023, the Committee met five times (2022: 7), attended by 74% of the members (2022: 78%). The items reviewed and approved by the Audit and Risk Committee included a new risk appetite statement, the risk register, the programme of internal audits as well as internal and external audit reports. An agreed, schedule is used to ensure

5 Audit and Risk Committee meetings in 2023

74% Attendance at all meetings

risks are reviewed on a rotating basis and key governance codes and governance reviews are performed on a cyclical basis.

The ongoing focus of the Audit and Risk Committee is to enhance awareness and readiness for risks, achieved through the development of the risk appetite statement to evaluate the Risk Register from this perspective. Deep dives on identified important risks were held by the Committee, focusing on People and Cyber risks in 2023.

Updates on a range of policies such as Audit Rotation policy, Reserves policy, Purchasing and Payments, Staff Expenses as well as Protected Disclosures policy were completed. Governance items renewed in 2023 included the annual review of the Governance Code, Fundraising Charter and Directors Compliance Statement. The Committee works closely with an IT Steering Group who assess IT related projects prior to consideration by the Audit and Risk Committee. The Committee continued to receive updates on the progress of the Fundraising system implementation and the new Electronic Record-Keeping (ERK) system.



# Barnardos Board Committees

Name	Meeting attendance in 2023	Length of service
Ivan Fox (Chair/Director)	5/5	9.5 Years
Helen Kelly	4/5	3.5 Years
John Kelly	4/5	4.5 Years
Sue Lamon-Diver (Director)	2/5	1 Year
Adrian Moynihan	3/5	3 Years
Maeve Power	3/5	4.5 Years

## Fundraising and Finance Committee

The role of the Fundraising and Finance Committee is to keep the financial management (which includes investments) of Barnardos under review. This Committee consists of two Board members, one who is the Chair/Treasurer and at least two other members, one of whom must have financial experience. They meet at least four times a year, in advance of Board meetings. The CEO is in attendance along with the Director of Finance, IT and Governance and the Director of Fundraising and Communications and any required members of the Senior Management Team. The Fundraising and Finance Committee has taken on closer scrutiny of fundraising activities.

In 2023, the items considered and approved by the Fundraising and Finance Committee included Purchasing and Payments and Staff Expenses Cash Handling and Petty Cash. A holistic approach was taken to work on Treasury, Investment and Reserves policy to ensure consistency of approach between these overlapping policies. The Audit and Risk Committee in their role, as noted, provided input on relevant finance policies. Throughout the year, the Fundraising and Finance Committee maintained a strong focus on monitoring the effects on fundraising and the financial aspect of Barnardos. The 2024 budget including strategic budget investment was proposed to the Board and approved at Board. The Committee held 5 meetings in 2023 (2022: 5), with an attendance of 70% (2022: 84%).

Throughout the year, the Fundraising and Finance Committee maintained a strong focus on monitoring the effects on fundraising and the financial aspect of Barnardos.

5

Fundraising and Finance Committee meetings in 2023

70%

Attendance at all meetings



# Barnardos Board Committees

Name	Meeting attendance in 2023	Length of service
Maria Kelly (Chair/Director)	3/3	1 Year
Prof. Louise Crowley (Director)	3/3	1 Year
Gary Joyce (Director)	2/3	1 year
Denis Lucey (Director)	3/3	1 Year
Kate Malone	2/3	1 Year
Gary McCann (Director)	2/3	1 Year

People and Culture strategy was drawn up reflecting the new Barnardos strategy 2022–2027 with an aim to invest in People.

## People and Culture Committee

The review of the effectiveness of the Barnardos Board has resulted in the Board making the decision to amalgamate the Nominations Committee and the Remuneration Committee into a People and Culture Committee. The terms of reference were drawn up for approval in early 2023. The remit of the Committee extended beyond the current terms of the Nominations Committee and the Remuneration Committee to broader issues including diversity, equality and inclusion. A People and Culture strategy was drawn up reflecting the new Barnardos strategy 2022–2027 with an aim to invest in people. The People and Culture strategy was evaluated by the Committee prior to recommendation to the Board.

This Committee consists of two Board members, one who is the Chair and at least two other members. They meet at least three times a year, in advance of Board meetings. The CEO is in

attendance along with the Director P&C and other members of management and staff may attend as deemed appropriate by the Committee Chairperson. The role of the People and Culture Committee is to review and evaluate the People and Culture Strategy, policies and the implementation of same. It will consider recommendations concerning the remuneration and benefits of all staff and report to the Board, as appropriate.

It is required to lead the process for all Board and sub committee appointments and make recommendations to the Board in this regard.

### The duties of the People and Culture Committee are to:

- Oversee the development of a person-centred culture that is caring and compassionate, inspires innovation and excellence that meets the needs of the organisation.

3 People and Culture Committee meetings in 2023

88% Attendance at all meetings

- Review and monitor the People and Culture Strategy, policies and implementation plan.
- Review the recommendations for pay and benefits policy for all staff including the basis for any proposed increases in pay and benefits.
- Oversee nominations to the Board and its sub committees. Review the structure, size and composition of the Board and its sub committees and make recommendations to the Board.
- Evaluate the balance of skills, knowledge and experience on the Board and its sub committees.
- Report and make recommendations to the Board, as appropriate.
- The Committee can seek external advice, as appropriate. In 2023 the P & C committee held 3 meetings with an attendance rate of 88%.



# Barnardos Board Committees

Name	Meeting Attendance in 2023	Length of Service
Trevor Spratt (Chair/Director)	5/5	5.5 Years
Kenneth Burns (Director)	1/1	1 Year
Irene Gunning (Director)	4/5	5.5 Years
Sarah Morton	2/5	4.5 Years
Lorraine Swords	5/5	1.5 Years
Sadhbh Whelan	4/5	4.5 Years

5 Services Committee meetings in 2023

80% Attendance at all meetings

## 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, with practice, service design or evaluation expertise. It meets at least three times a year in advance of Board meetings and as required. The CEO and Director of Children’s Services are in attendance.

During 2023, the Services Committee met five times (2022: 5) with an 80% attendance rate (2022: 86%).

During 2023, the Services Committee explored a number of key practice issues arising within services including the key development of the new Electronic Record Keeping System. The Committee was updated on the compassion audit and external audit of referrals and waiting lists. They were also updated on standardised outcomes measures.

The Committee also approved the revision of a number of policies.

## Board and Committee recruitment

When seeking new Committee members and Directors for the Board, the Board strives to attract a broad spectrum of candidates possessing the skills identified by Barnardos as valuable.

Appointment to the Board of Barnardos, and to its relevant Committees, is managed by the P&C Committee who meet at least three times a year. The Committee identifies the skills, experience and knowledge required from new Board members in the context of the collective skills profile of the current Board. The Committee also takes cognisance of the current and future plans of Barnardos. The current review of the Board skills mix and length of service of Board members will inform the recruitment process.

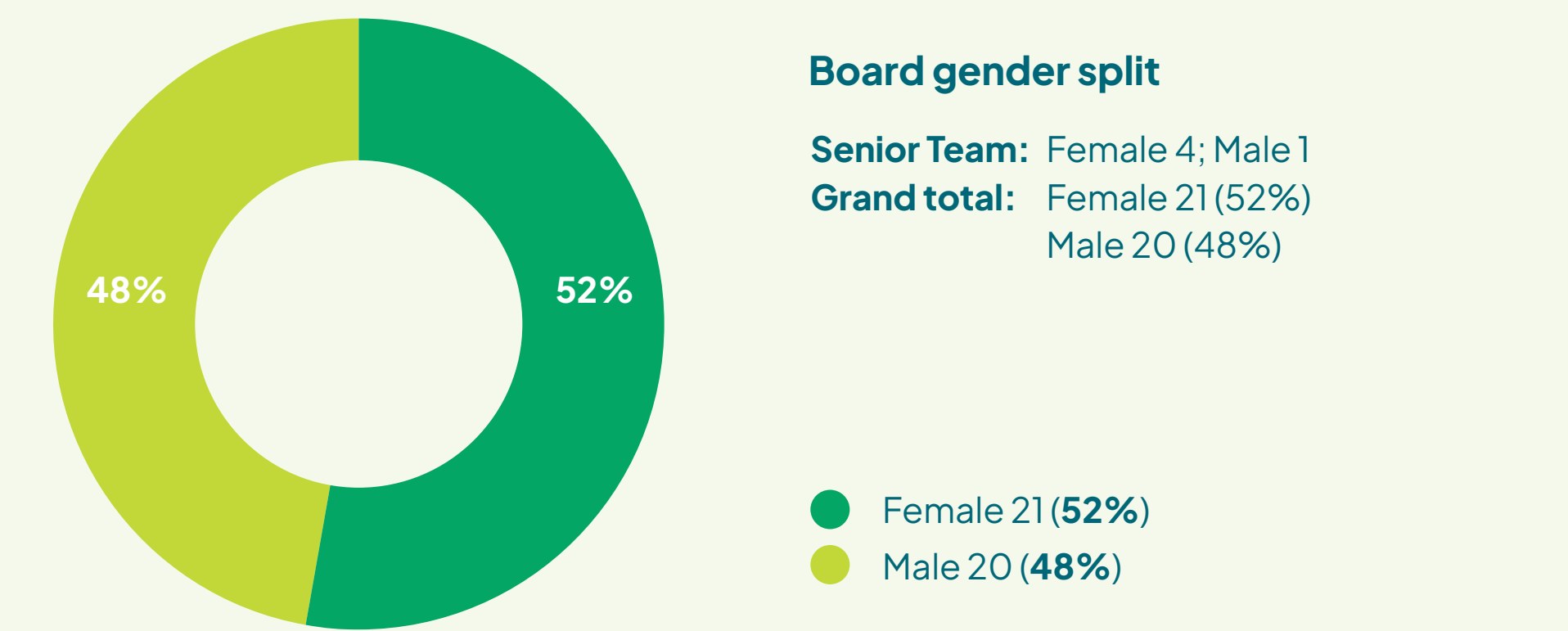
Prospective candidates are sourced through various channels, such as Boardmatch, direct approaches to Barnardos, input from the Board, and considerations from Committee members. After a potential Board member is identified through the different channels, their CV and other relevant information undergo a thorough review. Following this, the Chair and other officers of Barnardos will meet with the candidate to evaluate their alignment with the identified needs of Barnardos.

The Committee makes recommendations to the Board for the final decision. Any Board member co-opted before the AGM is put forward at the next AGM for reconsideration, at which point the first three-year term commences.

Appointment to the Board of Barnardos, and to its relevant Committees, is managed by the People and Culture Committee who meet at least three times a year. The Committee identifies the skills, experience and knowledge required from new Board members...



# Barnardos Board Committees



Board gender split	Female	Male
Board	5	8
Audit and Risk Committee	2	5
Fundraising and Finance Committee	3	3
People and Culture Committee	4	2
Services Committee	4	1
Total	17 (47%)	19 (53%)

## Training and induction

All new Directors are required to attend an induction process, which includes the mission, vision and values of Barnardos and how they are being fulfilled as well as the role and duties of Directors, financial and risk management. The process includes comprehensive induction information, including our strategic plan, constitution, conflicts of interest policy, schedule of matters, recent annual report, Charities Governance Code among other documents. The information enables each new Board member to learn more about Barnardos services, Board procedures and governance of Barnardos and governance in the wider charitable sector.

New Directors meet with the Chief Executive, the other members of the Senior Management Team and other staff, to gain an understanding of Barnardos operations. All new Directors are encouraged to visit one or more of our projects to gain a better understanding of the services Barnardos provides.

Board members are advised of relevant training opportunities as they arise. When required, further training is arranged for individual Directors or for the Board as a whole.

## Conflicts of interest

Barnardos has a Conflicts of Interest policy which was updated and approved by the Board in 2022. The next review will be in 2025. The policy applies to Board and Committee members and senior managers who are required to make annual declarations of any conflicts of interest.

Only non-conflicted Board members will decide what further role a conflicted Director will take on that matter. All details regarding the conflict of interest, including the action arising, will be recorded in the minutes. If it is found that a person has failed to disclose a conflict of interest, the Board may take action. This may include seeking the person's resignation from Barnardos.

A standing conflict of interest agenda item is included in all Board and Committee meetings. The conflicted person may engage or continue to engage with Barnardos on non-conflicted matters.

All Directors and Senior Managers are required to complete an annual declaration of interests form. No conflicts of interest were deemed in 2023 (2022: none). There is no deemed conflict of interest where a

serving Director is a former employee of KPMG, who are Barnardos auditors. Similarly for Committee members, employees of AIB and Zurich who provide financial services are not considered conflicted. None of these Committee members engage with Barnardos in their professional duties.

**All Directors and Senior Managers are required to complete an annual declaration of interests form. No conflicts of interest were deemed in 2023 (2022: none).**

Related Party Transactions such as professional or other services provided to Barnardos for a fee are disclosed in the accounts. In recent years, related party transactions with Board members have been donations to the Charity by those Board members.



# Barnardos Board Committees

## Protected disclosures

Barnardos has a protected disclosures policy in place to promote the disclosure of information relating to wrongdoing in the workplace. A measure of the importance placed by the Board on this policy is that the policy is now reviewed by the Audit and Risk Committee Board every year, previously every three years. A review was completed in 2023. The policy offers protection for workers from penalisation in circumstances where they make a protected disclosure or “whistle blow” about concerns they may have about work, standards of practice or other areas of malpractice, dangerous, illegal or improper activity. The review updated the policy in line with current best practice.

## Staff and volunteers

Barnardos is an equal opportunities employer and welcomes staff of all backgrounds. Our commitment to ensuring equal opportunities has been enhanced in the Barnardos Strategy 2022-2027 and will be underpinned by the new People and Culture Strategy developed in 2023 to support the 2022-2027 strategy.

Our Gender Pay was reported in the Summer of 2023, well in advance of the December deadline which demonstrates our continued commitment to transparency and equality. Barnardos is pleased the Gender Pay gap report has shown a consistently low mean differential since Barnardos started recording these figures. Barnardos Board, Committees and Senior Management Team show an almost even gender split, 52% female and 48% male. In common with the sector as a whole, the Senior Management Team has an 80% to 20% ratio of female to male.

Barnardos’ average gender pay gap is –6.4%, which indicates that in 2023, the women in the organisation are paid 6.4% more than men. A higher proportion (90%) of all employees are women.

Of the women, 54% are employed for 4.5 days or less a week, while 20% of males are employed for 4.5 days or less a week

The insignificant median pay gap demonstrates the underlying pay equality. Women continue to be represented much higher proportionally across all pay quartiles as per the quartile analysis below;

Quartile	1	2	3	4
% Males	8%	9%	11%	12%
% Females	92%	91%	89%	88%

## Remuneration and performance management

Barnardos’ remuneration aims to match the relevant job market within the bounds of fiscal responsibility. Barnardos pays all staff in accordance with pay scales. This ensures that there is no difference in pay based on gender, as all are paid in accordance with those pay scales. There are a number of pay scales in Barnardos that take cognisance of the HSE/Tusla pay scales for similar roles, the majority of staff are paid in accordance with these scales. Barnardos has implemented the Living Wage approach, no staff were paid below the Living Wage in 2023.

Barnardos experienced recruitment challenges in 2023, similar to others, as pay rates continue to lag similar roles in the public sector. Media commentary in early 2023, by unions in the sector, demonstrate the widespread nature of this concern and the impact on the provision of services. Barnardos will continue to engage with our staff and further enhance and articulate our Employee Value Proposition in 2024, as part of the strategic plan 2022-2027.

Barnardos Board, Committees and Senior Management Team show an almost even gender split, 52% female and 48% male.



# Risk Management

The vulnerable children and families we work with have complex needs and this inevitably creates risks for Barnardos in the delivery of our services.

**Risk appetite**

The effective identification, management and mitigation of these risks is a core focus of our risk management work. The risk appetite sets the approach that Barnardos takes to managing our risks. The Board views risk appetite as the amount of risk Barnardos is willing to take or accept to achieve the organisation’s strategic objectives. The appetite is rooted in Barnardos’ values and is aligned to Barnardos’ strategic plan.

Our top risks, from a services perspective, are negative outcomes for children and their families; poor quality of our interventions and general damage to Barnardos’ reputation. Barnardos has a very low tolerance for failures in the delivery of our services and, as a result, we have in place a range of mitigating measures. This includes building an open, transparent and learning culture with a focus on quality and achieving outcomes. This is enabled by a range of practice support and staff training initiatives as well as a suite of clear policies and effective controls.

Barnardos accepts moderate risks in other areas directly associated with advancing our mission.

Barnardos has a low-risk appetite in areas, such as governance and finance, to protect the reputation of the organisation.

Considerable work is undertaken to assess, control and mitigate those risks and the Board accepts the need to carry the residual risks after careful consideration, to complete our mission. These risks are recorded and are reviewed annually by senior

and other management. The risk register is updated and evaluated by the Audit and Risk Committee, reporting to the Board. Where the risk appetite is exceeded, the Senior Management Team will discuss the assessed risks with the Audit and Risk Committee and, where appropriate, Board members or at a Board meeting.

**Risk register**

The Risk Register is prepared annually, reviewed by the Audit and Risk Committee and reported to the Board. The plan identifies the key risks to Barnardos and scores these risks by how likely they are to happen and the impact they would have. The register identifies the controls in place to mitigate each risk, together with actions underway or planned to reduce the level of risk further. The Risk Register process provides residual risk scores for each of the identified risks.

The review of the Risk Register includes an assessment of the gap between the Risk Score of each risk (Risk Probability \* Risk Impact) and the Residual Risk, after mitigating actions have been considered. This approach provides the tools for one of the focuses of the Committee when appraising the Risk Register.

**Risk culture**

Regular review of the Risk Register is an integral part of our assurance framework, feeding into the annual Internal Audit Plan. Our Internal Audit Plan ensures that controls

are in place and are checked to see if they are operating effectively and actions to manage risk have been completed. The findings of internal and external audits (both statutory and funder audits) are reported to the Audit and Risk Committee to further inform the risk management process.

No risk system can provide complete reassurance. Barnardos risk management is further bolstered by our complaints and whistleblowing procedures; further information is provided in the Governance section of the annual report. No reports of inappropriate use of resources or governance issues were reported under these procedures during the year or previous year.

**Development of risk framework**

The Audit and Risk Committee has been actively engaged in further development to enhance the risk management process in 2023 and continued to focus on this in 2023. The development of the Risk Register builds on the previous year’s wider participation in the process and the reflection of those inputs into final scoring. This provides a much more informed Risk Register and promotes greater awareness of risks and mitigating actions throughout Barnardos.

Barnardos are committed to having appropriate systems and controls in place, safeguarding our assets and ensuring they are applied only for the purposes intended. This is accomplished through a rigorous recruitment process, induction and ongoing training programmes of our



# Risk Management

qualified and experienced staff. Policies and procedures are in place which are reviewed on a scheduled basis by the relevant Committee. Some of those policies reviewed are noted in the work of the Committees.

Barnardos recognises the need to continually develop the management of risk and will continue through the Audit and Risk Committee and Board engagement, to enhance our understanding and mitigation of our risks to maintain our service delivery.

Work on the risk framework will continue into 2024 looking at the objectives, responsibilities and risk management cycle. Barnardos recognises the management of risk as a key governance function with significant strategic and operational benefits for the organisation and will continue to devote significant time to risk management in 2024.

Primary risk areas

The following table shows a summary of primary risk areas identified, their outcomes and principal mitigating actions in place:

Primary risk area	Risk outcomes	Principal mitigating actions
Protection of children and young people	Behaviour or actions that negatively impact the children and families that Barnardos works with.	<ul style="list-style-type: none"><li>• Mandatory child protection and welfare training.</li><li>• Barnardos safeguarding statement is understood by all employees and is on display for all users of our services.</li><li>• Clear child protection reporting and escalation mechanisms are in place.</li></ul>
Maintaining service quality	Negligent practices, poor service delivery, incomplete data or inappropriate working conditions developing during organisational pivot to provide services.	<ul style="list-style-type: none"><li>• Regular supervision and case management of direct service employees.</li><li>• Service related policies and procedures are updated on a regular basis.</li><li>• Evaluations are carried out to monitor the effectiveness of our work.</li><li>• Monitoring of Health and Safety of staff.</li><li>• Ongoing development of most appropriate information systems.</li></ul>
Funding uncertainty	Funds may not be available to fund growth plans or maintain existing operations.	<ul style="list-style-type: none"><li>• Maintain statutory income and a range of public fundraising activities to diversify income streams.</li><li>• Monitor and adapt budgeting with regular internal financial forecasts to adapt to a changing environment keeping within our Reserves Policy.</li><li>• Protected disclosure policy to enable reporting on fraud and audit processes.</li></ul>
Information management	Breach of information security leading to data loss. Projects underway do not deliver to planned scope, budget or timeline.	<ul style="list-style-type: none"><li>• Anti-virus software and firewalls are in place on all IT systems and ongoing cyber security awareness training.</li><li>• Business Continuity and IT Disaster Recovery Policy is in place.</li><li>• Processes and procedures are in place for dealing with breaches of Data Protection legislation.</li><li>• Project management teams and plans in place with governance to Board level as appropriate.</li></ul>
Staff recruitment and retention and premises	Barnardos staff deliver our services. The attraction and retention of our staff is an ongoing challenge, impacted by non-restoration public sector 2010 pay cuts. Premises from which services are delivered should be suitable and up to standard.	<ul style="list-style-type: none"><li>• Strong staff engagement through surveys, supervision and management, team and regional meetings, training and development, work/life balance policy, annual staff appraisals and ongoing engagement to restore pay/ appropriate funding for services.</li><li>• Work on establishing key information on-premises to be expanded in further in-depth review of premises.</li><li>• Appointment of Facilities Manager in 2023.</li></ul>



# Complaints

Function	Number of complaints received	Resolved	Number of complaints under investigation at the end of the year
Children's Services	2	2	0
Fundraising	3	3	0
Total – 2023	5	5	0



## Complaints

A complaints register is maintained by each of the relevant public-facing parts of the Charity and is managed in conjunction with the Protected Disclosures policy. Barnardos recognises the importance of listening to and addressing complaints and in this spirit also notes where a formal complaint is not received but a “negative comment” is made.

The Services Committee reviews, in detail, any complaints made from users of our services and reports, where relevant, to the appropriate funder.

Barnardos are signed up members of the Fundraising Charter, one of the elements of the Triple Lock. Complaints about fundraising are recorded and addressed in line with the charter.

All complaints are dealt with by the Charity and are reviewed annually by the Audit and Risk Committee, providing an opportunity for those who may be unhappy about services received to be listened to by an impartial person and responded to. Barnardos has accepted that the provision of our services is a higher risk activity. The complaints process is viewed as an important learning opportunity for Barnardos and a possible indicator to pay closer attention to an aspect of our service. Complaints about Children's Services are considered in detail by the Services Committee. In 2023 there were two (2022: 13) complaints. There were less complaints than the previous year. All of these complaints have been resolved.

- Number of complaints received
- Resolved
- Number of complaints under investigation at the end of the year





# General Data Protection

Barnardos compliance with Data Protection Regulations continues to be a high priority. The Audit & Risk Committee reviews the Subject Requests and Data Breaches during the year. There were 15 Data Subject Requests made in 2023 (2022: 37). The average number of days to resolve/complete a Data Subject Request is 23 days (2022: 32). This represents a significant shortening of the time in the completion of these requests and on average are well within the time designated within the GDPR.

There were seven Data Subject Requests refused or withdrawn. Of those refused, two were refused on the basis that the data requested was third party data. A further two were refused based on an assessment of whether such a release was in the best interests of the child.

Requests for data

	2023	2022	2021
<b>Refused/withdrawn Data Subject Requests</b>			
Refused	4		
Withdrawn	3		

Data Subject Requests made under GDPR

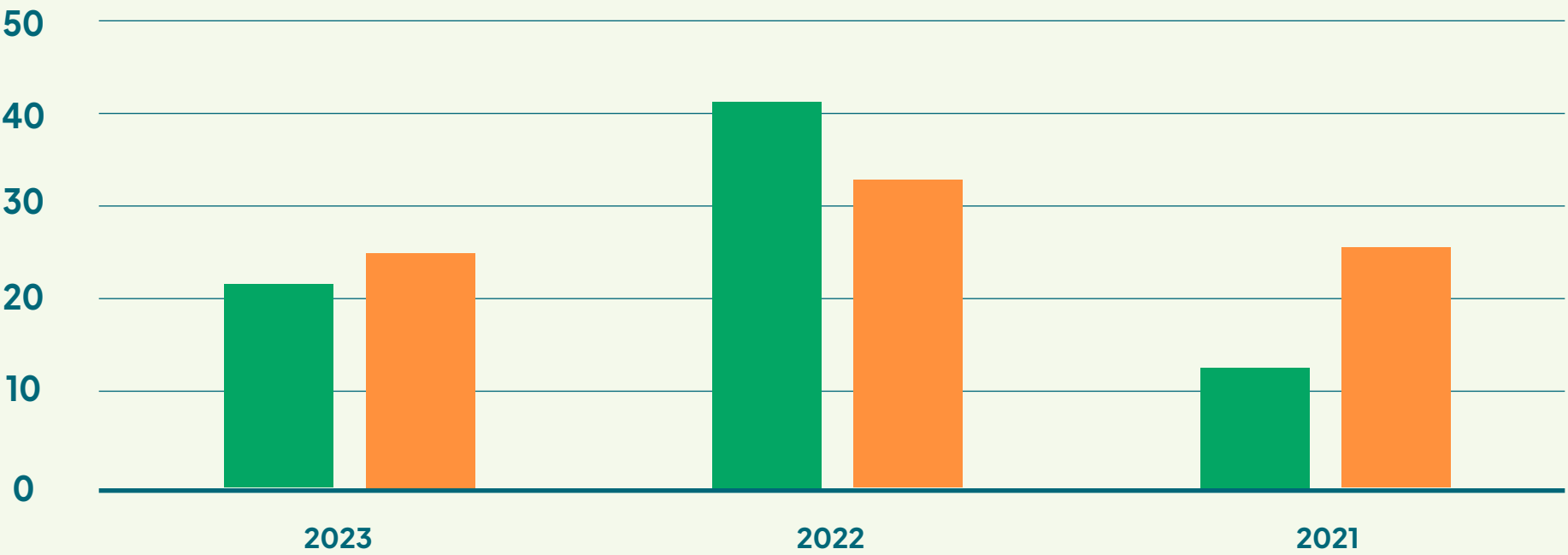
Parent	4	2	2
Current and former Service Users	3	4	6
GAL	0	1	2
Employee (Current and former)	2	29	0
Job applicant	0	1	0

Non Data Subject Requests (including LEDs, Tusla, NRP)

Garda	3	3	2
State agency (Tusla, NRP)	2	0	1
<b>Total Requests Logged</b>	<b>21</b>	<b>40</b>	<b>13</b>

	2023	2022	2021
<b>Average days to resolution/complete Data Subject Requests</b>	<b>23</b>	<b>32</b>	<b>25</b>

● Total Requests Logged  
● Average Days to Resolution / Complete Data Subject Requests





# General Data Protection

In relation to Personal Data Breaches, a revised assessment protocol was adopted in August 2023 based on three stages:

- a. An assessment as to whether a personal data breach had occurred;
- b. If a personal data breach had occurred, was the breach likely to pose a risk to the data subject; and
- c. If likely to pose a risk to the data subject, what is the estimated severity of the breach (low, medium, high).

The following figures reflect an amalgam of the original assessment procedures and these newly adopted protocols.

In 2023 there were 10 Data Breaches logged (2022:8). No Breaches (2022: 1) reached the threshold of “likely to pose a risk” to the data subject.

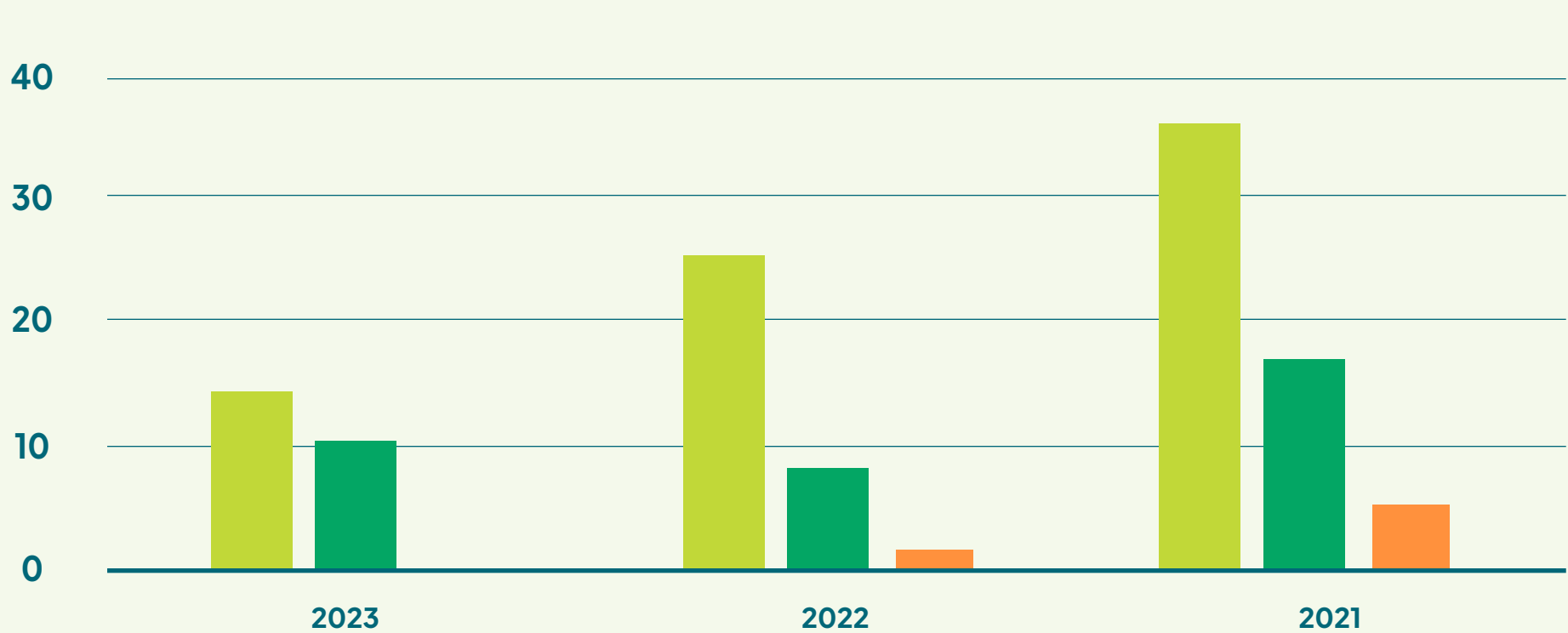
- Data Incidents logged
- Of these no. identified as Personal Data Breaches
- Breaches likely to pose a risk

Data incidents and breaches

	2023	2022	2021
Data incidents logged	14	25	36
Of these no. identified as Personal Data Breaches	10	8	17
Breaches likely to pose a risk	0	1	5
Breaches reported to DPC	0	1	5
Open items	0	0	0

	2023	2022	2021
Average days to resolution	2.80	0.92	5.36

Data incidents and breaches



In 2023 Barnardos engaged a third party company that is expert in the data protection field, namely Data Protection Training and Auditing Services Ltd. This engagement includes the appointment of a designated Data Protection Officer based on his basis of professional qualities and expert knowledge. This appointment has resulted in:

- Prompt responses to incidents and staff around data protection (41 specific engagements and/or queries to the DPO since August 2023)
- Greater knowledge of data protection within Barnardos and
- Putting in place a structured work plan to further improve Barnardos data protection systems and procedures including adherence to the new Tusla Data Protection Framework.



# Financial Review

The financial outcome for 2023 is set out in the Statement of Financial Activities.

In 2023, Barnardos' total income was €29.7 million (2022: €28.8 million) and expenditure €30.4 million (2022: €28.4 million), resulting in a deficit for the year of €0.7 million. Overall income was up €0.9 million compared to 2022. The expenditure year on year increased by 7% or €2 million. This reflects the increased additional services activity and the full resumption and growth of specialist services during 2023. Inflationary increases continue to be a challenge. The full cost of pay increases awarded in 2022 are recognised in the 2023 accounts. Other price increases have become apparent and Barnardos will work hard to contain these costs as much as possible.



# Financial Review

## Income

Total income of €29.7 million is 3% higher than prior year income, with an overall increase in income for charitable activities offset by a fall in fundraising income.

## Donations and legacies

Income from Donations and Legacies comprises of donations from individual donors, corporate partners, trusts and foundations and community events. In 2023, we received €9.4 million from this income stream. This represents a decrease of 5% from the previous year (2022). The rate of reduction in income from the very generous level of donations made in the height of the Covid-19 pandemic, appears to be slowing down, however remains higher than pre Covid levels. This sustained income level has been essential to enable us to continue to deliver our essential services and to meet the needs of those on waiting lists for Barnardos services.

Historically, our services have been under-resourced by the State, due to previous cuts in statutory funding. Funding for those services have yet to be restored and as a result, donation income is vital to the provision of our services.

There was a marked decrease in the income provided through committed and cash giving of €0.7m.

A smaller fall off in Philanthropy of €131k is not unusual as this income source fluctuates

considerably from year to year. A decrease of €413k in Other Fees and Grants is made up primarily of Revenue rebates on donations.

There was an increase of €587k on partnerships this year and legacies had an increase of €72k compared to last year.

## Charitable activities

In 2023, Barnardos received a total of €18.8 million in grants for charitable activities, an 8% increase from 2022. There was an increase in Tusla’s income of €1.3 million during the year, helping to fund some of the new services in 2023. Tusla, the Child and Family Agency, was the single largest funder during the year – providing €12 million, 64% of total statutory grant income or 40% of total income. The next largest state funder was €1.3 million in Pobal funding. Income from the Health Service Executive increased by 7% to €1.2 million, as income received for a number of projects increased as activity increased. Income for Charitable Activities from these and similar sources are restricted when given for specific services.

Barnardos understands legislation by the Department of Children, Equality, Disability, Integration and Youth to establish the Executive Office for all Guardian ad Litem (GAL) services is still progressing. Once operational, the Executive Office will take responsibility for all GAL services, resulting in a closedown of the Barnardos GAL service and consequent loss of income for Barnardos, which Barnardos will need to compensate. In 2023, this income was €3.2 million, against which the costs of providing the service are offset. Barnardos has been working to gradually replace that income without any clear indication of when the GAL services in Barnardos will cease.

## Other trading activities

Overall, there was a 5% increase in funds from Other Trading Activities to €1.4 million. Contributions from the shops remained at similar levels to 2022 with income from Memberships, Publications and Training coming in at 35% higher than 2022.

## Expenditure

Total expenditure at €30.4 million (2022: €28.4 million) is consistent with increased activity since 2022. There was increased expenditure of €2.3 million on charitable activities and €0.2 million additional spend on raising funds as fundraising activities moved away from digital. Overall, there was a 7% increase or €2 million (2022: €3 million) additional spend over the previous year.

Barnardos welcomes the opportunity to re-engage with the public through these activities and those on the related Community Employment Schemes.

## Raising funds

Expenditure on raising funds totalled €4.9 million during 2023 (2022: €4.7 million). The main category of increase was for Legacies and Philanthropy. There was a reduction in spend on Committed and Cash-Giving and Partnerships.

Retail had an increase of €107k on 2022 expenditure.



# Financial Review

## Charitable activities

Expenditure on charitable activities during the year, as shown in the chart below, totalled €25.5 million (2022: €23.2 million), €2.2 million or 10% increase from the previous year.

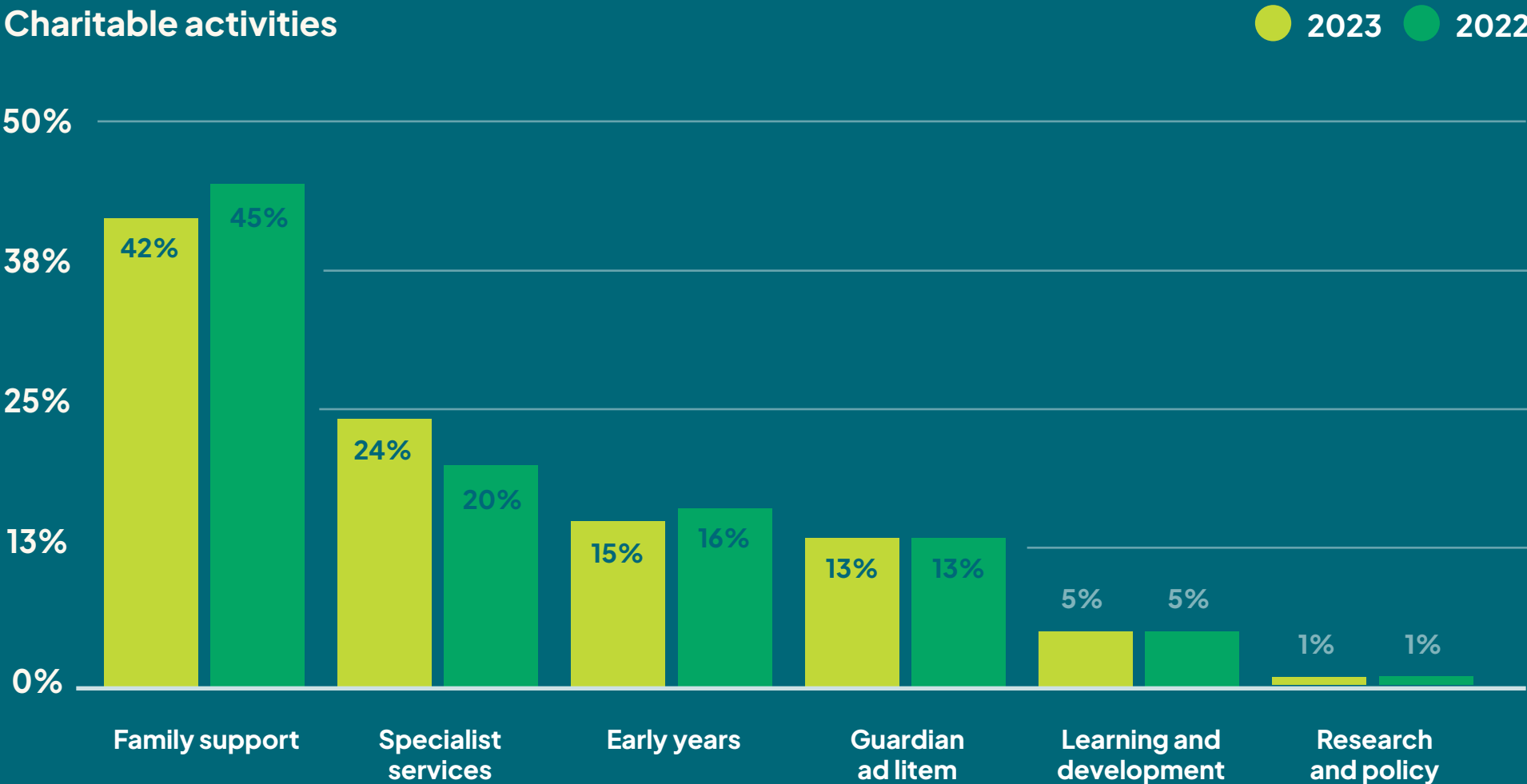
Activity across all services increased in 2023 compared to 2022. There was a 33% increase in spend on Specialist Services in 2023 to €6.1 million from €4.6 million in 2022.

Increased activity in Family Support cost an additional €0.4 million in 2023, which is working to address the increased needs of the families and children we work with as evidenced by the concerning waiting lists across some of our services. The increased pressures of the cost of living and energy inflation are expected to create more demand for Barnardos' services in 2024.

Our GAL service increased activity by 9% to €3.3 million in 2023.

The Board of Barnardos are immensely proud of the unstinting energy and dedication by our staff to continually deliver our services to support those who are among the most vulnerable in our society.

As can be seen in note 3(b) to the financial statements, Family Support and Early Years services account for 57% of our total investment in charitable activities.



## Support costs

The total costs in relation to raising funds and charitable activities include attributable support costs. These support costs include the key services of finance, governance, people and culture and information technology. These services play a crucial role in providing core organisational support for the delivery of our services. The services additionally ensure Barnardos continues to deliver good governance practices and organisational procedures.

Our total support costs for the year amounted to €2.2 million, an increase over the previous year of €1.9 million. Note 3 (c) to the financial statements, shows an increase in information technology costs of €0.1 million, as spending

increased in line with increased activity and growth within the organisation. The additional spending on people and culture of €0.1 million shows the initial investment in the People and Culture element of the new strategy. The work by Barnardos in these areas continues to be recognised in the high standard of reporting in the Annual Reports. Barnardos has been consistently shortlisted for a number of years in the Published Accounts Awards and the Good Governance Awards. In 2023, Barnardos won the Published Accounts Award for it's Annual Report 2022.

**Barnardos has been consistently shortlisted for a number of years in the Published Accounts Awards and the Good Governance Awards. In 2023, Barnardos won the Published Accounts Award for it's Annual Report 2022.**



# Financial Review

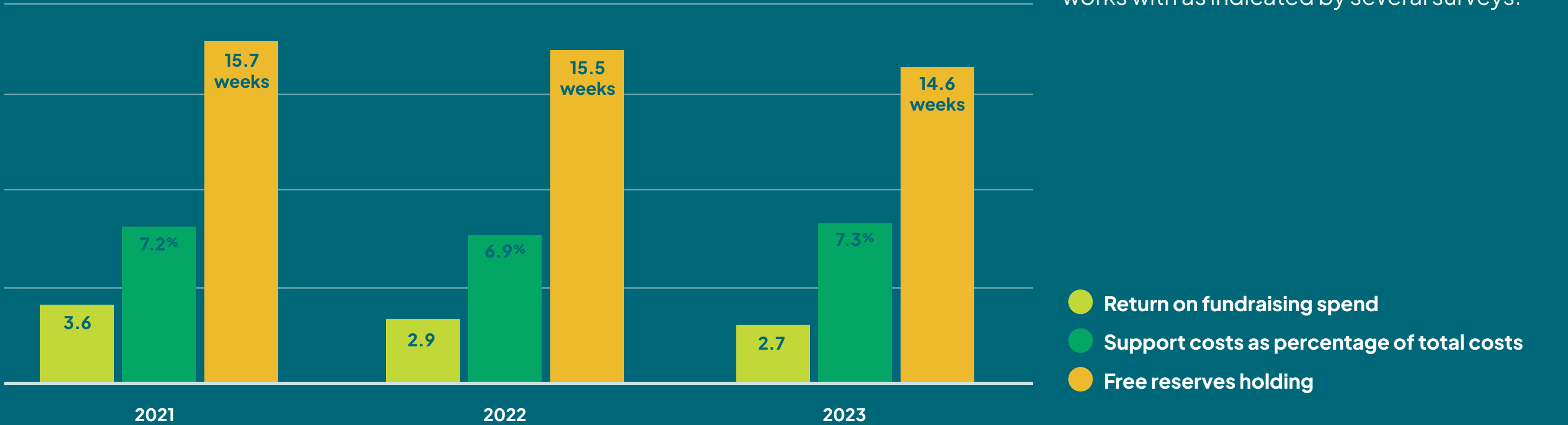
## Key financial performance indicators (KPIs)

There are a number of key financial performance indicators that, taken together, are used by management and the Board as a measure of performance and financial strength. These are set out below:

- Return on Fundraising Spend measures how much we get back for each euro spent on fundraising (excluding retail). In 2023, this return continued a trending decrease since 2020, when there was a much higher digital fundraising presence. There was a significantly increased physical presence in 2023 as the direct fundraising team resumed operations. Income generated by the direct fundraising team has more long term value to Barnardos as it is recurring income.
- Support Costs as a percentage of Total Costs illustrates how much of total expenditure is absorbed by essential but non-core activities and functions. This percentage had a slight increase in 2023 to 7.3%.
- Free reserves (unrestricted funds less the carrying value of tangible assets and associated capital restrictions), is a measure in weeks of how many resources Barnardos has available to draw down in order to continue its work in the event of an economic downturn. The reserves policy is up to 16 weeks of Barnardos budgeted operating costs for the coming year. At the end of 2023, the free reserve holding was 14.6 weeks.

Overall, Barnardos is happy with the financial performance for the year and is very grateful to funders and the generous public who recognised and supported the essential services provided by Barnardos to the children and families we work with, across the country. In particular, Barnardos is very appreciative of the generous donations helping us to maintain our services through a time of considerable inflation and economic uncertainty which affects our donors and has a very significant impact on many of the families and children that Barnardos works with as indicated by several surveys.

Key financial performance indicators





# Financial Review

## Investments

The overall investment strategy of Barnardos is to ensure that funds, not immediately required for operational purposes, are invested for the maximum return possible while ensuring that risk is minimised and ethical standards are met. Funds are maintained in cash or term deposits according to the policy, ensuring Barnardos' ability to fulfill its financial obligations promptly, support the Charity's seamless operations, and protect received funds. Holding limits are in place to prevent deposits from exceeding approved percentage holdings with any single financial institution. The deposit levels are monitored regularly by the Fundraising and Finance Committee.

Barnardos engages the services of a suitably qualified investment advisor to provide unbiased and impartial investment advice in accordance with Barnardos' investment policy. Barnardos may not invest in bonds, commercial papers or any other instruments which may be issued or underwritten by financial institutions. Any decision to invest in Irish and EMU State Securities must be pre-approved by the Fundraising and Finance Committee.

Barnardos recognises the current monetary environment with existing interest rates and large, though moderating, inflation figures. A number of discussions have been held at relevant Committees and at Board meetings, about the future requirements of Barnardos and matching those requirements to an appropriate investment policy. In recognition of this environment, the Fundraising and Finance Committee has completed considerable work on a new investment policy which has been contributed to by the Audit and Risk Committee and reviewed by the Board, with the aim of considering how best to safeguard Barnardos assets. The Board has mandated for the Fundraising and Finance Committee to continue to work on the policy and revert in due course. Work on this policy was completed during 2023.

At the year-end, funds were invested in fixed-term interest-bearing deposits, with a maturity of between 30 and 365 days. In line with the cash holding limits set out in our investment policy, cash and short-term investments were spread across a number of financial institutions.

## Retirement benefits

Barnardos operated two retirement schemes as outlined below. The Trustees are cognisant of the need to meet the Institutes for Occupational Retirement Provisions (IORP) II standards and have ensured all criteria necessary to adhere to those standards were fulfilled in 2023. At the end of 2021, there was a change in the Trustees of both schemes with a sole Trustee appointed to both schemes. Trustee Principles Limited works with Barnardos on a pro-bono basis. Barnardos will continue to address the requirements of IORP II.

## Defined contribution pension scheme

All staff who joined Barnardos since 1st January 2000 can opt to join the defined contribution pension scheme. The employee contributes a minimum of 4% and the Charity contributes 6% of pensionable pay. Employees have the option to make Additional Voluntary Contributions. An internal campaign was launched in 2021 and continues to remind all staff of the benefits of a pension scheme and steps taken to make joining more accessible.

As of 31 December 2023, there were 265 active members (2022: 237) 164 members deferred (2022: 162), with a total of 429 members (2022: 399).

During 2023, Barnardos moved the defined contribution scheme to a Master Trust with Irish Life, in recognition of the changing standards and additional costs that will be incurred due to IORP II. No additional costs will be incurred as a result and greater choice will be available to the scheme members.

**An internal campaign was launched in 2021 and continues to remind all staff of the benefits of a pension scheme and steps taken to make joining more accessible.**



# Financial Review

## Defined benefit pension scheme

The Defined Benefit Pension scheme was wound up in 2023.

## Reserves / funds for future investment

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 Board had established a range of up to 16 weeks of budgeted operating costs as a key performance indicator, following detailed consideration of Barnardos’ costs and norms for the sector.

The total reserves of €15.6 million at year-end (2022: €16.3 million) fall into two categories:

### Restricted funds

Restricted funds represent income received that can only be used for particular purposes. Such purposes are within the overall aims of Barnardos. It is Barnardos’ policy to fully apply such funds for the purposes for which they were donated as quickly as possible. Restricted reserves at 31 December 2023 were €0.2 million (2022: €0.5 million).

### Unrestricted funds

Unrestricted funds at 31 December 2023 was €15.3 million (2022: €15.8 million). These are funds that have no specific restrictions attached to them but are categorised as follows:

- General unrestricted funds are funds for use at the discretion of the Board in furtherance of the objectives of Barnardos. Where balances arise at the year-end, these funds are generally utilised in the upcoming financial year.
- Designated funds represent amounts that Barnardos has, at its discretion, set aside for specific purposes, which would otherwise form part of the general unrestricted funds of the Charity. At the year-end, funds had been designated for specific purposes as follows:
  - The carrying value of tangible assets for use by Barnardos less associated capital restrictions.

- Funds set aside to cover the planned deficit on unrestricted funds.
- The net amount that the Board has agreed to be set aside to ensure that it can protect Barnardos’ ongoing programme of work.



# Financial Review

## Monitoring of reserves

The level and adequacy of Reserves are reviewed at least annually by the Fundraising & Finance and Audit & Risk Committees and this review is brought to the Board for approval, as part of the Annual Report approval process.

The key performance indicator established by the Board to monitor Free Reserve levels (which are unrestricted funds less the carrying value of tangible assets and associated capital restrictions) is a holding of up to 16 weeks of Barnardos' budgeted operating costs for the coming year.

Where Reserves fall outside of this range, the Board requires Management to prepare a plan to address the issue within a reasonable timeframe. This plan must be approved by the Board.

As noted in the KPI section, the free Reserve holding increased to 14.6 weeks. In tandem with the approval of the new strategic plan 2022-2027, Barnardos has identified initiatives for the use of the strategic initiative reserves over the course of the new strategic plan. These initiatives are guided by the five priorities of the strategic plan identified in Section 6:

-  **Impact**
-  **Invest**
-  **Innovate**
-  **Inform**
-  **Influence**

## Financial outlook

Financial planning and forecasting activity takes place within the context of the strategic plan and organisational objectives.

A new Strategic Plan was adopted for the period 2022-2027. A key element of the plan is the judicious investment in the future of the organisation to ensure Barnardos has sufficient resources and capacity to deliver the new strategic plan in a phased manner.

Financial controls are upheld and continually improved to maintain expenditure discipline. Barnardos strives to ensure our essential services operate cost-effectively without compromising the quality of Barnardos' service provision. Barnardos expects there will be a continued financial impact in the current inflationary environment which is moderating and will act to minimise this impact on the finances of the organisation.

## Going concern

Based on the results for the year, the year-end financial position and the approved budget for the forthcoming year, the Board of Directors believe that Barnardos has adequate resources to continue in operational existence for the foreseeable future. Additional costs due to the inflationary environment are not expected to have an adverse impact on the accounts with prudent financial management, recently agreed Service Level Agreements with funders and robust Reserves. For these reasons, the Board continues to adopt the "Going Concern" basis in preparing the financial statements.

**Financial planning and forecasting activity takes place within the context of the strategic plan and organisational objectives.**



# Further Information

## Vetting

Barnardos is fully compliant with the obligations of the National Vetting Bureau (Children and Vulnerable Adults) Act 2012 which commenced in April 2016. Barnardos applies Child Protection policies, which are based on Children First Act 2015 and Children First Guidelines 2017 and best practice recruitment policies and procedures. Barnardos staff working with children and families are re-vetted in line with best practice.

## Accounting records

The Board believes that they have complied with the requirements of Section 281 to 285 of the Companies Act 2014 with regard to accounting records by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records of Barnardos are maintained at Barnardos National Office, Christchurch Square, Dublin 8, D08 DT63.

## Income from other geographic areas

No income was received from other geographic markets. As a result, no disclosure is required under the Companies Act 2014, Schedule 3, Part IV 65(2).

## Post balance sheet events

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

## Relevant audit information

The Board believes that they have taken all steps necessary to inform themselves of any relevant audit information and have established that the Charity’s statutory auditors are informed of that information. As far as they are aware, there is no relevant audit information of which the Charity’s statutory auditors have not been provided.

## Auditor

The Auditor, KPMG, has agreed to continue in office under Section 383(2) of the Companies Act 2014. A resolution proposing their reappointment will be put to the Annual General Meeting.

## Lobbying and political contributions

There were no political contributions in 2023 (2022: Nil) and, as a result, no disclosures are required under the Electoral Act 1997.

As required under the Regulation of Lobbying Act 2015, Barnardos records all lobbying activity and communications engaged in with Designated Public Officials. It has made all the returns and submissions required by the Act.

Over the course of 2023, Barnardos worked to inform Oireachtas members of the issues the families we support face and the necessary policy reforms that would best help protect and improve the lives of children experiencing challenges and adversity.

We presented oral evidence four times to Oireachtas Committees, submitted responses to ten government consultations and arranged for TDs to visit our services. The Minister for Children, Roderic O’Gorman, opened our new Finglas Family Resource Centre in December. In 2024, we hope to build further on our work to inform politicians of the need for families to have quicker access to specialised support and the impact this has on the lives and futures of children and young people.



# Further Information

## Directors’ compliance statement

Barnardos’ Directors have voluntarily adopted the Director’s Compliance Statement of The Companies Act 2014 as an additional best practice measure. The Directors acknowledge that they are responsible for securing Barnardos’ compliance with the relevant obligations of The Companies Act 2014 and confirm that:

- A compliance policy document has been drawn up that sets out policies that, in their opinion, are appropriate to the company respecting compliance by the company with its relevant obligations
- Appropriate arrangements or structures are in place that are, in their opinion, designed to secure material compliance with the company’s relevant obligations
- During the financial year, the arrangements or structures referred to above have been reviewed.

## Governance code and triple lock

Barnardos had adopted the voluntary Governance Code for Charities at an early stage. The Charity has worked since the creation of the Governance Code for Charities by the Charity Regulator to adopt this new code. Barnardos has adopted the new Governance Code of the Charity Regulator ahead of the required implementation in 2021.

Adopting the Governance Code, the SORP accounts and Charter for Fundraising, Barnardos has registered as a Triple Lock Charity. The Committees review the application of these codes by Barnardos on an annual basis.



## Tax clearance

Barnardos complies with Circular 44/2006 ‘Tax Clearance Procedures Grants, Subsidies and Similar Type Payments’ by providing the tax clearance access number, to grant providers when requested.

## Grant information

Barnardos complies with various disclosure requirements of statutory funders in respect of relevant circulars. Information regarding grants received, their purpose and amounts spent are included in the Appendices to the accounts.



Spotlight

# Influence



2023 saw us want to build on the success of the introduction of free school books for primary school children. We felt there was a real opportunity to influence continued progress around school costs and focused a considerable amount of policy work in that area.

## Raising public awareness; shaping policy and practice.

We worked with Department of Education officials on the issue, demonstrating the continued financial pressures parents face meeting school costs and the negative impact that can have on children. We were delighted to see the government take this on board and there was an expansion of free schoolbooks to all children in the junior cycle in post primary school. We campaigned, alongside others, for the extension of child benefit to children 18 and over who are still in post primary education, which we were successful

in achieving. That is an additional €140 a month for many struggling families, which will go a considerable way to cover educational costs.

We progressed our work around food poverty, hoping to better inform and improve the public's understanding of what it looks like for families in Ireland, whilst aiming to convince the government to better address the issue. Our work on the issue raised numerous debates within the Dáil, and led to discussions including opposition

leaders, Ministers and the Taoiseach. Soon after we published the second of our reports on food insecurity among families in Ireland, the Minister for Social Protection, Heather Humphries, announced a significant expansion to the hot school meals programme and a commitment to expand the programme to all schools by 2030. Whilst this is significant progress, there is a lot more to do, such as around holiday hunger, and why it will remain a priority for us moving forward.

KEY ACHIEVEMENTS 2023

### Free Schoolbooks

Expanded to all children in the junior cycle in post primary school.

### Child Benefit Extension

To children 18 and over who are still in post primary education.

### Hot School Meals Programme

Significant expansion and a commitment to expand to all schools by 2030.

Read the full Back to School Survey 2023





Spotlight

# Influence



## Back to School Survey 2023

### KEY FINDINGS

- The basic cost of sending a child to school in 2023 remains substantial across primary and secondary: the average cost of the basics needed for a fourth class pupil is €320, a first year pupil is €972 and a fifth year pupil is €863.
- There is a direct correlation between the introduction of free schoolbooks for primary school students and the reduction in back to school costs.
- Half of primary (50%) and two-thirds of secondary school parents (66%) stated they are worried about meeting costs this year (14% primary and 27% secondary said they were very concerned).

Read the full Back to School Survey 2023





# Statement of Directors' Responsibilities

The Board of Directors are responsible for preparing the Directors' Annual 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 financial statements in accordance with The Financial Reporting Standard 102 applicable in the UK and Republic of Ireland (FRS 102), including the requirement of the Charities Statement of Recommended Practice.

Under Company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company, and of the surplus or deficit of the Company, for the year. 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

- Assess the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern
- Use the going concern basis of Accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The Board of Directors are responsible for keeping adequate Accounting records which disclose with reasonable accuracy at any time the assets, liabilities, financial position and profit or loss of the Company and enable them to ensure that the financial statements comply with the Companies Act 2014. They are responsible for such internal controls as they determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error and 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 Directors are also responsible for preparing a Directors' report that complies with the requirements of the Companies Act 2014.

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

On behalf of the Board



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**Martin Dobey**  
Chairperson



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**Ivan Fox**  
Treasurer



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# Independent Auditor's Report

Independent Auditor's Report  
to the Members of Barnardos –  
Republic of Ireland CLG





# Independent Auditor's Report

Independent Auditor's Report  
to the members of Barnados –  
Republic of Ireland CLG

## Report on the audit of the financial statements

### Opinion

We have audited the financial statements of Barnados – Republic of Ireland CLG (“the Company”) for the year ended 31 December 2023, which comprise the Statement of Financial Activities, Balance Sheet, Cash-flow Statement and related notes, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council.

#### In our opinion:

- The financial statements give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2023 and of its results for the year then ended;
- The financial statements have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- The financial statements have been properly prepared in accordance with the requirements of the Companies Act 2014.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charitable Company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.



# Independent Auditor's Report

## Other information

The Directors are responsible for the other information presented in the Annual Report together with the financial statements. The other information comprises the information included in the Directors' Report. The financial statements and our Auditor's Report thereon do not comprise part of the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work we have not identified material misstatements in the other information.

Based solely on our work on the other information undertaken during the course of the audit, we report that:

- We have not identified material misstatements in the Directors' Report;

- In our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- In our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

### Our opinions on other matters prescribed by the Companies Act 2014 are unmodified

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

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

### Matters on which we are required to report by exception

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of Directors' remuneration and transactions required by Sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

## Respective responsibilities and restrictions on use

### Responsibilities of Directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the Directors are responsible for: the preparation of the financial statements including being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A fuller description of our responsibilities is provided on IAASA's **website**.

## The purpose of our audit work and to whom we owe our responsibilities

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



**Colm O'Sé**  
for and on behalf of

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

8th May 2024



## 4

# Financial Statements





# Statement of Financial Activities

(incorporating Income and Expenditure Account)  
for the year ended 31 December 2023

All income is in respect of continuing operations.

On behalf of the Board



Martin Dobey  
Chairperson



Ivan Fox  
Treasurer

1st May 2024

	Note	2023	2023	2023	2022
		Unrestricted	Restricted	Total	Total
		Funds	Funds	Funds	Funds
		€000	€000	€000	€000
INCOME FROM					
Donations and legacies	2(a)	6,199	3,250	9,449	9,956
Charitable activities	2(b)	-	18,769	18,769	17,455
Other trading activities	2(c)	1,441	9	1,450	1,382
Investments	2(e)	16	-	16	1
Total income		7,656	22,028	29,684	28,794
EXPENDITURE ON					
Raising funds	3(a)	4,223	730	4,953	4,726
Charitable activities	3(b)	-	25,486	25,486	23,200
Other	13(b)	-	-	-	461
Total expenditure		4,223	26,216	30,439	28,387
Tax payable		-	-	-	-
Net (expenditure)/income for the year		3,433	(4,188)	(755)	407
OTHER RECOGNISED GAINS AND LOSSES					
Actuarial gain on defined benefit pension scheme	13(b)	21	-	21	279
Net movement in funds		3,454	(4,188)	(734)	686
RECONCILIATION OF FUNDS					
Total funds brought forward	14(a)	15,829	479	16,308	15,622
Transfers between funds	14(a)	(3,953)	3,953	-	-
Total funds carried forward		15,330	244	15,574	16,308



# Balance Sheet

as at 31 December 2023

On behalf of the Board



Martin Dobey  
Chairperson



Ivan Fox  
Treasurer

1st May 2024

		2023	2023	2022	2022
	Note	€000	€000	€000	€000
FIXED ASSETS					
Tangible assets	6		5,375		5,552
			5,375		5,552
CURRENT ASSETS					
Debtors	7	1,301		1,171	
Investments	8	-		-	
Cash at bank and in hand	9	15,228		15,717	
Total current assets		16,529		16,888	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	10	(5,566)		(5,502)	
Net current assets			10,963		11,386
Total assets less current liabilities			16,338		16,938
Provision for liabilities	12		(764)		(911)
Net assets excluding pension scheme asset/liability			15,574		16,027
Defined benefit pension scheme asset	13(b)		-		281
Total net assets			15,574		16,308
THE FUNDS OF THE CHARITY					
Unrestricted funds	14		15,330		15,829
Restricted funds	14		244		479
Total Charity funds			15,574		16,308



# Cash Flow Statement

for the year ended 31 December 2023

		2023	2022
	Note	€000	€000
CASH FLOWS FROM OPERATING ACTIVITIES			
Net income for the year		(755)	407
Adjust for profit on disposal of assets and impairment (non cash)			
Depreciation charge	5	491	476
Increase in trade and other debtors	7	(130)	(181)
Increase/(decrease) in trade and other creditors	10	64	(249)
Decrease in provisions for liabilities	12	(147)	(38)
Decrease in pension scheme asset	13(b)	281	119
Pension scheme actuarial gain	13(b)	21	279
Interest receivable and similar income	2(e)	(16)	(1)
Net cash provided by operating activities		(191)	812
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest receivable and similar income	2(e)	16	1
Net movement in investments	8	-	-
Acquisition of tangible assets	6	(314)	(859)
Net cash provided by investing activities		(298)	(858)
Net cash from financing activities		-	-
Change in cash and cash equivalents in the year		(489)	(46)
Cash and cash equivalents at the beginning of the year		15,717	15,763
Cash and cash equivalents at the end of the year	9	15,228	15,717



# Notes

Forming part of the financial statements

## Note 1 Statement of Accounting Policies for the year ended 31 December 2023

### Basis of preparation

The financial statements are prepared in accordance with Financial Reporting Standard 102 (FRS102), The Financial Reporting Standard applicable in the UK and Republic of Ireland. There has been no material departure from the standard.

The Charity has applied the Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP) on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland.

As permitted by section 291(3)(4) of the Companies Act 2014, the Charity has varied the standard formats specified in that Act for the Statement of Financial Activities, the Balance Sheet and Cash Flow Statement. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with sections 4.7, 10.6 and 15.2 of that SORP.

Barnardos is a Company Limited by Guarantee (registered number 141526), and is a registered Charity (revenue Charity

number CHY6015, registered charity number 20010027). The Charity's registered office is at 4 Christchurch Square, Dublin 8. The Company, as a Charity, is exempt from the reporting and disclosure requirements of sections 325(1)(C) and 329 of the Companies Act 2014. Barnardos meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared under the historical cost convention, except for pension scheme assets which are measured at fair value. The financial statements have been prepared on a going concern basis (as outlined in the Directors' Report under the Financial Review section).

The presentation currency of these financial statements is Euro. All amounts in the financial statements have been rounded to the nearest €1,000.

### Significant accounting estimates and judgements

In determining the carrying amounts of certain assets and liabilities, the Board makes assumptions regarding the effects of uncertain future events on those assets and liabilities at the balance sheet date. The Board's estimates and assumptions are based on historical experience and expectations of future events and are reviewed periodically. Assumptions concerning the future and other estimations, which may result in a material adjustment in the following year, relate to the defined benefit pension scheme as set out in note 13(b).

### Income

Income is recognised in the Statement of Financial Activities only when the Charity is legally entitled to the income, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the Charity.

All income is recorded on a gross basis.

Where income has been received in advance, it is deferred until the conditions (for recognising this income) are met. Where income has not yet been received, but all criteria for recognition has been satisfied, the income is accrued as a debtor in the balance sheet.

### Donations and legacies

This income (which consists of monetary donations from the public, corporates, trusts, legacies, major donors and related tax refunds), is recognised in the period the Charity is entitled to the resource, when receipt is probable, and when the amount can be measured with sufficient reliability. In the case of monetary donations from the public, this income is recognised when the donations are received. Legacies



Note 1

Statement of Accounting Policies

for the year ended 31 December 2023 (continued)

Income (continued)

are recognised when confirmation of unconditional entitlement to the legacy is received. Tax refunds are recognised when all legislative requirements, required for the refund, have been met and the amounts can be measured with reasonable certainty.

Grants from corporates, trusts and major donors are recognised on the same basis as grants from statutory sources.

Charitable activities

Income categorised under charitable activities comprises of grants from statutory and other sources.

Grants from statutory and other sources are recognised as income when the Charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreement.

All statutory grants are treated as restricted income.

Income from other trading activities

Income from other trading activities comprises of retail income (income from the sale of donated goods through shops) and income from memberships, publications and training. Income is recognised net of value added tax (where applicable) and in the case of shops, when ownership of the goods transfers to the customers.

Interest receivable

Interest receivable and similar income include interest receivable on funds invested. Interest income is recognised in the Statement of Financial Activities as it accrues, using the effective interest rate method.

Donations in kind

Donated goods and services are included as income at their estimated value to the Charity when received, where a reliable basis of valuation exists, and under the appropriate expenditure heading depending on the nature of the goods or service provided, at the same value and time.

Donated goods for resale (in the Charity's shops) are recognised within retail income when the items are sold.

In accordance with the Charities SORP, general volunteer time is not recognised.

Expenditure

Expenditure is analysed between raising funds and charitable activities. The costs of each activity are separately accumulated, separately disclosed and analysed according to their major components.

Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured.

Communications costs of public campaigns, together with related salary costs, which are undertaken to meet the dual purposes of raising funds and of promoting awareness of issues related to children, are split between costs of raising funds and costs of charitable activities on an appropriate basis.

Raising funds

Costs of raising funds comprise the costs incurred in fundraising and retail, including the costs of advertising, producing publications, printing and mailing fundraising material, retail related expenses, staff costs and an allocation of support costs. All costs of raising funds are recognised on an accruals basis.

Charitable activities

Resources expended on charitable activities comprise all the resources applied by the Charity in undertaking the work to meet its charitable objectives. These costs include direct costs of undertaking these activities together with the support costs incurred to enable these activities to be undertaken. All costs of charitable activities are recognised on an accruals basis.

Support costs

Support costs, which cannot be attributed directly to one activity, are allocated to activities in proportion to the estimated support received.

The cost driver used for the allocation of support costs is salary expenditure. Support costs include people and culture (formerly called human resources), finance, information technology and governance. Governance costs are the costs associated with the governance arrangements and statutory requirements of the Charity. These include costs related to strategic planning, data protection, defined benefit



Note 1

Statement of Accounting Policies

for the year ended 31 December 2023 (continued)

Expenditure (continued)

pension costs, audit and costs incurred due to legal and statutory requirements.

**Employment costs**  
Employee benefits include all costs incurred by the Charity in exchange for the services of its employees. Expenditure is recognised for all employee benefits resulting from their service to the Charity during the reporting period. A liability is recognised for the cost of all benefits to which employees are entitled at the reporting date that have yet to be paid.

Redundancy costs are recognised in the Statement of Financial Activities when there is a demonstrable commitment to termination, with provision for future redundancy costs measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date.

Taxation

No current or deferred taxation arises as the Charity has been granted charitable exemption by the Revenue authorities. Irrecoverable value added tax is expensed as incurred.

**Operating leases**  
Operating lease rentals are charged to the Statement of Financial Activities as incurred.

Tangible assets

Tangible assets are stated at cost less accumulated depreciation. Depreciation is calculated to write off the original cost of tangible assets, less their estimated residual value, over their expected useful lives, at the following annual rates:

- Freehold land and buildings – 2%
- Leasehold land and buildings – 2% and 4%
- Fixtures, fittings and equipment – 20%
- Computers and software – 20%
- Motor vehicles – 15%

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

Computer equipment comprises non-recurring software costs and expenditure on telecommunications and server upgrades.

Inventories

Unsold donated items (which have been donated to the Charity’s shops) are not valued or included as closing inventories on the Balance Sheet since their cost is nil and their value is uncertain until sold.

**Debtors**  
Debtors are recognised at the settlement amount due.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Income recognised by the Charity from statutory and other sources, but not yet received at the year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand is comprised of cash on deposit at banks for which the remaining fixed term is less than 3 months.

**Investments**  
Investments are highly liquid cash equivalents for which the remaining fixed term is in excess of 3 months.

Creditors

Creditors are recognised at their settlement amount.

Funds already received from donors that do not meet the criteria for recognition as income, are shown in creditors, as deferred income.



# Note 1

## Statement of Accounting Policies

for the year ended 31 December 2023 (continued)

### Financial instruments

Financial assets and financial liabilities are recognised when the Charity becomes a party to the contractual provisions of the instrument.

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

Financial assets, measured at amortised cost, comprise of trade debtors, other debtors, prepayments, short term investments and cash at bank.

Financial liabilities, measured at amortised cost, comprise of trade creditors, PAYE/ PRSI creditor, VAT creditor, deferred income, accruals and other creditors.

### Provisions

Provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be reliably measured or estimated.

Provisions are recognised at their present value where the time value of money is deemed significant.

### Retirement benefits

**Defined contribution scheme**  
A defined contribution pension scheme is a post-employment benefit scheme under which the Charity pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further amounts.

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.

**Defined benefit scheme**  
A defined benefit scheme is a post-employment benefit scheme other than a defined contribution scheme. The Charity's net obligation in respect of the defined benefit scheme is calculated by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value. The difference between the fair value of the scheme's assets and the actuarially assessed present value of

the scheme's liabilities, calculated using the projected unit method, is disclosed as an asset/liability in the Balance Sheet.

The Charity determines the net interest expense on the net defined benefit liability for the period by applying the discount rate, as determined at the beginning of the annual period, to the net defined benefit liability taking account of changes arising as a result of contributions and benefit payments.

Changes in the net defined benefit liability arising from employee service rendered during the period, net interest on net defined benefit liability, benefit changes, curtailments and settlements during the period are recognised in the Statement of Financial Activities.

Re-measurement of the net defined benefit liability is recognised in other gains and losses in the period in which it occurs.

### Fund accounting

There are two types of funds maintained as follows:

**Restricted funds** represent income which can only be used for particular purposes as specified by donors.

**Unrestricted funds** are comprised of general funds and designated funds. General funds are expendable at the discretion of the organisation in furtherance of the objectives of the Charity while designated funds are a portion of the unrestricted funds that have been set aside for a particular purpose.

Income is treated as being general and unrestricted, unless a donor has specified the manner in which the donation is to be spent, in which case it is treated as restricted income.

The Charity's policy is to only retain sufficient reserves to safeguard the continuity of its services, thereby committing the maximum possible resources to its current services.

The Board reviews the level of reserves held periodically and the last review was done in December 2023 in conjunction with the approval of the 2024 budget.



Note 2  
Income

\* Other fees and grants comprises Revenue rebates on donations and Revenue payments under the TBESS schemes for shops.

\*\* Donated goods and services comprises of retail, food and entertainment vouchers to be distributed to families engaged in our services.

Further details of income from statutory funders is set out in Appendix 1.

(a) Donations and legacies	2023	2023	2023	2022	2022	2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Committed and cash giving	3,568	129	3,697	4,162	269	4,431
Philanthropy	238	1,971	2,209	237	2,103	2,340
Partnerships, national campaigns and community events	1,861	313	2,174	1,504	83	1,587
Department of Social Protection, Community employment scheme - shops (Note 2(d))	-	572	572	-	482	482
Other fees and grants *	346	2	348	761	-	761
Donated goods and services **	-	263	263	-	241	241
Legacies	186	-	186	113	1	114
Total	6,199	3,250	9,449	6,777	3,179	9,956
(b) Charitable activities – grants from statutory and other sources	2023	2023	2023	2022	2022	2022
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Tusla (Child and Family Agency)	-	12,036	12,036	-	10,773	10,773
Service income Guardian ad Litem (GAL)	-	3,188	3,188	-	2,982	2,982
Pobal	-	1,341	1,341	-	1,359	1,359
Health Service Executive (HSE)	-	1,156	1,156	-	1,079	1,079
Other fees and grants	-	242	242	-	241	241
Department of Children, Equality, Disability, Integration and Youth	-	219	219	-	235	235
Department of Social Protection – Barnardos Moyross Community employment scheme	-	185	185	-	195	195
City/County Councils	-	123	123	-	311	311
Department of Justice	-	111	111	-	104	104
Department of Education	-	92	92	-	108	108
Education and Training Board Ireland	-	76	76	-	68	68
Total	-	18,769	18,769	-	17,455	17,455



Note 2  
Income  
(continued)

	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
(c) Other trading activities						
Retail trading income (Note 2 (d))	1,220	-	1,220	1,212	-	1,212
Memberships, publications and training	221	9	230	169	1	170
Total	1,441	9	1,450	1,381	1	1,382
	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
(d) Retail operations – charity shops						
Retail trading income (Note 2(c))	1,220	-	1,220	1,212	-	1,212
Department of Social Protection, Community employment scheme – shops (Note 2(a))	-	572	572	-	482	482
Other fees and grants – shops – Revenue	-	3	3	-	-	-
Total income	1,220	575	1,795	1,212	482	1,694
Less expenses						
Direct retail expenses	(989)	(3)	(992)	(978)	-	(978)
Department of Social Protection, Community employment scheme – shops	-	(572)	(572)	-	(482)	(482)
Support costs	(56)	-	(56)	(54)	-	(54)
Total expenditure (Note 3(a))	(1,045)	(575)	(1,620)	(1,032)	(482)	(1,514)
Net shop contribution	175	-	175	180	-	180
	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
(e) Investments						
Deposit interest	16	-	16	1	-	1



# Note 3

## Expenditure

(a) Raising funds	2023		2023	2023	2022
	Direct	Support (Note 3(c))		Total	Total
	€000	€000		€000	€000
Committed and cash giving	1,519	88		1,607	1,672
Partnerships, national campaigns and community events	1,070	63		1,133	1,235
Legacies	301	18		319	92
Philanthropy	259	15		274	213
Subtotal	3,149	184		3,333	3,212
Retail (Note 2(d))	1,564	56		1,620	1,514
Total	4,713	240		4,953	4,726
Unrestricted	3,983	240		4,223	4,095
Restricted (Note 14(a))	730	-		730	631
Total	4,713	240		4,953	4,726
(c) Support costs	2023		2023	2023	2022
	Raising funds	Charitable activities		Total	Total
	Cost drivers	€000	€000	€000	€000
Information technology	Salary expenditure	71	590	661	520
People and culture	Salary expenditure	66	541	607	508
Finance	Salary expenditure	54	443	497	485
Governance	Salary expenditure	49	410	459	457
Total		240	1,984	2,224	1,970

(b) Charitable activities	2023		2023	2023	2022
	Direct	Support (Note 3(c))		Total	Total
	€000	€000		€000	€000
Children's services					
Family support	9,951	817		10,768	10,344
Specialist services (i)	5,656	469		6,125	4,609
Early Years	3,499	291		3,790	3,747
Guardian ad Litem	2,967	306		3,273	3,013
Learning and development	1,180	79		1,259	1,241
Subtotal	23,253	1,962		25,215	22,954
Research and policy					
Research and policy	249	22		271	246
Total	23,502	1,984		25,486	23,200
Unrestricted	-	-		-	-
Restricted (Note 14(a))	23,502	1,984		25,486	23,200
Total	23,502	1,984		25,486	23,200

(i) Specialist services include the Area Based Childhood (Better Finglas), Teen Parents, Special Needs, Post Adoption, Bereavement Counselling, Roots of Empathy, Wizard of Words and Volunteer Initiative.



# Note 4

## Staff Costs

### (a) Costs and numbers

Staff costs include employer retirement benefit costs, employer PRSI contributions and redundancy payments.

	2023	2022
Staff costs	€000	€000
Wages and salaries	18,303	16,406
Social welfare	1,955	1,754
Retirement benefits	816	738
Redundancy costs	23	(18)
Subtotal	21,097	18,880
Department of Social Protection, Community employment scheme	723	653
Total	21,820	19,533

	2023	2022
Staff numbers by activity are as follows	Number	Number
Direct charitable activities	401	378
Raising funds	52	50
Support	33	29
Subtotal	486	457
Department of Social Protection – Community employment scheme	43	40
Total	529	497

Retirement benefit costs include employer contributions and operating costs for the defined contribution scheme of €722k (2022: €641k) and the current service and operating costs of the defined benefit scheme of €94k (2022: €97k).

All staff who joined since 1 January 2000, can opt to join the defined contribution pension scheme. The employee contributes a minimum of 4% and the Charity contributes 6% of pensionable pay.

The value of the time donated by the Charity’s volunteers is not reflected in these accounts. Volunteers play a vital role in our services, shops, community fundraising activities and back office operations. More details of the crucial role volunteers contribute to Barnardos is provided in the Directors’ Report.

Redundancy payments, made or provided for during the year, totalled €23k (2022: –€18k). These related to adjustments to estimates made in prior periods.

The average monthly number of employees, including part-time staff, but not including volunteers, during the year was 529 (2022: 497).

### (b) Salary range

The number of employees whose employment benefits (excluding employer retirement benefit costs and employer PRSI contributions) is as follows:

	2023	2022
	Number	Number
€60,000 - €70,000	27	25
€70,000 - €80,000	8	4
€80,000 - €90,000	1	5
€90,000 - €100,000	4	2
€100,000 - €110,000	4	2
Total	44	38

In 2023, remuneration, including employer retirement benefit costs and employer PRSI contributions and any redundancy payments, paid to the Senior Management Team of the Charity (who are considered key management personnel (see Reference and Administration Details at the end of this report for details)), amounted to €568k (2022: €493k). No members of the Senior Management Team are members of the defined benefit pension scheme.

At 31st December 2023, Barnardos CEO, Suzanne Connolly, is paid an annual salary of €117,385. She is entitled to join the Barnardos defined contribution pension scheme and she receives no other employment benefits.

### (c) Board member expenses

None of the members of the Board received remuneration for their services. No Board member was reimbursed for expenses during the year (2022: €0).



# Note 5

## Other Information

	2023	2022
	€000	€000
Auditor's remuneration, including expenses:		
- audit of financial statements	33	34
- other assurance and advisory services	-	22
Depreciation	491	476
Operating leases – primarily land and buildings	390	380

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

# Note 6

## Tangible Assets

	Freehold land and buildings	Leasehold land and buildings	Furniture, fittings and equipment	Computers and software	Motor vehicles	Total
	€000	€000	€000	€000	€000	€000
Cost						
At 1 January 2023	4,845	5,873	1,853	1,501	417	14,489
Additions	25	-	56	233	-	314
Disposals and retirements in the year	-	-	-	-	-	-
At 31 December 2023	4,870	5,873	1,909	1,734	417	14,803
Depreciation						
At 1 January 2023	1,548	4,202	1,776	1,064	347	8,937
Charge for year	144	106	37	168	36	491
Disposals and retirements in the year	-	-	-	-	-	-
At 31 December 2023	1,692	4,308	1,813	1,232	383	9,428
Net book value						
At 31 December 2023	3,178	1,565	96	502	34	5,375
At 31 December 2022	3,297	1,671	77	437	70	5,552

Included in tangible assets are the premises of the Finglas Family Resource Centre (2023 NBV: €434k, 2022 NBV: €464k). Barnardos negotiated and project managed the

purchase and start of the construction of this new facility in 2021 for the benefit of the Finglas community and are the custodian of the premises on behalf of the local community.



# Note 7

## Debtors

	2023	2022
	€000	€000
Trade debtors	974	911
Other debtors	213	164
Prepayments	114	96
Total	1,301	1,171

All amounts included within debtors fall due within one year. Trade debtors are presented net of a provision for bad debts of €0k (2022: €0k).

# Note 8

## Investments

	2023	2022
	€000	€000
Deposits	-	-
Total	-	-

All funds are invested in interest bearing deposits with financial institutions and have a remaining fixed term in excess of 3 months.

# Note 9

## Cash in Bank and on Hand

	2023	2022
	€000	€000
Cash in bank and on hand	15,228	15,717
Total	15,228	15,717

All funds held by the Charity are held with banks that have a credit rating which is in line with the investment policy of the Charity, as approved by the Board. All funds are cash on deposit at banks for which the remaining fixed term, if any, is less than 3 months.



Note 10

Creditors: Amounts Falling due Within One Year

	2023		2022	
	€000		€000	
Deferred income (i)	4,166		4,049	
Trade creditors	351		450	
PAYE/PRSI creditor	476		467	
Accruals	439		373	
Other creditors	114		97	
VAT creditor	20		66	
Total	5,566		5,502	

(i) Movements in deferred income	2023		2023		2022	
	Statutory	Non-Statutory	Total		Total	
	€000	€000	€000		€000	
Deferred income at 1 January	1,465	2,584	4,049		4,422	
Income deferred in the year	2,109	2,057	4,166		4,049	
Deferred income released in the year	(1,465)	(2,584)	(4,049)		(4,422)	
Deferred income at 31 December	2,109	2,057	4,166		4,049	

Income is deferred when it is received ahead of income recognition criteria being met.

Further details of deferred income from statutory funders are set out in Appendix 1.

Note 11

Financial Instruments

The carrying amounts of the financial assets and liabilities include:

	2023	2022
	€000	€000
Assets measured at amortised cost	16,415	16,792

Financial assets measured at amortised cost comprise of trade debtors, other debtors, short term investments and cash at bank.

	2023	2022
	€000	€000
Liabilities measured at amortised cost	(962)	(1,080)

Financial liabilities measured at amortised cost comprise of trade creditors, PAYE/PRSI creditor, VAT creditor and other creditors.



# Note 12

## Provision for Liabilities

	2023	2023	2023	2022
	Capital Restrictions	Employment Obligations	Total	Total
	€000	€000	€000	€000
Provisions at 1 January	512	399	911	949
Charged in the year (i)	-	23	23	-
Released in the year (ii)	(150)	-	(150)	(18)
Utilised in the year (iv)	-	-	-	-
Amortised during the year	(20)	-	(20)	(20)
Provisions at 31 December (iii)	342	422	764	911

There were no contingent liabilities requiring disclosure as at 31 December 2023 (31 December 2022: €0)

### Capital restrictions

- (i) There was no charge of any capital restrictions during 2023 (2022: €Nil).
- (ii) There was a release of €150k in capital restrictions during 2023 as the contractual obligations expired. (2022: €Nil).
- (iii) The provisions in respect of restrictions on capital grants, have been recognised based on the contractual terms agreed when the grant was awarded. At 31 December 2023, these restrictions were as follows:
  - **Mulhuddart:** Restrictions of €325k on a capital grant from Pobal – National Childcare Investment Programme 2006–2010 become repayable, on an amortised basis, if the service is not operated for a minimum of 16 years from December 2009. The amortised balance at 31 December 2023 is €42k (2022: €62k).
  - **Mullingar:** €300k becomes repayable to the HSE in the event of the asset being disposed of, unless replaced by a mutually agreed premises.
- (iv) There was no utilisation of captial provisions made during the year (2022: €0k).

### Employment obligations

- (i) There was an additional charge of €23k to redundancy provisions during the year relating to adjustment to estimates made in prior periods (2022: €0k).
- (ii) There was no release of redundancy provisions during the year (2022: €18k).
- (iii) The provision at 31 December 2023, comprises primarily of the expected redundancy costs related to the GAL and the Garda Vetting services. The provisions have been calculated based on the accrued service of the employees up to the date of their expected departure. The provisions will be utilised when payments are made to employees on departure.
- (iv) There was no utilisation of redundancy provisions made during the year (2022: €0k).



# Note 13

## Retirement Benefit Schemes

**(a) Defined contribution pension scheme**

The Charity operates a defined contribution pension scheme for all qualifying members of staff. The contributions are paid into a separate fund, the assets of which are invested by an independent trustee. At 31 December 2023, there were 265 active members of the scheme (2022: 237). The defined contribution pension scheme charge for 2023 was €722k (2022: €641k). Where retirement benefit costs are incurred in more than one activity they are apportioned between the related activities based on the amount of staff cost that each activity absorbs. Approximately 86% of defined contribution pension costs are paid from restricted funds.

**(b) Defined benefit pension scheme**

The Charity operated a Defined Benefit pension scheme which was wound up with an effective date of 22nd December 2022.

While the scheme assets had not been distributed by the end of 2022, the basis for the distribution of assets had been agreed. The members entitlements were agreed by the end of 2022 and were treated as a settlement event in 2022.

During the accounting year 2023, the Trustees distributed the assets in line with the agreed amounts and secured an annuity in respect of the last pensioner.

**Movement in surplus during the year**

	2023	2022
	€000	€000
Surplus in scheme at beginning of year	281	400
Contributions paid	-	79
Charge in Statement of Financial Activities:		
- Employer's part of current service cost	(3)	(480)
- Interest income	-	3
Actuarial gain	21	279
Refund to employer	(299)	-
Surplus in scheme at end of year	-	281



Note 13

Retirement Benefit Schemes (continued)

(b) Defined benefit pension scheme (continued)

Reconciliation of change in value of scheme liabilities in the year			Reconciliation of changes in value of assets in the year			The following amounts have been recognised in the Statement of Financial Activities:		
	2023	2022		2023	2022		2023	2022
	€000	€000		€000	€000		€000	€000
Scheme liabilities at start of year	2,127	3,780	Market value at beginning of year	2,408	4,180	Charged to expenditure		
Current service cost (net of members contribution)	-	19	Interest on plan assets	-	38	Current service costs	-	19
Interest on liabilities	-	35	Actual return less interest on plan assets	21	(582)	Other operating costs paid by the employer	94	81
Actual member contributions	-	3	Assets distributed on settlement	(2,111)	(1,095)	Settlement loss from annuity purchase	-	37
Actuarial gains	-	(861)	Contributions by the employer	-	79	Expected settlement loss on wind up	-	424
Liabilities extinguished on settlement	(2,108)	(1,058)	Contributions by plan members	-	3			
Change in value of AVCs	-	(58)	Change in value of AVCs	-	(58)	Charged to other finance income		
Benefits paid	(19)	(157)	Refund to employer on wind up	(299)	-	Interest income	-	(3)
Expected costs of wind up of scheme	-	424	Benefits paid	(19)	(157)			
Scheme liabilities at end of year, based on end of year assumptions	-	2,127	Market value at end of year	-	2,408	Total charge in Statement of Financial Activities	94	558



Note 13

Retirement Benefit Schemes (continued)

(b) Defined benefit pension scheme (continued)

Fair value of the plan assets

	2023	2023	2022	2022
	Fair value	Fair value	Fair value	Fair value
	€000	%	€000	%
Other	-	0.0%	65	2.7%
Bonds	-	0.0%	2,331	96.8%
Cash	-	0.0%	12	0.5%
Equities	-	0.0%	-	0.0%
Property	-	0.0%	-	0.0%
Total	-	0.0%	2,408	100.0%

The financial assumptions used to calculate the scheme liabilities under FRS102, using the Projected Unit Method are as follows:

	2023	2022
Inflation rate	n/a	2.60%
Discount rate	n/a	3.70%
Expected rate of salary increases	n/a	3.60%
Rate of pension increases in payment	n/a	n/a
Rate of pension increases in deferment	n/a	2.60%

Assumptions regarding the future mortality are based on published statistics and mortality tables.

The current longevity underlying the values of the liabilities in the defined benefit plan are as follows:

	2023	2022
	Years	Years
Longevity at age 65 for current pensioners		
Male	n/a	23.1
Female	n/a	25.4

Longevity at age 65 for members aged 55		
Male	n/a	24.3
Female	n/a	26.4



# Note 14

## Funds

(a) Movement in funds

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

		Balance 1 January 2023	Income	Expenditure	Other recognised gains	Transfers	Balance 31 December 2023
		€000	€000	€000	€000	€000	€000
<b>Unrestricted funds</b>							
<b>General funds</b>	(i)	-	7,656	(4,223)	21	(3,454)	-
<b>Designated funds</b>	(ii)						
Tangible assets		5,041	-	-	-	(7)	<b>5,034</b>
Planned budget deficit		-	-	-	-	1,264	<b>1,264</b>
Strategic initiatives		2,147	-	-	-	(2,147)	-
Programme continuity fund		8,641	-	-	-	391	<b>9,032</b>
<b>Total unrestricted funds</b>		<b>15,829</b>	<b>7,656</b>	<b>(4,223)</b>	<b>21</b>	<b>(3,953)</b>	<b>15,330</b>
<b>Restricted</b>	(iii)						
<b>Charitable activities</b>							
Family support		31	9,347	(10,768)	-	1,437	<b>47</b>
Specialist services		2	5,204	(6,125)	-	942	<b>23</b>
Early Years		18	2,480	(3,790)	-	1,304	<b>12</b>
Guardian ad Litem		-	3,192	(3,273)	-	82	<b>1</b>
Learning and development		2	1,045	(1,259)	-	213	<b>1</b>
Research and policy		120	30	(271)	-	206	<b>85</b>
<b>Subtotal</b>		<b>173</b>	<b>21,298</b>	<b>(25,486)</b>	<b>-</b>	<b>4,184</b>	<b>169</b>
<b>Raising funds</b>							
Raising funds		-	730	(730)	-	-	-
Covid-19 appeal fund		306	-	-	-	(231)	<b>75</b>
<b>Subtotal</b>		<b>306</b>	<b>730</b>	<b>(730)</b>	<b>-</b>	<b>(231)</b>	<b>75</b>
<b>Total restricted funds</b>		<b>479</b>	<b>22,028</b>	<b>(26,216)</b>	<b>-</b>	<b>3,953</b>	<b>244</b>
<b>Total Charity funds</b>		<b>16,308</b>	<b>29,684</b>	<b>(30,439)</b>	<b>21</b>	<b>-</b>	<b>15,574</b>



# Note 14

## Funds (continued)

The funds carried forward at 31 December 2023 are:

Unrestricted funds

- (i) General unrestricted funds are for use at the discretion of the Board in furtherance of the objectives of the Charity. Where balances arise at the end of the year, these are generally utilised in the upcoming financial year.
- (ii) Designated funds represent amounts that the Charity has at its discretion set aside for specific purposes, which would otherwise form part of the general reserves of the Charity. At the end of 2023, funds had been designated for specific purposes as follows:
  - The carrying value of tangible assets for use by the Charity less associated capital restrictions.
  - The net amount that the Board has agreed to be set aside to ensure that it can protect its ongoing programme of work from unexpected adverse variances in income.

Restricted funds

- (iii) Restricted funds represent income received that can only be used for particular purposes specified by donors. Such purposes are within the overall aims of the Charity. It is the Charity's policy to fully apply such funds for the purposes for which they were donated.

The Covid-19 appeal fund, is made up of funds donated by members of the public in response to the Barnardos appeal. Covid-19 appeal funds continue to be used for Covid-19 related responses, by Barnardos in 2023 as the effects of the pandemic continue. Barnardos will ensure the funds are appropriately spent, with the most effective impact.

Transfers between funds are driven by the level of funds needed at the end of the year.

(b) Analysis of net assets between funds

Fund balances are represented by:	2023	2023	2023	2022
	Unrestricted funds	Restricted funds	Total funds	Total funds
	€000	€000	€000	€000
Tangible assets	5,375	-	5,375	5,552
Cash	10,818	4,410	15,228	15,717
Debtors	1,301	-	1,301	1,171
Creditors, deferred income and provisions	(2,164)	(4,166)	(6,330)	(6,132)
Total	15,330	244	15,574	16,308



# Note 15

## Commitments

Operating lease commitments payable during the next twelve months amount to €293k (2022: €283k) and are payable in relation to leases as follows:

	Motor vehicles	Plant and equipment	Land and buildings	Total
	€000	€000	€000	€000
Payable within one year	13	25	255	293
Payable within two to five years	5	76	476	557
Payable after five years	-	-	90	90
Total	18	101	821	940

# Note 16

## Related Party Transactions

Note 4 details key management compensation and expenses paid to Board members.

One employee sits on the Board of the Tallaght Local Drugs and Alcohol Task Force. The Charity's income for the year includes €201k (2022: €234k) from the HSE via the Tallaght Local Drugs and Alcohol Task Force.

As well as donating their time and expertise during 2023, the Directors made unconditional donations of €2k (2022: €1k) to the Charity.

There were no other related party transactions during the year ended 31 December 2023 (31 December 2022: €Nil).

# Note 17

## Comparative Information

The following comparative information had been reclassified to conform to current financial year presentation:

Account From	Account To	Amount
Cash in Bank and on Hand	Other Debtors	€147,185

# Note 18

## Legal Status of the Charity

In accordance with Section 1180 of the Companies Act 2014, the Charity is exempt from including the word 'limited' in its name. The Charity is limited by guarantee and has no share capital. At 31 December 2023, there were 42 members (2022: 43), whose guarantee is limited to €1.27 each.

# Note 19

## Post Balance Sheet Events

There have been no events subsequent to the year end that require any adjustment to, or additional disclosure in, the 2023 Financial Statements.

# Note 20

## Approval of Financial Statements

The Board approved the financial statements on 1st May 2024.



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# Appendices

(Not forming part of the financial statements)





# 1 Analysis of Statutory Income and Expenditure

A. Tusla (Child and Family Agency) – Restricted

	2023	2023	2023	2023	2023	2022	2023	2022
	€000	€000	€000	€000	€000	€000	€000	€000
	Opening balance deferred income	Cash receipts	Movement in debtors	Closing balance deferred income	Total income	Total income	Total expenditure	Total expenditure
Dublin North East								
Dublin North City	86	2,463	-	(245)	2,304	2,503	2,304	2,503
Louth/Meath	21	93	-	(17)	97	95	97	95
Cavan/Monaghan	30	30	-	(26)	34	15	34	15
Dublin Mid Leinster								
Dublin South Central	289	1,938	(2)	(87)	2,138	1,369	2,138	1,369
Midlands	-	907	59	(60)	906	888	906	888
Dublin South West/Kildare/West Wicklow	47	798	(6)	(106)	733	745	733	745
South East								
Waterford/Wexford	114	1,017	-	(134)	997	955	997	955
Carlow/Kilkenny/South Tipperary	-	826	12	(5)	833	809	833	809
Dublin South East/Wicklow	-	409	-	-	409	401	409	401
Mid West								
Mid West	89	1,784	-	(167)	1,706	1,693	1,706	1,693
South West								
Cork	63	572	-	(57)	578	535	578	535
Other								
DSGBV Unit	179	272	5	(82)	374	245	374	245
Counselling Grant Section	18	211	-	(28)	201	186	201	186
Paul Partnership – Homemaker Service	-	90	-	-	90	135	90	135
Parental Advocacy and Information Service for Children in Care	124	500	-	(132)	492	123	492	123
Library and Information Services	10	14	3	(3)	24	31	24	31
Dublin City North CYPSC – ABC Finglas	-	27	-	(4)	23	5	23	5
Waterford CYPSC – Ballybeg and Family Support West Waterford	8	12	-	(6)	14	1	14	1
Wexford CYPSC – Wexford Teen Parents	6	6	-	-	12	4	12	4
Fingal CYPSC – Wellbeing Communities	-	10	-	-	10	-	10	-



# 1 Analysis of Statutory Income and Expenditure (continued)

## A. Tusla (Child and Family Agency) – Restricted (continued)

	2023	2023	2023	2023	2023	2022	2023	2022
	€000	€000	€000	€000	€000	€000	€000	€000
	Opening balance deferred income	Cash receipts	Movement in debtors	Closing balance deferred income	Total income	Total income	Total expenditure	Total expenditure
CYPSC – Summer Camp provision IPAS centre – Homemaker	-	11	-	(3)	8	-	8	-
Waterford CYPSC/Healthy Ireland Fund – Wellbeing Communities	-	45	-	(39)	6	-	6	-
Cork CYPSC – Mahon and Youghal Family Resource Centre	5	-	-	-	5	8	5	8
Clonmel CYPSC/South Tipperary Parents Hub – Clonmel Family Support	-	5	-	-	5	-	5	-
CYPSC – Supporting Parents Subgroup – Youghal	-	5	-	-	5	-	5	-
Tipperary CYPSC – Clonmel	1	6	-	(4)	3	2	3	2
Carlow CYPSC – Carlow Family Support	-	4	(1)	-	3	1	3	1
Fingal CYPSC – Mulhuddart Family Support	-	7	-	(4)	3	-	3	-
Clonmel CYPSC – Clonmel Family Support	-	2	-	-	2	-	2	-
Dublin City North CYPSC – Finglas Family Resource Centre	2	-	-	-	2	-	2	-
Dublin City North CYPSC – Finglas Family Support	-	-	-	-	-	1	-	1
Carlow CYPSC/Healthy Ireland Fund – Carlow Family Support	-	3	-	(3)	-	-	-	-
Laois/Offaly CYPSC – Laois/Offaly Parents Hubs	-	17	-	(17)	-	-	-	-
Ukraine Fund – Midlands (Laois, Longford, Offaly and Westmeath)	-	170	-	(170)	-	-	-	-
Ukraine Fund – Family Intervention Service, Ballyogan	-	60	-	(60)	-	-	-	-
Ukraine Fund – Youghal	-	59	-	(58)	1	-	1	-
Ukraine Fund – Thurles	-	27	-	(27)	-	-	-	-
Ukraine Fund – Homemaker Service, Limerick	-	25	-	(25)	-	-	-	-
Ukraine Fund – Healthy Ireland Fund – Wellbeing Communities	-	22	-	(22)	-	-	-	-
Ukraine Fund – Finglas Family Resource Centre	-	6	-	(6)	-	-	-	-
Tusla Participation Initiative – TLC Kidz Cork	1	13	-	-	14	16	14	16
Tusla Participation Initiative – Prevention, Partnership and Family Support (PPFS) Mid West	-	-	-	-	-	5	-	5
Tusla Participation Initiative – TLC Kidz Cavan and Monaghan	1	2	-	-	3	1	3	1
Cork City Childcare – Community Childcare Services Grant Initiative 2021 – Youghal	-	-	-	-	-	1	-	1
LGBTI+ Capacity Building Initiative Funding Scheme with DCEDIY	1	-	-	-	1	-	1	-
Other Family Support Services	-	8	-	(8)	-	-	-	-
Subtotal	1,095	12,476	70	(1,605)	12,036	10,773	12,036	10,773



# 1 Analysis of Statutory Income and Expenditure (continued)

B. Pobal – Restricted

	2023	2023	2023	2023	2023	2022	2023	2022
	€000	€000	€000	€000	€000	€000	€000	€000
	Opening balance deferred income	Cash receipts	Movement in debtors	Closing balance deferred income	Total income	Total income	Total expenditure	Total expenditure
VCO – DCEDIY	-	553	-	-	553	553	553	553
Community Childcare Subvention – DCEDIY:								
- Brighter Futures, Knocknaheeny Service	-	137	-	-	137	142	137	142
- Thurles Targeted Early Intervention Service	-	144	-	(7)	137	131	137	131
- Loughlinstown Family Centre	-	97	-	-	97	102	97	102
- Early Years Service, Mulhuddart	1	102	-	(17)	86	91	86	91
- Tivoli Family Centre	-	89	-	(11)	78	114	78	114
- Millbrook Family Support Service	-	60	-	-	60	86	60	86
- Finglas Early Intervention Service	3	57	-	(4)	56	37	56	37
- Youghal Family Resource Initiative	-	35	-	-	35	22	35	22
SSNO – DRCD – 2022-2025	28	61	13	-	102	46	102	46
SSNO – DRCD – 2019-2022	-	-	-	-	-	17	-	17
Healthy Ireland Fund – Northside Partnership Ltd on behalf of Dublin City North CYPSC (Finglas Family Resource Centre) – DH and DCEDIY	-	-	-	-	-	12	-	12
Healthy Ireland Fund – Bagenalstown Family Resource Centre (Carlow) – Tusla	-	-	-	-	-	6	-	6
Subtotal	32	1,335	13	(39)	1,341	1,359	1,341	1,359



# 1 Analysis of Statutory Income and Expenditure (continued)

## C. Other Statutory Funding – Restricted

	2023	2023	2023	2023	2023	2022	2023	2022
	€000	€000	€000	€000	€000	€000	€000	€000
	Opening balance deferred income	Cash receipts	Movement in debtors	Closing balance deferred income	Total income	Total income	Total expenditure	Total expenditure
Guardian ad Litem	-	3,294	(106)	-	3,188	2,982	3,188	2,982
HSE	210	1,184	27	(265)	1,156	1,079	1,156	1,079
Councils –City /County	58	61	18	(14)	123	311	123	311
Other fees and grants	11	242	-	(11)	242	241	242	241
Department of Chidren, Equality, Disability, Integration and Youth (DCEDIY)	51	263	-	(95)	219	236	219	236
Department of Social Protection – Barnardos Moyross Community employment scheme – Wages, Training & Materials for Participants	-	185	-	-	185	195	185	195
Department of Education – Origins Tracing Service	7	85	-	-	92	108	92	108
Department of Justice – Commission for the Support of Victims of Crime	-	108	-	-	108	103	108	103
Department of Justice – Support for Traveller Women in Prison	-	81	-	(80)	1	-	1	-
Education and Training Board Ireland – Targeted/Revised Youth Funding Schemes	-	78	(2)	-	76	68	76	68
Department of Justice – Courts Services	1	1	-	-	2	-	2	-
Subtotal	338	5,582	(63)	(465)	5,392	5,323	5,392	5,323
Total statutory – restricted	1,465	19,393	20	(2,109)	18,769	17,455	18,769	17,455
D. Other income								
Donations and other income – restricted					3,259	3,180	7,447	6,376
Donations and other income – unrestricted					7,656	8,159	4,223	4,556
Total other					10,915	11,339	11,670	10,932
Total					29,684	28,794	30,439	28,387

Abbreviations

ABC Area Based Childhood  
CYPSC Children and Young People’s Services Committee

DCEDIY Department of Children, Equality, Disability, Integration and Youth  
DH Department of Health  
DRCD Department of Rural and Community Development

DSGBV Unit Domestic, Sexual and Gender Based Violence Unit  
HSE Health Service Executive  
PPFS Prevention, Partnership and Family Support

SSNO Scheme to Support National Organisations  
VCO Voluntary Childcare Organisations



## 2 Breakdown of Grants Received During 2023 — Restricted

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency)							
1. Dublin North City							
S56	Mulhuddart Family Support	Family Support	Revenue	303	Jan - Dec 2023	303	As per outlined in Tusla SLA
S56	Mulhuddart Early Years	Targeted Early Intervention	Revenue	243	Jan - Dec 2023	243	As per outlined in Tusla SLA
S56	Corduff	Family Support	Revenue	333	Jan - Dec 2023	333	As per outlined in Tusla SLA
AF	Initial Assessment and Family Support Service - Dublin North	Initial Assessment and Family Support	Revenue	127	Jan - Dec 2024	127	As per outlined in Tusla SLA
S56	Finglas	Family Support	Revenue	405	Jan - Dec 2023	405	As per outlined in Tusla SLA
S56	Finglas Teen Parents	Teen Parent Support	Revenue	122	Jan - Dec 2023	122	As per outlined in Tusla SLA
SCP	Finglas Teen Parents	School Completion Programme	Revenue	5	Sep 2022 - Dec 2023	5	As per outlined in Tusla SLA
SCP	Finglas Teen Parents	School Completion Programme	Revenue	18	Sep 2023 - Aug 2024	18	As per outlined in Tusla SLA
S56	Finglas Early Years	Targeted Early Intervention	Revenue	156	Jan - Dec 2023	156	As per outlined in Tusla SLA
S56	Finglas Family Resource	Family Resource Centre	Revenue	173	Jan - Dec 2023	173	As per outlined in Tusla SLA
S56	ABC Finglas	Family Support	Revenue	545	Jan - Dec 2023	545	As per outlined in Tusla SLA
AF	ABC Finglas	Family Support	Revenue	3	Jan - Dec 2023	3	As per outlined in Tusla SLA
AF	ABC Finglas	Sensory Garden	Revenue	30	Jan - Dec 2024	30	As per outlined in Tusla SLA
Subtotal						2,463	
2. Louth/Meath							
S56	Family Welfare Conference	Family Support	Revenue	93	Jan - Dec 2023	93	As per outlined in Tusla SLA
Subtotal						93	
3. Cavan/Monaghan							
S56	TLC Kidz Cavan and Monaghan	Family Support	Revenue	22	Jan - Dec 2023	22	As per outlined in Tusla SLA
AF	TLC Kidz Cavan and Monaghan - Tearmann Housing Association	Family Support	Revenue	8	Jan - Dec 2023	8	As per outlined in Tusla SLA
Subtotal						30	



## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
4. Dublin South Central							
S56	Post Adoption Service	Post Adoption	Revenue	953	Jan - Dec 2023	953	As per outlined in Tusla SLA
S56	Post Adoption Service - Dormant Funding	Post Adoption	Revenue	321	Jan - Jul 2023	318	As per outlined in Tusla SLA
S56	Rialto	Family Support	Revenue	130	Jan - Dec 2023	130	As per outlined in Tusla SLA
AF	Rialto	Family Support	Revenue	52	Jan - Dec 2023	52	As per outlined in Tusla SLA
S56	Cherry Orchard	Family Support	Revenue	315	Jan - Dec 2023	315	As per outlined in Tusla SLA
S56	Initial Assessment Service Dublin South Central	Initial Assessment	Revenue	170	Jan - Dec 2023	170	As per outlined in Tusla SLA
Subtotal						1,938	
5. Midlands							
S56	Family Support – Athlone, Mullingar, Tullamore, Edenderry and Laois	Family Support	Revenue	907	Jan - Dec 2023	907	As per outlined in Tusla SLA
Subtotal						907	
6. Dublin South West/Kildare/West Wicklow							
S56	Bawnlea Child and Family Service	Family Support	Revenue	244	Jan - Dec 2023	244	As per outlined in Tusla SLA
AF	Bawnlea Child and Family Service	Family Support	Revenue	30	Jan - Dec 2023	30	As per outlined in Tusla SLA
S56	Clondalkin Teen Parents	Teen Parent Support	Revenue	130	Jan - Dec 2023	130	As per outlined in Tusla SLA
S56	Millbrook Child and Family Service	Family Support	Revenue	285	Jan - Dec 2023	285	As per outlined in Tusla SLA
SCP	Clondalkin Teen Parents	School Completion Programme	Revenue	43	Sep 2023 - Aug 2024	43	As per outlined in Tusla SLA
SCP	Clondalkin Teen Parents	School Completion Programme	Revenue	3	Sep 2022 - Aug 2023	3	As per outlined in Tusla SLA
AF	Family Intervention Service Ballyogan	Family Support	Revenue	63	Jan - Dec 2023	63	As per outlined in Tusla SLA
Subtotal						798	



## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
7. Waterford/Wexford							
S56	Ballybeg	Family Support	Revenue	342	Jan - Dec 2023	342	As per outlined in Tusla SLA
S56	Dungarvan	Family Support	Revenue	130	Jan - Dec 2023	130	As per outlined in Tusla SLA
S56	Wexford	Family Support	Revenue	204	Jan - Dec 2023	204	As per outlined in Tusla SLA
S56	Wexford	Teen Parent Support	Revenue	213	Jan - Dec 2023	213	As per outlined in Tusla SLA
SCP	Wexford	Teen Parent Support	Revenue	2	Sep 2022 - Aug 2023	2	As per outlined in Tusla SLA
SCP	Wexford	Teen Parent Support	Revenue	13	Sep 2023 - Aug 2024	13	As per outlined in Tusla SLA
S56	Waterford Student Mothers	Teen Parent Education Support	Revenue	76	Sep 2023 - Aug 2024	76	As per outlined in Tusla SLA
S56	West Waterford	Family Support	Revenue	37	Jan - Dec 2023	37	As per outlined in Tusla SLA
Subtotal						1,017	
8. Carlow/Kilkenny/South Tipperary							
S56	Clonmel	Family Support	Revenue	499	Jan - Dec 2023	499	As per outlined in Tusla SLA
S56	Carlow	Family Support	Revenue	257	Jan - Dec 2023	245	As per outlined in Tusla SLA
S56	Family Welfare Conference Carlow/Kilkenny	Family Welfare Conference	Revenue	82	Jan - Dec 2023	82	As per outlined in Tusla SLA
Subtotal						826	
9. Dublin South East/Wicklow							
S56	Loughlinstown	Targeted Early Intervention	Revenue	208	Jan - Dec 2023	208	As per outlined in Tusla SLA
S56	Dun Laoghaire	Targeted Early Intervention	Revenue	201	Jan - Dec 2023	201	As per outlined in Tusla SLA
Subtotal						409	



## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
10. Mid West							
S56	Limerick North, Homemaker and Limerick South Family Support	Family Support	Revenue	1,153	Jan - Dec 2023	1,153	As per outlined in Tusla SLA
AF	Homemaker - European Social Fund	Family Support	Revenue	15	Jan - Dec 2023	15	As per outlined in Tusla SLA
S56	Thurles Targeted Early Intervention and Family Support	Family Support	Revenue	535	Jan - Dec 2023	535	As per outlined in Tusla SLA
S56	Thurles Targeted Early Intervention and Family Support	Parenting Support Champions Initiative	Revenue	3	Jan - Dec 2023	3	As per outlined in Tusla SLA
S56	Roscrea	Family Support	Revenue	78	Jan - Dec 2023	78	As per outlined in Tusla SLA
Subtotal						1,784	
11. Cork							
S56	South Cork City, North Cork City, Mitchelstown and Youghal	Family Support	Revenue	460	Jan - Dec 2023	460	As per outlined in Tusla SLA
S56	Youghal	Family Resource Initiative	Revenue	77	Jan - Dec 2023	77	As per outlined in Tusla SLA
S56	TLC Kidz Cork	Family Support	Revenue	35	Jan - Dec 2023	35	As per outlined in Tusla SLA
Subtotal						572	
12. Domestic, Sexual and Gender Based Violence (DSGBV) Unit							
S56	DSBGV Unit Funding	Family Support	Revenue	262	Jan - Dec 2023	262	As per outlined in Tusla SLA
AF	DSBGV Unit Funding	Family Support	Revenue	10	Jan - Dec 2023	10	As per outlined in Tusla SLA
Subtotal						272	
13. Counselling Grant Section							
S56	Bereavement Service	Family Support	Revenue	186	Jan - Dec 2023	186	As per outlined in Tusla SLA
AF	Bereavement Service - Dormant Funding	Family Support	Revenue	25	Jan - Dec 2024	25	As per outlined in Tusla SLA
Subtotal						211	

## 2 Breakdown of Grants Received

### During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
14. Paul Partnership – Homemaker Service							
S56	ABC Programme – Start Right Limerick	Prevention and Early Intervention	Revenue	90	Jan – Dec 2023	90	As per outlined in Tusla SLA
Subtotal						90	
15. Parental Advocacy and Information Service for Children in Care							
S56	Parental Advocacy and Information Service for Children in Care	Family Support	Revenue	500	Jan – Dec 2023	500	As per outlined in Tusla SLA
Subtotal						500	
16. Library and Information Services							
Contract	Library and Information Services	Library and Information Services	Revenue	21	Jan – Dec 2023	14	As per outlined in Tusla SLA
Subtotal						14	



## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
17. Children and Young People's Services Committee (CYPSC)							
CYPSC	Waterford CYPSC/Healthy Ireland Fund - Wellbeing Communities	Family Support	Revenue	45	Jan - Dec 2024	45	As per outlined in Tusla SLA
CYPSC	Dublin City North CYPSC - ABC Finglas	Family Support	Revenue	27	Jan - Dec 2023	27	As per outlined in Tusla SLA
CYPSC	Laois/Offaly CYPSC - Laois/Offaly Parents Hubs	Family Support	Revenue	17	Jan - Dec 2023	17	As per outlined in Tusla SLA
CYPSC	CYPSC - Summer Camp provision IPAS centre - Homemaker	Family Support	Revenue	11	Jan - Dec 2023	11	As per outlined in Tusla SLA
CYPSC	Waterford CYPSC - Ballybeg and Family Support West Waterford	Family Support	Revenue	12	Jan - Dec 2023	12	As per outlined in Tusla SLA
CYPSC	Fingal CYPSC - Wellbeing Communities	Family Support	Revenue	10	Jan - Dec 2023	10	As per outlined in Tusla SLA
CYPSC	Wexford CYPSC - Wexford Teen Parents	Teen Parent Support	Revenue	6	Jan - Dec 2023	6	As per outlined in Tusla SLA
CYPSC	Tipperary CYPSC - Clonmel	Family Support	Revenue	6	Jan - Dec 2023	6	As per outlined in Tusla SLA
CYPSC	Clonmel CYPSC/South Tipperary Parents Hub - Clonmel Family Support	Family Support	Revenue	5	Jan - Dec 2024	5	As per outlined in Tusla SLA
CYPSC	CYPSC - Supporting Parents Subgroup - Youghal	Family Support	Revenue	5	Jan - Dec 2023	5	As per outlined in Tusla SLA
CYPSC	Fingal CYPSC - Mulhuddart Family Support - Parental Participation Initiative	Family Support	Revenue	7	Jan - Dec 2023	7	As per outlined in Tusla SLA
CYPSC	Carlow CYPSC/Healthy Ireland Fund - Carlow Family Support	Family Support	Revenue	3	Jan - Dec 2024	3	As per outlined in Tusla SLA
CYPSC	Carlow CYPSC - Carlow Family Support	Family Support	Revenue	3	Jan - Dec 2023	3	As per outlined in Tusla SLA
CYPSC	Clonmel CYPSC - Clonmel Family Support	Family Support	Revenue	2	Jan - Dec 2023	2	As per outlined in Tusla SLA
CYPSC	Carlow CYPSC - Carlow Family Support	Family Support	Revenue	1	Jan - Dec 2023	1	As per outlined in Tusla SLA
Subtotal						160	

## 2 Breakdown of Grants Received During 2023 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
18. Ukraine Fund – Supporting Children and Families from Ukraine							
S56	Midlands (Laois, Longford, Offaly and Westmeath)	Family Support	Revenue	170	Jan - Dec 2024	170	
S56	Family Intervention Service, Ballyogan	Family Support	Revenue	60	Jan - Dec 2024	60	
S56	Youghal	Family Support	Revenue	59	Jan - Dec 2024	59	
S56	Thurles	Family Support	Revenue	27	Jan - Dec 2023	27	
S56	Homemaker Service, Limerick	Family Support	Revenue	25	Jan - Dec 2024	25	
S56	Healthy Ireland Fund – Wellbeing Communities	Family Support	Revenue	22	Jan - Dec 2023	22	
S56	Finglas Family Resource	Family Resource Centre	Revenue	6	Jan - Dec 2023	6	
Subtotal						369	
19. Tusla Participation Initiatives – Child and Youth Participation and Parental Participation							
S56	TLC Kidz Cork	Family Support	Revenue	13	Jan - Dec 2023	13	
S56	TLC Kidz Cavan and Monaghan	Family Support	Revenue	2	Jan - Dec 2023	2	
AF	Empower Kids	Family Support	Revenue	5	Jan - Dec 2023	-	
Subtotal						15	
20. Other							
AF	Other Family Support Services	Family Support	Revenue	8	Jan - Dec 2023	8	
Subtotal						8	
Total Tusla – Restricted						12,476	



## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000
B. Pobal						
1. Brighter Futures, Knocknaheeny Service						
DCEDIY SS	AIM - Brighter Futures Knocknaheeny	EYPS	Revenue	18	Sep 2022 - Aug 2023	11
DCEDIY NCS	NCS - Brighter Futures Knocknaheeny	EYPS	Revenue	25	Sep 2022 - Aug 2023	30
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	49	Sep 2022 - Aug 2023	28
DCEDIY CORE	CORE - Brighter Futures Knocknaheeny	CORE	Revenue	15	Sep 2022 - Aug 2023	17
DCEDIY SS	AIM - Brighter Futures Knocknaheeny	EYPS	Revenue	18	Sep 2023 - Aug 2024	7
DCEDIY NCS	NCS - Brighter Futures Knocknaheeny	NCS	Revenue	47	Sep 2023 - Aug 2024	19
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	54	Sep 2023 - Aug 2024	21
DCEDIY CORE	CORE - Brighter Futures Knocknaheeny	CORE	Revenue	26	Sep 2023 - Aug 2024	4
Subtotal						137
2. Thurles Targeted Early Intervention Service						
DCEDIY SS	AIM - Thurles Targeted Early Intervention Service	EYPS	Revenue	25	Sep 2022 - Aug 2023	17
DCEDIY NCS	NCS - Thurles Targeted Early Intervention Service	NCS	Revenue	38	Sep 2022 - Aug 2023	25
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	49	Sep 2022 - Aug 2023	31
DCEDIY CORE	CORE - Thurles Targeted Early Intervention Service	CORE	Revenue	14	Sep 2022 - Aug 2023	15
DCEDIY SS	AIM - Thurles Targeted Early Intervention Service	EYPS	Revenue	36	Sep 2023 - Aug 2024	14
DCEDIY NCS	NCS-Thurles Targeted Early Intervention Service	NCS	Revenue	28	Sep 2023 - Aug 2024	9
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	62	Sep 2023 - Aug 2024	24
DCEDIY CORE	CORE - Thurles Targeted Early Intervention Service	CORE	Revenue	27	Sep 2023 - Aug 2024	9
Subtotal						144

## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000
B. Pobal (continued)						
3. Loughlinstown Family Centre						
DCEDIY SS	AIM - Loughlinstown Early Years Service	NCS	Revenue	18	Sep 2022 - Aug 2023	11
DCEDIY NCS	NCS - Loughlinstown Early Years Service	EYPS	Revenue	18	Sep 2022 - Aug 2023	22
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	37	Sep 2022 - Aug 2023	22
DCEDIY CORE	CORE - Loughlinstown Early Years Service	CORE	Revenue	10	Sep 2022 - Aug 2023	10
DCEDIY SS	AIM - Loughlinstown Early Years Service	EYPS	Revenue	2	Sep 2023 - Aug 2024	7
DCEDIY NCS	NCS - Loughlinstown Early Years Service	NCS	Revenue	1	Sep 2023 - Aug 2024	7
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	34	Sep 2023 - Aug 2024	13
DCEDIY CORE	CORE - Loughlinstown Early Years Service	CORE	Revenue	8	Sep 2023 - Aug 2024	5
Subtotal						97
4. Early Years Service, Mulhuddart						
DCEDIY SS	AIM - Mulhuddart Early Years Service	EYPS	Revenue	18	Sep 2022 - Aug 2023	18
DCEDIY NCS	NCS - Mulhuddart Early Years Service	NCS	Revenue	23	Sep 2022 - Aug 2023	35
DCEDIY CORE	CORE - Mulhuddart Early Years Service	CORE	Revenue	9	Sep 2022 - Aug 2023	13
DCEDIY SS	AIM - Mulhuddart Early Years Service	EYPS	Revenue	27	Sep 2023 - Aug 2024	7
DCEDIY NCS	NCS - Mulhuddart Early Years Service	NCS	Revenue	22	Sep 2023 - Aug 2024	22
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	39	Sep 2023 - Aug 2024	-
DCEDIY CORE	CORE - Mulhuddart Early Years Service	CORE	Revenue	21	Sep 2023 - Aug 2024	7
Subtotal						102



## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000
B. Pobal (continued)						
5. Tivoli Family Centre						
DCEDIY SS	AIM - Tivoli Early Years Service	EYPS	Revenue	18	Sep 2022 - Aug 2023	11
DCEDIY NCS	NCS - Tivoli Early Years Service	NCS	Revenue	15	Sep 2022 - Aug 2023	19
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	37	Sep 2022 - Aug 2023	21
DCEDIY CORE	CORE - Loughlinstown Early Years Service	CORE	Revenue	8	Sep 2022 - Aug 2023	8
DCEDIY SS	AIM - Tivoli Early Years Service	EYPS	Revenue	9	Sep 2023 - Aug 2024	4
DCEDIY NCS	NCS - Tivoli Early Years Service	NCS	Revenue	28	Sep 2023 - Aug 2024	8
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	34	Sep 2023 - Aug 2024	13
DCEDIY CORE	CORE - Loughlinstown Early Years Service	CORE	Revenue	28	Sep 2023 - Aug 2024	5
Subtotal						89
6. Millbrook Family Support Service						
DCEDIY SS	AIM - Millbrook Family Support Service	EYPS	Revenue	9	Sep 2022 - Aug 2023	6
DCEDIY NCS	NCS - Millbrook Family Support Service	NCS	Revenue	2	Sep 2022 - Aug 2023	2
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	34	Sep 2022 - Aug 2023	21
DCEDIY CORE	CORE - Millbrook Family Support Service	CORE	Revenue	16	Sep 2022 - Aug 2023	11
DCEDIY SS	AIM - Millbrook Family Support Service	EYPS	Revenue	17	Sep 2023 - Aug 2024	6
DCEDIY NCS	NCS - Millbrook Family Support Service	NCS	Revenue	-	Sep 2023 - Aug 2024	-
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	18	Sep 2023 - Aug 2024	7
DCEDIY CORE	CORE - Millbrook Family Support Service	CORE	Revenue	21	Sep 2023 - Aug 2024	7
Subtotal						60

## 2 Breakdown of Grants Received During 2023 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000
B. Pobal (continued)						
7. Finglas Early Intervention Service						
DCEDIY NCS	NCS – Finglas Early Years Service	EYPS	Revenue	16	Sep 2022 – Aug 2023	11
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	29	Sep 2022 – Aug 2023	17
DCEDIY CORE	CORE – Finglas Early Years Service	CORE	Revenue	9	Sep 2022 – Aug 2023	6
DCEDIY SS	AIM – Finglas Early Years Service	EYPS	Revenue	16	Sep 2023 – Aug 2024	5
DCEDIY ECCE	Early Childhood Care and Education Programme	EYPS	Revenue	37	Sep 2023 – Aug 2024	14
DCEDIY CORE	CORE – Finglas Early Years Service	CORE	Revenue	11	Sep 2023 – Aug 2024	4
Subtotal						57
8. Youghal Family Resource Initiative						
DCEDIY NCS	NCS – Youghal Family Resource Initiative	NCS	Revenue	30	Sep 2022 – Aug 2023	18
DCEDIY CORE	CORE – Youghal Family Resource Initiative	CORE	Revenue	4	Sep 2022 – Aug 2023	3
DCEDIY NCS	NCS – Youghal Family Resource Initiative	NCS	Revenue	31	Sep 2023 – Aug 2024	11
DCEDIY CORE	CORE – Youghal Family Resource Initiative	CORE	Revenue	80	Sep 2023 – Aug 2024	3
Subtotal						35
9. Other						
DCEDIY VCO	Programme for VCO	Pay and general admin, service provision and specified others	Revenue	553	Jan – Dec 2023	553
SSNO	SSNO – DRCD – 2022–2025	Staffing costs	Revenue	273	Jul 2022 – Jun 2025	61
Subtotal						614
Total Pobal – Restricted						1,335



## 2 Breakdown of Grants Received During 2023 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2023 €000
C. HSE						
S39	Addiction Services - Dun Laoghaire	Family Support	Revenue	214	Jan - Dec 2023	214
S39	Rivendell	Family Support	Revenue	201	Jan - Dec 2023	201
S39	Special Needs Service	Disability	Revenue	178	Jan - Dec 2023	178
S39	Family Intervention Service Ballyogan	Family Support	Revenue	139	Jan - Dec 2023	139
S39	Lorien	Family Support	Revenue	136	Jan - Dec 2023	136
S39	Mahon	Family Support	Revenue	75	Jan - Dec 2023	75
S39	Addiction Services - Bray	Family Support	Revenue	70	Jan - Dec 2023	70
S39	Rialto - Local Drugs Task Force	Family Support	Revenue	50	Jan - Dec 2023	50
S39	Wexford Teen Parents	Teen Parents	Revenue	33	Jan - Dec 2023	33
S39	ABC Finglas	Family Support	Revenue	26	Jan - Dec 2023	26
S39	Slaintecare Healthy Communities Programme - Bawnlea	Family Support	Revenue	26	Jan - Dec 2023	26
S39	Slaintecare Triple P - Athlone	Family Support	Revenue	22	Jan - Dec 2023	22
S39	Clonmel	Family Support	Revenue	12	Jan - Dec 2023	12
S39	National Lottery - ABC Finglas	Family Support	Revenue	2	Jan - Dec 2023	2
AF	Mid West Regional Drugs and Alcohol Forum - Hidden Harm - Homemaker	Family Support	Revenue	10	Jan - Dec 2023	-
AF	Mid West Regional Drugs and Alcohol Forum - Hidden Harm - Limerick South	Family Support	Revenue	7	Jan - Dec 2023	-
AF	Mid West Regional Drugs and Alcohol Forum - Hidden Harm - Limerick North	Family Support	Revenue	10	Jan - Dec 2023	-
Total HSE – Restricted						1,184

Abbreviations

ABC	Area Based Childhood	DCEDIY CORE	Department of Children, Equality, Disability, Integration and Youth Core Funding	DCEDIY SS	Department of Children, Equality, Disability, Integration and Youth Subvention Scheme	DSGBV	Domestic, Sexual and Gender Based Violence	SLA	Service Level Agreement
AF	Additional Funding							SSNO	Scheme to Support National Organisations
AIM	Access and Inclusion Model	DCEDIY ECCE	Department of Children, Equality, Disability, Integration and Youth Early Childhood Care and Education	DCEDIY VCO	Department of Children, Equality, Disability, Integration and Youth Voluntary Childcare Organisation	EYPS	Early Years Programme Support	VCO	Voluntary Childcare Organisation
CORE	Core Funding					NCS	National Childcare Scheme	SSNO	Scheme to Support National Organisations
CYPSC	Children and Young Person's Services Committee	DCEDIY NCS	Department of Children, Equality, Disability, Integration and Youth National Childcare Scheme	DRCD	Department of Rural and Community Development	S39	Section 39	VCO	Voluntary Childcare Organisations
						S56	Section 56		
						S78	Section 78		
						SCP	School Completion Programme		

# 3 Five Year Summary of the Statement of Financial Activities

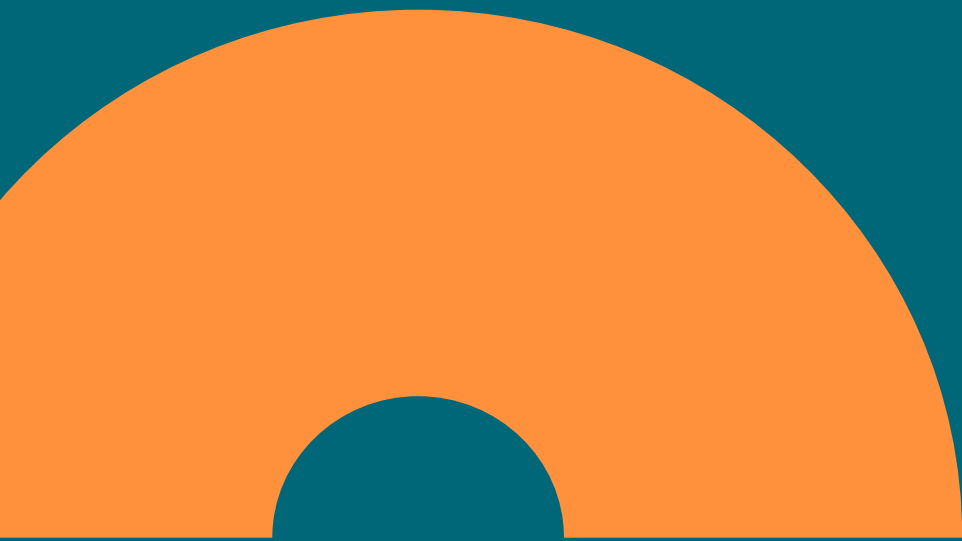
	2023	2022	2021	2020	2019
	€000	€000	€000	€000	€000
<b>Income</b>					
Donations and legacies	9,449	9,956	10,159	11,080	7,617
Retail	1,220	1,212	747	598	1,000
Tusla (Child and Family Agency)	12,036	10,773	10,021	9,306	9,515
Service income Guardian ad Litem	3,188	2,982	2,961	3,072	3,421
Pobal	1,341	1,359	1,431	1,245	1,374
Health Service Executive	1,156	1,079	977	960	889
Other statutory income	1,048	1,262	1,067	1,196	1,162
Memberships, publications and training	230	170	224	130	226
Investments and other	16	1	2	3	4
<b>Total income</b>	<b>29,684</b>	<b>28,794</b>	<b>27,589</b>	<b>27,590</b>	<b>25,208</b>
<b>Expenditure</b>					
Family support	9,951	9,573	9,179	8,428	8,541
Early years	3,499	3,475	3,364	3,276	3,323
Specialist services	5,656	4,263	3,278	3,342	3,250
Guardian ad Litem	2,967	2,742	2,703	2,576	2,923
Learning and development	1,180	1,167	989	787	747
Research and policy	249	226	156	194	302
Support	1,984	1,754	1,625	1,707	1,588
<b>Subtotal of charitable activities</b>	<b>25,486</b>	<b>23,200</b>	<b>21,294</b>	<b>20,310</b>	<b>20,674</b>
Raising funds	4,953	4,726	4,133	3,946	4,010
Other *	-	461	-	382	-
<b>Total expenditure</b>	<b>30,439</b>	<b>28,387</b>	<b>25,427</b>	<b>24,638</b>	<b>24,684</b>
<b>Net (expenditure)/income for the year</b>	<b>(755)</b>	<b>407</b>	<b>2,162</b>	<b>2,952</b>	<b>524</b>

\* Other in 2022 and 2020 relates to the buy-out of annuities settlement cost (Note 13(b))



6

# Reference and Administrative Details



# Reference and Administrative Details

**Name**

Barnardos – Republic of Ireland Company Limited by Guarantee (CLG)

Barnardos – Republic of Ireland CLG under a licensing agreement with Barnardo’s United Kingdom.

**Registered Office**

4 Christchurch Square,  
Dublin 8, D08DT63

**Registration Numbers**

Company Registration Number: 141526

Revenue Charity Number: CHY6015

Registered Charity Number: 20010027

Tax Reference Number: 4886561V

**Board Members**

Kenneth Burns

Prof Louise Crowley

Martin Dobey (Chairperson)

Ivan Fox (Treasurer)

Irene Gunning

Gary Joyce (Vice–Chairperson)

Maria Kelly

Ken Kennedy

Sue Lamon–Diver

Denis Lucey

Gary McGann

Paul O’Faherty

Trevor Spratt

**Company Secretary**

Martin Hannigan

**Executive Management Team**

**Chief Executive**  
Suzanne Connolly

**Director of Children’s Services**  
Siobhan Greene

**Director of Finance, IT and Governance**  
Kevin Gregory (to July 2023)  
Martin Hannigan (from September 2023)

**Director of Fundraising, Marketing and Communications**  
Mary Gamble

**Director of People and Culture**  
Martina Talbot

**Principal Advisors**

**Actuary**  
Lane Clark & Peacock Ireland, Grand Canal Wharf, South Dock Road, Dublin 4

**Auditor**  
KPMG, Chartered Accountants, 1 Stokes Place, St. Stephen’s Green, Dublin

**Bankers**  
Allied Irish Bank, 7/12 Dame Street, Dublin 2

State Savings, GPO, Dublin 1

Bank of Ireland, Lower Baggot Street, Dublin 2

**Solicitors**  
Beauchamps Solicitors, Riverside 2, Sir John Rogerson’s Quay, Dublin