

Because Childhood Lasts a Lifetime

Annual Report 2024



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2024 at a Glance


OUR MISSION

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

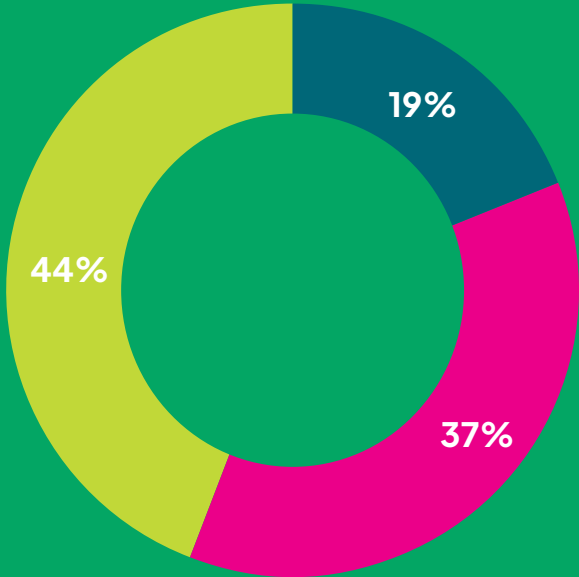
HOW WE WORK

With Children
With Schools
With Families
With Communities





Age Range



0-5yrs 19%

6-10yrs 37%

11-18yrs 44%

35,649

Children, parents and adults helped in 2024.

OUR SERVICES PROVIDED

Learning

Care

Stability


Security

Nourishment

A Safe Place

56

Service Locations



OUR VISION

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

Chairperson's Statement



I was honoured at our AGM to take over as Chair of Barnardos. Over 2024, Barnardos has continued to provide vital services to children, families and individuals across Ireland, ensuring that those who have experienced trauma receive the support, care and opportunities they deserve.

I am often asked, "What exactly does Barnardos do?" Even having witnessed the impact firsthand, it can be challenging for a non-practitioner to put into words the profound difference Barnardos makes to the lives of children but our recent campaign, "Change Their Story - Because Childhood Lasts a Lifetime", captures the essence of our work beautifully.

This thought-provoking ad highlights the impact of bereavement on children. Other equally intense childhood traumas we encounter every day are domestic abuse, homelessness, mental illness, neglect (even if unintended), addictions and the impact of war. Our work focuses on healing these invisible wounds, providing the emotional and psychological support necessary for children to overcome adversity and build brighter futures.

However, the demand for our services continues to grow and the strain on our resources is increasing. In 2024 we faced a significant funding shortfall, increasing the pressure on our staff to meet the needs of the children and families who rely on us.

Like many organisations in the sector, Barnardos has been entrusted by the State to deliver crucial services to vulnerable children and families, yet the financial support provided does not cover their actual cost. Our simple ask is that the State meets the full cost of delivering these services safely and effectively. Moreover, we need multi-year commitments so that we can plan, invest and deliver support sustainably.

Our fundraising income does help us fill the gap, but core services for vulnerable children should not be disproportionately dependent on charitable giving. These very much appreciated funds instead

should be helping us to reach more families and develop our services.

Good governance is at the heart of everything we do. As an organisation responsible for some of the most vulnerable members of our society, we must maintain the highest standards of accountability, transparency and ethical practice. We are committed to working in the context of the UN Sustainable Development Goals (SDGs), and recognise our responsibility to demonstrate a commitment to the environment both now and looking ahead. Every child and family we support has their own unique story, and we approach each situation with the utmost care, professionalism and respect. Protecting the welfare of children and their families is our paramount concern.

I am often asked, "What exactly does Barnardos do?"

Managing the risks inherent in our work is a responsibility we take very seriously. Our governance structures, policies and oversight mechanisms aim to ensure that we operate effectively and efficiently, earning the continued confidence of our private and public stakeholders.

Maintaining this trust is critical to our ability to serve children and families, and we remain committed to upholding the highest standards in all that we do.

None of our achievements in 2024 would have been possible without the extraordinary commitment of our staff, our volunteers and our leadership team. Their dedication, compassion and professionalism are the driving forces behind Barnardos' impact. I extend my deepest gratitude to every member of our team for their unwavering focus on improving children's lives.

I also wish to thank my fellow Board and committee members for their guidance, expertise and commitment to good governance. Their contributions help to steer Barnardos in the right direction, ensuring we continue to meet our mission effectively.

I would like to pay special tribute to my predecessor, Martin Dobey, for his leadership and dedication to Barnardos. His contributions have guided and shaped the organisation's direction. We are deeply grateful not only for his service and for his parting gift - a long fundraising walk from Bray Head in Wicklow to Bray Head in Kerry!

I also want to acknowledge Maria Kelly and Trevor Spratt, who stepped down during the past year, for providing invaluable support at a critical time. Their wisdom,

expertise, and dedication have greatly benefited Barnardos and we are deeply appreciative of their contribution.

Looking ahead, our mission remains clear. We will continue to advocate for children, challenge the barriers they face and fight for the resources necessary to support them effectively. Every child deserves to grow up in a safe, nurturing environment where they can reach their full potential.

Thank you to everyone who has supported Barnardos over the past year. Whether you are a donor, volunteer, staff member or partner organisation, your contribution has made a real difference. Together, we are changing lives and creating a better future for children across Ireland.

Paul O'Faherty
Chair, Barnardos Ireland

CEO Report



At Barnardos, we say ‘Childhood Lasts a Lifetime’. We know that the experiences we have in childhood are formative and we carry both the positive and negative stories with us as we travel through our lives. With the right support, we all have the capacity to harness what is best from our childhood and limit the impact of less positive experiences on us and our ability to live fulfilling lives.

In our work at Barnardos, we see first-hand the impact that trauma can have on children and the long reaching impact of it through generations. All of our work is informed by our understanding

of the impact of exposure to adverse childhood experiences, which can include inappropriate or abusive caregiving, chaotic home environments, unpredictable stress, poverty/enforced deprivation and homelessness. In 2024, we delivered services to 35,649 children and parents in our 56 centres, in families' own homes, in schools and in international protection centres and emergency accommodation.

Our partnerships with statutory agencies, in particular Tusla, are key to us delivering on our objectives. We are appreciative of the relationships we have at local and national level.

As an organisation, it is important that Barnardos remains responsive to new needs as they emerge. We retain an ongoing commitment to exciting initiatives that support the voice of children to be heard. A very good example of this is our Empower Kids group, delivered by Barnardos in partnership with a range of other agencies and is spotlighted in our annual report. We consistently consult with children and young people in relation to the ongoing development of our Online Safety programme, supported by Google. The theme of our 2024 online safety event *Exploring AI with Children & Young People* was chosen as children and young people were increasingly speaking about Artificial Intelligence and the role it plays in their lives.

We are aware of the need to not only deliver high quality, evidenced informed services to those who need them, but also to be able to demonstrate the outcomes that these services achieve. Towards the second half of 2024 we commenced the roll-out of standardised outcome measures across all family support services, which are now providing evidence of statically significant outcomes achieved.

We continue to evaluate our services to assess efficacy. In 2024 we undertook specific evaluations of our Family Support Services for Families Experiencing Substance Misuse Service and a pilot of our Inter-parental Conflict model.

Barnardos is committed to ensuring that our frontline experience and expertise supports the development of Government' policies and priorities, particularly as they relate to vulnerable children and families. Throughout 2024, many of the families with whom we work continued to struggle with increased cost of living pressures, as evidenced by the findings of our 3rd Annual Cost of Living Report. We also published our 1st Report on Parental Mental Health and the Impact on Children, our 20th Back to School Survey and our pre-budget submission. Barnardos, alongside others in the sector, was delighted to see some significant benefits for children in Budget 2025, such as the expansion of free schoolbooks to all children, the

extension of the hot school meals programme to all primary schools and a significant increase to the Qualified Child Payment (now renamed Child Support Payment).

Barnardos remains focused on retaining service quality standards, evidenced through quality assurance and inspection. In 2024, in response to growing numbers of children and families on our waiting lists, we completed an external audit of our waiting list. Implementation of the recommendations will be a key priority for 2025.

Funding continued to be a challenge throughout 2024 as the cost of living and a number of international development emergencies impacted public fundraising. We are incredibly grateful to our corporate sponsors, philanthropic organisations, ambassadors and individual committed donors who continue to support our work. We were excited to launch our new Because Childhood Lasts a Lifetime campaign towards the end of 2024.

Whilst we are appreciative of the funding we received from the State for the services we deliver on its behalf, sustainable funding for services remains an issue for Barnardos, as it is for others in the community and voluntary sector.

Barnardos is committed to being an attractive employer and a positive place to both work and

volunteer. Throughout 2024 we progressed the roll-out of our People & Culture strategy. We were successfully awarded a Bronze Award by the Irish Centre of Diversity and began the process of applying for a Silver Award. We introduced a new employee assistance programme which offers a vast range of supports to staff including coaching, wellbeing, a digital gym and access to 24/7 support. The programme has been very well received by staff with excellent uptake rates. We continue to demonstrate our commitment to responsible and sustainable stewardship, ensuring environmental and social considerations are embedded in our decision making.

We are very proud of the work we do in Barnardos and honoured that families let us into their lives to offer support. We are incredibly grateful for our 514 staff, 250 volunteers, Board and Committee members without whom we would not be able to achieve what we do. We know that there remains much work yet to be done. Children and young people and their parents need the services that we provide and it is beholden on us in the context of all our roles to ensure that we are there for them – Because Childhood Lasts a Lifetime.

Suzanne Connolly
CEO

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 and young people from birth, 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

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[Read 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	Risk Identified*	Procedure in Place to Manage Risk
Risk of harm to a child through lack of effective identification and reporting of child protection concerns	<ul style="list-style-type: none">• Child protection policy and training• Recruitment and selection procedure• Designated Liaison Person (DLP) in each service• Reporting structure, case management process, and supervision procedures	Risk of harm to a child through lack of parents and children’s awareness of their rights and how to report a concern	<ul style="list-style-type: none">• Child Protection policy• Barnardos Guides for Parents and Children/Young People• Information on Tusla and Gardaí collaboration• Information guidance on reporting concerns• Procedure for processing Service-Related Comments and Complaints
Risk of harm to a child by a visitor to the service	<ul style="list-style-type: none">• Child Protection policy• Supervision/ accompaniment policies and procedures• Protocols and guidelines regarding safe practice in service delivery• Authorisation to collect policy• Health and Safety policy	Risk of harm to a child through unauthorised photography	<ul style="list-style-type: none">• Child Protection policy• Policy and procedures on the Use of the Internet, Photographic & Recording Devices
Risk of harm to a child by a member of staff/volunteer	<ul style="list-style-type: none">• Child Protection policy• Staff information and supervision procedures• Child protection and welfare reporting procedure• Recruitment policies and procedures• Garda Vetting policy & Operational Guide• Community Employment Procedures Manual• Regularly reviewed policies, protocols, procedures, and guidelines regarding safe practice and service delivery• Appropriate management ratios	Risk of harm to a child on outings by a member of staff/volunteer/stranger/peer	<ul style="list-style-type: none">• Outings policy• Transport policy• Child Protection policy• Code of conduct for staff and volunteers
		Risk of harm to a child through lack of supervision	<ul style="list-style-type: none">• Outdoor Play Policy• Transition Policy• Lone work procedures• Child Protection policy
		Risk of harm of bullying of a child by an older child/peer	<ul style="list-style-type: none">• Supervision/accompaniment• Anti-bullying policies and guidelines• Barnardos non-tolerance approach to bullying• Child Protection policy
		Risk of harm to a child through social media/ internet use	<ul style="list-style-type: none">• Barnardos Guides for Parents and Children/Young People• Social media/internet use policies and guidelines• Digital Best Practice Framework• Online Safety Programme• Child Protection policy

* 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.

Spotlight

What is Trauma-informed Intensive Family Support?

Thomas, aged 9

Catherine (28) lived with her mother and brother in a three-bedroom house, with her children. Her son Thomas (9) was sleeping with his granny in one room. Her daughters Cindy (7) and Kellie (5) shared a bedroom and a bed, and Catherine and her youngest son Joe (2) slept on the couch. The three youngest children's father had died earlier in the year from an accidental overdose.

Catherine was referred to Barnardos by Tusla for parenting support due to reports received by them of the children's poor hygiene and housing conditions.

Following assessment, the Barnardos project worker found that Catherine was a very warm and responsive mum, however the family struggled with an overcrowded and cluttered environment, with their hygiene, routines, behaviour, and the loss and grief of their father's traumatic death. Catherine's own mental health had suffered – she felt overwhelmed, stressed and unable to cope with the family's situation.



Spotlight

What is Trauma-informed Intensive Family Support?

Service Provided

A service of a home visit for 1–2 hours twice per week was provided. This started with homework routine, supporting Catherine to find space for the children to complete their homework and even led them to an assessment and diagnosing Thomas with severe dyslexia, and they were able to get him the supports he needed and school attendance for the family improved.

The Project Worker then moved to supporting the family's morning routine, which had a focus on hygiene and the children's presentation.

Barnardos sourced a donation of bunk beds and new mattresses, and provided the family with bedding, curtains and storage were able to move Kellie and Cindy into their own beds, and Thomas his own bed in the same room. The three children now share this room, instead of Thomas sharing with his granny.

Catherine and Joe still sleep on the couch, and so Barnardos has advocated for Catherine in terms

of housing to the council and they are considered a priority.

Parenting Support

The Project Worker helped Catherine to think about how her mental health, her grief and home conditions were having on her ability to meet the children's needs. Catherine was supported to understand what she needed to do to manage better including sticking to a routine, being well organised, seeking and taking up offers of help, spending playful time with the children, and seeking time away for her own self care – having the help of Barnardos' parenting programme Partnership with Parents.

Bereavement Support

The Project Worker linked with Barnardos Children's Bereavement service for advice on the best options for the family to help the younger children understand the death of their father leading to the children being better able to identify and talk about their feelings.

Feedback from the family in relation to service:

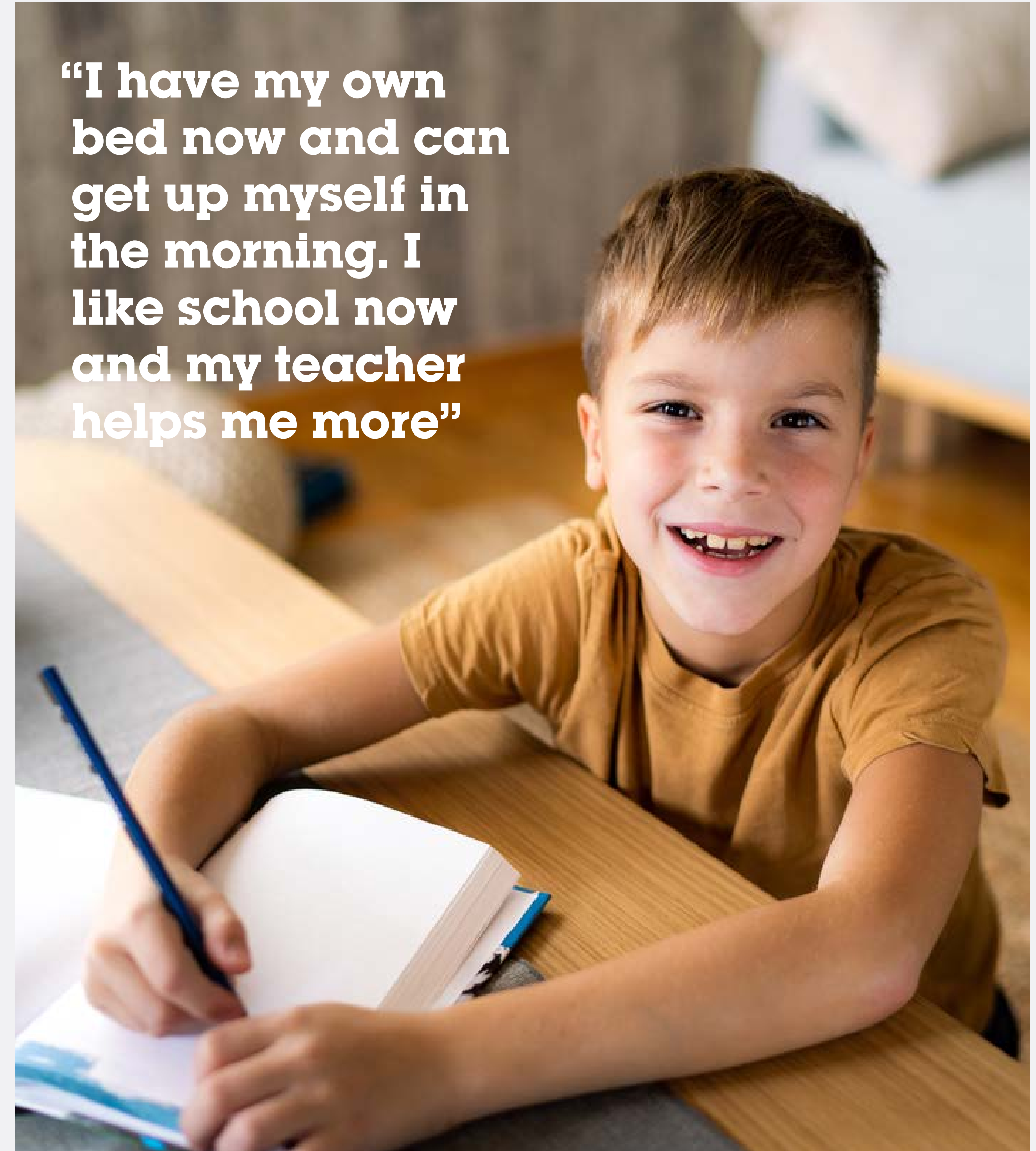
"I have my own bed now and can get up myself in the morning. I like school now and my teacher helps me more"

"things (are) a lot better, the children having their own space and comfort made them happy ... The bereavement work ... helped me to talk about the death of their father... Morning routines are better. It was very supportive having Barnardos come in, helping and understanding. I became confident to talk about what was going on."

Key approaches in a trauma informed approach:

- Therapeutic healing relationships
- Practical co-regulating strategies for managing feelings
- Practical supports to manage stressful day to day life – home improvements, hampers, vouchers, budgeting advice etc.
- Reflection/understanding of what the children need and how to provide it
- Evidence-informed parenting programme

"I have my own bed now and can get up myself in the morning. I like school now and my teacher helps me more"



1 Barnardos Strategy 2022-2027



Our Purpose, Vision and Mission

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.’

Purpose

Help the most vulnerable children in society achieve their full potential regardless of their family circumstances, gender, race or disability

Vision

Ensure all vulnerable children in Ireland get the support they need to overcome childhood adversity

Mission

Transform the lives of vulnerable children because childhood lasts a lifetime

Our Values

Everyone connected with Barnardos shares a set of values that are core to our DNA, which we live out in our everyday work. The behaviours describe how we live our values and how we behave with each other and the children and families we serve, as well as 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

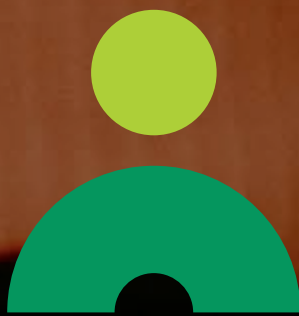


Accountability

Taking Responsibility,
Dependability, Transparency,
Holding Boundaries

Strategic Priorities

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.



Impact

Delivering services that transform the lives of children



Invest

In our people to ensure their future success and that of the organisation



Innovate

Using technology and evidence to diversify and grow



Inform

Creating, applying, and sharing our knowledge



Influence

Raising public awareness; shaping policy and practice

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

T

Trauma-informed
specialist

H

Higher numbers
benefitting

E

Extended
portfolio of
services

R

Resourced
sustainably

E

Excellent
employer

Sustainability

Barnardos believes that childhood lasts a lifetime, that what happens to us as a child will impact the adults we eventually become. Protecting childhood is a key element of our work and preserving childhood into the future is a goal we are striving towards.

As the largest children's charity of its kind in Ireland we recognise our responsibility as an organisation to demonstrate a commitment to a brighter future for children including our impact on the environment both now and looking ahead. This commitment is reflected in our core work with vulnerable children, their families and applies across all support functions.

[Watch the Video](#)

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.



Learn more about **Sustainable Development Goals**












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.

Low Engagement	Moderate Engagement	High Engagement
Low engagement suggests a lack of significant action in implementing the SDGs. It is due to limited awareness and resources to support for the SDG related initiative.	Moderate engagement indicates a moderate level of involvement in implementing the SDGs. This will involve some action, awareness, or commitment, but it's not yet comprehensive or impactful enough to achieve the goals fully. Progress is being made, but it is not as rapid or comprehensive as desired	High engagement signifies a strong commitment and significant action to achieve the SDGs. This involves comprehensive planning, resource allocation, partnerships, and a clear focus on tangible results.

Learn more about **Sustainable Development Goals**



	Goal	Target	Barnardos' Engagement	Low	Moderate	High
	1	No Poverty	High			
	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	Moderate			
	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	Moderate			
	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 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.

Contributing to Sustainable Development Goals:

7

7 AFFORDABLE AND CLEAN ENERGY

11

11 SUSTAINABLE CITIES AND COMMUNITIES

12

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

60mt

The number of metric tonnes of CO2 emissions we reduced in 2024.

In 2024, Barnardos started to develop an environmental and sustainability programme, by engaging, educating, and promoting sustainability to all colleagues, in the best practices to reduce our carbon footprint and waste management.

Environmental, social and governance (ESG) forms part of this effort. This examines the legal and regulatory framework concerning ESG and sustainable development in Ireland.

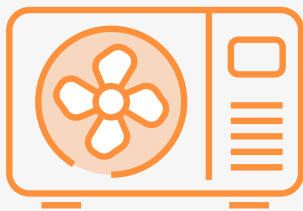
Barnardos have implemented a comprehensive planned, preventative maintenance schedule for all their facilities across Ireland. This programme looks at energy consumption for all installed services, including mechanical, electrical, heating (gas, oil boilers) and cooling.

Reporting and certification of all installed services and equipment, is carried out on a regular basis, and includes details of emissions, fluorinated gas inspections, water sampling and microbiological testing,

Reporting and certification of all installed services and equipment, is carried out on a regular basis, and includes details of emissions, fluorinated gas inspections, water sampling and microbiological testing, fossil fuel usage, waste management and workplace environment assessments.

Achieved through

1



Upgrading our heating and cooling equipment.

fossil fuel usage, waste management and workplace environment assessments.

There have been many benefits for Barnardos since implementing a planned and preventative approach to our maintenance work across services. These have included:

- Reductions in energy consumption
- Increase in cost savings
- Increasing the life and efficiency of equipment
- Reduction in service calls
- Creating a fresh environment for staff
- Compliance with current legislation
- More efficient management of utility bills

Throughout the lifecycle of Barnardos planned preventative maintenance programme, reports are compiled in real time, highlighting energy usage and emissions. Recommendations on ways to lower our carbon footprint and reduce

2



Retrofitting of LED lighting and controls.

energy consumption are reported on and monitored closely to achieve a high standard rating as set out within the EU Directive. Since implementing our planned preventative maintenance programme, we have managed to reduce our CO2 emissions in 2024, by some 60 metric tonnes. This has been achieved by upgrading and regular maintenance to installed heating and cooling equipment, retrofitting of LED lighting, installation of lighting controls and repairs to our building's fabric.

In 2025, we will continue to look into the possibilities of solar and heat pump installations, to increase our renewable energy sources.

3



Repairs to our buildings.

UN Sustainable Development Goals

Sustainable Initiatives

Reimagine Fashion – Rediscovery Centre Pop-up Shop

Barnardos Retail have continued to develop, educate, and collaborate on sustainability matters, keeping climate action as a key aspect of our retail operation. Barnardos were delighted to provide a Pop-up shop at the National Centre for Reuse Reimagine Fashion event in April 2024. This was a wonderful event and engaged many students and young people, in particular, across the country as they create sustainable fashion items.

Textiles Advisory Group – Circular Economy

Barnardos is an important stakeholder in the transition to a more circular textiles system in Ireland, which will have benefits for the sector, consumers, and the environment. With this in mind, the EPA Circular Economy Programme invited our Retail Operations and Development Manager to participate in a number of workshops under the remit of the Department of the Environment, Climate and Communications (DECC) National Textiles Advisory Group which are being held to inform future national policies on this important topic. The workshops bring key stakeholders from the textiles and apparel retail sector together to identify barriers,

solutions and opportunities to support the development and enhancement of circular products and services for Irish consumers.

These in-person workshops give Barnardos an opportunity to become informed about upcoming European and national legislative requirements including, Extended Producer Responsibility (EPR) focusing on learning about the public's attitudes, awareness and behaviours relating to textiles and apparel. According to the EPA's latest national survey programme, the public have critical input into the development of circular textile and apparel policies and systems in Ireland, all of which are enabling us to continue to adapt and also be leaders in climate action in the charity retail sector.

Barnardos is an important stakeholder in the transition to a more circular textiles system in Ireland, which will have benefits for the sector, consumers, and the environment.

Contributing to Sustainable Development Goals:



01



02



- 01 Catherine Murtagh and Colette Miller- Barnardos
- 02 Pictured (L-R) are Susan McQuaid-O'Dwyer, Make a Wish Ireland, Deirdre Walsh, Jack and Jill, Mary Gamble, Barnardos, Tim O'Dea, Barretstown, Kerry McLaverty, LauraLynn Children's Hospice and John Church, Childline by ISPCC, at the announcement of "Return for Children" charity fundraising initiative.

Statutory funders

We would like to thank Tusla, the Child and Family Agency, without whom we would not have been in a position to deliver our services. During 2024, we received funding from a variety of statutory sources including:



**An Ghníomhaireacht um
Leanaí agus an Teaghlach**
Child and Family Agency



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 2024, we received funding from a variety of statutory sources including:



Arna chomhchistiú ag an Aontas Eorpach
Co-funded by the European Union



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
Bord Oideachais agus Oiliúna
Atha Cliath agus Dhún Laoghaire
Dublin and Dún Laoghaire
Education and Training Board



Sláintecare
Right Care. Right Place. Right Time.



taskforce
DUN LAOGHAIRE RATHDOWN

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 Director's Report

The members of the Board hereby present their annual report and the financial statements for the year ended 31 December 2024.



Objectives and Activities 2024

Barnardos' services focus on preventing or reducing the impact of interpersonal trauma on children and young people. Interpersonal trauma happens when the relationship between a child and their parent is negatively impacted by adverse childhood experiences^[1] such that it impacts on their wellbeing and development.

^[1] ACEs study reference | ^[2] Pair of ACEs reference

Contributing to Sustainable Development Goals:

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

10 REDUCED INEQUALITIES

The types of experiences which can lead to this include homelessness, domestic abuse, poor parental mental health and depression, parental drug & alcohol addiction, neglect, physical and sexual abuse, a parent in prison, and acrimonious separation and divorce.

These experiences can be further exacerbated if families live in communities impacted by adverse community experiences^[2] such as poverty, discrimination, poor housing and community violence.

Often parents themselves have also experienced these challenges in their own childhoods, and this can have a lasting impact on how they are managing in day to day life, and how they are as parents.

We work with both children and their parents/carers to help the whole family manage the impact of these experiences, to support positive nurturing relationships between children and their parents/carers so that children can flourish in terms of their wellbeing and development.

Children show their challenges at home, at school and in their communities. And so, Barnardos offers supports and programmes in each of these areas.

Children show their challenges at different stages of their lives and need supports at different stages of impact. Therefore,

- Barnardos offers supports targeted at the times when children and families experience significant difficulties (**Targeted Support**).
- Barnardos offers supports and programmes to prevent difficulties; and provides support in the early stages of difficulty and also at the early stages of children's lives (**Prevention and Early Intervention Support**).
- Barnardos offers supports and programmes for children and families with very specific needs linked to their individual circumstances (**Support for Specific Needs**).

We work with both children and their parents/carers to help the whole family manage the impact of these experiences...



Services Overview 2024

Targeted Support for Children and Families

...Getting to Grips with Trauma

What do we do?

In addressing the impact of interpersonal trauma, Barnardos’ intensive family support is needs-led, outcomes-focused and evidence-informed. This means that our approach identifies the individual needs of each child within their family, which informs a plan of service delivery to achieve agreed desired outcomes to bring positive change in their life.

Contributing to Sustainable Development Goals:

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

10 REDUCED INEQUALITIES

Barnardos Intensive Family Support

01 Because Childhood Lasts a Lifetime campaign

01

The healing therapeutic relationship between staff, children and parents drives our achievement of positive outcomes in parenting and child development; underpinned by programmes with an evidence base of effectiveness. Some work takes place in family homes, and some work takes place in Barnardos centres in our trauma informed environments which support healing, nurturing and regulation.

In addressing the impact of interpersonal trauma, Barnardos’ intensive family support is needs-led, outcomes-focused and evidence-informed. This means that our approach identifies the individual needs of each child within their family, which informs a plan of service delivery to achieve agreed desired outcomes to bring positive change in their life. The healing therapeutic relationship between staff, children and parents drives our achievement of positive outcomes

in parenting and child development; underpinned by programmes with an evidence base of effectiveness. Some work takes place in family homes, and some work takes place in Barnardos centres in our trauma informed environments which support healing, nurturing and regulation.

Our work is tailored to each family, and can be:

- **Parent and child focused** – addressing the particular needs which can impact on a parent-child relationship;
- **Parent focused** – addressing the particular needs of the parent(s) which can impact on their parenting role and family functioning;
- **Child focused** – addressing the particular needs of a child which can impact on how they manage their big feelings and interactions within their family and with their peers.

In addressing the impact of interpersonal trauma, Barnardos’ intensive family support is needs-led, outcomes-focused and evidence-informed.



Barnardos Intensive Family Support

We provided an intensive family support service in locations all across Ireland:

Athlone Family Support	Ballyogan Family Support	Bawnlea Family Support
Bray Family Support	Carlow Family Support	Cherry Orchard Family Support
Clonmel Family Support	Corduff Family Support	Cork North (City) and East (Youghal) Family Support
Dublin North and Dublin South Central Initial Assessment Teams	Dungarvan Family Support	Edenderry Family Support
Finglas Family Support	Homemaker Family Support and Early Intervention, Limerick	Limerick North Family Support
Limerick South Family Support	Lorien Family Support, Tallaght	Loughlinstown Family Support
Mulhuddart Family Support	Mullingar Family Support	Portlaoise Family Support
Rialto Family Support	South Cork City/ Mahon Family Support	Thurles Family Support and Early Intervention Service
Tivoli Family Support	Tullamore Family Support	Waterford Family Support
Wexford Family Support	Young Parent Support Programmes in 6 counties	8 local Childhood Domestic Violence/ TLC Projects in 9 counties

Ukraine and IPAS support workers in 6 counties

2024 Highlights

We completed the final stages of training in sensory attachment integration (SAI) for all of our staff providing intensive family support. There are now regulating practices in all aspects of our direct work, as well as more formal programme offerings such as Just Right State with children and parents.

We conducted an outcomes study across services which confirmed the effectiveness of our intensive family support, with statistically significant improvements in child wellbeing and behaviour, as well as improvements in parent-child relationships and parent wellbeing.

We designed, implemented and evaluated a programme as a direct response to the increase in the number of children experiencing acrimonious parental separation – Barnardos Entrenched Parental Conflict Programme - which demonstrated positive outcomes for children and their families. In 2025, this it is being rolled out further in Barnardos' family support services across the country.

We developed community-based responses for children and families from Ukraine and/or living in IPAS centres in several locations across the country. The service offered ranged from community activity to address isolation and integration, through to intensive family support for children and families experiencing significant difficulty. This will evolve further in 2025.

2024 Highlights

We completed the final stages of **training in sensory attachment integration (SAI)** for all of our staff providing intensive family support

We conducted outcomes study across services which **confirmed the effectiveness of our intensive family support**

We developed community-based responses **for children and families from Ukraine and or living in IPAS centres**

We designed, implemented and evaluated a programme as **a direct response to the increase in the number of children experiencing acrimonious parental separation**

Contributing to Sustainable Development Goals:



Homemaker Family Support

The Homemaker Family Support Service in Limerick is embedded in the ABC Startright model and is funded by ABC Startright, Tusla, Social Intervention Fund (Regeneration). It is an outcomes-focused service for families with additional needs where there is a child aged 0-8 years with the specific goal of preventing early challenges from becoming more entrenched.

It is a flexible service that works with families at key periods during the day such as mornings/ getting ready for school and evenings (family meals, homework, and bedtime), or at other times identified in partnership with the family. Homemaker offers a range of parenting and individual support tailored to the needs of the family including practical support with day-to-day tasks; parenting support to assist child development, and strengthening families' key natural supports and engagement in universal services available.

“I found it hard to get used to someone coming into the house and understand me and not judge me. It took time to get used to it. I understood that the help was for me to help the child, not therapy for him...”

Contributing to Sustainable Development Goals:

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

Young Parent Support Programme

The Young Parent Support Programme provides services during pregnancy and the child's early years to enhance and support the wellbeing of young parents and their children.

The services offered to young parents included:

- the development of parenting skills and 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.
- support with accessing childcare;
- advocacy and crisis support regarding budgetary advice; mental health supports; housing; education; social welfare for additional financial support.

Barnardos successfully tendered for two new services in 2024, Clare and Westmeath.

Area	Families	Young Mothers	Young Fathers	Children
Finglas	22	24	9	25
Wexford	11	8	1	12
Waterford	19	21	4	16
Tallaght	35	30	6	36
Clare (started Sept 2024)	6	6	0	8
Westmeath (starting 2025 but 1 referral in 2024)	1	1	1	1
Total	94	90	21	98

01 Early Years Services

01



Initial Assessment Services

During 2024, Barnardos provided an Initial Assessment Service on behalf of Tusla where child protection concerns have been identified in four sites:

The categories were broken down as:

- 32% Welfare Concerns,
- 24% Physical Abuse,
- 26% Emotional Abuse, and
- 18% Neglect

Domestic violence and abuse was present in 60% of cases.

Area	Initial Assessments in 2024
Corduff	
Finglas	323 children in 143 families
Mulhuddart	
Dublin South Central (most commonly referred from Clondalkin, Lucan, Dublin 8 and Ballyfermot)	159 children in 68 families
Total	482 children in 211 families

Early Years Services

Barnardos provides seven targeted early intervention Early Years Services – in Cork (Knocknaheeny), Tipperary (Thurles) and Dublin (Finglas, Tallaght, Loughlinstown, Dunlaoghaire and Mulhuddart).

Each centre provides two daily services – a Toddler Early Years Programme (2–3 years) based on High Scope, and Barnardos’ Tus Maith Preschool Programme for children (3–5 years).

The number of children attending our services on waiting lists for developmental assessments continued to increase. As a result, some children are moving onto primary school without the supports they need as they don’t have an appropriate diagnosis.

Area	2024 Children*
Brighter Futures, Knocknaheeny, Cork	45
Dunlaoghaire	30
Tallaght	28
Loughlinstown	34
Finglas	16
Mulhuddart	32
Thurles	51
Total	236

01– 03 Early Years Services

* (includes children who attended Jan–July and Sept– Dec, and some children were returners. The number below is the number of children in the service as opposed to the number of places in the service)

01



02



03



Contributing to Sustainable Development Goals:



Prevention and Early Intervention Support in Schools and Communities

...Staving off the Risk of Harmful Development

Our prevention programmes focus on preventing the problems which can negatively impact on children’s development; and our early intervention supports focus on providing support as early as possible to reduce the negative impact on children’s long term development.

Watch the **Plugged in Switched Off Webinar**

Contributing to Sustainable Development Goals:

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

School Based Services

National Wellbeing Project

The National Wellbeing Project’s objectives are to:

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

The service was provided in seven sites - Fingal/North Dublin, Dublin SW, Laois/Offaly, West Waterford, Clonmel, Thurles and Athlone; to a variety of groups including primary school, secondary school, community based groups.

The Project delivered 146 Wellbeing Groups and 132 one-off Wellbeing Workshops. A Wellbeing service was delivered to a total of 5,177 people in 2024 - 4,151 children and 1,020 adults, parents and professionals.

146

The number of Wellbeing Groups the National Wellbeing Project delivered.

Online Safety Programme

The Barnardos Online Safety Programme, in partnership with Google.org, delivers workshops to children in schools to help them develop the skills they need to navigate their online world safely.

2024 Numbers	
Schools Reached	190
Workshops Delivered	682
Children Reached	14,461
Parents Reached	859

- 91% of the children said they found the workshops useful, and
- 99% of teachers and parents said they would recommend the programme to others.

5,177

The number of people the Wellbeing service was delivered to in 2024.

In 2024, a study was conducted on children and young people’s experiences with Artificial Intelligence (AI).

Consultation & Conference	
Children Surveyed	470
Parents Surveyed	101
Teachers Surveyed	63
Children Interviewed (Focus groups)	65
Webinar Views	565

- The findings included:
- 63% of children and young people heard about AI from social media
 - 54% of children and young people want to learn more about AI at school
 - 93% of parents surveyed said they have concerns about their children using AI
 - 95% of teachers have not received any training in AI

The full report ‘Exploring AI with Children and Young People’ can be read here.

The 4th instalment of our ‘Plugged In Switched Off’ series streamed live from the Foundry on 15th October 2024 with a focus on AI. The event, featured input from young people, industry leaders, schools and government. **The full webinar can be viewed [here](#).**

Roots of Empathy

Roots of Empathy (ROE) is an evidence-based programme for primary school children, which is proven to increase pro-social skills and decrease challenging behaviours in the classroom.

Schools report that there are significant levels of anxiety, mental health and wellbeing issues among primary school children from as young as 1st class, impacting on their behaviour, academic performance and overall wellbeing. This impacts most on children living in areas of disadvantage.

At the heart of the programme is a local community parent and baby advisor that visits a class throughout the school year, who acts as a lever for the children to reflect on their own feelings/ experiences and feelings of others.

2024 Numbers	
Counties	20
Schools	256
Programmes	280
Instructors	256
Mentors	13
Children Reached	6,208

Contributing to Sustainable Development Goals:

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

16PEACE, JUSTICE AND STRONG INSTITUTIONS

01



02



03



04



Wizards of Words Programme

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 in need of extra reading support.

The trained volunteers are mature (aged 55+), patient and highly dependable people with a love of reading, and they meet with the children three times a week for 30-minute sessions. The child benefits from having individual attention on their reading, as well as the development of a positive relationship with an adult.

During 2024, the WoW team operated in 15 schools across Dublin 8, 10, 11 and 15, offering the programme to 266 children.

Some children’s feedback:

“...I learned how to read lots of new words...we get to read and it’s fun to play games.... it’s the only time I get to read as we have no books at home to read...”

Teacher feedback:

“The children who attend WOW... all made major improvements in confidence, fluency and expression. As a classroom teacher... it is very helpful to know that the students who attend wow are getting the help they need”

- 01 Roots of Empathy with baby Freddie
- 02 Roots of Empathy with baby Pippa
- 03 St. Oliver Plunkets JNS volunteers
- 04 WOW Student projects

Children’s feedback

“...I learned how to read lots of new words...we get to read and it’s fun to play games.... it’s the only time I get to read as we have no books at home to read...”

Molly, age 8



Community Based Services

Limerick Early Bird Breakfast Services & After Schools Groups

West Waterford Family and Community Hub

Ballybeg Playground Service, Waterford

01 - 04 Ballybeg Playground Service

“It is fun and if you cannot get breakfast you can get it in the breakfast club”.

Jack, age 8

‘I want nothing changed, it’s an amazing service with amazing people, my boys really enjoy it’.

Natalie, Limerick

Funded by Tusla, Barnardos co-ordinates the delivery of Early Bird Services (Breakfast Club) in St. Mary’s National School, and the Southside Educational Campus (SEC) which incorporates Le Cheile National School and Gaelscoil Sheoirse Clancy National School. The SEC service also includes an Afterschools Group.

The children are provided with breakfast each morning, and this is followed by activities to encourage positive peer interactions and to provide a transition from home in the morning. Parents are encouraged to engage with family support staff and seek advice on a regular basis. 80 children attend the St. Mary’s NS service and 40 children attend the SEC service. In addition, in partnership with Simon Community, 60 families are given a food hamper once a month.

West Waterford Community and Family Hub delivers a range of early supports for children, young people and their families in West Waterford due to its high level of disadvantage, coupled with low levels of family support provision and rural isolation.

The service worked with 100 parents through a range of group work interventions including infant massage classes, parent and toddler groups and parenting programmes as well as mothers groups. 80 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 International Protection Accomodation Services (IPAS).

Our supervised playground service caters for children aged between 4 and 12 years, some of whom may be experiencing adversity and trauma. 35–40 children participated in the service each weekend in 2024.

The service is based on the understanding that play is a vital aspect of child development, and can be used as a tool to support children’s emotional, social, and cognitive development. Activities vary from cooking to gardening, to sports, drama, music and arts and crafts. It is a supportive environment where children can relax, play, learn, and express how they feel and what they think.

An independent evaluation conducted in 2024 found that ‘Barnardos Ballybeg playground service has an exceptionally positive impact on the lives of the children who use it’.

(I like...).... “that they’re kind and they ask us what we want to do, and they do good stuff with us here. I like the helpers here. They help me If I was angry.... Like when I come in here all my worries go away” **Child age 10**

“She likes it, because my daughter, she didn’t speak very well before but by going there [to the playground] mixed with the children there and you know they do lots of activities it’s very helpful for her”. **Parent**

01



02



03



04



Contributing to Sustainable Development Goals:



Youghal Family Resource Initiative (FRI)

Youghal Family Resource initiative is a community-based service that supports children, parents and carers to achieve their full potential by working in partnership with the families and community, funded by Tusla. The service offers:

- drop in support for parents;
- themed workshops for parents;
- a parent peer group for parents of children with additional needs
- support to Ukrainian and other migrant families living in direct provision.
- afterschool care and seasonal camps for vulnerable children

	Parent attendees	Children attendees	Families
Intensive Family Support	7	13	7
Parent and Child Together (PEEP)	7	9	7
Parent and child together Under 5's workshops – Universal	146 Parents and children	-	-
Family Fun Days – Universal	718 Parents and children		
Group Work – Children/Young People/ Afterschool/summer programme/ Child only workshops – Universal	219		
Parents peer support Group/ Monthly parenting Workshops	213		
Drop-In Info & Advice/Enquiries/ Parenting Hub, including brief interventions	99		
	1,429 individuals (some participated in more than one of the above)		

Contributing to Sustainable Development Goals:

1NO POVERTY

2ZERO HUNGER

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

16PEACE, JUSTICE AND STRONG INSTITUTIONS

17PARTNERSHIPS FOR THE GOALS

West Finglas West Family Resource Centre (FWFRC)

The Finglas West Family Resource Centre marked its 6th year in operation in 2024. During 2024, 1167 children and 648 parents/adults attended a variety of services offered by FWFRC:

Whole classroom groups across five primary schools focused on breath work, movement, mindfulness

Homework Stay and Play group

A parenting programme for parents of children with ADHD Community events

FWFRC was awarded runner-up in the IPB Pride of Place Awards for the Cities Competition Community Wellbeing Initiative.

01



Better Finglas Area Based Childhood (ABC) Programme

Better Finglas Area-Based Childhood (ABC) programme aims to break the cycle of poverty for children and families (0–8) living in disadvantaged communities.

During 2024, Better Finglas worked with over 3000 parents and children across the different strands of work.

- **Parenting:** 170 parents attended a wide range of evidence-based parenting programmes, and over 300 parents also attended additional needs workshops
- **Pregnancy and New Parents:** The Preparing for Life home visiting programme supported 57 families in Finglas. Over 170 parents and over 200 children attended parent and toddler groups.

02



- 01 Mother of Divine Grace NS Volunteers
- 02 Gael Scoile Uí Earcain Volunteers

- **Social and Emotional Wellbeing;** 37 parents attended mindfulness workshops in 2024.
- **Early Years:** 27 local Early Years services were supported. 400 parents and 500 children received 'Steps to School Packs' to support their transition to primary school.
- **Literacy:** 266 pupils participated in Wizards of Words.
- **Interagency Working:** Better Finglas worked with over 200 interagency partners throughout the year such as CYPSC, Tusla, HSE Sláintecare, HSE CDNT, HSE Primary Care, local school Principals and HSCLs.

Support for Specific Needs and Experiences

Barnardos also provides support for children, young people, parents, adults and their families who have particular issues and specific experiences which can impact on their lives.

The children’s service worked individually with over 200 children and parents in 2024, as well as 17 young adults. Individual work focused on school or social difficulties, sensory and emotional regulation, parent and child connection and identity and life story work.

Contributing to Sustainable Development Goals:

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

16PEACE, JUSTICE AND STRONG INSTITUTIONS

17PARTNERSHIPS FOR THE GOALS

Post Adoption Service

The Children’s Post Adoption Service (PAS) is available to domestically adopted children including children adopted from foster care, and internationally adopted children and their parents, with bases in Dublin, Cork and Galway. The service can work with young adults up to the age of 23.

The children’s service worked individually with over 200 children and parents in 2024, as well as 17 young adults. Individual work focused on school or social difficulties, sensory and emotional regulation, parent and child connection and identity and life story work.

PAS ran a record of 48 different group-focused events for over 600 parents, children and teens, many of them multi-session courses.

Some particular highlights were:

Parents:

- In-person adoptive parenting support meetings in Dublin, Cork, Galway and Ennis
- Group parenting ‘Staying Grounded’, ‘Circle of Security’
- Input to Tusla preparation course for prospective adopters
- Online support groups for one parent families, adoptive Dads, adoptive parents of under 12s and adoptive parents of over 18s.

Children, young people and young adults:

- A webinar on birth family contact in intercountry adoption
- Different groups for different ages
- A group focusing on tracing and growing up adopted. 15 young people from Germany, Cork and Belfast attended an in-person session as part of the series.
- Ongoing monthly ‘friendship’ groups in Dublin and Galway for young teens.

Birth History Service

Barnardos Birth History Service provides therapeutic, information and practical services to birth parents, adopted adults, 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 provided across four centres in Dublin (two centres), Cork and Galway. The service can also be offered online and in the community. Online work offers access to the service internationally and in 2024 we had service users connect to the service from the UK, USA, Europe and Australia.

- Over 300 people received intensive 1 to 1 support both in-person and online. Searching/ pre reunion support was the number one reason for referral to the service.
- 400 people attended a group or webinar.

The Boarded Out Practical Support Service for Adults provided supports such as befriending, access to social, health and community services and form filling.

The Pretracing Service was launched in 2024 to support individuals waiting for a tracing service from Tusla. A helpline was offered on Tuesdays and Thursdays from 10am to 1pm across two services; the Children’s Post Adoption Service and Adult Birth History Service.

300+

The number of people that received 1 to 1 support through our Birth History Service.

Get in touch

If you are a parent who'd like some support through child care 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

Contributing to Sustainable Development Goals:



Children's Bereavement Support 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. The service has three components:

- 1. **Therapeutic support** for bereaved children and families. Most referrals are received due to sudden, unexpected or violent death. 140 families (114 children and 165 adults) received therapeutic support during 2024.
- 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 2024, four training sessions were offered with over 146 attendees.
- 3. **A national helpline** for any adult concerned about a bereaved child. The helpline offered support to 475 individuals.

140

The number of families that received therapeutic support in 2024.

Advocacy & Information Service for Parents of Children in Care

Barnardos Parental Advocacy and Information Service for parents of children in care provides support to parents/carers of children in the care of the State or are involved in care proceedings. The service has three parts:

- 1. **An Advocacy Service** to enable parents to actively participate in the child protection and court systems in an informed and supported manner - in Waterford, Wexford and Dublin North City. In 2024, the advocacy service worked with 231 parents providing court accompaniment, attendance at child protection conferences, Tusla meetings, legal consults, access reviews and individual information sessions.
- 2. **Information Provision and Communication Service** through a helpline, an email service and face-to-face workshops. In 2024, there were 494 information enquiries; 2 workshops in partnership with other agencies; 8 information sessions within the prisons; and 5 webinars in collaboration with the legal aid board.
- 3. **Monitoring and Evaluation** through an independent external evaluation conducted in 2024 by Cardiff University. The evaluation report is due in early 2025.

Guardian ad Litem Service

Barnardos Guardian ad Litem (GAL) service continued its work throughout 2024 to ensure that children who are the focus of care proceedings before the Courts, have the opportunity to have their views heard during these critical Court hearings.

A Guardian ad Litem represents the voice of the child within the proceedings as well as making an independent assessment of the child's best interest. The service has 33 skilled practitioners working across the country providing a service to 846 children in 2024.

846

The number of Children GAL provided service for in 2024.

231

The number of parents the advocacy service worked with in 2024.

Enhancing Services – Learning and Development

Best Practice

Trauma-Informed Specialist Approach

Barnardos' focus is on addressing the impact of interpersonal trauma. Throughout 2024, we continued to embed our trauma-informed approach as part of our Strategy 2022-2027. By the end of 2024, all staff providing targeted intensive family support have been trained in SAI, with just new joiners requiring training from 2025 onwards.

Working Together Audit

An internal audit was carried out on Working Together, under HIQA's National Standards for Children's Social Services Principle of Accountability showing HIQA statements and that standards are strongly evident in our procedures, and that the staff have a clear vision and strong practice which enables them to work in partnership with children and families.

Early Years Sector Support

In 2024, Barnardos, through its programme of work funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) provided a range of supports as follows:

Publications and E-learning

65,844 Barnardos resources were accessed by ELC and SAC professionals. 13,856 free booklets for parents were disseminated on topics such as behaviour, children's use of technology and choosing quality childcare. There were 5523 learner registrations for Barnardos e-learning modules.

Early Years Practice Development Webinars and Training Events

There were 898 participants at training events in 2024, with 563 participants attending 26 public training events. Another 335 participants attended 18 bespoke tailored training events in organisations such as County Childcare Committees, Community Childcare Providers, Private Childcare Services and Colleges providing Early Learning and Care courses with QQI qualifications.

Library

In 2024, Barnardos Library loaned 301 books out to its members, and there were 132,483 downloads from Barnardos Knowledge Bank. The Library had 11,069 information requests from members for books, ebooks and articles relating to all aspects of ELC and SAC including child development, play, leadership, and other family and service topics.

Regional Development Support, Mentoring and Advocacy Barnardos regional development workers provided ongoing guidance and resources to early learning and care as well as school-age settings in the form of advice, mentoring, and the provision of information to ELC and SAC settings.

Electronic Record Keeping

Our Electronic Record Keeping (ERK) 'Eclipse' system is used by our 350+ services staff to record and report on all of their interactions with those who use our services. There are now 50,000+ person records on our system, and approximately 200 new person records are added every week.

Research and Evaluation

In 2024, **our outcomes study** (see Spotlight #2) determined that the service provided

by Barnardos in intensive family support achieved positive outcomes for children, with statistically significant improvements in child wellbeing and behaviour, as well as improvements in parent-child relationships and parent wellbeing. **These findings are a strong endorsement that a Barnardos Service works.**

Barnardos Trauma-informed Approach for Children and Parents Experiencing Substance Misuse – Evaluation in Lorient (Tallaght) and Ballyogan Services (South Dublin). Conducted by the University of Ulster, the research showcases how Barnardos services are responding, using a tailored, trauma-informed approach to establish and maintain safety for children and reduce risk of hidden harm, to strengthen parent-child relationships and build parenting capacity. High levels of satisfaction with the supports received from Barnardos were described. The Barnardos environment was praised and experienced as calming and welcoming.

Parents of Children in Care Advocacy and Information Service

The Parent Advocacy and Information Service was evaluated by Cardiff University. A preliminary report found that the service is highly regarded by parents and professionals alike for its person-centred, non-judgmental,

and rights-based approach. Parents consistently described the transformative impact of having an independent advocate who listens to them and provides non-judgmental support. The final evaluation will be published in 2025.

Entrenched Interparental Conflict

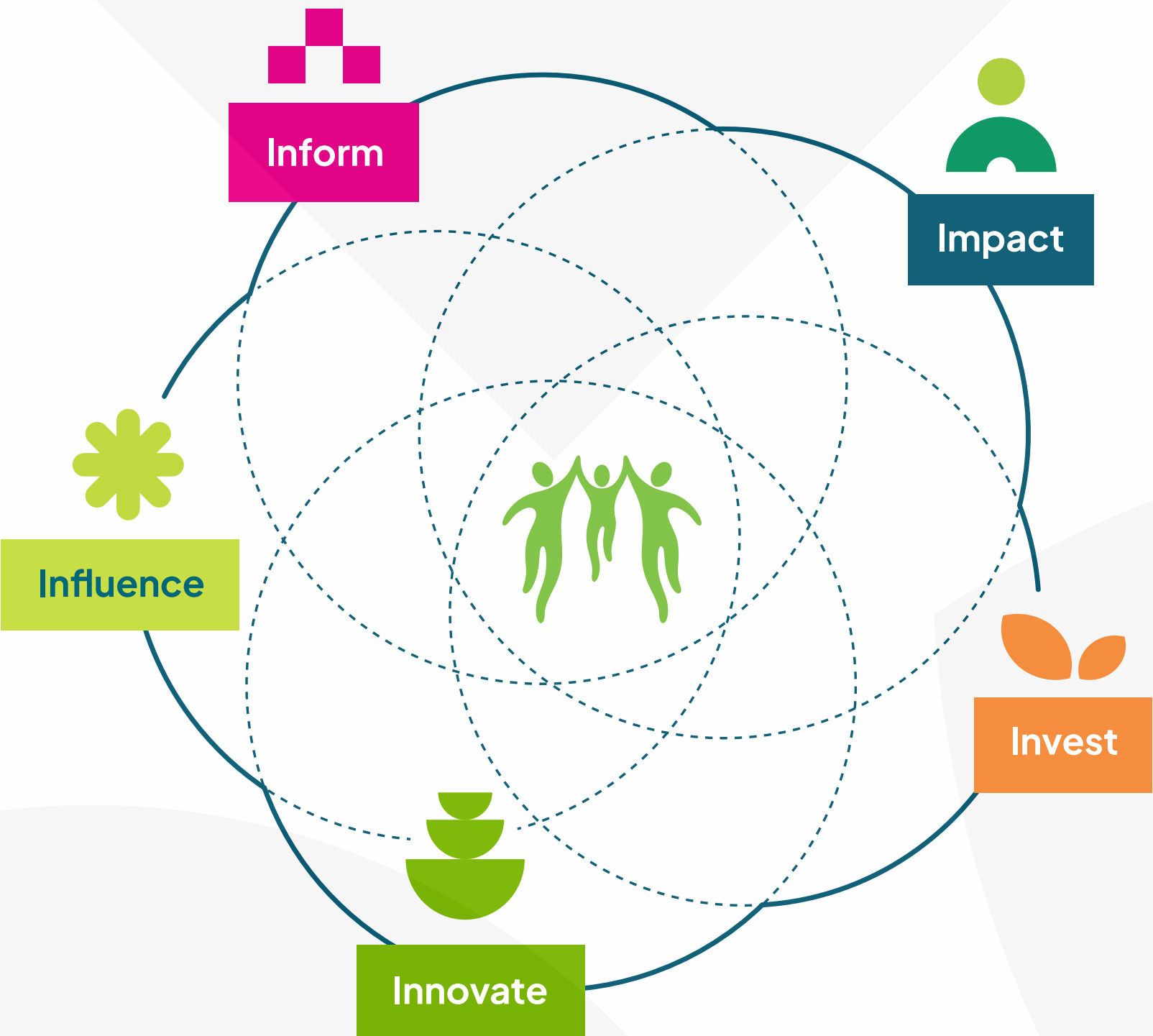
The evaluation of the pilot of Barnardos interparental conflict programme, which was delivered in five sites, found that parents, children and staff reported positive outcomes for children and family relationships.

Quality Assurance and Waiting List Audit

The key findings of an external audit of Barnardos' referral and waiting list processes were that managers are adhering to Barnardos' Waiting List Management Guidance and Active Case Management Framework, but that they need to be updated to include some current practices. A key recommendation is that consideration be given to how to effectively manage the challenge of competing referrals from Tusla social work teams which are prioritised and self-referrals which typically wait longer. An action plan for implementation of the recommendations will be developed in 2025.



Key Performance Indicators (KPIs) 2024



Impact

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

Overall % increase in the number of children, parents and adults reached by services – reporting on 2023 figures.

In 2024, there was an increase in the number of children, parents and adults reached by services, moving from 26,009 in 2023 to 35,649 in 2024.

Develop digital mechanism for capturing service user experience.

Barnardos successfully captures service user experience on our electronic record system, *Eclipse*. Work commenced on an independent tool for service users to give feedback outside our record keeping process.

Meeting service quality standards evidenced through quality assurance and inspection

2 audits completed in 2024.
An external audit on our Waiting List and Referral pathway, and an internal audit on the HIQA principle of Working Together.

✓ Achieved

✓ Ongoing

✓ Achieved

Key Performance Indicators (KPIs) 2024



Invest

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

Implement the Children’s Services capacity and structural review

Internal restructuring completed with the establishment of Director of Services and Director of Innovation and Development, with the specific goal of broadening the base of statutory support for Barnardos work.

Achieved bronze accreditation from the Irish Centre for Diversity and Inclusion acknowledging that we have built a strong foundation to embed a culture of diversity and inclusion across the organisation.



✓ Achieved



Innovate

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

Support implementation of integrated trauma specialist service model

Implementation of integrated trauma specialist model supported (BBM, SAI, TI model and Wellbeing Framework).

Training in BBM, SAI provided. Trauma-informed framework reviewed and being further revised in 2025. Staff Wellbeing framework drafted in 204 for review in 2025.

✓ Ongoing

Implementation of new ERK system – ensuring data quality, reporting and analysis of data

Electronic Record Keeping (ERK) ‘Eclipse’ system is fully embedded and used by our 350+ services staff to record and report on all of their interactions with those who use our services. Key statistical Power BI reports have been built which give visibility of key Eclipse metrics to services staff at all levels, as well as senior managers across all functions, and external stakeholders for reporting purposes. 2025 will see a focus on further facilitating data-enabled decision making, and providing insight that supports Barnardos strategic priority goals – including to Impact, Innovate and Inform. Examples of these will include the delivery of meaningful outcomes measures, and also the implementation of digital feedback mechanisms.

✓ Ongoing

Develop a diversity and inclusion plan for service users

Managers attended a joint management training session with Centre for Diversity & Inclusion in June 2024, and staff attended 2 Inclusion Webinars this year on topics related to Travellers and LGBTQ+. A guidance on how to gather sensitive information from services users was drafted in 2024 for rollout in 2025. Assistant Directors and Regional Management Teams are devising regional approaches to enhance and improve inclusive practice in 2025.

✓ Ongoing

Key Performance Indicators (KPIs) 2024



Inform

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

3 research and evaluation studies conducted

- Several evaluations conducted in 2024:
- Entrenched Parental Conflict
 - Advocacy and Information Service for Parents of Children in Care
 - Ballyogan and Lorient Services
 - Finglas Interagency Collaboration Evaluation

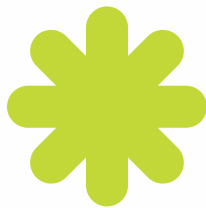
Implementation of the Outcomes Framework

Standardised Outcomes Measures – The 3 standardized outcomes measures selected were implemented initially in 10 pilot sites. Data now collected and analysed for 345 service users, which demonstrated positive outcomes across the 10 pilot sites. Then rolled out across all family support and early years sites in late 2024, with data being collected on an ongoing basis for further review in 2025.

Barnardos Outcomes Framework – A draft document is in train following engagement with an internal working group. Awaiting Tusla outcomes framework before further development.

✓ Achieved

✓ Ongoing



Influence

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

Maximise opportunities for children and parents to participate with purpose in service design & delivery and policy development

Key focus on increasing the visibility of children and young people who have experienced domestic violence and abuse and influence the shape of service and public policy to respond to their needs.

Key achievements by the Empower Kids Project include #kidsvsdomesticabuse campaign in June 2024 and Empower Kids Event of Influence – 16 Days of Action in December 2024 which brought

01 Postcards sent to An Taoiseach as part of the #kidsvsdomesticabuse campaign in June 2024.

children and young people together with key agencies responsible for their protection to engage in meaningful discussions. Children and young people shared their key messages from their 'Vision for Change' – which they will further work on in 2025.

Barnardos is a member of the Voice of the Child Working Group facilitated by Dept of Justice as part of the implementation of the Family Justice Strategy.



✓ Ongoing

Policy

At the start of the year, Barnardos launched **a new report** outlining the prevalence of poor parental mental health and the impact it has on children across the country. The report’s findings demonstrate that a substantial number of parents in Ireland are experiencing mental health issues, a significant proportion of whom will have had their parenting impaired as a result and their children negatively affected. Without support, this jeopardises the quality of thousands of childhoods across the country, as well as future adulthoods.



Read the **Report on Parental Mental Health and the Impact on Children**



Contributing to Sustainable Development Goals:



The latest annual **Barnardos and ALDI Ireland Food Insecurity Research** was released in February demonstrating that food insecurity in families with children continues to worsen. An increasingly large proportion of children are living in homes where parents are cutting back or going without meals themselves to feed their children or resorting to food banks to provide themselves and their children with sufficient food. In response to our recommendations we saw the Government extend hot school meals, introduce a pilot programme to deal with out-of-term meals for children and publish a food poverty strategy.

We continued our series of **cost of living reports** in May. Despite inflation slowing down considerably, prices remained high for essentials and parents continued to report their financial struggles to staff regularly. The report outlined the stark reality for a number of families who are cutting back and going without essentials due to increases in cost of living, the struggles families are facing and the impact it is having on their children. Almost half of parents (47%) said they had gone without or cut down on one or more of heat, electricity, medical and food over the past six months. We set out immediate steps that the Government should take to help alleviate deprivation among children in Ireland.

We have seen a commitment in Budget 2025 to do more to reduce the demand for voluntary contributions, extend free schoolbooks to all pupils in secondary school and promises in manifestos to increase back to school allowance.

For 20 years, Barnardos has highlighted the costs and pressures experienced by parents when preparing their children to go back to school each September. This year’s **survey** found that although some progress has been made in addressing back to school costs, expenses remain high for many. In response to our recommendations, we have seen a commitment in Budget 2025 to do more to reduce the demand for voluntary contributions, extend free schoolbooks to all pupils in secondary school and promises in manifestos to increase back to school allowance.

In September we prioritised influencing **Budget 2025**. We focused on three issues that could be quickly addressed in order to help eliminate child poverty and make sure that every child can realise their full potential. These included the need for targeted income supports for low income families, cutting essential costs such as school costs and improving access to supports for families.

Ahead of the November general election, Barnardos called on all parties to commit to significantly increasing funding for intensive family support services to reduce the harm and trauma to children exposed to these issues. Simultaneously, we evidenced the need for a new Government to commit to reducing parental adversities and drivers

of childhood trauma whilst improving health, wellbeing and developmental services for children across the country.

47%

Almost half of parents (47%) said they had gone without or cut down on one or more of heat, electricity, medical and food over the past six months.

Throughout the year, we highlighted the issue of family homelessness and the impact it is having on children across the country. Too many children are suddenly being uprooted from their homes, friends and communities, often forced to move schools, and being placed into overcrowded and unsuitable accommodation. This frequently involves sharing single rooms with multiple siblings and parents, with little to no amenities and being long distances from their homes for potentially long and uncertain periods of time.

We continued to respond to government consultations, particularly in the area of family justice, and presented to Oireachtas committees on issues including children in care and Traveller mothers in prison.

Spotlight

A Barnardos Service Works

In 2024, a Barnardos study of outcomes determined that the service provided by Barnardos in intensive family support achieved positive outcomes for children, with statistically significant improvements in child wellbeing and behaviour, as well as improvements in parent-child relationships and parent wellbeing. **These are very important findings, and a strong endorsement that a 'Barnardos Service' works.**



Spotlight

A Barnardos Service Works

...children involved Barnardos intensive family support services scored substantially higher on the SDQ when compared to a representative sample of Irish children in the Growing up in Ireland study...

65% of children were categorised as showing high or very high behavioural difficulties

In 2024, three brief standardised outcome measures were introduced into Barnardos Intensive Family Support services . These are:

- The Strength and Difficulties Questionnaire (SDQ)
- The Pianta Child Parent Relationship Scale
- The Short Warwick Edinburgh Mental Wellbeing Scale

These measures provide information on:

- Child strengths and difficulties across five domains: emotional symptoms, conduct problems, hyperactivity, peer relationship problems and prosocial behaviour. An additional impact sub-scale assesses any distress, burden or social impairments experienced by children and their families
- Parent perceptions of their relationship with their child, particularly closeness and conflict
- Parent wellbeing, such as how well they are able to function and thrive

The Standardised Outcome Measures were completed by parents:

- At baseline (when families started attending Barnardos services); and
- At follow-up (when they were finishing up with Barnardos services)

In total, at least one measure was available for 562 parent and child participants at baseline (281 families). Statistical analyses (paired sample t-test) were used to explore change in the lives of families after involvement in Barnardos services.

Child Behaviour and Wellbeing

High scores at baseline on the SDQ indicated that children in Barnardos services were demonstrating consider risks to their wellbeing. A range of co-occurring challenges were reported by parents:

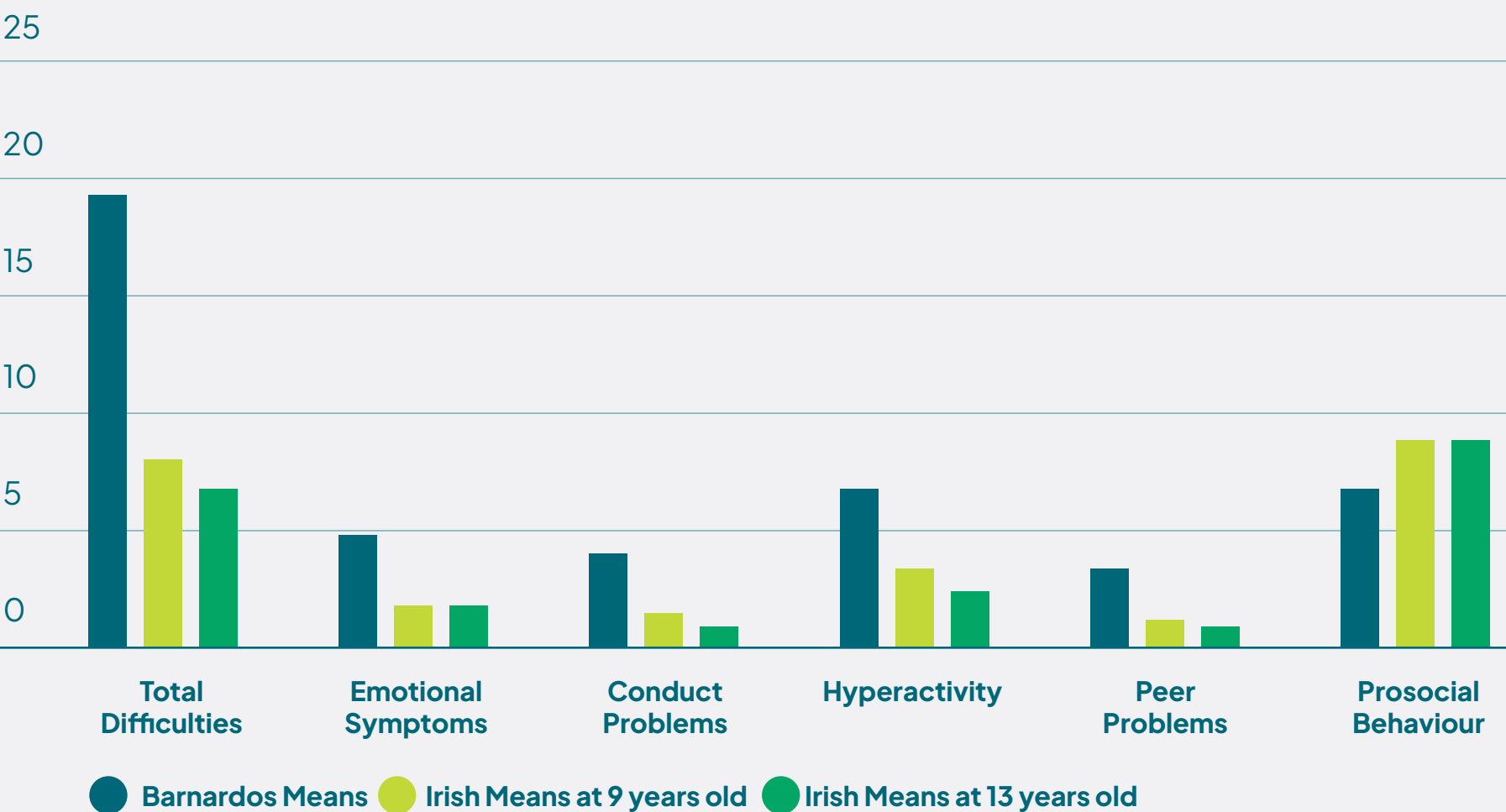
- 65% of children were categorised as showing high or very high behavioural difficulties
- 56% were rated as having high/very high conduct problems.
- 53% were demonstrating high/very high emotional problems
- 45% were reported as experiencing high/very high peer problems
- 39% were rated as showing high/very high levels of hyperactivity

- 48% of children were rated as having lowered prosocial behaviours
- 71% were experiencing high/very high distress and social impairment

Overall, children involved Barnardos intensive family support services scored substantially higher on the SDQ when compared to a representative sample of Irish children in the Growing up in Ireland study that showed that only 7% of children in Ireland typically fall into high/very high range for difficulties. Comparisons of average or mean scores on the SDQ show that children involved with Barnardos are at significantly greater risk of poor behavioural and wellbeing outcomes (See Fig. 1).

Figure 1

Figure 1: Child behaviour and wellbeing at baseline - Comparison between children involved with Barnardos and Growing up in Ireland data



Spotlight

A Barnardos Service Works

95%

of parents reported good wellbeing after taking part in Barnardos service

5%

Only 5% of parents were experiencing challenges at follow-up

At follow-up, after taking part in Barnardos services, children were rated as showing significantly fewer difficulties (Fig. 2), as well as greater strengths (Fig. 3). Levels of distress and social impairment had also significantly reduced (Fig. 4). After taking part in Barnardos Services:

- The proportion of children experiencing ‘average’ difficulties was increased to 50%
- The proportion of children experiencing high/very high difficulties was reduced to 40%
- Figure 2: Decrease in Child Total Difficulties between baseline and follow-up

The 2024 study also showed improvement in children’s strengths between baseline and follow-up; and a decrease in stress and ‘social impairment’ between baseline and follow-up.

Parent–Child Relationships

At baseline, parents on average reported close and affectionate relationships with their children. However, baseline comparison between parents and children involved in Barnardos and data from Growing up in Ireland indicated that families in Barnardos experienced more challenges in their relationships, including in particular, more conflict and negative interactions.

At follow-up, parents described their relationships with their children more favourably. After taking part in Barnardos services, parents reported more positive aspects in their relationship with their child, such as more warmth, affection, and open communication. Conflict in the parent–child relationship was also reduced. These improvements in the parent child relationship were statistically significantly.

Parent Wellbeing

The majority of parents rated themselves as experiencing positive wellbeing. This suggests that parents were generally experiencing positive emotions and feeling connections with other people. Nevertheless, around 40% were experiencing challenges to their wellbeing.

Parent wellbeing was statistically significantly improved after taking part in Barnardos services, with parents reporting substantially better functioning at follow-up when compared to baseline scores.

- 95% of parents reported good wellbeing after taking part in Barnardos service
- Only 5% of parents were experiencing challenges at follow-up

These findings are important because they indicate that the intensive family support model provided by Barnardos is achieving positive outcomes for children and their families.

Figure 2

Decrease in Child Total Difficulties between baseline and follow-up.

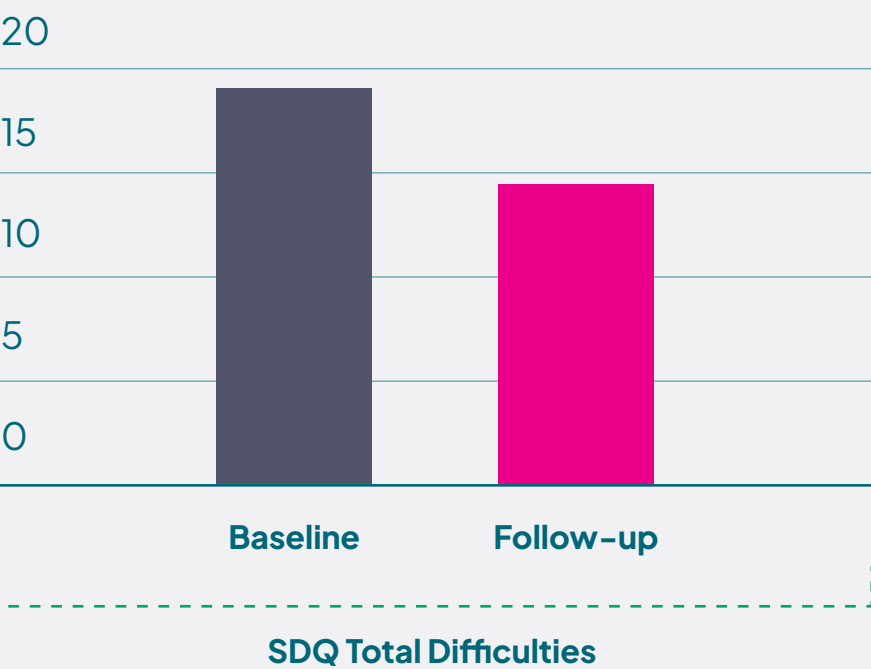


Figure 3

Improvements in Child Strengths between Baseline and Follow up.

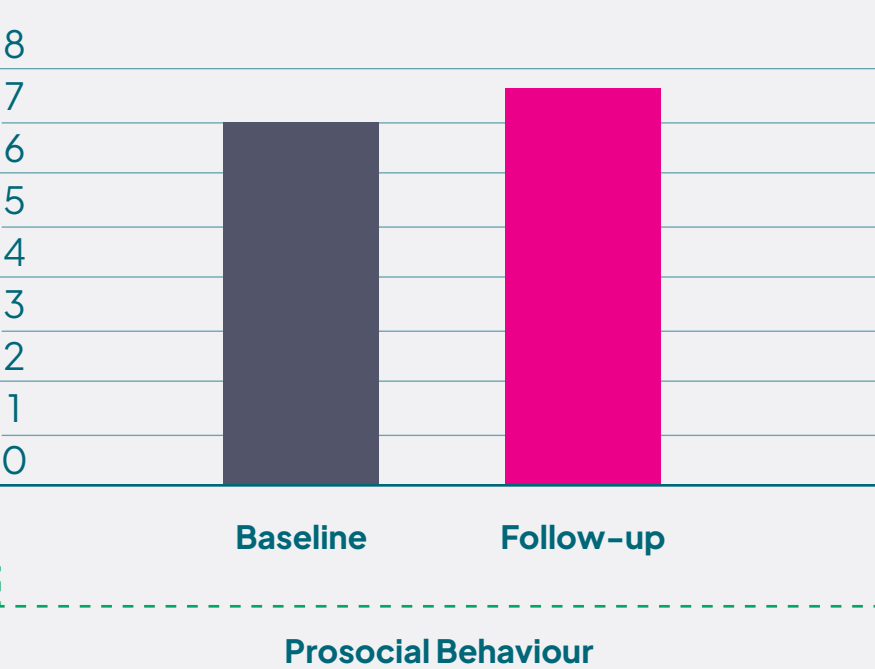
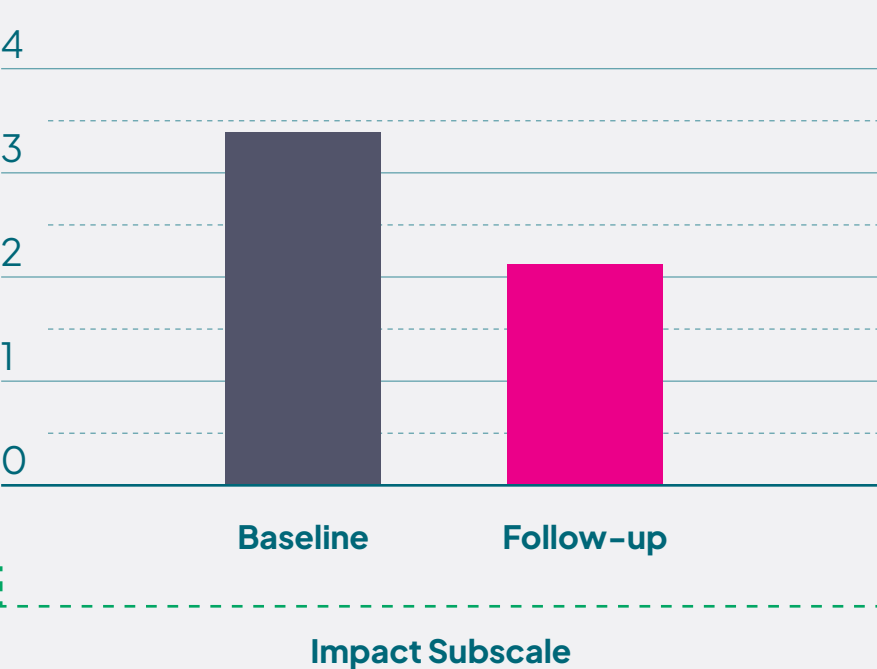


Figure 4

Decrease in Distress and Social Impairment between baseline and follow-up.



¹Measures were initially introduced on a pilot basis and subsequently across all projects

Fundraising and Retail

Thanks to the kindness and generosity of our donors, customers and supporters we raised a total of €10,359,000 in 2024.

A woman with long dark hair, wearing a white button-down shirt with black floral patterns and black trousers, is walking on a paved path. She is holding hands with four children. The children are wearing high-visibility green vests over their clothes. Two of the children are holding colorful umbrellas. The background is a lush green forest.

€10,359,000
Raised in 2024

Fundraising and Retail

Events & Community

2024 marked the 21st birthday of Barnardos' Big Toddle campaign, and saw over 27,200 pairs of little legs in crèches, Montessori, and homes nationwide toddling on a sponsored walk. In celebration of this wonderful milestone, we hosted a special Big Toddle Family Fun Day in July together with The Irish Sun. More than 550 families and children gathered to toddle through the beautiful Airfield Estate, enjoying a day filled with fun outdoor games, arts and crafts, and entertainment.

Our dedicated community fundraisers across Ireland showed their incredible support by organising various fundraising events this year. They hosted raffles, completed marathons and endurance challenges, shook buckets, donned festive Christmas jumpers, baked up a storm and hosted a variety of unique fundraising initiatives. We are especially

grateful to Barnardos Board Chair Martin Dobey who marked the end of his tenure by taking on his greatest challenge yet – to walk 560km from Bray Head in Co. Wicklow to Bray Head, Co. Kerry over 18 days!

We hosted **Barnardos' Giving Day** in September and one of the many activities that took place was a one-day takeover with Ireland's Classic Hits Radio. Throughout the day, our project workers shared their first-hand experiences of just some of the families they work with, encouraging listeners to donate.

We are immensely grateful for the support and interest from countless children, parents, clubs, schools, teachers, and community event organisers who fundraised for Barnardos in 2024.

Partnerships

Barnardos Partnerships have continued to create tangible and lasting change in 2024. We would like to thank our incredible 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.

The Barnardos partnership with Aldi continued to grow, culminating in our fourth year of partnership raising much needed funds, vouchers and awareness. Aldi had a number of products on sale in store with proceeds going to Barnardos, including their annual Kevin the Carrot and Merry Milkmas Christmas items as well as cards, flowers and trolley tokens. Store fundraising activities reached record highs, with some brave members of staff taking 7 dips in 7 days, and a host of other activities throughout the year.

Christmas FM once again launched their Magic of Christmas Appeal, with Barnardos as one of their charity partners and September saw the return of the wonderful Kraft Heinz 'Heinz Meanz Mealz' campaign in support of our work. Dell Technologies continued their support of our family support and early years work across their 3 sites, with numerous events throughout the year as well as collections across Dublin, Limerick and Cork for our Giving Day in September.

This year we also worked with the GPA. Both organisations have a strong focus on resilience and community support which led to some wonderful 'training camps' with well-known GAA stars and local Barnardos groups. We were delighted to be the charity of choice for their annual GPA Legends Lunch in July. Return for Children, a new initiative of 6 children's charities including

Barnardos, launched in 2024 with the hope of collecting Deposit Return Scheme recyclables in key locations and at mass events in support of our collective work. ^[SB1]

We also saw wonderful support from our partners across Ireland, from monthly payroll giving schemes to table quizzes and 5k for Barnardos campaign.

01



02



03



Contributing to Sustainable Development Goals:



- 01 Partnership with the GPA
- 02 Because Childhood Lasts a Lifetime Campaign on Dublin Bus
- 03 Because Childhood Lasts a Lifetime Campaign Billboard Campaign 2024

Fundraising and Retail

Individual Giving

In 2024, the Donor Marketing and Direct Recruitment team worked tirelessly to connect Barnardos' vital mission with the hearts and minds of our supporters. Through impactful direct mail campaigns and a variety of tele-fundraising call campaigns, the team shared powerful stories of how donor generosity transforms the lives of children and families across Ireland.

A highlight of the year was the invaluable conversations we had with over 30,000 of our donors, where they shared their motivations for giving and expressed their ongoing commitment to Barnardos. These heartfelt interactions remind us of the incredible community of supporters who enable us to deliver life-changing support to vulnerable children and families.

We are particularly grateful to donors who responded to our Tax Back Campaign and completed tax relief forms, allowing Barnardos to claim additional funds from Revenue on donations over €250. This generous action amplifies the impact of their contributions and helps us stretch every euro further in our work.

2024 also saw the launch of Barnardos new campaign — Because Childhood Lasts a Lifetime.

We would like to extend our heartfelt thanks to every individual who gave, whether through a one-off donation, regular contributions, or legacy pledges. Your kindness and generosity continue to make a tangible difference in the lives of thousands of children and families.

Philanthropy

Our fantastic philanthropic partners continued to demonstrate unwavering support for our work in 2024. The annual and multi-annual funding provided by our individual major donors and over 25 charitable trusts and foundations was vital in helping us to sustain our core services for vulnerable children and their families across the country.

We would like to recognise and thank everyone at Community Foundation Ireland, the Ireland Funds, the George & Angela Moore Trust, the PCM Foundation, the Coppin Charitable Trust, the Sunflower Foundation, Fidelity Europe Foundation, Tomar Trust, and all the other trusts and foundations for their ongoing dedication and efforts on our behalf.

We would also like to thank each and every one of our philanthropic individual major donors for their incredible generosity and commitment. We would not be able to change the story of so many vulnerable children across Ireland every year without the support of so many amazing partners.

01 Caption Lucy Smith who purchased her wedding gown from Barnardos Bridal Rooms

02 Interior of one of Barnardos shops

03 Staff at one of Barnardos shops

04 Clodagh Carroll (Barnardos) and Vogue Williams at the Heinz Meanz Mealz campaign

01



02



03



04



Contributing to Sustainable Development Goals:



“

..There are a lot of charities out there we're asked to get involved with and sometimes you don't understand them, or you don't understand the service they're providing, but Barnardos just made sense to me relative to the upbringing I had.”

Paul O'Connell



Contributing to Sustainable Development Goals:



Fundraising and Retail

Philanthropy (continued)

One of the highlights of 2024 was our 'Fireside Chat' with Barnardos Ambassador and Irish rugby player/coach Paul O'Connell, our CEO Suzanne Connolly, and Limerick Project Leader, Melinda Hughes.

Our MC on the day - Today FM's Matt Cooper, generated an insightful and inspiring conversation between our guest speakers on the impact of childhood in shaping our lives and the adults we go on to become, and the various ways in which Barnardos works with vulnerable children and their parents to help them overcome adversity and transform the direction of their lives.

We would like to thank Today FM's Matt Cooper our MC for the event, Paul O'Connell, and our supporters for making this a very special and engaging event.

“You can imagine what it's like for a young child coming into school, probably coming from an environment where there's all sorts going on – only one parent might be there, there might be addiction there – who knows what's happening in the background in terms of the upbringing they've had. Then on top of that, they're going to school hungry. Even a well-functioning child struggles to concentrate and work and not be disruptive in school if they are coming to school hungry. That for me was a big eye opener, it was a surprise to me. It also made sense to me.” Paul O'Connell

Another highlight of the year was The Ireland Funds Global Annual Conference, which took place in Cork on 20th and 21st June. We were honoured to be invited to this event and to host a visit for more than 20 Ireland Funds representatives and supporters to our Early Years centre in Knocknaheeny. Our visitors learnt about Barnardos services in the local area and how we help vulnerable children under the age of five to reach their developmental milestones and become school ready.

A huge thank you to Caitriona Fottrell, Siobhan Gallagher, Gary McGann and all the team at The Ireland Funds who made this visit possible.



- 01 2024 'Fireside Chat' with Barnardos Ambassador and Irish rugby player/coach Paul O'Connell, CEO Suzanne Connolly, and Limerick Project Leader, Melinda Hughes
- 02 St.Patrick's Day artwork created by children attending Barnardos Knocknaheeny

Retail

Barnardos Retail had a successful year in 2024 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&6 training awards. We were proud to see 43% of Barnardos' CE staff moving into employment and would like to wish them all the best in the future.

Barnardos Bridal Rooms continue to grow in popularity with approx. 800 appointments being made by brides who want to support Barnardos while making their very special purchase.

Fundraising and Retail



L- R Martin Dobey on Martin's Mad Walk, Big Toddle Family Fun Day, Halina Mc Nabb (Barnardos), Tom Parsons (GPA) and Suzanne Connolly and RSA and 123.ie staff volunteer day.



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

Fundraising and Retail



L to R Dublin Zoo Wild Lights Volunteers, ALDI and Ring of Kerry Charity Cycle, Fred Cooke for Christmas Jumper Day, Return for Children initiative, Barnardos team for Hell and Back endurance challenge, Barnardos volunteers supporting Big Toddle Fun Day, Richie Sadlier enjoying the fun, Dugloe ALDI store volunteers.

Spotlight

Barnardos Because Childhood Lasts a Lifetime

In 2024, Barnardos launched its campaign ‘Truest stories are the hardest to tell – because childhood lasts a lifetime’ – a powerful film to shed light on the challenges faced by vulnerable children in Ireland, and Barnardos family support services.

The film centres around a young boy recounting his own childhood to a Barnardos project worker. The film demonstrates that understanding childhood trauma takes time and effort, and there are no quick fixes.

Watch the TV Ad 



Our People

Our People and Culture Strategy 2024 – 2027 was developed as part of Barnardos strategic commitment to invest in our people. In 2024, we were able to invest in our people through the strategy and launched a number of initiatives.

The key themes and progress of the strategy include:

- **Work** Attracting and retaining quality people delivering services that transform the lives of children. We updated our recruitment practices and will continue to make progress in 2025.
- **Belong** Fostering a culture of Diversity, Equality, Inclusion and Belonging for our People. Barnardos achieved a bronze award with the Irish Centre for Diversity and will be working to progress our Diversity Equality Inclusion aims further.
- **Grow** Excellent training and development opportunities whilst providing fulfilling career pathways. Key focus in 2024 was our Trauma Informed training including sensory attachment training. We also focussed on data protection training.
- **Thrive** Enhancing and supporting our People's well-being. We appointed Spectrum Life as our employee wellbeing provider offering a comprehensive range of employee wellness, coaching, counselling and a suite of staff discounts.
- **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 successfully tendered for a new HR and Training system with Healthbox HR and will be moving to implementation throughout 2024- 2025.

Key Stats:

At the end of December 2024, the number of employees was 524 (46% Full-time, 54% Part-time). Our average number of employees for 2024 was 501. Our average number of employees for 2023 was 486.

There were a total 32 students placements recruited across services in 2024. Community Employment (CE) Schemes supporting our work in Limerick and in our shops had a total of 49 participants in 2024.

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

Our absence rate for 2024 was 5.15% which is up on 2023 which was 4.15%. This

- 01 Staff Celebrating PRIDE at Finglas West FRC
- 02 Barnardos Ambassador Louise Duffy and Deirdre Cahir (Barnardos) at the ALDI tent at Electric Picnic
- 03 Fundraising Direct Recruitment James Boland Award
- 04 Service for Traveller Women in Prison Committee

increase is mainly due to critical illness.

Securing and retaining staff remains challenging in what has become an extremely competitive employment market. As part of a coalition of employers under the direction of the Wheel, we continued to lobby 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 2024 we updated our recruitment practices. We continue to strive to be an employer of choice with attractive terms and conditions. During 2024 we updated our recruitment practices. We were delighted to achieve the Bronze Award in Diversity and Inclusion supported by the Irish Centre for Diversity. This along with our improved practices allows Barnardos to attract a diverse talent pool.



Our People

Staff Training

In 2024 over 1,430 participants attended internal staff training on 40 topics. This training was provided through group sessions e.g. Child Protection, Sensory Attachment Intervention and Leadership training, as well as various eLearning sessions that staff completed independently e.g. Data Protection.

Protection for Services Staff, Designated Liaison Person for Managers, Anti-Bullying, Anti-Harassment and Health and Safety all training continued to be provided throughout the year. The second half of the year had a focused on Data Protection training for all staff. This training was a reminder to all staff of the importance of individual data protection responsibilities and was rolled out to complement the continuous eLearning aimed at raising awareness via bitesize modules during the year.

In 2024 the Barnardos Learning Hub was introduced which gives all staff access to a library of training courses, all of which

are available for instant access. To date, 26 topics have been selected including Stress Management, Managing Hybrid Teams and Emotional Intelligence.

We continue to offer blended, in person, online, webinars and self-directed eLearning options. The training format is assessed against the topic and key elements such as content, participation requirements, size of group, geographical location of audience, trainer and participant feedback. The overall satisfaction rate for trainer and training content continues to be excellent with both getting an average of 98% in feedback.

External Training

During 2024 Barnardos external training delivered 59 public and 96 tailored events with over 2200 participants receiving certificates of attendance. We had 102 Child Protection Training events, 44 Early Years Practice Development events and nine9 Supervision events.

Alongside our Children First, Child Protection Training for those working with children and/or their families in all settings and sectors, there is strong interest and demand for Barnardos specialised Children First Child Protection Training for Designated Liaison Persons. and wWe delivered 32 training events for people with this role.

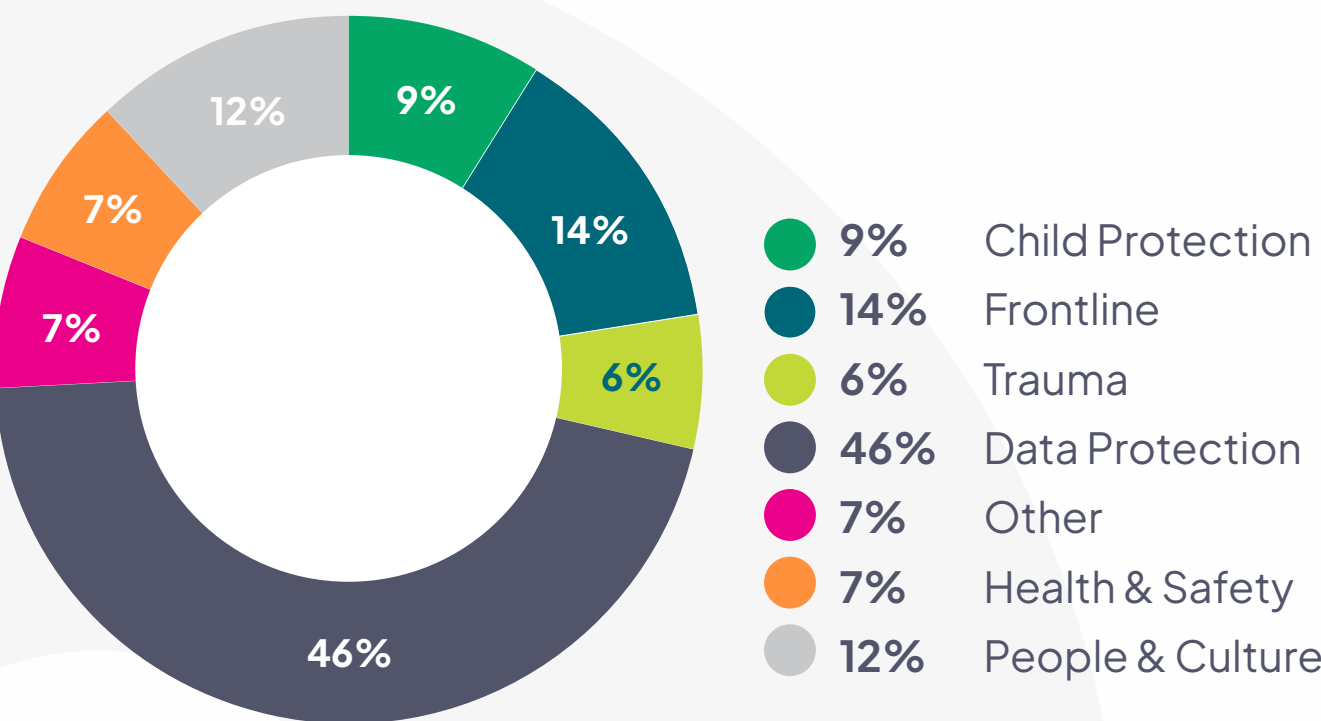
For those working in Early Learning and Care settings, popular training topics this year included:

- Understanding Young Children's Behaviour
- Sharing Developmental Concerns with Parents
- Building Trauma Awareness
- Promoting the social and& emotional well-being of babies, toddlers and young children in ELC; an infant mental approach

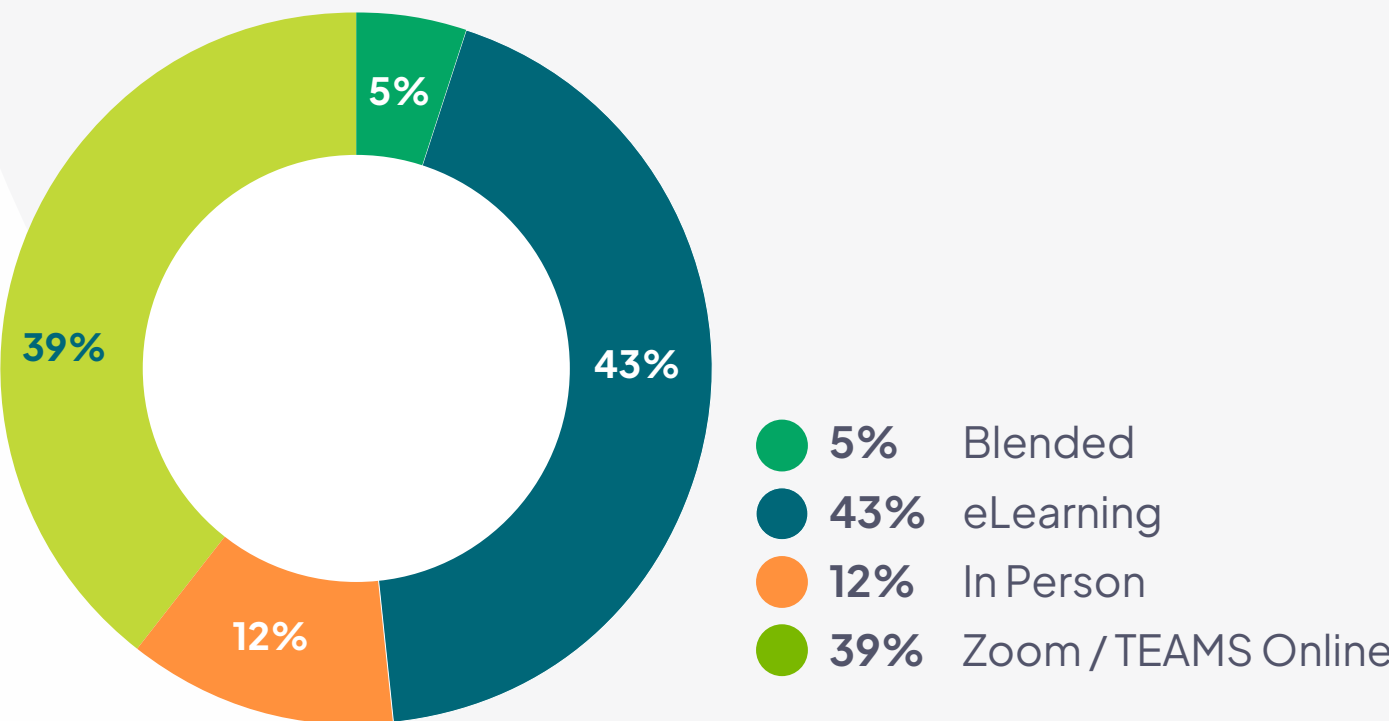
This year, it was great to see so many participants engaged in Supervision Training. Thistoo which helps to support quality practice. and wWe delivered nine 9 events on Making the Most of Supervision Training for Managers and Supervisee's across the country.

During 2024, 60% of Barnardos external training was delivered online, ensuring the training is accessible to professionals right across Ireland. We saw increased demand for in-person tailored training which we can also accommodate with experienced trainers in every region. Our satisfaction rates for trainers and training content averages 97%. We are delighted that so many participants find our training to be of high quality and that the best practice content is a support to their work and role.

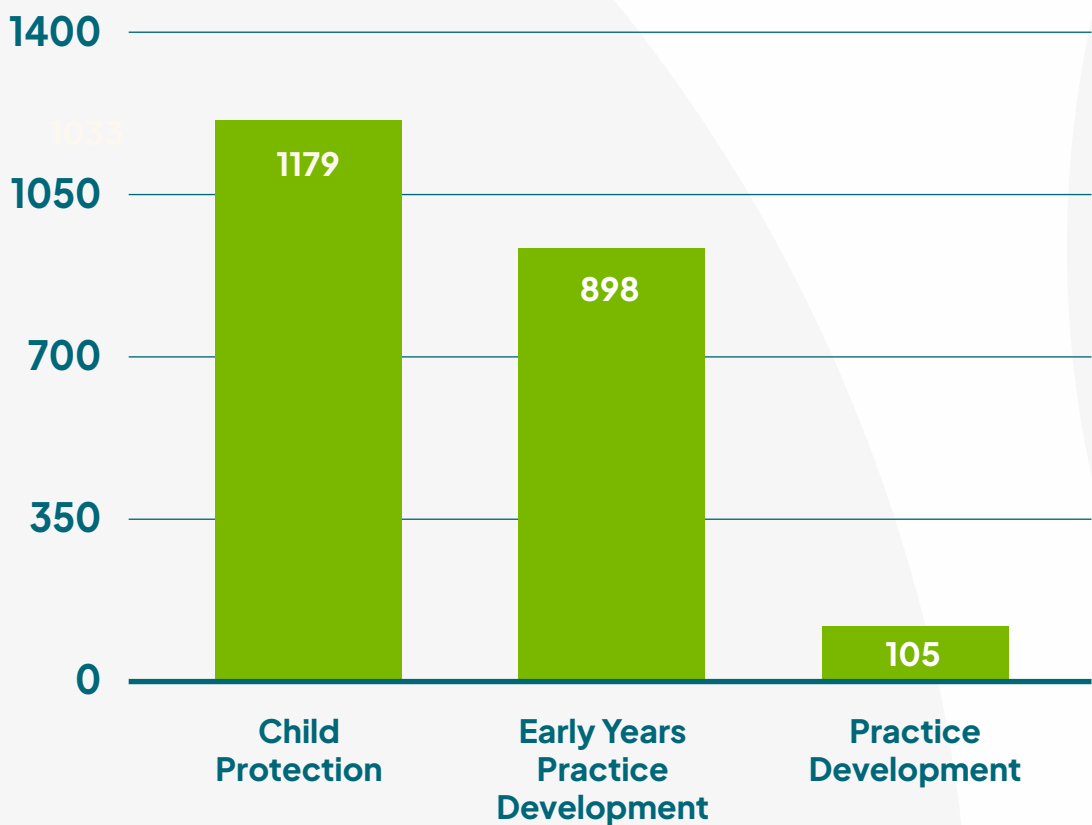
Breakdown of Training



Participants attended/ Style of training



External training



Overview of Barnardos Services

In 2024, Barnardos worked with

35,649

children, parents and adults.

2024	Child and Family Services	Guardian Ad Litem (GAL)	School & Community Services			Total
			Roots of Empathy	Wellbeing Groups	Universal Groups	
Children & Young People	5,522	846	6,208	4,318	3,352	19,890
Parents/ Carers/Adults	5,182			859	4,713	10,695
SUB-TOTAL **	10,704	846	6,208	5,177	8,065	30,585
Advice / Enquiries						4,649
Total Number of People	10,704**	846	6,208	5,177	8,065	35,649

** The child and family services sub-total of 10,704 is made up of 4,692 families.

Contributing to Sustainable Development Goals:

1NO POVERTY

2ZERO HUNGER

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

5GENDER EQUALITY

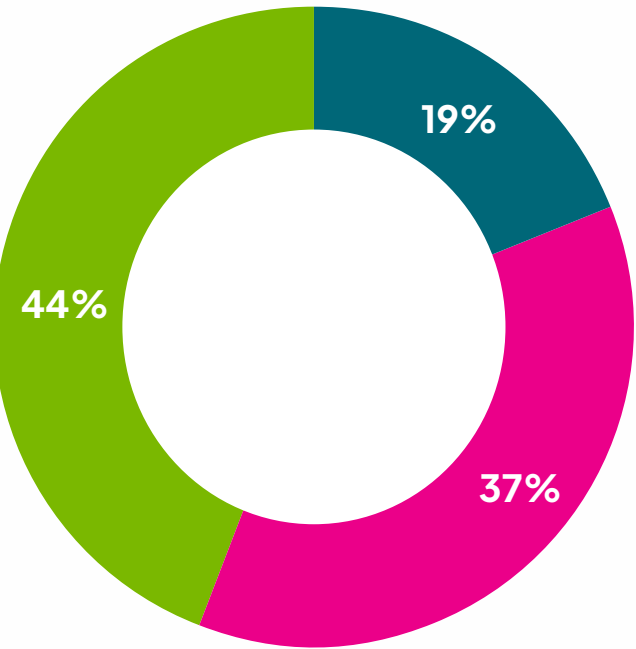
10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

16PEACE, JUSTICE AND STRONG INSTITUTIONS

17PARTNERSHIPS FOR THE GOALS

Children & Young People’s Age Group



0-5 Years	19%
6-10 Years	37%
11-18 Years	44%

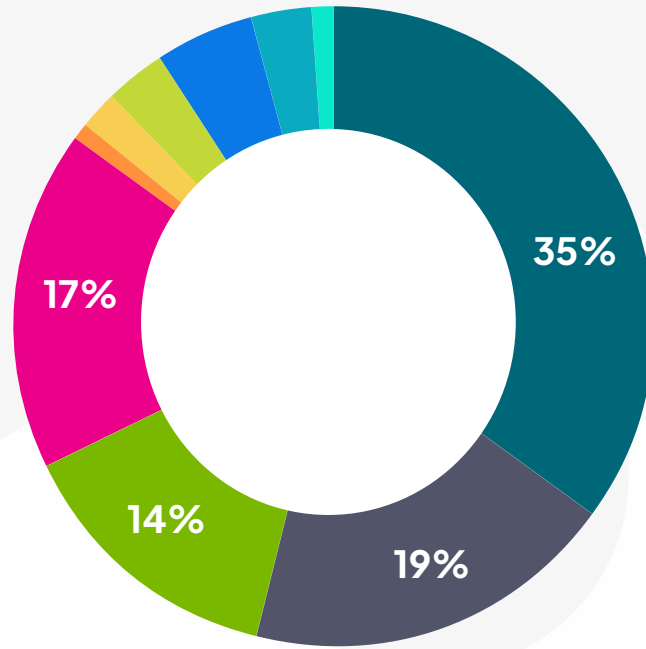
Reason for Referral

The top six reasons for referral relate to a child and young person’s family life, and their emotional wellbeing and behaviour within that. Children were generally referred for an average of more than two reasons.

Reasons for Referral (in order of frequency)

- Child with emotional needs
- Parenting skills
- Domestic abuse
- Parent–child relationship
- Child with behavioural needs
- Parental separation

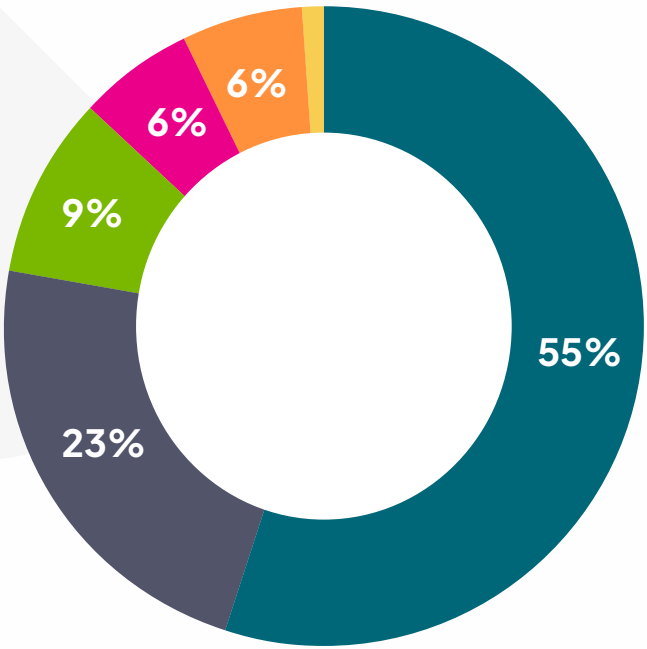
Family Type



The most common family circumstance for children accessing targeted services was a lone mother family at 35%. However, approx. 56% of children have family circumstances where their mothers and their fathers have an active involvement in their lives on a day-to-day basis.

Family Type	National
Lone Mother	35%
Married Couple	19%
Cohabiting Couple	14%
Parents Living Apart Co-parenting	17%
Separated Parents Living in the Same House	1%
Parent & Step-Parent Family	2%
Lone Father	3%
Children Living with Relatives	5%
Foster Family	3%
Same Sex Parents Family	1%

Source of Referral % of Total Referrals



The majority of children were referred by Tusla at 55%, prioritising the needs of vulnerable children. Almost one quarter (23%) of children were self referred by families. The rest were referred by a range of others as set out Above.

Source of Referral	% of Total
Tusla	55%
Self Referral	23%
HSE Officer/s	9%
Schools	6%
Voluntary Agency	6%
Other	1%

Overview of Barnardos Services

Current Issues affecting Children & Young People

The six most common issues affecting children and young people today indicate that they are experiencing adverse childhood experiences, which are known to have a significant impact on their development.

Current Issues affecting Children & Young People (in order of frequency)

1. Parents Separated	34%
2. Child/Youth with Emotional Issues	32%
3. Child/Youth with Behavioural Issues	20%
4. Unsuitable Housing Conditions	18%
5. Parental Mental Health Difficulties	17%
6. Domestic Violence & Abuse	15%

Historic Issues affecting Children & Young People

These current issues were layered upon experiences in their past:

1. Parents Separated	27%
2. Domestic Violence & Abuse	26%
3. Child/Youth with Emotional Issues	21%
4. Unsuitable Housing/Poor Housing Conditions/Overcrowded/Temporary Housing	19%
5. Parental Mental Health Difficulties	18%
6. Inter Parental Conflict	17%

In response to these challenges, assessments revealed that the most pressing needs for children and young people were their family relationships, as well as their behaviour and social participation with peers.

Service Provided

Based on individual assessments, children, young people, and their families received various supports to improve their family circumstances and better support children’s development. The most common service approaches delivered in 2024 are set out below.

Service Provided (in order of frequency)

1. Individual work with parents regarding managing family life & their children’s needs
2. Individual work with child/young person regarding family life & peer relationships
3. Practical family support & crisis management
4. Child/youth group work to support peer relationships
5. Advocacy/information & advice on day to day challenges

Waiting List

At the end of 2024, many children, and young people and their families were waiting for a Barnardos service.

Waiting List (individuals)	2,307
Waiting List (Families)	1,034

Individuals on Waiting List

Of those waiting, nearly 77% were waiting for individual support, while nearly 23% weare waiting for group support.

Referral Category	No. Individuals	No. Families	% Families
Individual Support:			
Family Support	1,515	577	55.8%
Post Adoption Service	47	41	3.9%
Advocacy	25	25	2.4%
Birth History Service–Birth History Services only	25	25	2.4%
Bereavement	227	105	10.1%
Family Welfare Conference	15	5	0.5%
Teen/Young Parent Support Programme	12	10	0.9%
Meitheal	6	2	0.2%
CP&W Tusla Initial Assessment	4	4	0.4%
Support for Traveller Women in Prison	1	1	0.1%
Subtotal:	1,877	795	76.7%
Group support:			
TLC Domestic Abuse Service for Children	309	162	15.7%
Early years	65	35	3.4%
Group work	51	37	3.6%
Subtotal:	425	234	22.70%
Yet to be documented	5	5	0.6%
Total	2,307	1,034	100%

Barnardos Services

1 Dublin

- Christchurch Square
- Mulhuddart (FS, EYs)
- Mulhuddart WoW
- Corduff (FS)
- Finglas FS
- Finglas EY
- Finglas TPSP/YPSP
- 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 (PAS)
- Origins Tracing Service
- Online Safety Programme
- Advocacy & Information Service for Parents of Children in Care
- Traveller Women in Prison Project

2 Limerick

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

3 Cork

- Cork City South, Mahon (FS)
- Cork City North, Knocknaheeny (FS)
- Barnardos Brighter Futures Early
- Intervention (Knocknaheeny)
- Youghal (FS)
- Bereavement (Mahon)
- Post-Adoption Service (Cork)
- Birth History 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/YPSP	Teen Parent Support Programme/ Young Parent Support Programme	FRC	Family Resource Centre

Contributing to Sustainable Development Goals:

1NO POVERTY

2ZERO HUNGER

3GOOD HEALTH AND WELL-BEING

4QUALITY EDUCATION

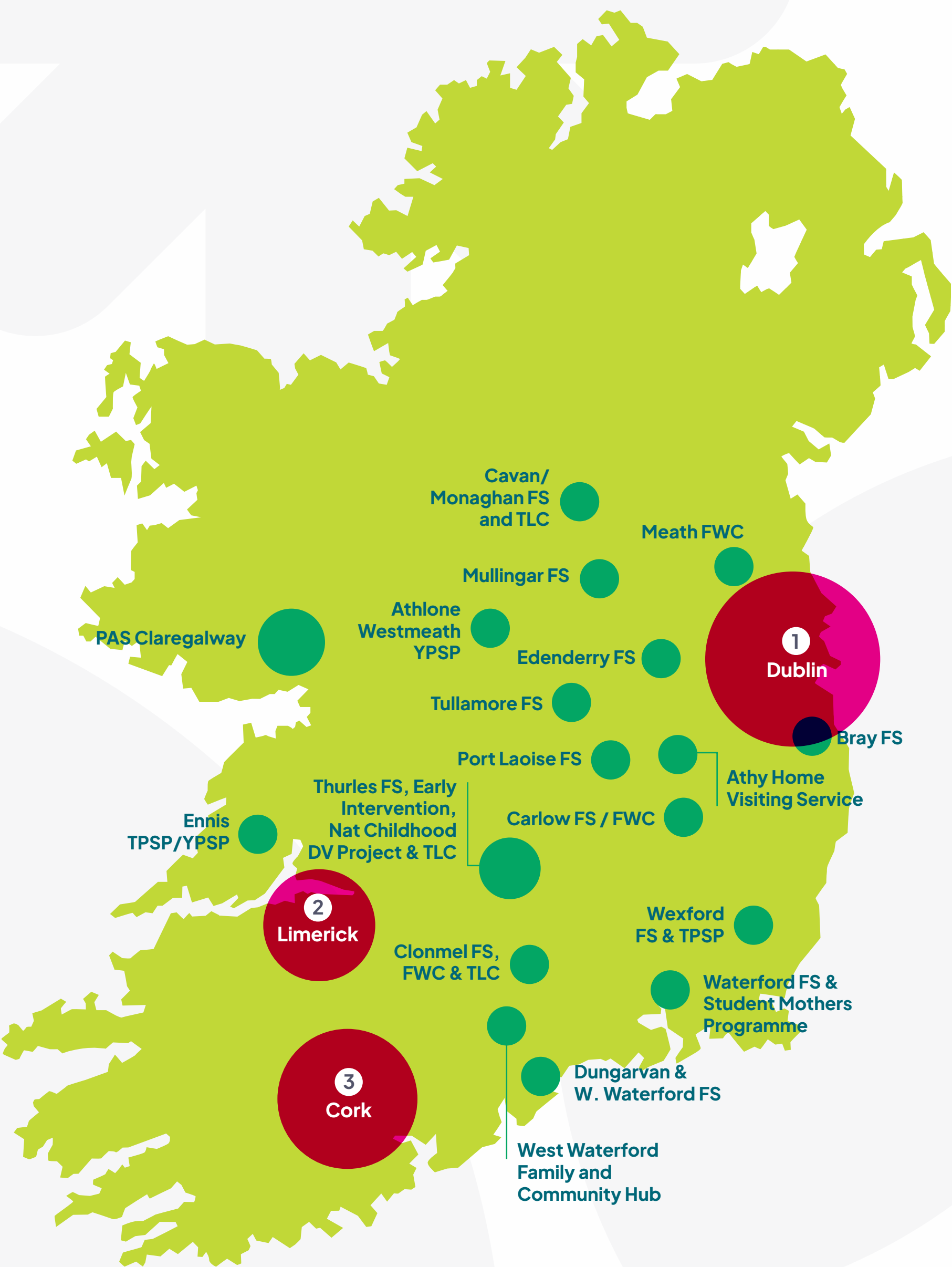
5GENDER EQUALITY

10REDUCED INEQUALITIES


11SUSTAINABLE CITIES AND COMMUNITIES

16PEACE, JUSTICE AND STRONG INSTITUTIONS

17PARTNERSHIPS FOR THE GOALS



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, families and individuals.

Future outcome

Deliver services to children, families and individuals that make a demonstrable and 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 continues to adhere to the highest standards of good governance. The organisation will be made up of skilled professionals who ensure that Barnardos is sustainable, safe and progressive.



Influence

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

Future outcome

Barnardos is an authoritative voice on the issues that affect the children, families and individuals we support and contributes to systemic change.



Innovate

Deepening our understanding of the needs of vulnerable children, families and individuals 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 philanthropic partnerships with organisations and donors that share our values and vision for children and families in Ireland and strive to seek 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 and influence 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.

Spotlight

Kids vs Domestic Violence Campaign

At least 1 in 4 children Barnardos works with have a lived experience of domestic violence and abuse.

In 2024, consultations were carried out between Barnardos and the Department of Justice to ensure that the voice of the child was heard in relation to what actions needed to be taken to tackle all forms of domestic, sexual and gender-based violence.

Within the Department of Justice Zero Tolerance strategy to tackle domestic, sexual and gender-based violence, the child is recognised as a victim.

Following the formation of this strategy, Barnardos and The Empower Kids Project, created a national campaign to highlight and create awareness around the voice of the children and young people who live with domestic violence and abuse in Ireland.

The Empower Kids Project, is part of Barnardos' National Childhood Domestic Violence and Abuse Project funded by Tusla. It is a multi-agency collaboration with services from around Ireland – and includes the voices of more than 74 children and young people to date who have lived with the impact of domestic violence and abuse.

The #KidsVsDomesticViolence campaign, funded by Barnardos donors and supporters, was launched across social media and national radio from Monday 24th June to educate and increase awareness of the impact of Childhood Domestic Violence and Abuse.

[Listen to the Radio Ad](#)



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, families and individuals.

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.

General activities

Data Protection Training and Auditing Services Ltd continues to provide on an outsourced basis a data protection service on an outsourced basis. This appointment has resulted in:

- Prompt responses to incidents and staff around data protection
- Increased awareness and knowledge of data protection within Barnardos through training sessions with staff
- Revision and consolidation of policies and procedures
- A structured work plan to further improve Barnardos data protection systems and procedures including adherence to the Tusla Data Protection Framework.
- Audits on the appropriateness of policies and procedures in terms of the management of Data Subject Requests and Data Incidents.

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 Services
- Director of Finance, IT & Governance
- Director of Fundraising, Marketing and Communications
- Director of People & Culture

Structure, Governance and Management

Board Evaluation

A plan of action based on review suggestions and Board deliberations informed changes made to the Board activities in 2024 and the future development of the Board. It is planned to have regular external Board reviews, interspersed with more frequent internal Board reviews.

The Board has initiated a number of changes in 2024, 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.

During 2024 the board and Senior management team had an away day for planning and development taking into consideration the strategic direction and challenges facing the organisation.

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 2025 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 & Risk Committee.

The Governance Code for the Community and Voluntary Sector has been adopted and is in place in Barnardos. 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 2023 annual report and financial statements followed on from the award winning 2018,2019,2021 and 2022 accounts, receiving an award at the Chartered Accounts of Ireland Published Accounts 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.

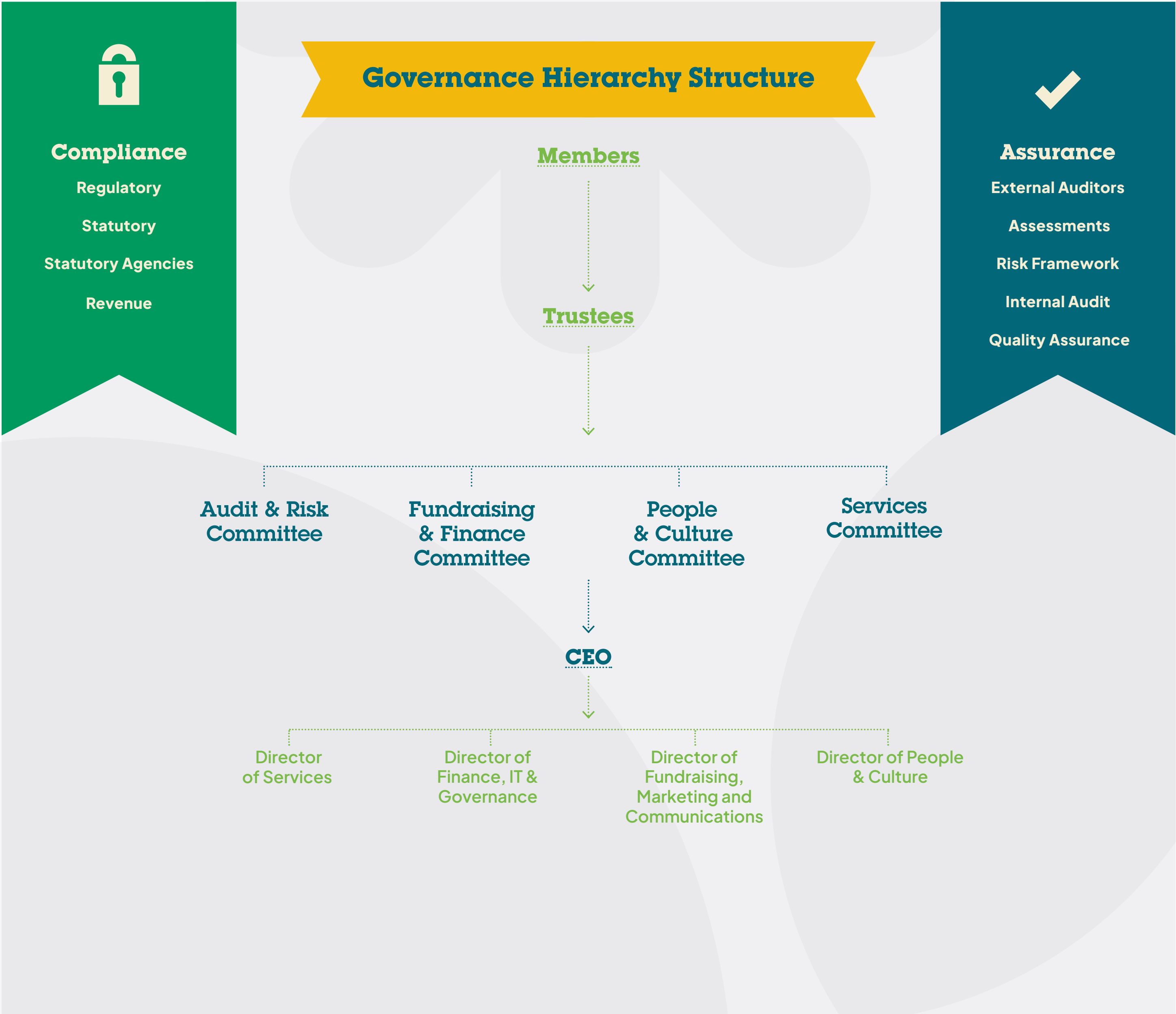
The 2023 annual report and financial statements followed on from the award-winning 2018, 2019, 2021 and 2022 accounts. The 2023 report received an award at the Published Accounts Awards.

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 five times in 2024 (six times in 2023), with an attendance of 87% (2023: 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



Kenneth Burns

Board Meeting attendance in 2024: **5/5**
Length of Board service*: **1 Years**
Committee Membership: **Services (Chairperson)**

Dr Burns is a Senior Lecturer, deputy director of the master of social work course and Director of Practice at UCC. He has worked as a social worker and SW team leader in child protection and welfare.



Prof Louise Crowley

Board Meeting attendance in 2024: **3/5**
Length of Board service*: **6.5 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.



Martin Dobey

Board Meeting attendance in 2024: **3/3**
Length of Board service*: **6.5 Years**

Martin is a Chartered Accountant and was CFO at KPMG Ireland from 2006 to 2017 until he retired.

Martin has been associated with Barnardos since 2004. Martin was the outgoing Chair and retired from the Board during 2024.



Ciaran Fitzpatrick

Board Meeting attendance in 2024: **1/1**
Length of Board service*: **0 Years**
Committee Membership: **Audit & Risk (Chairperson)**

Ciaran has over 35 years’ experience in the insurance industry in actuarial, IT, transformation, sustainability, and operations governance roles. He is currently EMEA Head of Operations Governance and Sustainability at Zurich Insurance.

Board Members



Ivan Fox
(Treasurer)

Board Meeting attendance in 2024: **5/5**
Length of Board service*: **6.5 Years**
Committee Membership: **Finance and Fundraising (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 has served on the Board of Barnardos for a number of years and is currently Chairman of the Finance Committee.



Irene Gunning

Board Meeting attendance in 2024: **4/5**
Length of Board service*: **5.5 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.



Gary Joyce
(Vice Chairperson)

Board Meeting attendance in 2024: **5/5**
Length of Board service*: **4 Years**
Committee Membership: **People and Culture (Chairperson)**

Gary is Managing Partner of Genesis which she co-founded, where she has contributed to the creation and development of many of Ireland's leading companies and brands.



Maria Kelly

Board Meeting attendance in 2024: **3/3**
Length of Board service*: **6.5 Years**
Committee Membership: **People and Culture**

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. Maria retired from the Board during 2024.



Ken Kennedy

Board Meeting attendance in 2024: **4/5**
Length of Board service*: **4 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.

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

Board Members



Denis Lucey

Board Meeting attendance in 2024: **4/5**
Length of Board service*: **2 Years**
Committee Membership: **People and Culture**

Denis Lucey is CEO and co-founder of Light & Grow Strategic Solutions. He is a Business Transformation Consultant and Executive Coach, inspiring people and business’s to reach their full potential. He has over 38 years of experience in the technology sector, including 26 years of global executive leadership across professional and customer services, engineering, and supply chain. He is passionate about helping customers’ achieve their objectives, and believes a culture of personal development with continuous 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 Snr Vice President in Global Services and Dublin Executive Site Leader.



Sue Lamon-Diver

Board Meeting attendance in 2024: **4/5**
Length of Board service*: **5 Years**
Committee Membership: **Finance and Fundraising**

Sue has worked in the communications industry since 1987. She is currently Vice President Employee Experience and Internal Communication for Smurfit Westrock and brings a wealth of knowledge in Marketing and Communications to the Board.



Gary McGann

Board Meeting attendance in 2024: **5/5**
Length of Board service*: **8.5 Years**
Committee Membership: **People & Culture**

Gary is an accountant and Chair of The Ireland Funds. He is the former CEO of Smurfit Kappa and Aer Lingus.



Paul O’Faherty (Chairperson)

Board Meeting attendance in 2024: **5/5**
Length of Board service*: **5.5 Years**

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. Paul was appointed Chair of the Board during 2024.



Trevor Spratt

Board Meeting attendance in 2024: **2/3**
Length of Board service*: **6.5 Years**
Committee Membership: **Services**

Trevor Spratt is Professor in Childhood Research, Trinity College Dublin. Trevor retired from the Board during 2024.

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

Barnardos Board Committees

In addition to the Board of Directors, there are four Board Committees – the Audit and Risk Committee, Finance and Fundraising Committee, People & 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 on the right.

Audit and Risk Committee

Name	Meeting attendance in 2024	Length of service
Paul O’Faherty (Chair/Director)	4/4	6 Years
Ciaran Fitzpatrick	4/5	4 Years
Jennifer Gargan	4/5	7.5 Years
Jan Gritzmann	4/5	5.5 Years
Irene Gunning	4/5	4 Years
Kenneth Kennedy	3/5	2.5 Years
Michael Shelley	4/5	7.5 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 meet with the external auditor prior to the commencement of the audit of each year and discuss the audit plan as well as considering the independence and objectivity and their approach to audit quality. The external auditor presents

their key audit findings to the Committee prior to the finalisation of the Financial Statements. This report, which included a schedule of non-material adjusted and unadjusted misstatements, significant judgements and estimations and key areas of risk, is considered by the Committee in forming their recommendation to the Board. The Committee also considers the representations sought by the external auditors from the Directors.

In 2024, the Committee met five times (2023: 5), attended by 80% of the members (2023: 78%). The items reviewed and approved by the Audit and Risk Committee included the risk register, the programme of internal audits as well as internal and external audit reports. An agreed schedule is used to ensure 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 & Risk Committee is to enhance awareness and readiness for risks and evaluate the Risk Register from this perspective. Deep dives on identified important risks were held by the Committee, focusing on Services and Cyber Risks in 2024.

Governance items renewed in 2024 included the annual review of the Governance Code, and Directors Compliance Statement. The Committee works closely with an IT Steering Group who assess IT related projects prior to consideration by the Audit & Risk Committee. The Committee continued to receive updates on the progress of the Electronic Record-Keeping (ERK) system implementation and the new HRIS system.

5 Audit and Risk Committee meetings in 2024

Meeting attendance 80%

Barnardos Board Committees

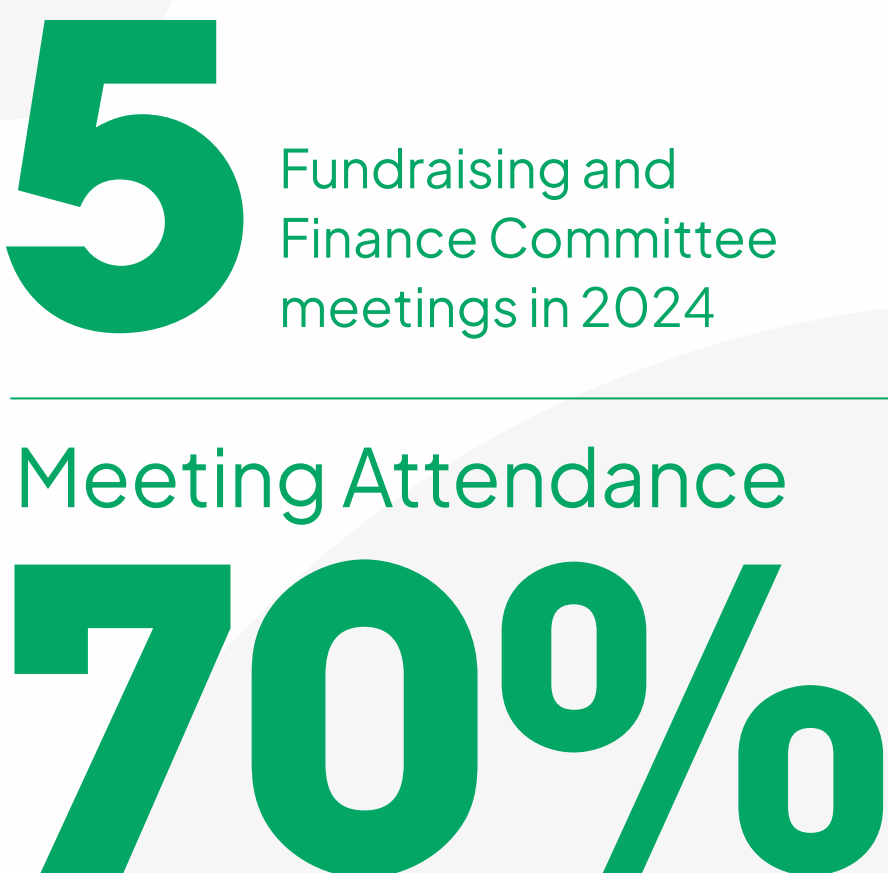
Fundraising and Finance Committee

Name	Meeting attendance in 2024	Length of service
Ivan Fox (Chair/Director)	5/5	10.5 Years
Helen Kelly	3/5	4.5 Years
John Kelly	4/5	5.5 Years
Sue Lamon-Diver	3/5	2 Year
Adrian Moynihan	3/5	4 Years
Maeve Power	4/5	5.5 Years

Fundraising and Finance Committee

The role of the Finance Committee is to keep the financial management (which includes investments) and Fundraising 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 & Governance and the Director of Fundraising, Marketing and Communications and any required members of the Senior Management Team. The Finance Committee has taken on closer scrutiny of fundraising activities.

In 2024, the items considered and approved by the Finance Committee included strategic investment in the organisation and the annual budget. An holistic approach was taken to work on Treasury, Investment and Reserves policy to ensure consistency of approach between these overlapping policies. The Audit & Risk Committee in their role, as noted, provided input on relevant finance policies. Throughout the year, the Finance Committee maintained a strong focus on monitoring the effects on fundraising and the financial aspect of Barnardos. The 2025 budget including strategic budget investment was proposed to the Board and approved at Board. The Committee held five meetings in 2024 (2023: 5), with an attendance of 70% (2023: 84%).



...the items considered and approved by the Finance Committee included strategic investment in the organisation and the annual budget.

Barnardos Board Committees

People and Culture Committee

Name	Meeting attendance in 2024	Length of service
Maria Kelly	4/4	2 Year
Gary Joyce	4/4	1 year
Denis Lucey	2/4	2 Year
Kate Malone	3/4	2 Year
Gary McCann	2/4	2 Year
Louise Crowley	1/4	2 Year

Services Committee

Name	Meeting attendance in 2024	Length of service
Trevor Spratt	2/2	6.5 Years
Irene Gunning (Director)	2/4	6.5 Years
Lorraine Swords	4/4	2.5 Years
Sarah Morton	0/4	4.5 Years
Sadhbh Whelan	2/4	4.5 Years

People and Culture Committee

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.

- 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 2024, the P & C Committee convened 4 times with a 67% attendance rate.

People and Culture Committee Meeting Attendance

67%

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 2024, the Services Committee met four times (2023: 5) with an 64% attendance rate (2023: 86%).

During 2024, 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 updated on standardised outcomes measures and Initial assessments.

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

Service Committee Meeting Attendance

64%

Barnardos Board Committees

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 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 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.

Prospective candidates are sourced through various channels, such as Boardmatch, direct approaches to Barnardos, input from the Board, and considerations from Committee members.

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. 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.

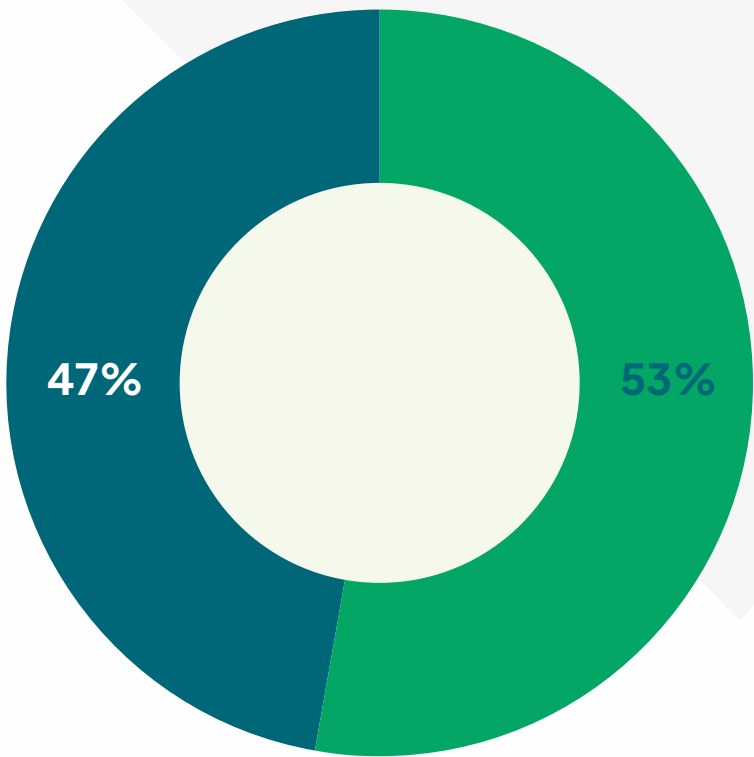
Only non-conflicted Board members will decide what further role a conflicted Director will take on that matter. All details regarding the conflict of interest, including the action arising, will be recorded in the minutes. If it is found that a person has failed to disclose a conflict of interest, the 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 2024 (2023: 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.

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

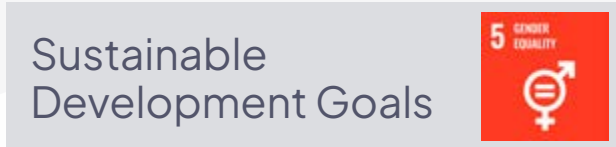


Board gender split

Senior Team: Female 4; Male 1
Grand total: Female 22 (53%)
Male 19 (47%)

- Female 21 (52%)
- Male 20 (48%)

	Female	Male
Board	5	7
Audit & Risk Committee	2	5
Finance Committee	3	3
P & C Committee	4	2
Services Committee	4	1
Total	18 (50%)	18 (50%)



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 & Risk Committee Board every year, previously every three years. A review was completed in 2024. 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 Gender Pay

Barnardos is a diversity and inclusion ally. In 2024 Barnardos achieved an accredited bronze award with the Irish Centre for Diversity as part of our People and Culture Strategy. Work will continue to promote diversity and inclusion within our workforce.

Barnardos mean gender pay gap for 2024 is minus 2.59% which indicates women are paid more than men in Barnardos. Barnardos has a Board gender showing a 42% female 58% male ratio in 2024. The Senior Management Team has an 80% to 20% female to male ratio split in common with other organisations in the sector.

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 experienced recruitment challenges in 2024, similar to others, as pay rates continue to fall below similar roles in the public sector. Media commentary 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 2025, as part of the strategic plan 2022-2027.

Barnardos experienced recruitment challenges in 2024, similar to others in the community and voluntary sector, as pay rates continue to lag similar roles in the public sector.

Risk Management

Barnardos’ mission is that every child reaches their full potential. This entails working with vulnerable children and families. 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 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 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.

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.

Risk Register

The Risk Register is prepared and 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 Management

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 whistle blowing 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 2024. 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. 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 & Risk Committee and Board engagement, to enhance our understanding and mitigation of our risks to maintain our service delivery. During 2024 this was further enhanced by the development of a Risk dashboard which is used and reviewed by Senior management and the Audit and Risk Committee.

Work on the risk framework will continue into 2025 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 2025.

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 2024 there was one (2023: 2) complaint. There were less complaints than the previous year. This complaint is still under investigation.

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.



Function	Number of complaints received	Resolved	Number of complaints under investigation at the end of the year
Children's Services	1	0	1
GAL	3	2	1
Fundraising	10	10	0
Total 2024	14	12	2

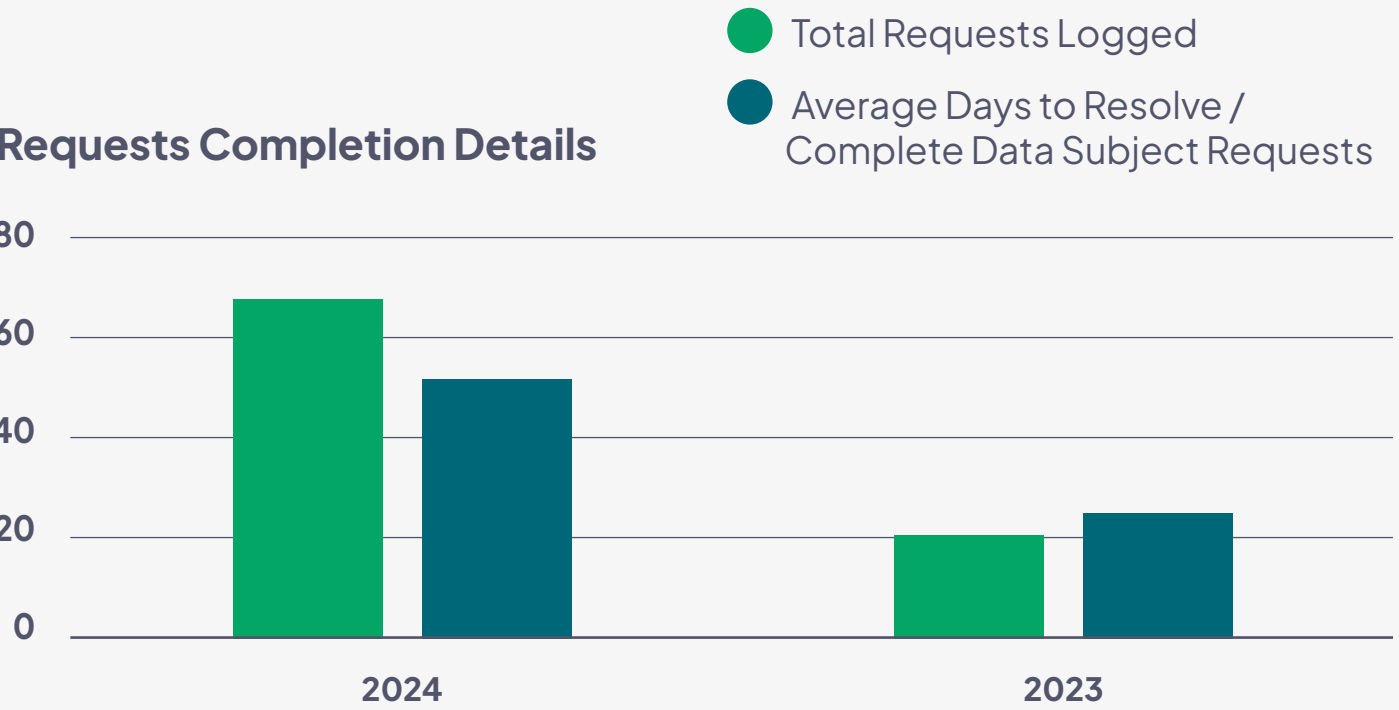
General Data Protection

Barnardos complies with Data Protection Regulations. The Audit & Risk Committee reviews the Subject Access Requests and Data Breaches during the year. Barnardos compliance with Data Protection Regulations continues to be a high priority.

Data Subject Requests (including Section 41bs)

There were 58 Data Subject Requests made in 2024 (2023: 15). Excluding requests that did not proceed; the average number of days to resolve/complete a Data Subject Request is 51 days (2023: 23). This represents a significant increase in DSARs (and the time to complete) due to a large number of employee requests within a short period of time. Because of this many of the requested periods were extended. There were 7 Data Subject (2023: 7) requests refused, withdrawn or where no data was found.

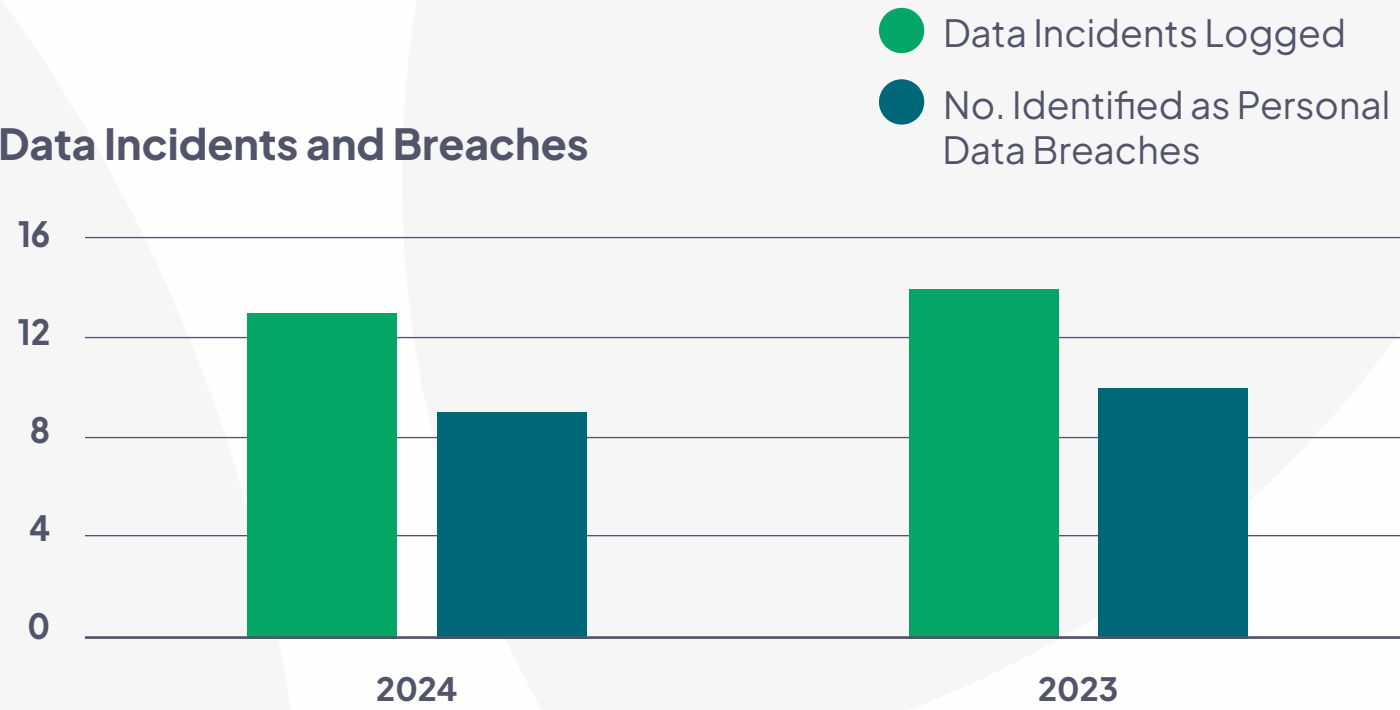
Requests for data	2024	2023
Data Subject Requests Received		
Parent	10	4
Current or former Service Users	15	3
Employee (Current and former)	32	2
Job applicant	1	0
Non Data Subject Requests (including LEDs, Tusla, NRP)		
Garda (section 41bs)	7	3
State Agency (Tusla, NRP)	2	2
Total Requests Logged	67	21
Average Days to Resolution/Complete Data Subject Requests	51	23



Personal Data Breaches

In 2024 there were 13 data incidents with 9 identified as a Personal Data Breaches (2023:10). One Breaches (2023: 0) reached the threshold of “likely to pose a risk” to the data subject and was reported to the Data Protection Commission.

Data incidents and breaches	2023	2022
Data Incidents Logged	13	14
No. identified as Personal Data Breaches	9	10
Breaches Reported to DPC	1	0
Open items	0	0



Financial Review

The financial outcome for 2024 is set out in the Statement of Financial Activities.

Overall income increase

€1.7m

Expenditure increase year on year

€2.2m

In 2024, Barnardos' total income was €31.4 million (2023: €29.7 million) and expenditure €32.6 million (2023: €30.4 million), resulting in a deficit for the year of €1.2 million. Overall income was up €1.7 million compared to 2023. The expenditure year on year increased by €2.2 million. This reflects the increased additional services activity and growth of specialist services during 2024. Inflationary increases continue to be a challenge. The families and children Barnardos work with have been among those most affected by these inflationary increases. The full cost of pay increases awarded in 2024 are recognised in the accounts.

Financial Review

Income

Total income of €31.4 million is 6% 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 donations from individual donors, corporate donors, trusts and foundations. In 2024, we received €9.2 million from this income stream. This represents a decrease of 3% from the previous year (2023), which was, in turn, a 5% decrease on 2022. The rate of reduction in donation from the very generous level of donations made in the height of the Covid-19 pandemic, appears to be slowing down. 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 as the statutory funding gap we receive increases annually.

Income provided through Committed and Cash was similar to 2023

Philanthropy income dropped by 440K in 2024. An increase of €236K in Other Fees and Grants is made up primarily of Revenue rebates on donations. There was a decrease of €198K national campaigns this year and legacies had an increase of €176K compared to last year.

Charitable Activities

In 2024, Barnardos received a total of €20.6 million in grants for charitable activities, a 9.5% increase from 2023. There was an increase in Tusla's income of €736k million during the year, helping to fund some of the new services in 2024. Tusla, the Child and Family Agency, was the single largest funder during the year – providing €12.7 million, almost 62% of total statutory grant income or 40% of total income. The next largest state funder was €1.4 million in Pobal funding. Income from the Health Service Executive increased slightly to €1.2 million. Income for Charitable Activities from these and similar sources is 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 2024, 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 slight decrease in funds from Other Trading Activities to €1.37 million. Contributions from the shops were similar to 2023 with income from Memberships, Publications and Training slightly lower than 2023.

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

Expenditure

Total expenditure at €32.6 million (2023: €30.4 million) is consistent with increased activity during 2024. There was increased expenditure of €1.7 million on charitable activities and €0.4 million additional spend on raising funds as fundraising activities costs increased. Overall, there was a €2.2 million additional spend over the previous year.

Raising Funds

Expenditure on raising funds totalled €5.4 million during 2024 (2023: €4.9 million) due to investment in a new fundraising campaign. There was increased spend in all areas except Legacies in 2024.

Retail spend was similar level as 2023.

Total income

€31.4m

6% higher than 2023 income, with an overall increase in income for charitable activities offset by a fall in fundraising income.

Financial Review

Charitable Activities

Expenditure on charitable activities during the year, as shown in the chart below, totalled €27.2 million (2023: €25.4 million), €1.8 million increase from the previous year.

Activity across all services increased in 2024 compared to 2023. There was a 12% increase in spend on Specialist Services in 2024 to €6.8 million from €6.1 million in 2023.

Increased activity in Family Support cost an additional €0.8 million in 2024, which is working to address the increased needs of the families and children we work with as evidenced by the concerning waiting lists across our services.

The increased pressures of the cost of living are expected to create more demand for Barnardos' services in 2025. Our Early years service expenditure increased to 4.2M in 2024.

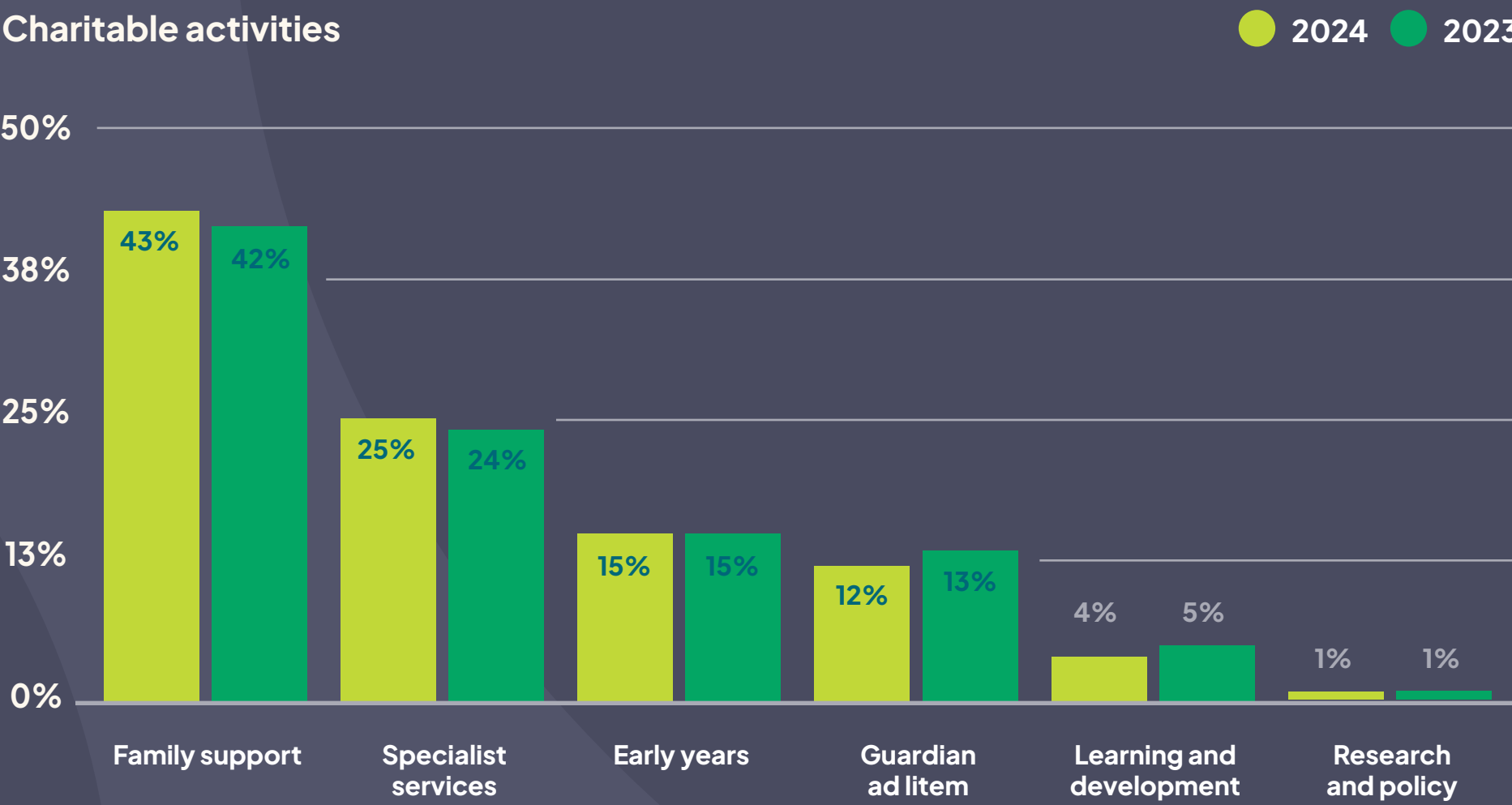
The Board of Barnardos are immensely proud of the unstinting energy and dedication by our staff to continually deliver our services to support those who are among the most vulnerable in our society.

As can be seen in note 3(b) to the financial statements, Family Support and Specialist services account for 67% of our total investment in services.

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, human resources 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 €2.3 million, a slight increase over the 2023 amount (€2.2 million). Note 3 (c) to the financial statements, The additional spending on People and Culture of €0.2 million is the result of an increased initial investment in the People & Culture element of the new strategy. Barnardos continues to be recognised for its high standard of financial reporting and was delighted to be shortlisted in the Good Governance and Published Account Awards. We were honoured to win first place in the Brand, Communication and Digital category.



Financial Review

Key Financial Performance Indicators (KPI)

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 2024, Barnardos invested in and launched a new 5 year fundraising campaign.
- 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 has decreased in 2024 to 7.0%.

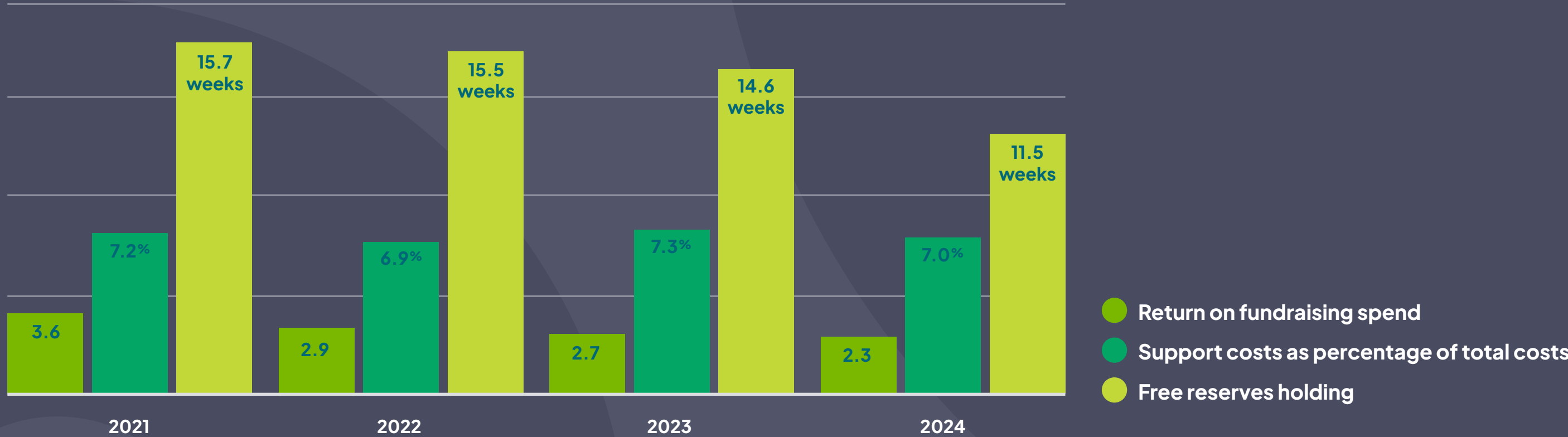
Investments

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 Finance Committee.

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.

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.

Key Financial Performance Indicators



Financial Review

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. This scheme is in a master trust with Irish life

As of 31 December 2024, there were 302 active members (2023:265) 183 members deferred(2023: 164) with a total of 485 members (2023: 429).

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 maximum 16 weeks of budgeted operating costs as a key performance indicator, following detailed consideration of Barnardos’ costs and norms for the sector.

At the end of 2024, Barnardos retained 11.7 weeks of operating costs to safeguard the continuity of the organisation.

The total reserves of €14.3 million at year-end (2023: €15.6 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. It is Barnardos policy to fully apply such funds for the purposes for which they were donated as quickly as possible especially statutory restricted funds which are normally utilised in the fiscal year of receipt. Restricted reserves at 31 December 2024 were €0.3 million (2023: €0.3 million) .

Unrestricted Funds

Unrestricted funds at 31 December 2024 was €14.1 million (2023: €15.3 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.
- Strategic initiatives, identified by the Board for the future development and investment in Barnardos services.
- The net amount that the Board has agreed to be set aside to ensure that it can protect Barnardos’ ongoing programme of work which is not covered by statutory funding.

Financial Review

Monitoring of Reserves

The level and adequacy of reserves are reviewed at least annually by the 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 maximum of 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 decreased to 11.7 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.

As outlined in the Strategy, Achievements and Performance, 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.

...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.

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.

The 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 2024 (2023: 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 2024, 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.

In 2025, 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.

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 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
- that appropriate arrangements or structures are in place that are, in their opinion, designed to secure material compliance with the company's relevant obligations
- that during the financial year, the arrangements or structures referred to above have been reviewed.

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.

Governance Code & 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.

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



Paul O'Faherty, Chairperson



Ivan Fox, Treasurer
14 May 2025

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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 2024, 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 2024 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.

Report on the audit of the financial statements

Respective responsibilities and restrictions on use

Responsibilities of Directors for the financial statements

As explained more fully in the Directors’ responsibilities statement set out on page 81, 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

21 May 2025

4 Financial Statements



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#KidsVsDomesticViolence



Statement of Financial Activities (incorporating Income and Expenditure Account)

for the year ended 31 December 2024

All income is in respect of continuing operations.

On behalf of the Board



Paul O’Faherty
Chairperson



Ivan Fox
Treasurer

14 May 2025

		2024	2024	2024	2023
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	€000	€000	€000	€000
INCOME FROM					
Donations and legacies	2(a)	6,603	2,585	9,188	9,449
Charitable activities	2(b)	-	20,628	20,628	18,769
Other trading activities	2(c)	1,364	8	1,372	1,450
Investments	2(e)	236	-	236	16
Total income		8,203	23,221	31,424	29,684
EXPENDITURE ON					
Raising funds	3(a)	4,633	782	5,415	4,953
Charitable activities	3(b)	-	27,240	27,240	25,486
Total expenditure		4,633	28,022	32,655	30,439
Tax payable		-	-	-	-
Net (expenditure)/income for the year		3,570	(4,801)	(1,231)	(755)
OTHER RECOGNISED GAINS AND LOSSES					
Actuarial gain on defined benefit pension scheme	12(b)	-	-	-	21
Net movement in funds		3,570	(4,801)	(1,231)	(734)
RECONCILIATION OF FUNDS					
Total funds brought forward	13(a)	15,330	244	15,574	16,308
Transfers between funds	13(a)	(4,874)	4,874	-	-
Total funds carried forward		14,026	317	14,343	15,574

Balance Sheet

as at 31 December 2024

All income is in respect of continuing operations.

On behalf of the Board



Paul O’Faherty
Chairperson



Ivan Fox
Treasurer

14 May 2025

		2024	2024	2023	2023
	Note	€000	€000	€000	€000
FIXED ASSETS					
Tangible assets	6		5,111		5,375
			5,111		5,375
CURRENT ASSETS					
Debtors	7	1,605		1,301	
Cash at bank and in hand	8	14,579		15,228	
Total current assets		16,184		16,529	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	9	(6,257)		(5,566)	
Net current assets			9,927		10,963
Total assets less current liabilities			15,038		16,338
Provision for liabilities	11		(695)		(764)
Net assets excluding pension scheme asset/liability			14,343		15,574
Defined benefit pension scheme asset	12(b)		-		-
Total net assets			14,343		15,574
THE FUNDS OF THE CHARITY					
Unrestricted funds	13		14,026		15,330
Restricted funds	13		317		244
Total Charity funds			14,343		15,574

Cash Flow Statement

for the year ended 31 December 2024

		2024	2023
	Note	€000	€000
CASH FLOWS FROM OPERATING ACTIVITIES			
Net expenditure for the year		(1,231)	(755)
Adjust for profit on disposal of assets and impairment (non cash)			
Depreciation charge	5	529	491
Increase in trade and other debtors	7	(304)	(130)
Increase in trade and other creditors	9	691	64
Decrease in provisions for liabilities	11	(69)	(147)
Decrease in pension scheme asset	12(b)	-	281
Pension scheme actuarial gain	12(b)	-	21
Interest receivable and similar income	2(e)	(236)	(16)
Net cash provided by operating activities		(620)	(191)
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest receivable and similar income	2(e)	236	16
Acquisition of tangible assets	6	(280)	(314)
Sales of fixed assets	6	15	-
Net cash provided by investing activities		(29)	(298)
Net cash from financing activities		-	-
Change in cash and cash equivalents in the year		(649)	(489)
Cash and cash equivalents at the beginning of the year		15,228	15,717
Cash and cash equivalents at the end of the year	8	14,579	15,228

Notes

Forming part of the financial statements

Note 1

Statement of Accounting Policies for the year ended 31 December 2024

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.

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 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.

Note 1

Statement of Accounting Policies

for the year ended 31 December 2024

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 & 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 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% & 10%
- Leasehold land and buildings – 2% & 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.

Note 1

Statement of Accounting Policies

for the year ended 31 December 2024

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.

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
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 2024 in conjunction with the approval of the 2025 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	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Committed and cash giving	3,564	85	3,649	3,568	129	3,697
Partnerships, national campaigns & community events	1,902	74	1,976	1,861	313	2,174
Philanthropy	132	1,637	1,769	238	1,971	2,209
Other fees and grants *	647	-	647	346	2	348
Department of Social Protection - Community Employment Scheme - Barnardos Retail Community Employment Scheme (Note 2(d))	-	563	563	-	572	572
Legacies	358	4	362	186	-	186
Donated goods and services **	-	222	222	-	263	263
Total	6,603	2,585	9,188	6,199	3,250	9,449

(b) Charitable activities – grants from statutory and other sources	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Tusla (Child & Family Agency)	-	12,772	12,772	-	12,036	12,036
Service income Guardian ad Litem (GAL)	-	3,168	3,168	-	3,188	3,188
Department of Rural & Community Development - Pobal	-	1,481	1,481	-	1,341	1,341
Health Service Executive (HSE)	-	1,212	1,212	-	1,156	1,156
Other fees and grants	-	541	541	-	242	242
Department of Justice	-	536	536	-	111	111
Department of Social Protection - Community Employment Scheme - Barnardos Moyross Community Employment Scheme	-	297	297	-	185	185
Department of Children, Equality, Disability, Integration and Youth	-	262	262	-	219	219
City/County Councils	-	185	185	-	123	123
Department of Education	-	95	95	-	92	92
Department of Children, Equality, Disability, Integration and Youth (DCEDIY) - Education & Training Board Ireland (ETBI)	-	79	79	-	76	76
Total	-	20,628	20,628	-	18,769	18,769

Note 2
Income

(c) Other trading activities	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Retail trading income (Note 2 (d))	1,171	-	1,171	1,220	-	1,220
Memberships, publications and training	193	8	201	221	9	230
Total	1,364	8	1,372	1,441	9	1,450
(d) Retail operations – charity shops	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Retail trading income (Note 2(c))	1,171	-	1,171	1,220	-	1,220
Department of Social Protection – Community Employment Scheme – Barnardos Retail Community Employment Scheme (Note 2(a))	-	563	563	-	572	572
Other fees and grants – shops – Local Councils	-	68	68	-	-	-
Other fees and grants – shops – Revenue	-	-	-	-	3	3
Total income	1,171	631	1,802	1,220	575	1,795
Less expenses						
Direct retail expenses	(922)	(68)	(990)	(989)	(3)	(992)
Department of Social Protection, Community employment scheme – shops	-	(563)	(563)	-	(572)	(572)
Support costs	(55)	-	(55)	(56)	-	(56)
Total expenditure (Note 3(a))	(977)	(631)	(1,608)	(1,045)	(575)	(1,620)
Net shop contribution	194	-	194	175	-	175
(e) Investments	2024	2024	2024	2023	2023	2023
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	€000	€000	€000	€000	€000	€000
Deposit interest	236	-	236	16	-	16

Note 3

Expenditure

(a) Raising funds	2024		2024	2023
	Direct	Support (Note 3(c))	Total	Total
	€000	€000	€000	€000
Committed and cash giving	1,777	89	1,866	1,607
Partnerships, national campaigns & community events	1,295	65	1,360	1,133
Philanthropy	391	20	411	274
Legacies	162	8	170	319
Subtotal	3,625	182	3,807	3,333
Retail (Note 2(d))	1,553	55	1,608	1,620
Total	5,178	237	5,415	4,953
Unrestricted	4,396	237	4,633	4,223
Restricted (Note 13 (a))	782	-	782	730
Total	5,178	237	5,415	4,953
(c) Support costs	2024		2024	2023
	Raising funds	Charitable activities	Total	Total
	Cost drivers	€000	€000	€000
People and culture	Salary expenditure	79	688	767
Information technology	Salary expenditure	62	540	602
Finance	Salary expenditure	52	455	507
Governance	Salary expenditure	44	381	459
Total		237	2,064	2,301

(b) Charitable activities	2024		2024	2023
	Direct	Support (Note 3(c))	Total	Total
	€000	€000	€000	€000
Children's services				
Family support	10,693	844	11,537	10,768
Specialist services (i)	6,345	513	6,858	6,125
Early years	3,864	306	4,170	3,790
Guardian ad litem	2,864	295	3,159	3,273
Learning and development	1,131	83	1,214	1,259
Subtotal	24,897	2,041	26,938	25,215
Research and policy				
Research and policy	279	23	302	271
Total	25,176	2,064	27,240	25,486
Unrestricted	-	-	-	-
Restricted (Note13 (a))	25,176	2,064	27,240	25,486
Total	25,176	2,064	27,240	25,486

(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.

Retirement benefit costs include employer contributions and operating costs for the defined contribution scheme of €835k (2023: €722k) and the current service and operating costs of the defined benefit scheme of €0k (2023: €94k).

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, provided or released, during the year, totalled -€48k (2023: €23k). 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 551 (2023: 529).

	2024	2023
Staff costs	€000	€000
Wages and salaries	19,605	18,303
Social welfare	2,094	1,955
Retirement benefits (Note 12)	835	816
Redundancy costs	(48)	23
Subtotal	22,486	21,097
Department of Social Protection Community employment scheme	826	723
Total	23,312	21,820

	2024	2023
Staff numbers by activity are as follows:	Number	Number
Direct charitable activities	418	401
Raising funds	51	52
Support	32	33
Subtotal	501	486
Department of Social Protection – Community employment scheme	50	43
Total	551	529

(b) Salary range

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

In 2024, 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 €678k (2023: €608k).

At 31st December 2024, Barnardos CEO, Suzanne Connolly, is paid an annual salary of €126,870. 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 (2023: €0).

	2024	2023
	Number	Number
€60,000 – €70,000	32	27
€70,000 – €80,000	19	8
€80,000 – €90,000	5	1
€90,000 – €100,000	4	4
€100,000 – €110,000	3	3
€110,000 – €120,000	–	1
€120,000 – €130,000	1	–
Total	64	44

Note 5
Other Information

	2024	2023
	€000	€000
Auditor's remuneration, including expenses:		
- audit of financial statements	41	33
- other assurance and advisory services	-	-
Depreciation	529	491
Operating leases - primarily land and buildings	378	390

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 2024	4,870	5,873	1,909	1,734	417	14,803
Additions	-	-	173	85	22	280
Disposals and retirements in the year	-	-	-	-	(71)	(71)
At 31 December 2024	4,870	5,873	2,082	1,819	368	15,012
Depreciation						
At 1 January 2024	1,692	4,308	1,813	1,232	383	9,428
Charge for year	141	109	72	185	22	529
Disposals and retirements in the year	-	-	-	-	(56)	(56)
At 31 December 2024	1,833	4,417	1,885	1,417	349	9,901
Net book value						
At 31 December 2024	3,037	1,456	197	402	19	5,111
At 31 December 2023	3,178	1,565	96	502	34	5,375

Included in tangible assets are the premises of the Finglas Family Resource Centre (2024 NBV: €380k, 2023 NBV: €434k). 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

	2024	2023
	€000	€000
Trade debtors	1,161	974
Other debtors	172	213
Prepayments	272	114
Total	1,605	1,301

All amounts included within debtors fall due within one year. Trade debtors are presented net of a provision for bad debts of €38k (2023: €0k).

Note 8

Cash in Bank and on Hand

	2024	2023
	€000	€000
Cash in bank and on hand	14,579	15,228
Total	14,579	15,228

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.

Note 9

Creditors: Amounts Falling due within One Year

	2024	2023
	€000	€000
Deferred income (i)	4,583	4,166
Trade creditors	561	351
PAYE/PRSI creditor	491	476
Accruals	431	439
Other creditors	143	114
VAT creditor	48	20
Total	6,257	5,566

(i) Movements in deferred income	2024		2023	
	Statutory	Non-Statutory	Total	Total
	€000	€000	€000	€000
Deferred income at 1 January	2,109	2,057	4,166	4,049
Income deferred in the year	3,172	1,411	4,583	4,166
Deferred income released in the year	(2,109)	(2,057)	(4,166)	(4,049)
Deferred income at 31 December	3,172	1,411	4,583	4,166

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 10

Financial Instruments

The carrying amounts of the financial assets and liabilities include:

	2024	2023
	€000	€000
Assets measured at amortised cost	15,912	16,415

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

	2024	2023
	€000	€000
Liabilities measured at amortised cost	(1,243)	(961)

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

Note 11

Provision
for Liabilities

	2024	2024	2024	2023
	Capital Restrictions	Employment Obligations	Total	Total
	€000	€000	€000	€000
Provisions at 1 January	342	422	764	911
Charged in the year (i)	-	-	-	23
Released in the year (ii)	-	(48)	(48)	(150)
Utilised in the year (iv)	-	-	-	-
Amortised during the year	(21)	-	(21)	(20)
Provisions at 31 December (iii)	321	374	695	764

There were no contingent liabilities requiring disclosure as at 31 December 2024 (31 December 2023: €0).

Capital restrictions	Employment obligations
<div>(i) There was no charge of any capital restrictions during 2024 (2023: €Nil).</div> <div>(ii) There was no release of capital restrictions during 2024. There was a release of €150k in capital restrictions during 2023 as the contractual obligations expired.</div> <div>(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 2024, these restrictions were as follows:<div><div>- Mulhuddart: Restrictions of €325k on a capital grant from the Department of Rural & Community Development – 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 2024 is €21k (2023: €42k).</div><div>- Mullingar: €300k becomes repayable to the HSE in the event of the asset being disposed of, unless replaced by a mutually agreed premises.</div></div></div> <div>(iv) There was no utilisation of capital provisions made during the year (2023: €Nil).</div>	<div>(i) There were no additional charges to redundancy provisions during the year (2023: €23k).</div> <div>(ii) There was a release of redundancy provisions during the year of €48k relating to adjustments to estimates made in prior periods (2023: €Nil).</div> <div>(iii) The provision at 31 December 2024, 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.</div> <div>(iv) There was no utilisation of redundancy provisions made during the year (2023: €Nil).</div>

Note 12

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 2024, there were 299 active members of the scheme (2023: 265). The defined contribution pension scheme charge for 2024 was €835k (2023: €722k). 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 during 2022.

During the accounting year 2023, the Trustees of the Scheme 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	2024	2023
	€000	€000
Surplus in scheme at beginning of year	-	281
Contributions paid	-	-
Charge in Statement of Financial Activities:		
- Employer's part of current service cost	-	(3)
- Interest income	-	-
Actuarial gain	-	21
Refund to employer	-	(299)
Surplus in scheme at end of year	-	-

Note 12

Retirement Benefit Schemes (continued)

(b) Defined benefit pension scheme (continued)

Reconciliation of change in value of scheme liabilities in the year	2024	2023
	€000	€000
Scheme liabilities at start of year	-	2,127
Current service cost (net of members contribution)	-	-
Interest on liabilities	-	-
Actual member contributions	-	-
Actuarial gains	-	-
Liabilities extinguished on settlement	-	(2,108)
Change in value of AVCs	-	-
Benefits paid	-	(19)
Expected costs of wind up of Scheme	-	-
Scheme liabilities at end of year, based on end of year assumptions	-	-

Reconciliation of changes in value of assets in the year	2024	2023
	€000	€000
Market value at beginning of year	-	2,408
Interest on plan assets	-	-
Actual return less interest on plan assets	-	21
Assets distributed on settlement	-	(2,111)
Contributions by the employer	-	-
Contributions by plan members	-	-
Change in value of AVCs	-	-
Refund to employer on wind up	-	(299)
Benefits paid	-	(19)
Market value at end of year	-	-

The following amounts have been recognised in the Statement of Financial Activities:	2024	2023
	€000	€000
Charged to expenditure		
Current service costs	-	-
Other operating costs paid by the employer	-	94
Settlement loss from annuity purchase	-	-
Expected settlement loss on wind up	-	-
Charged to other finance income		
Interest income	-	-
Total charge in Statement of Financial Activities	-	94

Fair value of the plan assets	2024	2024	2023	2023
	Fair value	Fair value	Fair value	Fair value
	€000	%	€000	%
Other	-	0.0%	-	0.0%
Bonds	-	0.0%	-	0.0%
Cash	-	0.0%	-	0.0%
Equities	-	0.0%	-	0.0%
Property	-	0.0%	-	0.0%
Total	-	0.0%		0.0%

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

	2024	2023
Inflation rate	n/a	n/a
Discount rate	n/a	n/a
Expected rate of salary increases	n/a	n/a
Rate of pension increases in payment	n/a	n/a
Rate of pension increases in deferment	n/a	n/a

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

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

	2024	2023
	Years	Years
Longevity at age 65 for current pensioners		
Male	n/a	n/a
Female	n/a	n/a
Longevity at age 65 for members aged 55		
Male	n/a	n/a
Female	n/a	n/a

Note 13
Funds

(a) Movement in funds

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

		Balance 1 January 2024	Income	Expenditure	Other recognised gains	Transfers	Balance 31 December 2024
		€000	€000	€000	€000	€000	€000
Unrestricted funds							
General funds	(i)	-	8,203	(4,633)	-	(3,570)	-
Designated funds							
	(ii)						
Tangible assets		5,034	-	-	-	(243)	4,791
Planned budget deficit		1,264	-	-	-	555	1,819
Programme continuity fund		9,032	-	-	-	(1,616)	7,416
Total unrestricted funds		15,330	8,203	(4,633)	-	(4,874)	14,026
Restricted							
	(iii)						
Charitable activities							
Family support		47	9,719	(11,537)	-	1,867	96
Specialist services		23	5,877	(6,858)	-	1,018	60
Early Years		12	2,669	(4,170)	-	1,574	85
Guardian ad Litem		1	3,168	(3,159)	-	(10)	-
Learning and development		1	958	(1,214)	-	256	1
Research and policy		85	48	(302)	-	236	67
Subtotal		169	22,439	(27,240)	-	4,941	309
Raising funds							
Raising funds		-	782	(782)	-	-	-
Covid-19 appeal fund		75	-	-	-	(67)	8
Subtotal		75	782	(782)	-	(67)	8
Total restricted funds		244	23,221	(28,022)	-	4,874	317
Total Charity funds							
Total Charity funds		15,574	31,424	(32,655)	-	-	14,343

Note 13

Funds (continued)

The funds carried forward at 31 December 2024 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 2024, 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 2025 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:	2024	2024	2024	2023
	Unrestricted funds	Restricted funds	Total funds	Total funds
	€000	€000	€000	€000
Tangible assets	5,111	-	5,111	5,375
Cash and current asset investments	9,679	4,900	14,579	15,228
Debtors, stocks and other current assets	1,605	-	1,605	1,301
Creditors, deferred income and provisions	(2,369)	(4,583)	(6,952)	(6,330)
Total	14,026	317	14,343	15,574



Note 14 Commitments

Operating lease commitments payable during the next twelve months amount to €279k (2023: €293k) 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	5	25	249	279
Payable within two to five years	-	51	315	366
Payable after five years	-	-	63	63
Total	5	76	627	708

Note 15 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 €211k (2023: €201k) from the HSE via the Tallaght Local Drugs and Alcohol Task Force.

As well as donating their time and expertise during 2024, the Directors made unconditional donations of €24k (2023: €2k) to the Charity.

There were no other related party transactions during the year ended 31 December 2024 (31 December 2023: €Nil).

Note 16 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 2024, there were 44 members (2023: 42), whose guarantee is limited to €1.27 each.

Note 17 Post Balance Sheet Events

There have been no events subsequent to the year end that require any adjustment to, or additional disclosure in, the 2024 Financial Statements.

Note 18 Approval of Financial Statements

The Board approved the financial statements on 14th May 2025

5 Appendix

(Not forming part of the financial statements)



1 Analysis of Statutory Income and Expenditure

	2024	2024	2024	2024	2024	2023	2024	2023
	€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
A. Tusla (Child and Family Agency) – Restricted								
Dublin North East								
Dublin North City	227	2,528	-	(338)	2,417	2,304	2,417	2,304
Louth/Meath	17	105	-	(23)	99	97	99	97
Cavan/Monaghan	26	35	-	(3)	58	34	58	34
Dublin Mid Leinster								
Dublin South Central	87	2,554	(49)	(329)	2,263	2,138	2,263	2,138
Midlands	60	1,080	(98)	(87)	955	906	955	906
Dublin South West/Kildare/West Wicklow	61	850	-	(124)	787	733	787	733
South East								
Waterford/Wexford	122	986	-	(105)	1,003	997	1,003	997
Carlow/Kilkenny/South Tipperary	5	1,062	-	(192)	875	833	875	833
Dublin South East/Wicklow	-	461	-	(36)	425	409	425	409
Mid West								
Mid West	167	2,075	-	(281)	1,961	1,706	1,961	1,706
South West								
Cork	57	595	-	(56)	596	578	596	578
Domestic, Sexual & Gender Based Violence (DSGBV) Unit								
DSGBV Unit	2	166	-	(3)	165	374	165	374
Counselling Grant Section								
Counselling Grant Section	28	194	-	(4)	218	201	218	201
Parental Advocacy & Information Service for Children in Care								
Parental Advocacy & Information Service for Children in Care	132	720	-	(303)	549	492	549	492
Library and Information Services								
Library and Information Services	3	28	(11)	-	20	24	20	24

1 Analysis of Statutory Income and Expenditure (continued)

A. Tusla (Child and Family Agency) – Restricted (continued)

	2024	2024	2024	2024	2024	2023	2024	2023
	€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
Children and Young People's Services Committee (CYPSC)								
Waterford CYPSC – Healthy Ireland Fund – Wellbeing Communities	39	2	–	–	41	6	41	6
Fingal CYPSC – Mulhuddart Family Support	4	13	–	(6)	11	3	11	3
Limerick CYPSC – Seasonal Camp Provision for International Protection Accomodation Services (IPAS) – Homemaker	3	13	–	(6)	10	8	10	8
Cork CYPSC – International Protection Support Services Funding (IPSS) – Mahon	–	10	–	–	10	5	10	5
Dublin City North CYPSC – Area Based Childhood (ABC) Finglas	4	5	–	–	9	23	9	23
Finglas CYPSC – Wellbeing Communities	–	9	–	–	9	10	9	10
Laois/Offaly CYPSC – Healthy Ireland Fund – Parent Hub Support	–	16	–	(8)	8	–	8	–
Wexford CYPSC – Parents Plus – Wexford Teen Parents	–	8	–	–	8	12	8	12
Waterford CYPSC – Ballybeg & Family Support West Waterford	6	1	–	–	7	14	7	14
Laois/Offaly CYPSC – Laois/Offaly Parents Hubs	17	5	–	(15)	7	–	7	–
Cork CYPSC – IPAS – Youghal	–	10	–	(3)	7	–	7	–
Cork CYPSC – Parent Support Awareness Fund – Youghal	–	5	–	–	5	–	5	–
Dublin North CYPSC/Healthy Ireland Fund – Sensory Garden Works – ABC Finglas	–	4	–	–	4	–	4	–
Tipperary CYPSC – Parents Hub – Clonmel	4	2	–	(2)	4	3	4	3
Limerick CYPSC – Seasonal Camp Provision for IPAS – Homemaker	–	4	–	–	4	–	4	–
Carlow CYPSC – Healthy Ireland Fund – Carlow Family Support	3	–	–	–	3	–	3	–
Cork CYPSC – Safe & Protected Subgroup	–	10	–	(9)	1	–	1	–
Clonmel CYPSC – South Tipperary Child & Family Support Network Initiative – Prevention Partnership Family Support – Clonmel	–	1	–	–	1	–	1	–
Clonmel CYPSC – 1st Aid for Parents – Clonmel	–	1	–	–	1	–	1	–
Thurles CYPSC – Single Area Initiative – Social Innovation – Thurles	–	1	–	–	1	–	1	–
South Dublin CYPSC – Better Outcomes Better Futures – Parenting Program – Lorien	–	4	–	(3)	1	–	1	–
Cork CYPSC – Supporting Parents Subgroup – Youghal	–	5	–	(4)	1	5	1	5
Cork CYPSC – Safe & Protected Subgroup – Mapping	–	36	–	(36)	–	–	–	–
Carlow CYPSC – Wellbeing Group – Carlow	–	2	–	(2)	–	–	–	–
Carlow CYPSC – Carlow Family Support	–	–	–	–	–	3	–	3

1 Analysis of Statutory Income and Expenditure (continued)

A. Tusla (Child and Family Agency) – Restricted (continued)

	2024	2024	2024	2024	2024	2023	2024	2023
	€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
Clonmel CYPSC – South Tipperary Parents Hub – Clonmel Family Support	-	-	-	-	-	5	-	5
Clonmel CYPSC – Clonmel Family Support	-	-	-	-	-	2	-	2
Dublin City North CYPSC – Finglas Family Resource Centre	-	-	-	-	-	2	-	2
Ukraine Fund – Supporting Children & Families from Ukraine								
Ukraine Fund – Wellbeing Communities	129	-	-	(104)	25	-	25	-
Ukraine Fund – Family Intervention Service, Ballyogan	60	-	-	(36)	24	-	24	-
Ukraine Fund – Healthy Ireland Fund – Wellbeing Communities	22	-	-	-	22	-	22	-
Ukraine Fund – Bereavement Service	-	49	-	(27)	22	-	22	-
Ukraine Fund – Youghal	58	59	-	(96)	21	1	21	1
Ukraine Fund – Homemaker Service, Limerick	25	41	-	(47)	19	-	19	-
Ukraine Fund – Thurles	27	41	-	(53)	15	-	15	-
Ukraine Fund – Finglas Family Resource Centre	6	15	-	(15)	6	-	6	-
Ukraine Fund – Midlands (Laois, Longford, Offaly & Westmeath)	41	-	-	(38)	3	-	3	-
Tusla Participation Initiatives – Child & Youth Participation and Parental Participation								
Tusla Participation Initiative – TLC Kidz Cork	-	12	-	-	12	14	12	14
Tusla Participation Initiative – Empower Kids	3	5	(5)	-	3	-	3	-
Tusla Participation Initiative – Prevention, Partnership & Family Support (PPFS)	-	6	-	(5)	1	-	1	-
Tusla Participation Initiative – Child & Youth Participation Initiatives Scheme	-	3	-	(3)	-	-	-	-
Tusla Participation Initiative – TLC Kidz Cavan & Monaghan	-	-	-	-	-	3	-	3
Other								
Child Domestic Violence and Abuse, Dublin South Central	78	-	-	(28)	50	-	50	-
Children's Experiences of Open Adoption Research	-	-	5	-	5	-	5	-
Paul Partnership – Homemaker Service	-	-	-	-	-	90	-	90
LGBTI+ Capacity Building Initiative Funding Scheme with DCEDIY	-	-	-	-	-	1	-	1
Other Family Support Services	8	-	(8)	-	-	-	-	-
Subtotal	1,531	13,837	(166)	(2,430)*	12,772	12,036	12,772	12,036

* Approximately 56% of Closing Balance Deferred Income relates to income for 2025 received prior to 31 December 2024.

1 Analysis of Statutory Income and Expenditure (continued)

B. Department of Rural & Community Development (DCEDIY) – Pobal – Restricted

	2024	2024	2024	2024	2024	2023	2024	2023
	€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	-	(15)	538	553	538	553
Community Childcare Subvention – DCEDIY:								
- Brighter Futures, Knocknaheeny Service	-	172	-	(5)	167	137	167	137
- Thurles Targeted Early Intervention Service	7	162	(24)	(3)	142	137	142	137
- Early Years Service, Mulhuddart	17	135	(13)	(14)	125	86	125	86
- Tivoli Family Centre	11	85	(1)	-	95	78	95	78
- Millbrook Family Support Service	-	95	-	-	95	60	95	60
- Loughlinstown Family Centre	-	79	(3)	-	76	97	76	97
- Finglas Early Intervention Service	4	64	(4)	-	64	56	64	56
- Youghal Family Resource Initiative	-	45	-	-	45	35	45	35
- Early Bird & After School Service, Limerick	-	20	-	-	20	-	20	-
- Youghal Family Resource Initiative 2	-	3	-	-	3	-	3	-
SSNO – DRCD – 2022-2025	-	121	(13)	-	108	102	108	102
Dungarvan – Junior After School Grant	-	2	-	-	2	-	2	-
Limerick South – Mother & Toddler – Infant Massage	-	1	-	-	1	-	1	-
Subtotal	39	1,537	(58)	(37)	1,481	1,341	1,481	1,341

1 Analysis of Statutory Income and Expenditure (continued)

C. Other Statutory Funding – Restricted

	2024	2024	2024	2024	2024	2023	2024	2023
	€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	-	3,006	162	-	3,168	3,188	3,168	3,188
HSE	265	1,295	(25)	(323)	1,212	1,156	1,212	1,156
Department of Justice – Domestic Violence Services	-	375	-	(16)	359	-	359	-
Other fees and grants	11	372	(2)	(8)	373	242	373	242
Department of Social Protection – Community Employment Scheme – Barnardos Moyross Community Employment Scheme – Wages, Training & Materials for Participants	-	297	-	-	297	185	297	185
Department of Children, Equality, Disability, Integration & Youth (DCEDIY)	95	314	-	(147)	262	219	262	219
Councils – City/County	14	284	-	(113)	185	123	185	123
Department of Justice – Commission for the Support of Victims of Crime	-	111	-	-	111	108	111	108
Department of Education – Origins Tracing Service	-	95	-	-	95	92	95	92
Paul Partnership – Homemaker Service	-	90	-	-	90	-	90	-
Department of Children, Equality, Disability, Integration and Youth (DCEDIY) – Dublin & Dun Laoghaire Education & Training Board Ireland (DDLETBI) – Targeted/Revised Youth Funding Schemes – Pay & general admin, service provision and specified others	-	79	-	-	79	76	79	76
School Completion Programme	74	71	(12)	(55)	78	-	78	-
Department of Justice – Support for Traveller Women in Prison	80	-	-	(43)	37	1	37	1
Department of Justice – Notice Me – Think About Me Grant	-	27	-	-	27	-	27	-
Department of Justice – Courts Services	-	2	-	-	2	2	2	2
Subtotal	539	6,418	123	(705)	6,375	5,392	6,375	5,392
Total statutory – restricted	2,109	21,792	(101)	(3,172)	20,628	18,769	20,628	18,769
D. Other income								
Donations and other income – restricted					2,593	3,259	7,394	7,447
Donations and other income – unrestricted					8,203	7,656	4,633	4,223
Total other					10,796	10,915	12,027	11,670
Total					31,424	29,684	32,655	30,439

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 2024 – Restricted

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency)							
1. Dublin North City							
S56	Mulhuddart Family Support	Family Support	Revenue	297	Jan – Dec 2024	315	As per outlined in Tusla SLA
S56	Mulhuddart Family Support	Family Support	Revenue	**	Jan – Dec 2025	26	As per outlined in Tusla SLA
S56	Mulhuddart Early Years	Targeted Early Intervention	Revenue	238	Jan – Dec 2024	253	As per outlined in Tusla SLA
S56	Mulhuddart Early Years	Targeted Early Intervention	Revenue	**	Jan – Dec 2025	20	As per outlined in Tusla SLA
S56	Corduff	Family Support	Revenue	326	Jan – Dec 2024	346	As per outlined in Tusla SLA
S56	Corduff	Family Support	Revenue	**	Jan – Dec 2025	31	As per outlined in Tusla SLA
S56	Finglas	Family Support	Revenue	397	Jan – Dec 2024	421	As per outlined in Tusla SLA
S56	Finglas	Family Support	Revenue	**	Jan – Dec 2025	35	As per outlined in Tusla SLA
S56	Finglas Teen Parents	Teen Parent Support	Revenue	119	Jan – Dec 2024	126	As per outlined in Tusla SLA
S56	Finglas Teen Parents	Teen Parent Support	Revenue	**	Jan – Dec 2025	11	As per outlined in Tusla SLA
S56	Finglas Early Years	Targeted Early Intervention	Revenue	153	Jan – Dec 2024	162	As per outlined in Tusla SLA
S56	Finglas Early Years	Targeted Early Intervention	Revenue	**	Jan – Dec 2025	14	As per outlined in Tusla SLA
S56	Finglas Family Resource	Family Resource Centre	Revenue	166	Jan – Dec 2024	176	As per outlined in Tusla SLA
AF	Finglas Family Resource – Parental Participation Initiative – Funding for Garden	Family Resource Centre	Revenue	3	Jan – Dec 2024	2	As per outlined in Tusla SLA
S56	Area Based Childhood (ABC) Finglas	Family Support	Revenue	555	Jan – Dec 2024	585	As per outlined in Tusla SLA
AF	ABC Finglas – Parental Participation Initiative – Summer Programme Funding	Family Support	Revenue	5	Jan – Dec 2024	5	As per outlined in Tusla SLA
Subtotal						2,528	
2. Louth/Meath							
S56	Family Welfare Conference	Family Support	Revenue	91	Jan – Dec 2024	97	As per outlined in Tusla SLA
S56	Family Welfare Conference	Family Support	Revenue	**	Jan – Dec 2025	8	As per outlined in Tusla SLA
Subtotal						105	

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
3. Cavan/Monaghan							
S56	TLC Kidz Cavan & Monaghan	Family Support	Revenue	32	Jan – Dec 2024	32	As per outlined in Tusla SLA
S56	TLC Kidz Cavan & Monaghan	Family Support	Revenue	**	Jan – Dec 2025	3	As per outlined in Tusla SLA
Subtotal						35	
4. Dublin South Central							
S56	Post Adoption Service	Post Adoption	Revenue	1,429	Jan – Dec 2024	1,480	As per outlined in Tusla SLA
S56	Post Adoption Service	Post Adoption	Revenue	1,010	Jan – Dec 2023	57	As per outlined in Tusla SLA
S56	Post Adoption Service	Post Adoption	Revenue	**	Jan – Dec 2025	133	As per outlined in Tusla SLA
S56	Post Adoption Service – Dormant Funding	Post Adoption	Revenue	17	Jan – Dec 2024	17	As per outlined in Tusla SLA
S56	Rialto	Family Support	Revenue	178	Jan – Dec 2024	189	As per outlined in Tusla SLA
S56	Rialto	Family Support	Revenue	**	Jan – Dec 2025	16	As per outlined in Tusla SLA
S56	Cherry Orchard	Family Support	Revenue	309	Jan – Dec 2024	328	As per outlined in Tusla SLA
S56	Cherry Orchard	Family Support	Revenue	**	Jan – Dec 2025	27	As per outlined in Tusla SLA
S56	Initial Assessment Service Dublin South Central	Initial Assessment	Revenue	290	Jan – Dec 2024	307	As per outlined in Tusla SLA
Subtotal						2,554	
5. Midlands							
S56	Family Support – Athlone, Mullingar, Tullamore, Edenderry & Laois	Family Support	Revenue	60	Jan – Dec 2023	59	As per outlined in Tusla SLA
S56	Family Support – Athlone, Mullingar, Tullamore, Edenderry & Laois	Family Support	Revenue	889	Jan – Dec 2024	942	As per outlined in Tusla SLA
S56	Family Support – Athlone, Mullingar, Tullamore, Edenderry & Laois	Family Support	Revenue	**	Jan – Dec 2025	79	As per outlined in Tusla SLA
Subtotal						1,080	

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
6. Dublin South West/Kildare/West Wicklow							
S56	Bawnlea Child and Family Service	Family Support	Revenue	239	Jan - Dec 2024	254	As per outlined in Tusla SLA
S56	Bawnlea Child and Family Service	Family Support	Revenue	**	Jan - Dec 2025	21	As per outlined in Tusla SLA
S56	Bawnlea Child and Family Service	Family Support	Revenue	22	Jan - Dec 2024	23	As per outlined in Tusla SLA
S56	Clondalkin Teen Parents	Teen Parent Support	Revenue	128	Jan - Dec 2024	135	As per outlined in Tusla SLA
S56	Clondalkin Teen Parents	Teen Parent Support	Revenue	**	Jan - Dec 2025	11	As per outlined in Tusla SLA
AF	Clondalkin Teen Parents - Traveller Community Programme	Teen Parent Support	Revenue	2	Jan - Dec 2024	2	As per outlined in Tusla SLA
S56	Millbrook Child and Family Service	Family Support	Revenue	285	Jan - Dec 2024	296	As per outlined in Tusla SLA
S56	Millbrook Child and Family Service	Family Support	Revenue	**	Jan - Dec 2025	25	As per outlined in Tusla SLA
AF	Family Intervention Service Ballyogan	Family Support	Revenue	61	Jan - Dec 2024	66	As per outlined in Tusla SLA
AF	Family Intervention Service Ballyogan	Family Support	Revenue	**	Jan - Dec 2025	6	As per outlined in Tusla SLA
AF	Domestic Violence Dublin South East & Wicklow - Preventive Partnership Family Support	Family Support	Revenue	6	Jan - Dec 2024	5	As per outlined in Tusla SLA
AF	Lorien - Preventive Partnership Family Support	Family Support	Revenue	6	Jan - Dec 2024	6	As per outlined in Tusla SLA
Subtotal						850	
7. Waterford/Wexford							
S56	Ballybeg	Family Support	Revenue	320	Jan - Dec 2024	343	As per outlined in Tusla SLA
S56	Ballybeg	Family Support	Revenue	**	Jan - Dec 2025	28	As per outlined in Tusla SLA
S56	Dungarvan	Family Support	Revenue	134	Jan - Dec 2024	141	As per outlined in Tusla SLA
S56	Dungarvan	Family Support	Revenue	**	Jan - Dec 2025	12	As per outlined in Tusla SLA
AF	Dungarvan - Emergency Reception & Orientation Centre (EROC) - Women's Group	Family Support	Revenue	13	Jan - Dec 2024	13	As per outlined in Tusla SLA
S56	Wexford	Family Support	Revenue	225	Jan - Dec 2024	193	As per outlined in Tusla SLA
S56	Wexford	Family Support	Revenue	**	Jan - Dec 2025	20	As per outlined in Tusla SLA
S56	Wexford	Teen Parent Support	Revenue	114	Jan - Dec 2024	171	As per outlined in Tusla SLA
S56	Wexford	Teen Parent Support	Revenue	**	Jan - Dec 2025	11	As per outlined in Tusla SLA
AF	Wexford - Parent Hub, Workshops & Booklets	Teen Parent Support	Revenue	4	Jan - Dec 2024	4	As per outlined in Tusla SLA
S56	West Waterford	Family Support	Revenue	45	Jan - Dec 2024	46	As per outlined in Tusla SLA
S56	West Waterford	Family Support	Revenue	**	Jan - Dec 2025	4	As per outlined in Tusla SLA
Subtotal						986	

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
8. Carlow/Kilkenny/South Tipperary							
S56	Clonmel	Family Support	Revenue	509	Jan – Dec 2024	474	As per outlined in Tusla SLA
S56	Clonmel	Family Support	Revenue	**	Jan – Dec 2025	105	As per outlined in Tusla SLA
AF	Signs of Safety – Clonmel	Signs of Safety	Revenue	14	Jan – Dec 2025	14	As per outlined in Tusla SLA
S56	Carlow	Family Support	Revenue	240	Jan – Dec 2024	314	As per outlined in Tusla SLA
S56	Carlow	Family Support	Revenue	**	Jan – Dec 2025	21	As per outlined in Tusla SLA
AF	Carlow	Family Support	Revenue	13	Jan – Dec 2025	13	As per outlined in Tusla SLA
S56	Athy – Home Visiting Service	Family Support	Revenue	145	Jan – Dec 2025	33	As per outlined in Tusla SLA
S56	Signs of Safety – Carlow/Kilkenny	Signs of Safety	Revenue	60	Jan – Dec 2024	82	As per outlined in Tusla SLA
S56	Signs of Safety – Carlow/Kilkenny	Signs of Safety	Revenue	**	Jan – Dec 2025	6	As per outlined in Tusla SLA
Subtotal						1,062	
9. Dublin South East/Wicklow							
S56	Loughlinstown	Targeted Early Intervention	Revenue	204	Jan – Dec 2024	216	As per outlined in Tusla SLA
S56	Loughlinstown	Targeted Early Intervention	Revenue	**	Jan – Dec 2025	18	As per outlined in Tusla SLA
S56	Dun Laoghaire	Targeted Early Intervention	Revenue	197	Jan – Dec 2024	209	As per outlined in Tusla SLA
S56	Dun Laoghaire	Targeted Early Intervention	Revenue	**	Jan – Dec 2025	18	As per outlined in Tusla SLA
Subtotal						461	

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
10. Mid West							
S56	Limerick North, Homemaker and Limerick South Family Support	Family Support	Revenue	1,129	Jan – Dec 2024	1,202	As per outlined in Tusla SLA
S56	Limerick North, Homemaker and Limerick South Family Support	Family Support	Revenue	**	Jan – Dec 2025	100	As per outlined in Tusla SLA
AF	Homemaker – European Social Fund	Family Support	Revenue	60	Jan – Dec 2024	45	As per outlined in Tusla SLA
S56	Thurles Targeted Early Intervention and Family Support	Family Support	Revenue	522	Jan – Dec 2024	554	As per outlined in Tusla SLA
S56	Thurles Targeted Early Intervention and Family Support	Family Support	Revenue	**	Jan – Dec 2025	47	As per outlined in Tusla SLA
S56	Thurles Targeted Early Intervention and Family Support	Parenting Support Champions Initiative	Revenue	2	Jan – Dec 2024	2	As per outlined in Tusla SLA
AF	Supporting Parental Participation in Midwest Fora	Family Support	Revenue	2	Jan – Dec 2024	2	As per outlined in Tusla SLA
AF	Thurles Family Support – Interparental Conflict	Family Support	Revenue	2	Jan – Dec 2024	2	As per outlined in Tusla SLA
S56	Young Parents Support Programme – Clare	Family Support	Revenue	39	Jan – Dec 2024	39	As per outlined in Tusla SLA
S56	Roscrea	Family Support	Revenue	79	Jan – Dec 2024	82	As per outlined in Tusla SLA
Subtotal						2,075	
11. Cork							
S56	South Cork City, North Cork City, Mitchelstown and Youghal	Family Support	Revenue	491	Jan – Dec 2024	496	As per outlined in Tusla SLA
S56	South Cork City, North Cork City, Mitchelstown and Youghal	Family Support	Revenue	**	Jan – Dec 2025	40	As per outlined in Tusla SLA
S56	Youghal	Family Resource Initiative	Revenue	44	Jan – Dec 2024	52	As per outlined in Tusla SLA
S56	Youghal	Family Resource Initiative	Revenue	**	Jan – Dec 2025	7	As per outlined in Tusla SLA
Subtotal						595	
12. Domestic, Sexual and Gender Based Violence (DSGBV) Unit							
S56	DSGBV Unit Funding	Family Support	Revenue	502	Jan – Dec 2024	166	As per outlined in Tusla SLA
Subtotal						166	
13. Counselling Grant Section							
S56	Bereavement Service	Family Support	Revenue	182	Jan – Dec 2024	194	As per outlined in Tusla SLA
Subtotal						194	

2 Breakdown of Grants Received During 2024 — Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
14. 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 2024	711	As per outlined in Tusla SLA
S56	Parental Advocacy and Information Service for Children in Care	Family Support	Revenue	**	Jan – Dec 2025	9	As per outlined in Tusla SLA
Subtotal						720	
15. Library and Information Services							
Contract	Library and Information Services	Library and Information Services	Revenue	21	Jan – Dec 2024	28	As per outlined in Tusla SLA
Subtotal						28	

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
16. Children and Young People's Services Committee (CYPSC)							
CYPSC	Waterford CYPSC – Healthy Ireland Fund – Wellbeing Communities	Family Support	Revenue	2	Jan – Dec 2024	2	As per outlined in Tusla SLA
CYPSC	Fingal CYPSC – Mulhuddart Family Support	Family Support	Revenue	13	Jan – Dec 2024	13	As per outlined in Tusla SLA
CYPSC	Limerick CYPSC – Seasonal Camp Provision for International Protection Accomodation Services (IPAS) – Homemaker	Family Support	Revenue	14	Jan – Dec 2024	13	As per outlined in Tusla SLA
CYPSC	Cork CYPSC – International Protection Support Services Funding (IPSS) – Mahon	Family Support	Revenue	10	Jan – Dec 2024	10	As per outlined in Tusla SLA
CYPSC	Dublin City North CYPSC – Area Based Childhood (ABC) Finglas	Family Support	Revenue	5	Jan – Dec 2024	5	As per outlined in Tusla SLA
CYPSC	Finglas CYPSC – Wellbeing Communities	Family Support	Revenue	9	Jan – Dec 2024	9	As per outlined in Tusla SLA
CYPSC	Laois/Offaly CYPSC – Healthy Ireland Fund – Parent Hub Support	Family Support	Revenue	16	Jan – Dec 2024	16	As per outlined in Tusla SLA
CYPSC	Wexford CYPSC – Parents Plus – Wexford Teen Parents	Teen Parent Support	Revenue	8	Jan – Dec 2024	8	As per outlined in Tusla SLA
CYPSC	Waterford CYPSC – Ballybeg & Family Support West Waterford	Family Support	Revenue	2	Jan – Dec 2024	1	As per outlined in Tusla SLA
CYPSC	Laois/Offaly CYPSC – Healthy Ireland Fund – Parents Hub	Family Support	Revenue	5	Jan – Dec 2024	5	As per outlined in Tusla SLA
CYPSC	Cork CYPSC – IPAS – Youghal	Family Support	Revenue	10	Jan – Dec 2024	10	As per outlined in Tusla SLA
CYPSC	Cork CYPSC – Parent Support Awareness Fund – Youghal	Family Support	Revenue	5	Jan – Dec 2024	5	As per outlined in Tusla SLA
CYPSC	Dublin North CYPSC – Healthy Ireland Fund – Sensory Garden Works – ABC Finglas	Family Support	Revenue	4	Jan – Dec 2024	4	As per outlined in Tusla SLA
CYPSC	Tipperary CYPSC – Parents Hub – Clonmel	Family Support	Revenue	2	Jan – Dec 2024	2	As per outlined in Tusla SLA
CYPSC	Limerick CYPSC – Seasonal Camp Provision for IPAS – Homemaker	Family Support	Revenue	4	Jan – Dec 2025	4	As per outlined in Tusla SLA
CYPSC	Cork CYPSC – Safe & Protected Subgroup	Family Support	Revenue	10	Jan – Dec 2024	10	As per outlined in Tusla SLA
CYPSC	Clonmel CYPSC – South Tipperary Child & Family Support Network Initiative – Prevention Partnership Family Support – Clonmel	Family Support	Revenue	1	Jan – Dec 2024	1	As per outlined in Tusla SLA
CYPSC	Clonmel CYPSC – 1st Aid for Parents – Clonmel	Family Support	Revenue	1	Jan – Dec 2024	1	As per outlined in Tusla SLA
CYPSC	Thurles CYPSC – Single Area Initiative – Social Innovation – Thurles	Family Support	Revenue	1	Jan – Dec 2024	1	As per outlined in Tusla SLA
CYPSC	South Dublin CYPSC – Better Outcomes Better Futures – Parenting Program – Lorien	Family Support	Revenue	4	Jan – Dec 2024	4	As per outlined in Tusla SLA
CYPSC	Cork CYPSC – Supporting Parents Subgroup – Youghal	Family Support	Revenue	5	Jan – Dec 2024	5	As per outlined in Tusla SLA
CYPSC	Cork CYPSC – Safe & Protected Subgroup – Mapping	Family Support	Revenue	18	Jan – Dec 2025	36	As per outlined in Tusla SLA
CYPSC	Carlow CYPSC – Wellbeing Group – Carlow	Family Support	Revenue	2	Jan – Dec 2024	2	As per outlined in Tusla SLA
Subtotal						167	

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000	Restrictions
A. Tusla (Child and Family Agency) (continued)							
17. Ukraine Fund – Supporting Childen and Families from Ukraine							
S56	Ukraine Fund – Bereavement Service	Family Support	Revenue	49	Jan – Dec 2024	49	As per outlined in Tusla SLA
S56	Ukraine Fund – Youghal	Family Support	Revenue	59	Jan – Dec 2025	59	As per outlined in Tusla SLA
S56	Ukraine Fund – Homemaker Service, Limerick	Family Support	Revenue	40	Jan – Dec 2025	41	As per outlined in Tusla SLA
S56	Ukraine Fund – Thurles	Family Support	Revenue	41	Jan – Dec 2024	41	As per outlined in Tusla SLA
S56	Ukraine Fund – Finglas Family Resource Centre	Family Support	Revenue	15	Jan – Dec 2025	15	As per outlined in Tusla SLA
Subtotal						205	
18. Tusla Participation Initiatives – Child & Youth Participation and Parental Participation							
AF	Tusla Participation Initiative – Cork	Family Support	Revenue	12	Jan – Dec 2024	12	As per outlined in Tusla SLA
AF	Empower Kids	Family Support	Revenue	5	Jan – Dec 2023	5	As per outlined in Tusla SLA
AF	Prevention, Partnership & Family Support	Family Support	Revenue	6	Jan – Dec 2024	6	As per outlined in Tusla SLA
AF	Child & Youth Participation Initiatives Scheme	Family Support	Revenue	3	Jan – Dec 2024	3	As per outlined in Tusla SLA
Subtotal						26	
Total Tusla – Restricted						13,837	

** A number of core SLAs for 2025 have not yet been finalised.

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000
B. Department of Rural & Community Development (DCEDIY) – Pobal						
1. Brighter Futures, Knocknaheeny Service						
DCEDIY SS	AIM – Brighter Futures Knocknaheeny	EYPS	Revenue	23	Sept 2023–Aug 2024	16
DCEDIY NCS	NCS – Brighter Futures Knocknaheeny	EYPS	Revenue	48	Sept 2023–Aug 2024	29
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	54	Sept 2023–Aug 2024	33
DCEDIY CORE	CORE – Brighter Futures Knocknaheeny	CORE	Revenue	40	Sept 2023–Aug 2024	22
DCEDIY SS	AIM – Brighter Futures Knocknaheeny	EYPS	Revenue	28	Sept 2024– Aug 2025	13
DCEDIY NCS	NCS – Brighter Futures Knocknaheeny	NCS	Revenue	61	Sept 2024– Aug 2025	25
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	54	Sept 2024– Aug 2025	21
DCEDIY CORE	CORE – Brighter Futures Knocknaheeny	CORE	Revenue	54	Sept 2024– Aug 2025	13
Subtotal						172
2. Thurles Targeted Early Intervention Service						
DCEDIY SS	AIM – Thurles Targeted Early Intervention Service	EYPS	Revenue	21	Sept 2023–Aug 2024	22
DCEDIY NCS	NCS – Thurles Targeted Early Intervention Service	NCS	Revenue	32	Sept 2023–Aug 2024	23
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	62	Sept 2023–Aug 2024	38
DCEDIY CORE	CORE – Thurles Targeted Early Intervention Service	CORE	Revenue	27	Sept 2023–Aug 2024	18
DCEDIY SS	AIM – Thurles Targeted Early Intervention Service	EYPS	Revenue	25	Sept 2024– Aug 2025	11
DCEDIY NCS	NCS–Thurles Targeted Early Intervention Service	NCS	Revenue	45	Sept 2024– Aug 2025	15
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	57	Sept 2024– Aug 2025	23
DCEDIY CORE	CORE – Thurles Targeted Early Intervention Service	CORE	Revenue	42	Sept 2024– Aug 2025	12
Subtotal						162

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000
B. Pobal (continued)						
3. Loughlinstown Family Centre						
DCEDIY SS	AIM – Loughlinstown Early Years Service	EYPS	Revenue	2	Sept 2023–Aug 2024	–
DCEDIY NCS	NCS – Loughlinstown Early Years Service	NCS	Revenue	25	Sept 2023–Aug 2024	18
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	33	Sept 2023–Aug 2024	14
DCEDIY CORE	CORE – Loughlinstown Early Years Service	CORE	Revenue	17	Sept 2023–Aug 2024	11
DCEDIY SS	AIM – Loughlinstown Early Years Service	EYPS	Revenue	7	Sept 2024– Aug 2025	1
DCEDIY NCS	NCS – Loughlinstown Early Years Service	NCS	Revenue	40	Sept 2024– Aug 2025	12
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	36	Sept 2024– Aug 2025	14
DCEDIY CORE	CORE – Loughlinstown Early Years Service	CORE	Revenue	27	Sept 2024– Aug 2025	9
Subtotal						79
4. Early Years Service, Mulhuddart						
DCEDIY SS	AIM – Mulhuddart Early Years Service	EYPS	Revenue	27	Sept 2023–Aug 2024	20
DCEDIY NCS	NCS – Mulhuddart Early Years Service	NCS	Revenue	19	Sept 2023–Aug 2024	10
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	42	Sept 2023–Aug 2024	42
DCEDIY CORE	CORE – Mulhuddart Early Years Service	CORE	Revenue	21	Sept 2023–Aug 2024	14
DCEDIY SS	AIM – Mulhuddart Early Years Service	EYPS	Revenue	28	Sept 2024– Aug 2025	11
DCEDIY NCS	NCS – Mulhuddart Early Years Service	NCS	Revenue	27	Sept 2024– Aug 2025	10
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	46	Sept 2024– Aug 2025	18
DCEDIY CORE	CORE – Mulhuddart Early Years Service	CORE	Revenue	29	Sept 2024– Aug 2025	10
Subtotal						135

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000
B. Pobal (continued)						
5. Tivoli Family Centre						
DCEDIY SS	AIM – Tivoli Early Years Service	EYPS	Revenue	9	Sept 2023-Aug 2024	5
DCEDIY NCS	NCS – Tivoli Early Years Service	NCS	Revenue	28	Sept 2023-Aug 2024	20
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	34	Sept 2023-Aug 2024	12
DCEDIY CORE	CORE – Tivoli Early Years Service	CORE	Revenue	15	Sept 2023-Aug 2024	11
DCEDIY SS	AIM – Tivoli Early Years Service	EYPS	Revenue	15	Sept 2024- Aug 2025	4
DCEDIY NCS	NCS – Tivoli Early Years Service	NCS	Revenue	29	Sept 2024- Aug 2025	11
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	31	Sept 2024- Aug 2025	14
DCEDIY CORE	CORE – Tivoli Early Years Service	CORE	Revenue	31	Sept 2024- Aug 2025	8
Subtotal						85
6. Millbrook Family Support Service						
DCEDIY SS	AIM – Millbrook Family Support Service	EYPS	Revenue	11	Sept 2023-Aug 2024	7
DCEDIY NCS	NCS – Millbrook Family Support Service	NCS	Revenue	16	Sept 2023-Aug 2024	16
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	22	Sept 2023-Aug 2024	15
DCEDIY CORE	CORE – Millbrook Family Support Service	CORE	Revenue	21	Sept 2023-Aug 2024	14
DCEDIY SS	AIM – Millbrook Family Support Service	EYPS	Revenue	28	Sept 2024- Aug 2025	11
DCEDIY NCS	NCS – Millbrook Family Support Service	NCS	Revenue	31	Sept 2024- Aug 2025	11
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	36	Sept 2024- Aug 2025	11
DCEDIY CORE	CORE – Millbrook Family Support Service	CORE	Revenue	30	Sept 2024- Aug 2025	10
Subtotal						95

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000
B. Pobal (continued)						
7. Finglas Early Intervention Service						
DCEDIY SS	AIM – Finglas Early Years Service	EYPS	Revenue	16	Sept 2023-Aug 2024	13
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	37	Sept 2023-Aug 2024	22
DCEDIY CORE	CORE – Finglas Early Years Service	CORE	Revenue	11	Sept 2023-Aug 2024	8
DCEDIY SS	AIM – Finglas Early Years Service	EYPS	Revenue	18	Sept 2024- Aug 2025	7
DCEDIY ECCE	Early Childhood Care & Education Programme	EYPS	Revenue	36	Sept 2024- Aug 2025	13
DCEDIY CORE	CORE – Finglas Early Years Service	CORE	Revenue	21	Sept 2024- Aug 2025	1
Subtotal						64
8. Youghal Family Resource Initiative						
DCEDIY NCS	NCS – Youghal Family Resource Initiative	NCS	Revenue	29	Sept 2023-Aug 2024	22
DCEDIY CORE	CORE – Youghal Family Resource Initiative	CORE	Revenue	8	Sept 2023-Aug 2024	6
DCEDIY NCS	NCS – Youghal Family Resource Initiative	NCS	Revenue	19	Sept 2024- Aug 2025	12
DCEDIY CORE	CORE – Youghal Family Resource Initiative	CORE	Revenue	16	Sept 2024- Aug 2025	5
Subtotal						45
9. Youghal Family Resource Initiative 2						
DCEDIY NCS	NCS – Youghal Family Resource Initiative 2	NCS	Revenue	12	Sept 2024- Aug 2025	1
DCEDIY CORE	CORE – Youghal Family Resource Initiative 2	CORE	Revenue	11	Sept 2024- Aug 2025	2
Subtotal						3

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000
B. Pobal (continued)						
10. Barnardos Early Bird and After School Service						
DCEDIY NCS	NCS - Barnardos Early Bird and After School Service	NCS	Revenue	74	Sept 2024- Aug 2025	16
DCEDIY CORE	CORE - Barnardos Early Bird and After School Service	CORE	Revenue	24	Sept 2024- Aug 2025	4
Subtotal						20
11. Other						
DCEDIY VCO	Programme for Voluntary Childcare Organisation (VCO)	Pay & general admin, service provision and specified others	Revenue	553	Jan – Dec 2024	553
SSNO	Scheme to Support National Organisations (SSNO) - Department of Rural & Community Development (DRCD) - 2022-2025	Staffing costs	Revenue	273	Jul 2022 – Dec 2025	121
Dungarvan	Dungarvan – Junior After School Grant	Programme costs	Revenue	2	Jan – Dec 2024	2
Limerick South	Limerick South – Mother & Toddler – Infant Massage	Staff training	Revenue	1	Jan – Dec 2024	1
Subtotal						677
Total Department of Rural & Community Development – Pobal – Restricted						1,537

2 Breakdown of Grants Received During 2024 – Restricted (continued)

Grant type	Grant name/project	Purpose	Status	Grant amount €000	Term	Cash receipts in 2024 €000
C. Health Service Executive (HSE)						
S39	Addiction Services - Dun Laoghaire	Family Support	Revenue	207	Jan - Dec 2024	224
S39	Rivendell	Family Support	Revenue	194	Jan - Dec 2024	212
S39	Special Needs Service	Disability	Revenue	172	Jan - Dec 2024	186
S39	Lorien	Family Support	Revenue	132	Jan - Dec 2024	144
S39	Family Intervention Service Ballyogan	Family Support	Revenue	148	Jan - Dec 2024	141
S39	Family Support Mahon	Family Support	Revenue	75	Jan - Dec 2024	75
S39	Addiction Services - Bray	Family Support	Revenue	67	Jan - Dec 2024	70
S39	Rialto - Local Drugs Task Force	Family Support	Revenue	49	Jan - Dec 2024	53
S78	Wexford Teen Parents	Teen Parents	Revenue	39	Jan - Dec 2024	39
S39	Slaintecare Triple P - Athlone	Family Support	Revenue	25	Jan - Dec 2024	29
S39	Health & Wellbeing - ABC Finglas	Family Support	Revenue	25	Jan - Dec 2024	27
S39	Slaintecare Healthy Communities Programme - Bawnlea	Family Support	Revenue	25	Jan - Dec 2024	27
S78	Clonmel	Family Support	Revenue	26	Jan - Dec 2024	26
AF	Mid West Regional Drugs and Alcohol Forum - Hidden Harm - Homemaker	Family Support	Revenue	10	Jan - Dec 2023	11
AF	Mid West Regional Drugs and Alcohol Forum - Hidden Harm - Limerick North	Family Support	Revenue	10	Jan - Dec 2023	10
S39	National Lottery - Finglas Family Resource Centre	Family Support	Revenue	10	Jan - Dec 2024	10
AF	Mid West Regional Drugs and Alcohol Forum - Hidden Harm - Limerick South	Family Support	Revenue	7	Jan - Dec 2023	7
AF	Restorative Practice Training - ABC Finglas	Family Support	Revenue	4	Jan - Dec 2024	4
Total HSE – Restricted						1,295

Abbreviations		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	NCS	National Childcare Scheme
ABC	Area Based Childhood	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	EROC	Emergency Reception & Orientation Centre	S39	Section 39
AF	Additional Funding					EYPS	Early Years Programme Support	S56	Section 56
AIM	Access and Inclusion Model					HSE	Health Service Executive	S78	Section 78
CORE	Core Funding	DCEDIY NCS	Department of Children, Equality, Disability, Integration and Youth National Childcare Scheme	DRCD	Department of Rural and Community Development	IPAS	International Protection Accomodation Services	SCP	School Completion Programme
CYPSC	Children and Young Person's Services Committee					IPSS	International Protection Support Services Funding	SLA	Service Level Agreement
								SSNO	Scheme to Support National Organisations
								VCO	Voluntary Childcare Organisation

3 Five Year Summary of the Statement of Financial Activities

	2024	2023	2022	2021	2020
	€000	€000	€000	€000	€000
Income					
Donations and legacies	9,188	9,449	9,956	10,159	11,080
Retail	1,171	1,220	1,212	747	598
Tusla (Child & Family Agency)	12,772	12,036	10,773	10,021	9,306
Service income Guardian ad Litem	3,168	3,188	2,982	2,961	3,072
Department of Rural & Community Development – Pobal	1,481	1,341	1,359	1,431	1,245
Health Service Executive	1,212	1,156	1,079	977	960
Other statutory income	1,995	1,048	1,262	1,067	1,196
Memberships, publications and training	201	230	170	224	130
Investments and other	236	16	1	2	3
Total income	31,424	29,684	28,794	27,589	27,590
Expenditure					
Family support	10,693	9,951	9,573	9,179	8,428
Early years	3,864	3,499	3,475	3,364	3,276
Specialist services	6,345	5,656	4,263	3,278	3,342
Guardian ad Litem	2,864	2,967	2,742	2,703	2,576
Learning and development	1,131	1,180	1,167	989	787
Research and policy	279	249	226	156	194
Support	2,064	1,984	1,754	1,625	1,707
Subtotal of charitable activities	27,240	25,486	23,200	21,294	20,310
Raising funds	5,415	4,953	4,726	4,133	3,946
Other *	-	-	461	-	382
Total expenditure	32,655	30,439	28,387	25,427	24,638
Net (expenditure)/income for the year	(1,231)	(755)	407	2,162	2,952

* Other in 2022 & 2020 relates to the buy-out of annuities settlement cost (Note 12(b))

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 – to July 2024)

Ciaran Fitzpatrick
(from December 2024)

Ivan Fox (Treasurer)

Irene Gunning

Gary Joyce (Vice–Chairperson)

Maria Kelly (to July 2024)

Ken Kennedy

Sue Lamon–Diver

Denis Lucey

Kate Malone
(from December 2024)

Gary McGann

Paul O’Faherty
(Chairperson – from July 2024)

Trevor Spratt (to July 2024)

Company Secretary

Martin Hannigan

Executive Management Team

Chief Executive
Suzanne Connolly

Director of Children’s Services
Siobhan Greene (to August 2024)

Stephanie Whyte
(from August 2024)

Director of Finance, IT and Governance
Martin Hannigan

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

Bank of Ireland, Lower Baggot Street, Dublin 2

2 State Savings, GPO, Dublin 1

Solicitors
Beauchamps Solicitors, Riverside 2, Sir John Rogerson’s Quay, Dublin