



2021 Annual Report

Let's Grow Together _____



Let's Grow Together

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Knocknaheeny, Cork T23 XY16

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Company Registration Number: 658035

Registered Charity Number: 20206296

**Let's Grow Together!
Infant & Childhood Partnerships CLG**

is a Company Limited by Guarantee not having a share capital

Let's Grow Together is a business name of
Let's Grow Together! Infant & Childhood Partnerships CLG



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

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Employees

Glossary of Terms

ABC Programme

Area Based Childhood Programme

CUMH

Cork University Maternity Hospital

DCEDIY

Department of Child, Equality,
Disability, Integration and Youth

HSE

Healthy Service Executive

IMH

Infant Mental Health

IRC

Irish Research Council

Let's Grow Together

Let's Grow Together! Infant
& Childhood Partnerships CLG

PEI

Prevention and Early Intervention

PHN

Public Health Nurse

Tusla

The Child and Family Agency

UCC

University College Cork

YK

Young Knocknaheeny



Legal and Administrative Details

for the year ending 31 Dec 2021

*Let's Grow Together! Infant & Childhood Partnerships CLG
(A company limited by guarantee not having a share capital)*

Directors

Mr Kevin Fitzgibbon
 Ms Catherine Duggan (appointed 25 February 2021)
 Mr David Cashman
 Dr Clíodhna Foley-Nolan
 Ms Colette Kelleher
 Dr Cathy Burke (appointed 25 February 2021)
 Dr Martin Davoren (appointed 25 February 2021)
 Ms Julie Helen (appointed 25 February 2021)

Registered Company Number

658035

Registered Charity Number

20206296

Registered Office

HSE Building
 Harbourview Road
 Knocknaheeny
 Cork T23XY16

Company Secretary

Ms Catherine Duggan (appointed 22 July 2021)
 Ms Emily Harrington (resigned 8 June 2021)

Company Chairperson

Mr Kevin Fitzgibbon

Appointed Auditors

Quintas

Principal Bankers

Allied Irish Bank

Appointed Solicitors

Noonan, Linehan, Carroll,
 Coffey LLP Solicitors

Introduction

Through this report, Let's Grow Together! Infant & Childhood Partnerships CLG (hereafter Let's Grow Together) present an annual activity summary for the year ending 31 December 2021. The company Board of Directors confirm that the financial statements have been prepared on a going concern basis and in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2014.

- Embedding systems and community change to support early childhood development.
- Undertaking participatory learning and evaluation, documenting, and policy development.

This work is underpinned by an innovative Infant Mental Health Framework and draws on best international evidence and practice. The core work of Let's Grow Together is funded by the Department of Children, Equality, Disability, Integration and Youth and is part of the Area Based Childhood Programme within the TUSLA Child & Family Agency. A key strategy of Let's Grow Together is to diversify income and to create new opportunities for Prevention & Early Intervention (PEI) across neighbourhoods in Cork. To this end Let's Grow Together has successfully accessed grant funding from additional sources such as HSE and Cork City Council for example.

About Let's Grow Together! Infant & Childhood Partnerships CLG

Incorporating the Young Knocknaheeny Area Based Childhood Programme, the main objective of Let's Grow Together is to govern, support, and develop area-based prevention and early intervention programming and approaches that support early childhood development, relationships, and environments. Let's Grow Together aims to set the foundations for infant and child development, learning, wellbeing, and quality of life outcomes, and by doing so mitigate the intergenerational impact of child poverty. The subsidiary objectives are:

- Respectfully enhancing skills and early childhood development knowledge, of all parents, practitioners, and services.
- Strengthening and supporting all relationships and environments that are important to every child's early development.

Vision

Our communities are places where children experience happy, healthy, and thriving childhoods that last a lifetime, and no child is left behind.

Mission

To work in partnership with everyone important in children's lives, sharing knowledge, skills, and resources, empowering families and enabling children through their relationships and in their communities to be nurtured, fulfilled, achieving and learning.

Values

1. Inclusive
2. Respectful
3. Empathetic
4. Integrity
5. Open
6. Collaborative
7. Well Governed

Chairperson's Statement

At the beginning of 2021, Let's Grow Together! Infant & Childhood Partnerships officially succeeded Young Knocknaheeny and began its life as an independent charity. It was a very significant moment for all the people we help, our funders and stakeholders, and of course for our staff. The new non-for-profit entity, which is set up as a 'company limited by guarantee', took over delivering all the services that had previously been grown and developed through direct support by the Department of Children, with full continuity of those services for those depending on them.



Kevin Fitzgibbon
Chairperson

Our official start as a CLG took place during the covid crisis. Needless to say, this placed strains on everyone concerned, as our personnel had to work and deliver services remotely, as well as manage the transition of the organisation. It is a testament to the dedication and passion of our staff that so much was achieved in 2021 for the community we serve, despite these challenges.

Through the course of 2021, we achieved formal status as a registered charity, which was a vital step for us. We were delighted when an Taoiseach Micheál Martin officially launched our new charity, and our 5-Year Strategic Plan, commenting that Let's Grow Together's vision is strongly embraced and shared by the government. We expanded the reach of our work and influence, at local, national & international levels, through our networks and collaborations with like-minded partners. And we strengthened and deepened the governance of the organisation, to ensure we maintain the highest standards in the running of Let's Grow Together! As part of that, the first board of Let's Grow Together! was expanded with new members, drawn from a range of backgrounds, and received appropriate training on its roles and responsibilities.

I would like to thank all the staff of Let's Grow Together! for their hard work, energy and commitment through 2021, under the leadership of Katherine Harford supported by Emily Harrington. I would also like to take this opportunity to thank all our funders, supporters, collaboration partners and stakeholders, for their most invaluable assistance to us. Together, I believe we have enabled the organisation to successfully grow into its new form, and we are committed to continuing that process; just as we are fully committed to our mission of providing a broad range of meaningful prevention and early intervention services, for the benefit of children and parents in our city.

Manager's Report

2021 was a year marked by change both in the world around us and within the organisation. COVID-19 remained a significant challenge, for society.

However, as the year progressed, hopes of moving forward became possible, and by year-end even children themselves were being offered a vaccine against the virus. Connections through building and maintaining relationships were essential to how we worked with others and progressed through such a period of change. Let's Grow Together was officially launched in July 2021. The event, held online, was hosted by James Leonard and Timmy Long from the Two Norries Podcast. An Taoiseach Michael Martin officially launched the organisation and its five-year strategic plan.



Katherine Harford
Programme Manager

The launch also featured representatives of the Let's Grow Together Parents Forum, conversations with children who attended local services, and an art competition with hundreds of entries which were displayed in Hollyhill Library.

There was an expert panel discussion with Professor Dr Kevin Nugent, Dr Yvette Blanchard and Dr Lise Johnson from the Brazelton Institute at Boston Children's Hospital. Dr Johnson commented on how she looks forward to meeting the babies of today as young women and men in 20 years' time because of the investment in the little ones through prevention and early intervention programmes like Let's Grow Together, *"relationships are at the heart of it all"*.

Tanya Ward, CEO of the Children's Rights Alliance concluded proceedings by launching the Many Voices of Let's Grow Together report. Ms Ward noted that a key element of this document was seeking children's voices as children demonstrated clearly that they know what is important and what matters for babies in their community, "children have a right to survival and development and the work of Let's Grow Together is instrumental for providing that".

Also in 2021, Let's Grow Together received the keys to its new premises in The Meadows, leased from the Tuath Housing Association. We hope this will grow to become a hub of activity and especially serve the residents living nearby.

We welcomed new members to the team. This included the appointment of Trish Hurley as Infant Mental Health and Wellbeing Co-ordinator; Ellen Hegarty in a new role as Schools Community Support Worker; Jennifer Harte as Oral Language Officer; Katherine Manley and Cliona Twohig as Infant Parent Support Workers; and Marian Clifford Cronin as our HSE-seconded Public Health Nurse for Child Health. I especially want to thank existing members for supporting the transition of new members into the team, and likewise to new members for joining us and making such a positive contribution in such challenging times.

Dr Nicola O' Sullivan was appointed to provide reflective practice groups to the interdisciplinary team. This was a pilot piece of work, providing structure and development to the groups to

support members' everyday practice and process, as well as reflecting on their own interactions and development. Access to reflective practice is a core element of the Infant Mental Health approach and indeed part of trauma-informed and safe practice processes in general for children's services.

Operationally we continued to grow the programme of work. The antenatal programme PEEP 'Getting to Know your Baby' was selected to extend our suite of programmes into the antenatal stage, as well as extending the existing PEEP offering. Forty practitioners were provided with Newborn Observational Tool (NBO) training and mentoring, while the 2020 cohort continued to gain accreditation. This training was offered to our own interdisciplinary team staff, public health nurses, midwives, and other paediatric clinicians in Cork University Maternity Hospital (CUMH). The training was also taken up by several ABC colleagues around the country as we continue to lead the offering of NBO in Ireland.

The Babbling Babies service provided by our Oral Language Officers had been significantly impacted by COVID-19 restrictions as it was traditionally offered as part of the PHN Developmental Check which itself was curtailed. However, plans went ahead in partnership with colleagues in UCC and Public Health Nursing to develop an evaluation of the service and Irish Research Council (IRC) funding was secured for this to commence early in 2022.

Dolly Parton's Imagination Library went from strength to strength in 2021, with the interagency working group reaching more children, accessing additional funding, and engaging in further planning. In November 2021, the first birthday was celebrated, which for the first time directly showed the engagement of babies and their families in Cork, enjoying the books delivered by Dolly! In total, over 8,500 books were delivered in 2021!

Hanen Learning Language and Loving It™ Program for professionals working with children went ahead. This training commenced online in the autumn with a very committed group of early years professionals. Early Years services also engaged in our training, mentoring and environmental enhancement supports including Hightscope training, and our newly adapted Infant Mental Health training.

The Kidscope child development clinic led by Dr Louise Gibson continued, though with disruption due to pandemic restrictions. However, a huge catch-up effort was made to ensure every child who needed an appointment, follow up, or review was attended to. Let's Grow Together continued to support the clinic by providing IMH training to the medical students, supporting families to attend appointments, contributing to post clinic meetings, providing administrative support, and receiving referrals where needed. An IRC funded PhD research partnership for Kidscope completed its second year.

In 2021, Let's Grow Together commissioned Research Matters, led by Dr. Sinead Hannifin, to develop a Monitoring and Evaluation Plan for the organisation. This was completed in December 2021, following significant consultation with the team, Board members, and other stakeholders.

Let's Grow Together also commissioned PrivacyEngine to assess the organisation's GDPR needs and provide guidance and resources to ensure compliance with legislation and best practice.

Let's Grow Together has showed itself to be a committed partner in the community, working with families and services to ensure children have the best start, sometimes in very challenging circumstances. We are active partners to State agencies, such as TUSLA, the HSE, Local Authority, Early Years services and schools, and the wider community and voluntary sector. Our work in promoting, developing, and delivering PEI services translates policy across government and departments and agencies into local best practice respectfully including those we work with as part of the process.

In recognition of our efforts in 2021, Let's Grow Together was a recipient of a Cork City Council Civic and Community Award, winner in the Social Services & Environment category. It was timely as at end of 2021 Let's Grow Together became a registered charity in Ireland. I wish to thank the Board of Directors, fellow team members, funders, interagency and academic partners locally, nationally, and internationally. I would also like to acknowledge and thank the families and the young children in our communities.



Organisation and Governance

Company Details

Let's Grow Together! Infant & Childhood Partnerships CLG is a Company Limited by Guarantee not having a share capital (company number 658035). The organisation is a charity registered with the Charities Regulator (charity number 20206296).

Board of Directors

Directors are nominated and elected to the board and various committees. Directors are appointed based on their expertise and skillset, taking into account the composition of the existing Board. The number of the Directors shall be not less than three (3) and unless and until determined by the Company in general meeting, not more than twelve (12). At each Annual General Meeting one-third of the Directors for the time being, or, if their number is not three or a multiple of three, then the number nearest one-third, shall retire from office. The Directors to retire in every year shall be those who have been longest in office since their last election.

The Role of the Board of Directors

The Board is responsible for the strategic direction and oversight of the organisation and is required to act honestly and in the best interests of the organisation. Its responsibilities include determining the long term aims of the organisation, providing leadership to achieve these aims, and establishing supervisory controls to ensure that the management of the organisation is effective. Directors are required to comply with their obligations under the Companies Act 2014. The responsibility for the management of the day-to-day operations of the organisation is delegated by the Board to the Manager.

Officers: Chairperson & Company Secretary.

Audit and Risk Committee

The Audit and Risk Committee was established in 2021, with the development of its Terms of Reference and appointment of Colette Kelleher as Chairperson. The Audit and Risk Committee are required to meet quarterly and report to the Board following each meeting. Currently in development is the Governance and Remuneration committees respectively.

Risk and conflicts of interest management:

A conflict of interest policy and procedure exists for both Directors and employees. Risk is managed through a number of different channels depending on the type of risk, i.e. operational, financial, external. The audit and risk committee exists to review, categorise, and weight the risks, and to make recommendations to the Board for action.

Governance and Fundraising Standards:

Let's Grow Together is working toward full compliance with the Charities Governance Code since it became a registered charity in December 2021.

Strategic Plan Objectives

The Let's Grow Together Strategic Plan 2021-2025 named 7 strategic goals with several objectives under each. The strategic goals are achieved through partnership between Board, staff, community, participants, funders, and other stakeholders. Some strategic goals and objectives were advanced in 2021, here is a summary.

Goal 1: Delivery and Integration of the YKK Programme

Objective 1: Continue to deliver programme within current agreements;

Objective 2: Revision of current presentation of service delivery model;

Objective 3: Visibility, engagement & communication;

Objective 4: IT Infrastructure.



The existing ABC programme service is provided, with additional service provision being met through the HSE Healthy Communities Programme. A new leaflet was produced, and programme brochure explaining the range of services and how to access them. A monitoring and evaluation plan was commissioned in which several IT recommendations were made and now being progressed.

Goal 2: Consolidate reach of Organisation

Objective 1: Overall Reach;

Objective 2: Age range;

Objective 3: Geographical reach of direct services;

Objective 4: Capacity building reach;

Objective 5: Visual interpretation.

Let's Grow Together! continues to take a strategic approach to the reach of organisation activities that supports a) direct service, b) capacity building, and c) information sharing to inform practice and policy. This is very much in line with the ABC vision document. The organisation's expertise and resources of its direct services is currently positioned within the pre-birth to 3 years' period of a child's development. However, through collaboration and dependant on resources we do respond and be flexible where appropriate in extending our reach to multiple age groups within the city. The geographical reach of our direct services is Knocknaheeny, Hollyhill, Churchfield, Gurrabraher, The Meadows, Shanakiel regeneration areas have extended to Farranree and Fairhill.

We also maintain a service to families in the area who may have become homeless. Through the HSE Healthy Communities Programme, it is now possible to extend to Mayfield and The Glen.



Goal 3: Stakeholder Involvement

Objective 1: Organisational level;

Objective 2: Service delivery level.

Let's Grow Together has successfully incorporated the voices, views and experience of participants and beneficiaries, staff, professionals, and other stakeholders into the development of the five year strategic plan. As an organisation the value of participation continues to be held up by supporting the ongoing inclusion and development of the parent's forum, as well as research and evaluation that includes voices of participants. The organisation also supports the Lundy Model of Participation, and we are committed to capturing children's voices within monitoring and evaluation activities.

Goal 4: Monitoring, Research, Evaluation and Reporting

Objective 1: Programme support;

Objective 2: Collaboration;

Objective 3: Child and family voices.

Let's Grow Together continued to be supported by the University College Cork (UCC) research group. In 2021, a Monitoring and Evaluation Plan was commissioned, with recommendations being implemented in 2022. A number of research activities continue which include; the impact of COVID-19 restrictions on Children and Families; confirmation of IRC grant to carry out initial evaluation of Babbling Babies; completion of Child Level Profile, and IRC-funded PhD research into Kidscope Child Development Clinic. All underpinned to include participant voices and effective feedback systems.

Goal 5: Sustainability

Objective 1: Premises;

Objective 2: Funding;

Objective 3: Programme and company development.

Let's Grow Together successfully secured the occupancy, through a lease with Tuath Housing, for a premises within the Meadows estate, Hollyhill. We have secured some funding for capital and community grants as well as capital funding to establish the HSE Healthy Communities Programme.

Goal 6: Good Governance

Objective 1: Company Board;

Objective 2: Governance Code;

Objective 3: Employee wellbeing and development.

In 2021 the Board of Directors added new members and new officers of the Board were appointed. They engaged in formal Board training with Paul Doherty to enhance their approaches and skills. In 2021, Let's Grow Together became a registered charity and is now working toward compliance with the Charities Governance Code.

The Board has worked on several company policies such as Working with COVID-19 and COVID-19 Return to Face-to-face Working, Recruitment & Remuneration Policy, Career Break Policy, with more in development for 2022. The Board and Management promote staff wellbeing and development through a variety of means including robust induction processes, reflective practice and appraisal, training, and educational opportunities, and flexible and hybrid working. The Board has also engaged with funders to support improved employment terms and conditions for staff members. The Board also is also in the process of undertaking a strategic review of the organisational structure including roles, functions, and line management of staff.

Let's Grow Together Quantum of Service 2021

Four Interconnected Strategies

Let's Grow Together consists of four interconnected strategies supported by an integrated research and evaluation process. The strategies are underpinned by an Infant Mental Health framework and connected by their common approaches of capacity building, integration, and quality improvement to get every child's life off to the best possible start.



Figure 1: Let's Grow Together 4 Interconnected Strategies



**infant health
& wellbeing**

**speech,
language,
communication
& literacy**

**early
years care
& education**

**schools
community**

Capacity Building

Infant Mental Health Training

- IMH Masterclasses
- IMH Network Groups
- IMH Facilitators Peer Support Group
- Reflective Supervision
- Interdisciplinary Team Shared Learning
- ABC Learning Communities of Practice
- Resilience Documentary & Workshops
- Consultations with HEIs/Universities

Speech & Language Training

- Hanen Learning Language & Loving It Training
- Hanen Learning Language & Loving It Review
- Hanen ABC & Beyond
- Community Information Sessions
- Undergraduate Trainings (UCC)
- Student Placements

Ey Quality Improvement

- ITERS & ECERS Assessments in EY setting
- HighScope Curriculum Training
- Hanen Learning Language & Loving It Tra
- Hanen Learning Language & Loving It Rev
- IMH Early Years Masterclass
- Transition Programme to Primary School

Schools Capacity Building

- Incredible Years Whole Classroom DINA Programme
- Incredible Years Teacher Classroom Management Programme
- Doodle Den
- Doodle Families

One-to-one Groups and Activities



Pre-birth PEEP Antenatal Group

A time for mams, dads, partners, and all expectant parents to think about your baby and begin to build your relationship with your baby. 5 x 1.5hr sessions.



Pre-birth to 3 years IMH Home Visiting

In the pre-birth period, home visiting is available to support you on your journey to parenthood and to prepare you for your relationship with your baby. Home visiting is also available for you and your baby/toddler to support the development of your relationship with each other within your family and the community.



0-3 months Newborn Behavioural Observation

A chance to see how your baby is communicating with you through their wonderful behaviours. Together we can look at how your baby engages with faces, sounds and objects, and learn more about how they sleep, move and share their feelings. 1 x 30min sessions.

**community
information
sessions**



0-6 months Baby Massage

Learn new skills for massaging your baby. Special techniques for colic/gas. Meet with other carers and babies. 4 x 1hr sessions.



3-12 months Elklan Let's Talk with your Baby

You and your baby can make friends, share ideas, and have fun through singing, stories and activities. 8 x 1hr sessions.



9-11 months

Babbling Babies

Meet with a Speech & Language Therapist to talk about how your baby's relationship with you helps grow their communication.



0-5 years

Dolly Parton's Imagination Library

Register your young child with this free book gifting programme to receive their very own developmentally appropriate book in their name in the post every month until their 5th birthday.



0-6 years

Circle of Security Parenting

Meet other parents and learn to support and understand your child's emotional world. 8-10 x 2hr sessions.

0-4 years
storytime
at the
library



1-4 years

PEEP Learning Together

You and your toddler can make friends, share ideas and have fun through singing, stories and activities. 8 x 1.5hr sessions.



1-12 years

HSE Healthy Communities Programmes

Both the Parents Plus Early Years Programme (8 weeks) and the Parents Plus Children's Programme (8 weeks) aim to support parents/caregivers in helping children develop positive relationships, build their language and development, support children's behaviours and emotions, increase children's self-esteem, establish positive daily routines as well as reducing their own stress as caregivers.



1-12 years

HSE Healthy Communities Workshops

The Healthy Families Workshops series aims to empower parents to create healthy and connected families and improve well-being for everyone. Workshops run throughout the year.

Let's Grow Together 2021 In Numbers

Part 1



Direct Services



100 families

(220 children and 140 parents)
engaged in the pre-birth to 3 years
Home Visiting Programme



**40 speech & language
therapy consultations**

within Home Visiting Programme



33 babies & caregivers

completed Infant Massage

Community Capacity Building



40 practitioners

completed Newborn Observational Training
with the Brazelton Institute (total 70 practitioners
trained through Let's Grow Together)



**12 early years
practitioners &
early start teachers**

participated in HighScope Curriculum Training



3 local schools

working with Doodle Den
interagency group



12 expectant parents

engaged with the antenatal Home Visiting Programme

1043 children

received books monthly throughout 2021



8525 books

delivered through the Dolly Parton Imagination Library Initiative



30 infant mental health home visiting consultations

took place with families and services outside of our catchment area

48 parents

attended Peep Learning Together groups



55 children

attended Peep Learning Together groups



11 parents & babies

engaged with the Newborn Observation service

27 parents

participated in Let's Talk with Your Baby groups



35 children

participated in Let's Talk with Your Baby groups



6 parents

completed the Circle of Security Parenting Programme

20 parents

completed the Incredible Years Parenting Programme



2 parents

took part in the 1:1 Incredible Years Parenting Programme

60 primary school teachers

attended the screening of 'The Biology of Stress and The Science of Hope' and workshops in partnership with Eg Eisteacht



30 health & social care practitioners

attended the screening of 'The Biology of Stress and The Science of Hope' and workshops in partnership with Eg Eisteacht



30 early years practitioners

completed Infant Mental Health Early Years Masterclass training



35 local practitioners

(2 groups) engaged in monthly Infant Mental Health Network Groups



156 medical students

received Infant Mental Health briefings at the Kidscope paediatric clinic



17 early years practitioners

commenced the Hanen Language and Loving It Programme



24 children

across 5 local schools received the Incredible Years DINA programme



3 local primary schools

have Incredible Years Champions: two schools have 2 champions each and one school has 4 champions

Let's Grow Together 2021 In Numbers

Part 2



Let's Grow Together Staff Trained and Ready to Deliver



3 team members

completed the Circle of Security Parenting Programme



4 team members

achieved NBO accreditation



7 team members

completed antenatal peep training



2 team members

trained in Hanen Learning Language and Loving It



1 team member

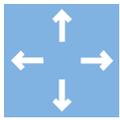
in Hanen I'm Ready!™ Program

Additional Figures



1 launch

Let's Grow Together Strategic Plan



1 expanded area

to include Farranree and lower north-west area (population expanded from 12,000 to 35,000)



winners

in the Social Services and Environment Category, Cork City Council Community and Civic Awards



1 organisation launch

hosted by the Two Norries, An Taoiseach Michael Martin, Brazelton Institution, Let's Grow Together Parents Forum, children and families from the community.



1 Dolly Parton interagency

working group across Cork



1 new premises

The Meadows



1 presentation

at the International Day for Eradication of Poverty Conference

Research and Evaluation



1 completed

Research and Evaluation Plan conducted by Research Matters



launch of research document

'Growing Up During Lockdown: the impact of Covid-19 on children and families involved with Let's Grow Together Infant & Childhood Partnerships'



publication

of 'Child and adult perspectives on implementing a quality improvement strategy in ECEC settings' in An Leanbh Óg journal

Let's Grow Together continues to work in partnership with and to support our colleagues, families, and communities across the city through the Kidscope Child Development Clinic, Let's Play Cork, Healthy Cities, Home Visiting Alliance, Northside Interagency Network, ABC National Forum, Children and Young People Services Committee subgroups, Cork Community Health Network, Trauma Sensitive City, including leadership in the Child Friendly Cities Forum, connecting with everyone who has an interest in ensuring every child has the best start in life.

Employees

Manager	Katherine Harford	
Programme Administrator	Emily Harrington	
Programme Officer	Lynn Buckley	
IMH and Wellbeing Coordinator	Trish Hurley	(appointed 16 August 2021)
Senior Speech and Language Therapist	Grace Walsh	
Speech and Language Therapist	Sally O'Sullivan	
	Jennifer Harte	
Infant Parent Support Worker	Tracie Lane	
	Maeve Donegan	
	Suzanne Rigby	
	Cliona Twohig	(appointed 15 March 2021)
	Katherine Manley	(appointed 15 March 2021)
Public Health Nurse (child health)	Marian Clifford Cronin	(appointed 1 July 2021)
Early Years Mentor	Kathleen Gildea	(appointed 1 July 2021)
Schools Community Support Worker	Ellen Hegarty	(appointed 11 May 2021, departed 16 June 2022)
	Arhonda Lynch	(appointed 13 June 2022)



*“One of the most remarkable,
comprehensive children’s
programmes in the world”*

Professor Kevin Nugent

Brazelton Institute
Boston Children’s Hospital



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