



# Directors' Report & Financial Statements

Year Ended 31 December 2022

Let's Grow Together \_\_\_\_\_



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**Let's Grow Together**  
HSE Building, Harbourview Road,  
Knocknaheeney, Cork T23 XY16

**Phone:** 021 6010656  
**Email:** [info@letsgrowtogether.ie](mailto:info@letsgrowtogether.ie)

**Company Registration Number:** 658035  
**Registered Charity Number:** 20206296

**Let's Grow Together!**  
**Infant & Childhood Partnerships Company Limited By Guarantee**  
(Not having share capital and limited by guarantee)

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



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



# Glossary of Terms

**ABC Programme**  
Area Based Childhood Programme

**CUMH**  
Cork University Maternity Hospital

**DCEDIY**  
Department of Child, Equality,  
Disability, Integration and Youth

**HSE**  
HSE Health 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

# Directors’ Report

The Directors of Let’s Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee present their annual report and audited financial statement for the year ended 31 December 2022, which are prepared to meet the accounting standards issued by the Financial Reporting Council, including FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) as modified by the Statement of Recommended Practice “Accounting and Reporting by Charities” effective 1 January 2019. The charity has applied the 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 however it is considered best practice.

## Structure, Governance and Management

Let’s Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee is a charitable company with a registered office at HSE Building, Harbour View Road, Knocknaheeny, Cork. It trades under the name Let’s Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee. This is a company limited by Guarantee registered under Part 18 of the Companies Act 2014. The company’s registered number is 658035 and the company’s registered charity number is 20206296.

The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 22936 and is registered with the Charities Regulatory Authority.

The company operates with an Executive Director, Katherine Harford, who manages the day to day activities and reports to a Board of 9 Directors. The Directors have signed up to operate under the Charities Governance Code.

Apart from the Executive Director and board of directors, the work of the company is carried out by a staff of 14.

Details of the external advisors engaged by the company are as follows:

Type	Name	Address
Bankers	Allied Irish Banks	Bishopstown, Cork
Auditors	Quintas	Heron House, Blackpool, Cork
Solicitors	Noonan, Linehan, Carroll, Coffey LLP	54 North Main Street, Cork

## Directors and Secretary

The names of persons who at any time during the financial year and since the year end unless otherwise stated were Directors of the charity are as follows:

Catherine Burke	
David Cashman	(Resigned 5 September 2022)
Martin Davoren	
Catherine Duggan	
Kevin Fitzgibbon	(Chairperson)
Clíodhna Foley-Nolan	
Julie Helen	
Karen Houlihan	(Appointed 5 September 2022)
Collette Kelleher	
Niamh O’Connor	(Appointed 28 November 2022)

Catherine Duggan held the position of company secretary for the duration of the financial year.

## Chairperson's Statement

Based in Knocknaheeny, Cork City, Let's Grow Together! Infant & Childhood Partnerships CLG provides both direct services and sectoral leadership, in prevention and early intervention programmes for young children and parents. It carries out this vital work through a multiplicity of community programmes, as well as via academic research, national networking and international collaborations. This mix of strategic sectoral leadership, and direct interaction with people in the community, creates a powerful, evidence-informed basis for our work.

Through 2022, Let's Grow Together continued to pursue its objectives with assistance and funding from several sources. The most significant was our core funding from Tusla, as originally mandated by the Department of Children at the creation of LGT's forerunner, Young Knocknaheeny. We continued to broaden our funding base, through the new HSE-funded SláinteCare Healthy



Communities Parenting Programme, extending our work into new areas of the city. We received significant support from Cork City Council through SEEP & other funds for development of a new premises. We increased the profile of our cutting-edge approach via international networks and in UK, the EU, US and Japan. Regarding our governance, we continued our board membership development and training, completed formation of the Audit & Risk and Governance Subcommittees, and continued to improve our governance processes. On an important technical note, we also were recognised by the Revenue Commissioners as a registered charity, ensuring our finances are treated in the appropriate manner from that perspective.

Our work in 2022 was guided by our Strategic Plan and Annual Work Plan. One variation was prompted by the war in Ukraine and the arrival of refugees into Cork. We provided key assistance, focussing on young children & their parents; with funding from the Community Foundation of Ireland & the Katherine Howard Foundation (no relation to our Executive Director), to train a broad range of practitioners to deliver similar services for both refugees and other local communities.

We face some challenges, including notably staff retention. We continue to address this and other issues through our normal risk management processes.

Let's Grow Together works with a partnership ethos, in all aspects of our work. Our work is only made possible by the generous goodwill and support of many organisations and individuals – our funders prime among them of course; but also the networks of people with whom we interact every day: in homes, Early Years Services, primary schools, and many more. Many thanks to all concerned. Finally, I would like to pay tribute to our dedicated staff, for their contagious positivity and enthusiasm as we pursue this important work.

**Kevin Fitzgibbon**  
Chairperson

## Summary of Organisations' Purpose and Activities

### 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, well-being, 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.
- 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.

### 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





## Let's Grow Together Quantum of Service 2022

### Four Interconnected Strategies

Let's Grow Together's work 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

## Children, Parents & Caregivers



## Service & Practitioners

### INFANT MENTAL HEALTH & WELLBEING

Infant Mental Health Master classes  
Infant Mental Health Network Groups  
Infant Mental Health Consultations  
Resilience Documentary & Workshops  
Trainings for HEIs/Universities  
Newborn Behavioural Observation System Training  
Peep Learning Together Training Programme

### SPEECH LANGUAGE COMMUNICATION & LITERACY

ABC and Beyond™ - The Hanen Program  
Learning Language and Loving it™ - The Hanen Program (review also offered)  
Community information Sessions  
Speech and Language Consultations  
Undergraduate Trainings (UCC)  
Student Placements

### EARLY YEARS CARE & EDUCATION

Early Years Mentoring  
ITERS & ECERS  
High scope Curriculum Training  
ABC and Beyond™ - the Hanen Program  
Learning Language and Loving it™ - The Hanen Program (review also offered)  
Early Years Infant Mental Health Training  
Transition Programme: Preschool to Primary School  
Staff wellbeing opportunities  
Environmental Enhancement  
Early Years Coordinators' Group

### SCHOOLS COMMUNITY

Incredible Years Schools Champions  
Incredible Years Teacher Classroom Management Programme  
ABC and Beyond™ - The Hanen Program  
Learning Language and Loving it - The Hanen Program (review also offered)  
Doodle Den  
Doodle Families

## Achievements & Performance

### Executive Director's Report

The Let's Grow Together team, with its local partners, provided more services and reach than in all its previous years. There is enhanced awareness, trust and improved systems and collaboration emerging since the pandemic as well as real increased demand for services, all of which are contributing to the outputs demonstrated below.

Our model ensures that despite our organisation being small and local, it can provide services that respond to need, that are relational, building on the strengths within a family and in the context of their lives. It also reaches across the wider community through events and provision of information at a very universal level, as well as specific capacity building training and mentoring with others important in children's lives. Quality relationships, with highly skilled, knowledgeable, and supported practitioners improve children's development and

longer-term outcomes. Again, our service figures in this regard as presented below are also extensive this year. Let's Grow Together continues to grow its monitoring, research, and evaluation resources as well as working to influence policy at local and national levels.

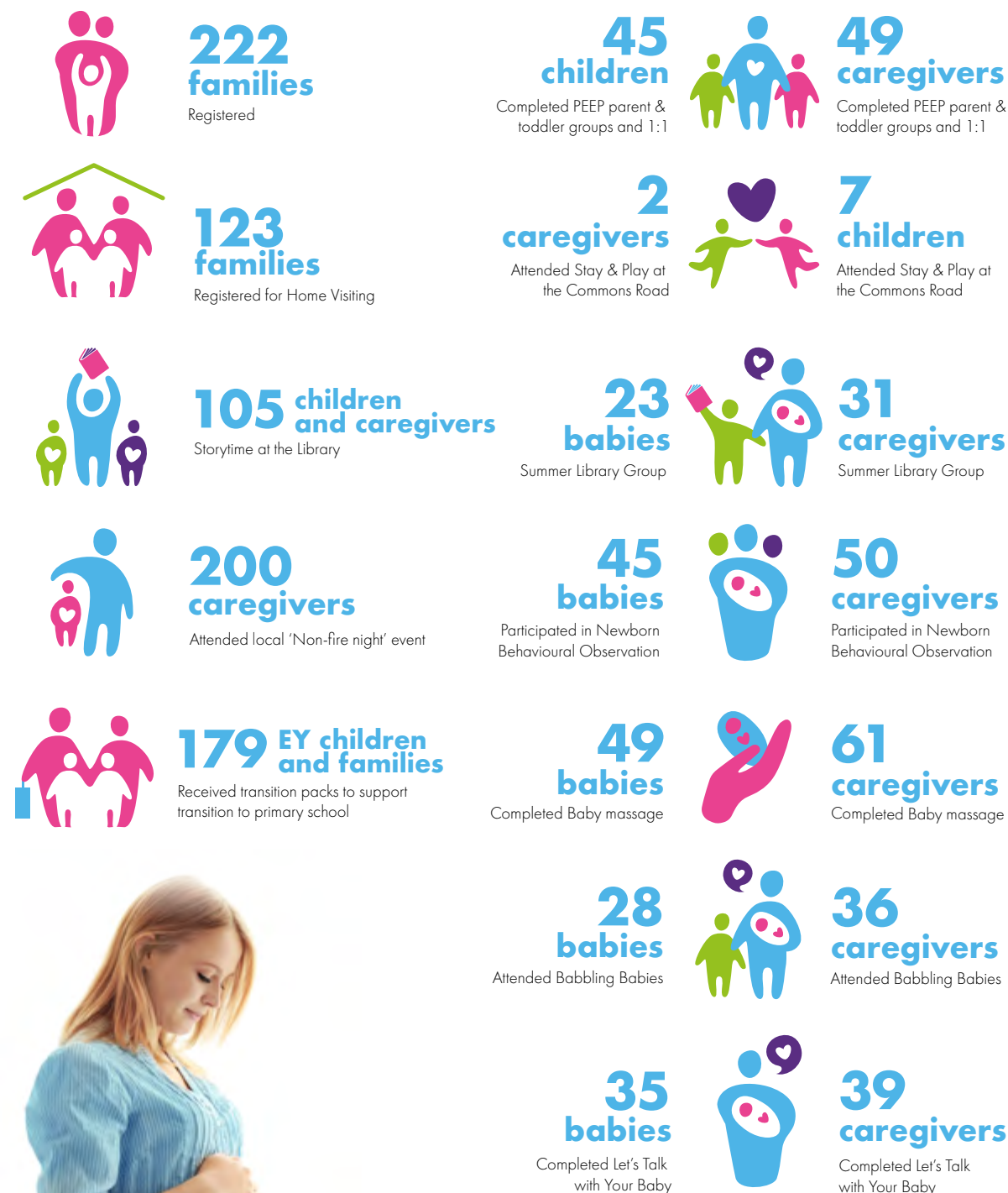
There is no doubt the housing crisis continued to have an impact on children's development, parental well-being, family and community networks and service provision. In this year we also saw the start of the cost-of-living crisis, impacting low-income families that connect with our services very hard. Those already living in poverty in the communities in which we work, the large proportion of which are lone parents, continued to experience difficulty accessing childcare, flexible employment, and additional services such as children's disability diagnostic and therapeutic services. Combined, these challenges impose a significant additional burden on families, all of whom want the very best for their children. It also impacts local services such as Let's Grow Together where demand, complexity, and basic unmet needs are increasing, and maximum impacts of service goals are curtailed as a result.

That said, it really is remarkable, that the team of Let's Grow Together delivered a very comprehensive annual plan, as well as introduced new service responses such as HSE Healthy Communities Parents Plus Parenting Programmes and tailored responses welcoming Ukrainian refugees, mostly women with young children. Prevention and Early Intervention programming and approaches at community level across systems and sectors helps young children to develop, build social and emotional skills and resilience. It ultimately enhances quality of lives and benefits society as a whole. It also buffers crisis and need as it emerges and reduces or prevents the need for secondary and tertiary services in child welfare and protection, education, health, and social sectors for example. Prevention and Early Intervention sits in a continuum of services from universal, targeted, and specialised, complimenting all levels. Let's Grow Together is translating government policy and practical solutions at a local and national level and our research is now evidencing that in very specific ways. We are a team of committed, value-based professionals, growing and developing with and for this and future generations of children.



**Katherine Harford**  
Programme Manager

## Let's Grow Together 2022 Figures Direct Services





# Parent Capacity Building

12



**2 parents-to-be**  
completed antenatal PEEP  
Getting to Know Your Baby  
(antenatal)



**6 caregivers**  
HSE Healthy Communities Children's  
Parents Plus Programme



**16 caregivers**  
Completed Circle of Security Parenting



**3 caregivers**  
HSE Healthy Communities Workshop



**10 caregivers**  
HSE Healthy Communities Early  
Years Parents Plus Programme

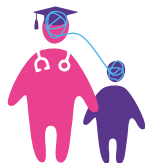


**13 caregivers**  
Let's Talk with Your Baby weaning  
session facilitated by LGT PHN

# Kidscope Paediatric Clinic



**182 children**  
Received developmental assessment  
& support at Kidscope



**168 medical students**  
Received Infant Mental Health  
Briefings at Kidscope

# Dolly Parton's Imagination Library



**434 children**  
Registered in 2022



**1,206 children**  
Actively registered



**154 children**  
Graduated from DPIL

**Total of 23,590 books delivered  
since the programme started, with  
7,926 of those delivered in 2022.**

# Parents' Forum

13

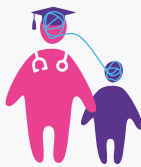


**6 caregivers**  
Let's Grow Together Parents  
Forum (x4 meetings in 2022)

# Professional capacity building activities facilitated/resourced by Let's Grow Together



**81 EY Professionals**  
Across 11 EY centres (29 rooms) received  
mentoring from LGT EY Mentor



**25 practitioners**  
Infant Mental Health Masterclass



**26 practitioners**  
Infant Mental Health Network Groups



**8 practitioners**  
IMH intro briefing to Redclyff Family Hub



**19 practitioners**  
Newborn Observational Tool Training



**13 schools' staff**  
Incredible Years Teacher Classroom  
Management



**12 practitioners**  
Hanan Learning Language & Loving It Programme



**5 EY Practitioners**  
HighScope Curriculum Training



**646 children**  
From 11 Early Years/Start settings indirectly  
benefitted from EY Professional mentoring  
from LGT EY Mentor



**60 EY & schools' staff**  
LGT & children's services briefing to EY centres



**2 placement students**  
From CUMH Social Work and  
UCC School of Public Health



**15 EY practitioners**  
Received wellbeing packs



**15 EY Practitioners**

Attended LGT wellbeing event



**20 Primary care staff**

LGT & children's services briefing



**17 EY Rooms**

Engaged with ECERS & SSTEWS baseline assessments



**4 practitioners**

Pre-natal PEEP training



**150+ practitioners**

Presentations via online webinars & podcasts (x5)

**14 staff/lecturers**

Presentations to HEIs (x5)



**360 EY Practitioners**

Presentations to HEIs (x5)

## Inter-agency, networks, and memberships

Area Based Childhood Programme Learning Communities

Area Based Childhood Programme National Forum

Area Based Childhood Programme Outcomes Framework Working Group

Barnardos Subgroup: Empower Kids 0-5's Participation Project

Cork Child Friendly City Forum

Cork Community Health Network

Cork Healthy Cities

CYPSC Parenting Support Sub-group

CYPSC Under 12s Participation Sub-group

Dolly Parton's Imagination Library Working Group

Executive committee of the National

Executive Committee of the National Prevention & Early Intervention Network Northside Interagency Network

Home Visiting Alliance

North Lee West Child & Family Support Network

Kidscope Child Development Clinic

Let's Play Cork

Local Education Committee

National Area Based Childhood Programme Manager's Forum

National Infant Mental Health Steering Group

National Oral Language Forum

Trauma Sensitive City

## Community Voices and Feedback

In line with Strategic Goal 4, in 2022 Let's Grow Together developed feedback measures and tools to capture the experience of families, practitioners, and service partners engaged with the programme. Feedback supported the achievements and impact of the programme, and provided useful information to improve service delivery. Feedback and testimonials were collected through feedback forms provided to all recipients of all Let's Grow Together activities.

### Family Feedback

*"Had the best time learning and playing with my baby and as a first time mom it was so nice to meet others and chat to them on the weekly!"*

*"It was a fantastic way for my child to be around other babies her age. She really benefited from it"*

*"Everything was great! One note was there was a mention of updating Let's Grow Together's outdoor area for play with the kids during groups. That would be fab at this location. If there are ways to donate or help clean it out we'd be happy to help"*

*"Let's grow together worked with both my kids and has helped me so much. They always advise me on the right thing to do to help my kids and sometimes they are just a listening ear"*





**Baby massage group**

**“I found the course very helpful and it was good to share experiences and learn from other parents”**



**Let's Grow Together group space**



**Let's Grow Together resources**



**Let's Grow Together group space**



**PEEP Parent and Toddler Group - Messy play day**

### Practitioner/Service Feedback

“Thank you for your time + insight + knowledge it always adds to our learning as professionals, team and humans”

“I really enjoyed doing the Hanen course and I got some useful tips to use within my setting”

“...Each aspect of the child's language and social ability was explained, supported and we as practitioners were shown how to scaffold this language. I personally will take away good and new ideas and going forward I will aim for more small group activities to support language”

**“Fantastic workshop! Would love to do something like this for all staff”**

“I really enjoyed the sessions. I would have stayed there all afternoon if I could. The written exercise was a game changer, will definitely be using that going forward! More sessions please”

“Great relaxing wellness event that was well organised. Good time of the year when we need to un-wind”



**Practitioners with accreditation certificates**



**Capacity building programme facilitators**



**Graduates of capacity building programme**



**Information sharing exhibition**



**Capacity building workshop space**

## Strategic Plan Objectives

### Four Interconnected Strategies

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. All 7 strategic goals are being actively pursued and may have achieved full implementation, completion, or continuation. A full Strategic Plan review will be carried out in 2024 to ensure delivery on all aspects and capture the learning of doing so to inform the development of the next strategic plan 2025 to 2030.

The current strategic goals and objectives are:

### Goal 1: DELIVERY & INTEGRATION OF THE YK 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.

### Goal 2: DELIVERY & INTEGRATION OF THE YK PROGRAMME

- Objective 1:** Overall Reach;
- Objective 2:** Age range;
- Objective 3:** Geographical reach of direct services;
- Objective 4:** Capacity building reach
- Objective 4:** Visual interpretation.

### GOAL 3: STAKEHOLDER INVOLVEMENT

- Objective 1:** Organisational level
- Objective 2:** Service delivery level

### GOAL 4: MONITORING, RESEARCH, EVALUATION AND REPORTING

- Objective 1:** Programme support
- Objective 2:** Collaboration;
- Objective 3:** Child and family voices

### GOAL 5: SUSTAINABILITY

- Objective 1:** Premises;
- Objective 2:** Funding;
- Objective 3:** Programme and company development

### GOAL 6: GOOD GOVERNANCE

- Objective 1:** Company board;
- Objective 2:** Governance Code;
- Objective 3:** Employee wellbeing and development

## Structure, Governance & Management

### 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).

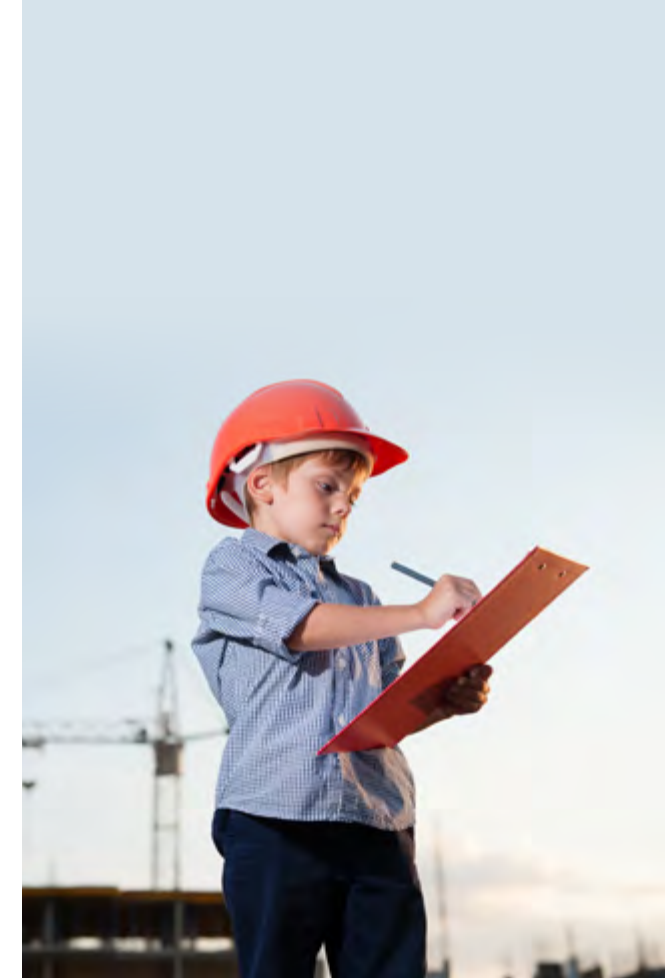
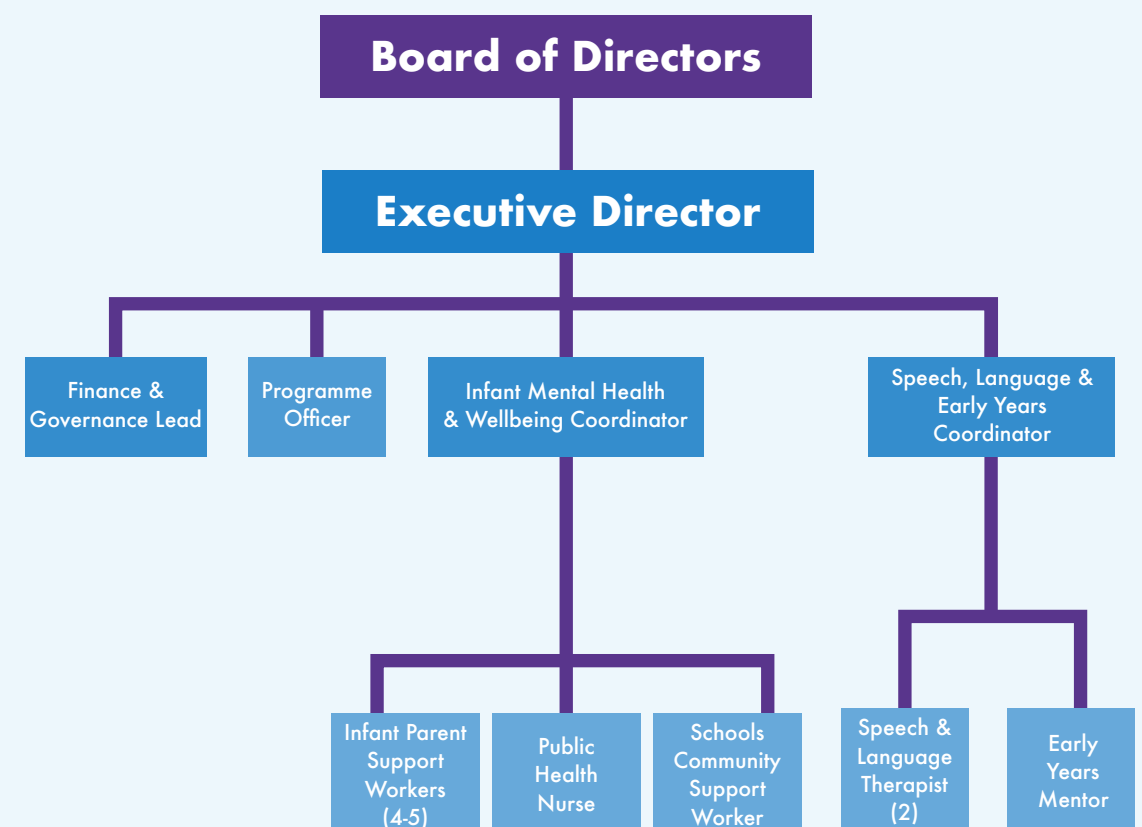


Figure 2: Let's Grow Together Organisational Table





## Board of Directors

Directors are nominated and elected to the board and various committees. Directors are appointed based on their expertise and skill set, 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 Executive Director.

**Table 1: Attendance record of Board and Committee members**

								AGM				
	26/01/2022	23/02/2022	30/03/2022	20/04/2022	25/05/2022	04/07/2022	27/07/2022	05/09/2022	05/09/2022	28/09/2022	26/01/2022	30/11/2022
Kevin Fitzgibbon	Present	Apologies	Present	Present	Present	Present	Present	Present	Present	Present	Apologies	Present
Catherine Duggan	Present	Present	Present	Present	Present	Present	Present	Present	Present	Apologies	Present	Present
David Cashman	Absent	Absent	Absent	Absent	Absent	Absent	Absent	Apologies				
Clíodhna Foley Nolan	Apologies	Present	Apologies	Apologies	Apologies	Present	Present	Apologies	Apologies	Present	Present	Present
Martin Davoren	Present	Present	Apologies	Present	Present	Apologies	Absent	Present	Present	Present	Present	Present
Julie Helen	Present	Present	Present	Present	Present	Apologies	Apologies	Present	Present	Apologies	Apologies	Apologies
Cathy Burke	Apologies	Present	Present	Present	Apologies	Present	Present	Present	Present	Apologies	Present	Present
Colette Kelleher	Apologies	Apologies	Apologies	Apologies	Present	Present	Present	Present	Present	Apologies	Apologies	Present
Karen Houlihan												Present
Niamh O'Connor												Present

## Audit and Risk Committee

The Audit and Risk Committee is chaired by Board Trustee Clíodhna Foley-Nolan. The other members are: Cathy Burke, Anne Horgan, Karen Houlihan (appointed 13 September).

The Audit and Risk Committee is required to meet quarterly and report with any proposals and recommendations to the Board following each meeting. The Committee convened on 8 June, 20 July, 13 September, and 7 December.

In 2022, the focus of the Audit and Risk Committee activities were further development of the Risk Register, Terms of Reference for the Committee, and criteria for reviewing the execution of its duties.

### Risk and conflicts of interest management:

A conflict of interest policy and procedure exists for both Directors and employees. The Board agrees to the company Conflict of Interest policy and has signed in agreement with its terms. The Board are required to declare a conflict of interest or loyalties at the start of each meeting. The Executive Director is not a member of the Board and is an invited attendee at Board and sub-committee meetings as and when appropriate.

Risk is managed through a number of different channels depending on the type of risk, i.e. operational, financial, external, reputational, quality. 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.

## Employees

<b>Executive Director</b>	Katherine Harford
<b>Finance and Governance Lead</b>	Emily Harrington
<b>Programme Officer</b>	Lynn Buckley
<b>IMH and Wellbeing Coordinator</b>	Trish Hurley
<b>Speech, Language and Early Years Coordinator/Senior Speech and Language Therapist</b>	Grace Walsh
<b>Speech and Language Therapist</b>	Sally O'Sullivan
	Jennifer Harte
<b>Infant Parent Support Worker</b>	Tracie Lane
	Maeve Donegan
	Suzanne Rigby
	Cliona Twohig
	Katherine Manley
<b>Public Health Nurse (child health)</b>	Marian Clifford Cronin
<b>Early Years Mentor</b>	Kathleen Gildea
<b>Schools Community Support Worker</b>	Ellen Hegarty (Resigned 16/6/22)
	Arhonda Lynch (Appointed 13/6/22)
<b>Research Assistant</b>	Eibhlin Looney (03/08/22 - 04/11/22)

## Going Concern

There have been multiple factors affecting the macro environment in the past 12 months, such as emerging from Covid-19 restrictions, the war in Ukraine and the cost-of-living crisis, the housing crisis and near full employment. These factors have the potential to impact on Let's Grow Together in terms of staff retention, funding and service delivery. However, it is the Directors' strongly held view that Let's Grow Together has the ability to operate as a going concern for at least the next 12 months from the date of presentation of the accounts. This is because the organisation receives mainstream core funding from Tusla Child and Family Agency, as directed from the Department of Children. There is ongoing work within the ABC Programme and wider amongst the Charity & Voluntary sector and statutory partners for core funding to be increased to support Terms & Conditions of employees; the organisation has been successful in diversifying its income from other funding sources; and the organisation has worked to maintain and grow its strategic partnerships and networks.

## Accounting Records

The Directors acknowledge their responsibilities under Sections 281 to 285 of the Companies Act 2014 to keep adequate accounting records for the company, the employment of appropriately qualified accounting personnel and the maintenance of accounting systems.

In order to comply with the requirements of the act, monthly management accounts are prepared. The accounting records of the company are kept at the registered office and principal place of business at HSE Building, Harbour View Road, Knocknaheeny, Cork.

## Statement on Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014, so far as each person who was a Director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow Directors and the group's auditor, each Director has taken all the steps he/she is obliged to take as a Director in order to make himself/herself aware of any relevant audit information and to establish that the auditor is aware of the information.

## Statement as to disclosure to our auditors

In so far as the Directors are aware, at the time of approving our Directors' annual report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charity's auditor is unaware, and
- The Directors, having made enquiries of fellow Directors and the auditor that they ought to have taken, have each taken all steps that he/she is obliged to take as Director to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

## Disclosure of individual remuneration of senior staff

The disclosure of remuneration for each staff member in the senior management team is not disclosed individually due to the over-riding requirements of the Data Protection Act. Total remuneration for the team is disclosed in note 8.

## Companies Act, 2014

The reporting requirements of Section 325 and Section 329(1) (c) of the Companies Act, 2014, relating to financial statements do not apply to the company, as it is a company limited by guarantee not having a share capital.

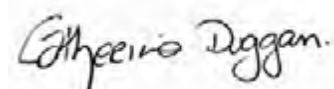
## Auditors

Pursuant to Section 383 (2) of the Companies Act 2014, the independent auditor, Quintas, Certified Public Accountants and Statutory Auditors have indicated their willingness to continue in office.

This report was approved by the Board of Directors on 28 June 2023 and signed on behalf of the board by:



**Kevin Fitzgibbon**  
Chairperson



**Catherine Duggan**  
Director

# DIRECTORS' RESPONSIBILITY STATEMENT

Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish company law and regulations.

Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with applicable Irish accounting standards, including Financial Reporting Standard I02, "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" (FRS 102) issued by the Financial Reporting Council, and promulgated by the Institute of Certified Public Accountants in Ireland as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2019. Under company law the Directors must not approve financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company, as at the end of the financial year, and profit or loss, for the financial year and otherwise comply with the Companies Act 2014.

## In preparing those 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 the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reason for any material departure from those standards; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure

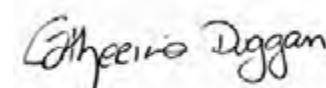
that the financial statements and Directors' Report comply with the Companies Act, 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the board



**Kevin Fitzgibbon**  
Chairperson



**Catherine Duggan**  
Director





## Report on the audit of the financial statements

### Opinion

We have audited the financial statements of Let's Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee for the financial year ended 31 December 2022 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is the Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. In applying that framework, the Directors have elected to comply with the Statement of Recommended Practice (Charities SORP) applicable to charities preparing their accounts in accordance with FRS 102.

#### 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 2022 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- 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 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 these 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.

### Other information

The Directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2014

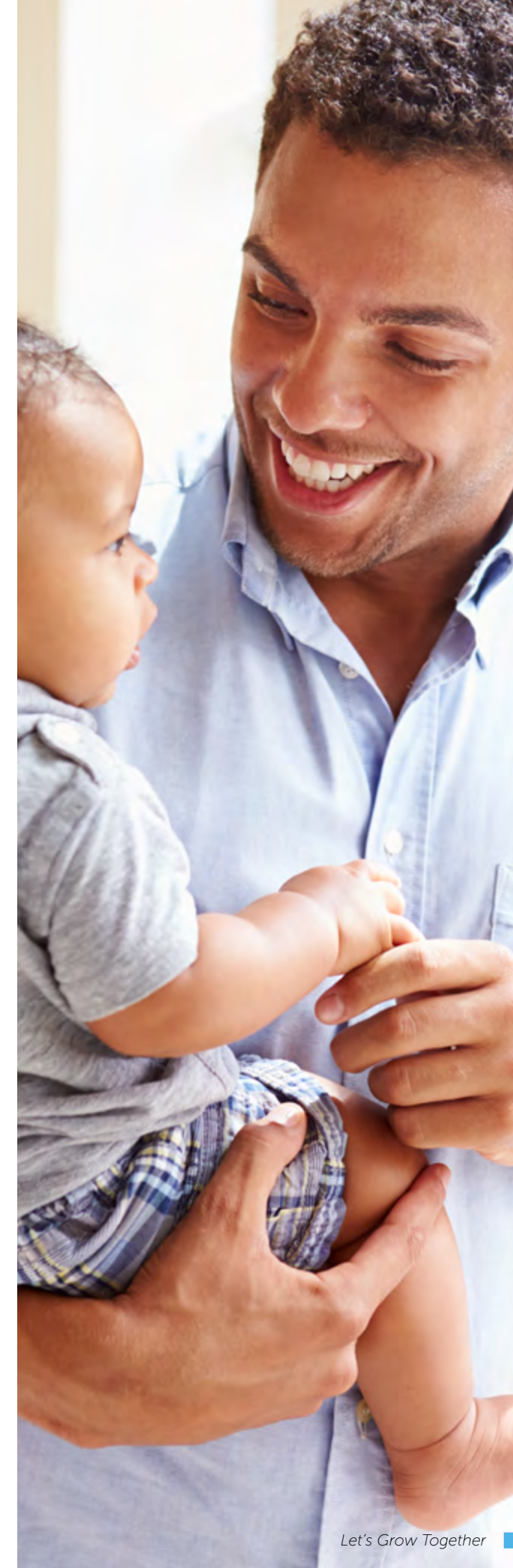
Based solely on the work undertaken in the course of the audit, we report that:

- we have obtained all the information and explanations which we consider necessary for the purposes of our audit,
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited,
- the financial statements are in agreement with the accounting records,
- 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 applicable legal requirements.

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

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

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





## Respective responsibilities

### Responsibilities of Directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for 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 management either intends to liquidate the Company or to cease operations, or has 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.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and

perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Directors.
- Conclude on the appropriateness of the Director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as going concerns. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as going concerns.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### 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 company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Patrick Kearney**

For and on behalf of Quintas.

Certified Public Accountants and Statutory Audit Firm Heron House Blackpool Park Blackpool Cork

**Date:** 26 July 2023





## Statement Of Financial Activities

(Including The Income & Expenditure Account)  
Year Ended 31 December 2022

	Note	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Total 2021
<b>Income from:</b>					
Grants and Donations	4	€34,000	€812,026	€846,026	€800,344
Charitable activities	5	€7,551	-	€7,551	€10,561
<b>Total income</b>		€41,551	€812,026	€853,577	€810,905
<b>Expenditure on:</b>					
Charitable activities	6	€47,045	€812,026	€859,071	€817,595
<b>Total expenditure</b>		€47,045	€812,026	€859,071	€817,595
<b>Net (deficit) before taxation</b>		(€5,494)	-	(€5,494)	(€6,690)
Taxation	9	-	-	-	-
<b>Net (deficit)</b>		(€5,494)	-	(€5,494)	(€6,690)
<b>Reconciliation of funds</b>		(€7,139)	-	(€7,139)	(€449)
Total funds brought forward					
Total funds carried forward		(€12,633)	-	(€12,633)	(€7,139)

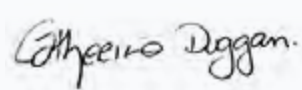
All income and expenditure arises from continuing operations.

There are no recognised gains or losses other than the deficit for the above two financial years.

### On behalf of the Board



Kevin Fitzgibbon  
Chairperson



Catherine Duggan  
Director

Date: 28 June 2023

## Balance Sheet

As at 31st December 2022

	Note	2022 €	2021 €
<b>Fixed assets</b>			
Tangible assets	10	€8,761	€9,302
<b>Current assets</b>			
Cash and cash equivalents	11	€154,673	€123,644
		€154,673	€123,644
Creditores: amounts falling due within one year	12	(€176,067)	(€140,085)
Net current (liabilities)		(€21,394)	(€16,441)
Total assets less current liabilities		(€12,633)	(€7,139)
Deferred capital grants		-	-
Net assets / (liabilities)		(€12,633)	(€7,139)
<b>The funds of the charity</b>			
Restricted Funds		-	-
Unrestricted Funds		(€12,633)	(€7,139)
		(€12,633)	(€7,139)

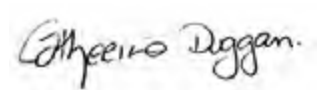
All income and expenditure arises from continuing operations.

There are no recognised gains or losses other than the deficit for the above two financial years.

### On behalf of the Board



Kevin Fitzgibbon  
Chairperson



Catherine Duggan  
Director

Date: 28 June 2023

## Cash Flow Statement

For the year ended 31 December 2022

	Total 2022 €	Total 2021 €
<b>Reconciliation of operating profit to net cash inflow from operating activities</b>		
Operating (deficit)	(€5,494)	(€6,690)
Depreciation	€3,637	€2,863
Increase/(decrease) in creditors	€35,982	€1,338
<b>Net cash inflow /(outflow) from operating activities</b>	€34,125	(€2,489)
<b>Cash flow statement</b>		
Net cash inflow /(outflow) from operating activities	€34,125	(€2,489)
Financing activities	-	-
Capital expenditure	(€3,096)	(€12,165)
<b>Increase/(decrease) in cash in the year</b>	€31,029	(€14,654)
<b>Reconciliation of net cash flow to movement in net funds</b>		
<b>Increase/(decrease) in cash in the year</b>	€31,029	(€14,654)
<b>Net funds at 1 January</b>	€123,644	€138,298
<b>Net funds at 31 December</b>	€154,673	€123,644

## Notes To The Financial Statements

Year Ended 31 December 2022

### General Information

Let's Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee is constituted under Irish company law as a company limited by guarantee and is a registered charity. The Registered Office is HSE Building, Harbour View Road, Knocknaheeny, Cork.

Let's Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee reports its performance in accordance with the format provided for in the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" as published by the Charity Commission for England and Wales. In particular, it reports its performance for the financial year in the format of the SORP'S Statement of Financial Activities (SOFA).

### Accounting Policies

#### Basis of preparation

The financial statements have been prepared on the going concern basis, under the historical cost convention, and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), issued by the Financial Reporting Council, and promulgated for use in Ireland by the Institute of Certified Public Accountants in Ireland, as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2019) effective 1 January 2019 and the Companies Act 2014.

The financial statements are presented in euro which is also the functional currency of the company.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies. (see note 3)

The following principal accounting policies have been applied:

#### Recognition of Income

- (i) Grant income from operating activities, in furtherance of the charity's programmes is accounted for under the accrual model.
- (ii) Public donations and similar income arising from fundraising events and activities are accounted for when received. As with many charitable organisations, independent groups and individuals from time to time organise fundraising activities. However, as amounts collected in this way are outside the control of the company, they are not included in the financial statements until received by the company.
- (iii) Donations in kind such as services rendered to the company are recognised in income with an equal amount being charged against expenditure where valuations can be measured with confidence. Valuations of donations in kind are based on the unit cost to the donor. If such a valuation is not available, reasonable market rates are used.
- (iv) Interest income is recognised in the period in which it is earned.

#### Recognition of Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- (i) Costs of raising funds comprise the costs associated with attracting voluntary income, investment management costs and the costs of trading for fundraising purposes.
  - a. Expenditure is analysed between the activities in furtherance of the charity's objects, cost of generating funds and governance costs between the activities in furtherance of the charity's objects, cost of generating funds and governance costs.
- (ii) The costs of each activity have been separately accumulated and disclosed. Expenditure is recognised in the period to which it relates. Expenditure incurred but unpaid at the balance sheet date is included in accruals and other creditors.
- (iii) Governance costs are the costs associated with the stewardship arrangements of the company. They comprise costs arising from constitutional and statutory obligations, as well as costs associated with the strategic management of the company's activities. Typical costs would be internal and external audit, and legal fees.



## Taxation

The company, having charitable status, is not subject to corporation tax.

## Restricted and Unrestricted Income

Let's Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee maintains various types of income as follows:

### Restricted Income:

The restricted income represents income, which has been received and recognised in the financial statements, which is subject to specific conditions imposed by the donors or grant making institutions. Donations or grants may become repayable in the event that the conditions of the related agreements are not adhered to.

### Unrestricted Income:

The unrestricted Income represents amounts which are expendable at the discretion of the company in furtherance of the objects of the charity. Such funds may be held in order to finance working capital or capital investment.

Let's Grow Together! Infant & Childhood Partnerships Company Limited by Guarantee holds reserves for the following purposes:

- (i) To allow for uncontrollable fluctuations in income and expenditure and for unbudgeted essential expenditure, without disproportionate disruption to operations.
- (ii) To absorb setbacks and the (adverse) effects of large scale external events.
- (iii) To take advantage of unbudgeted opportunities which cannot effectively be planned in future financial periods.

### Government grants

Grants are recognised at fair value of the asset receivable under the accruals model when there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Grants towards capital expenditure are credited to deferred income and are released to the profit and loss account over the expected useful life of the related assets, by equal annual instalments. Grants towards revenue expenditure are released to the statement of financial activities as the related expenditure is incurred.

## Tangible Fixed Asset and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is calculated to write down the cost less estimated residual value of all tangible fixed assets, other than freehold land, over their expected useful lives, using the straight-line method.

The rates applied in calculating depreciation are:

- Fittings, fixtures and equipment 12.50%
- Computer equipment 25.00%

### Impairment of assets

At each reporting date, fixed assets are reviewed to determine whether there is any indication that those assets have suffered impairment in the recoverable amount. If there is an indication of possible impairment, the recoverable amount of the asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

## Critical accounting judgments and estimates

In the application of the company's accounting policies, which are described in note 2, the Directors are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision

affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the accounting policies and notes to the financial statements.

The directors do not consider that there are any key sources of estimation uncertainty requiring disclosure.

## Judgments

The directors consider the accounting assumptions below to be its critical accounting judgments:

### Going Concern

There have been multiple factors affecting the macro environment in the past 12 months, such as emerging from Covid-19 restrictions, the war in Ukraine and the cost-of-living crisis, the housing crisis and near full employment. These factors have the potential to impact on Let's Grow Together in terms of staff retention, funding and service delivery. However, it is the Directors' strongly held view that Let's Grow Together has the ability to operate as a going concern for at least the next

12 months from the date of presentation of the accounts. This is because the organisation receives mainstream core funding from Tusla Child and Family Agency, as directed from the Department of Children. There is ongoing work within the ABC Programme and wider amongst the Charity & Voluntary sector and statutory partners for core funding to be increased to support Terms & Conditions of employees; the organisation has been successful in diversifying its income from other funding sources; and the organisation has worked to maintain and grow its strategic partnerships and networks.

## Income from grants and donations

	2022	2023
<b>Unrestricted</b>		
<b>Grants and donations</b>	€34,000	€67,762
	€34,000	€67,762
<b>Restricted</b>		
<b>Grants and donations</b>	€812,026	€732,582
	€812,026	€732,582

Details of grants received from state agencies and other bodies in line with Department of Public Expenditure and Reform Circular (DPER) 13/2014 are as follows below:

	Deferred Income brought forward	Total Received in the year	Deferred Income at year end	Amount recognised in the year
<b>Tusla</b>	€103,499	€752,234	€62,989	€792,744
<b>University College Cork</b>	-	€31,375	€7,125	€24,250
<b>Cork City Council</b>	€23,000	€47,000	€63,000	€7,000
<b>Health Service Executive</b>	-	€25,025	€5,767	€19,258
<b>Cork County Council</b>	-	€2,615	-	€2,615
<b>Community Foundation for Ireland</b>	-	€10,000	€9,841	€159
<b>DCEDIY*</b>	-	€9,280	€9,280	-
	€126,499	€877,529	€158,002	€846,026

\* Department of Children, Equality, Disability, Integration and Youth

The above funding was received and expended on the delivery of local area-based prevention and early intervention programmes to address child poverty.

	Type of Funding	Restrictions	Funding Term
<b>Tusla</b>	ABC Programme	Restricted	12 Months
<b>University College Cork</b>	IRC Employment Based Programme	Restricted	4 Years
<b>Cork City Council</b>	SEEP 2021	Restricted	12 Months
<b>Health Service Executive</b>	Section 39	Restricted	12 Months
<b>Cork County Council</b>	Dolly Parton Initiative	Restricted	12 Months
<b>Community Foundation for Ireland</b>	Ireland for Ukraine Appeal Grant	Restricted	12 Months
<b>DCEDIY</b>	Cork Child Friendly City	Restricted	12 Months

## 5 Income from charitable activities

	2022	2021
<b>Income from charitable activities</b>	€7,551	€10,561
<b>Total Income from charitable activities</b>	€7,551	€10,561
<b>Made up as follows:</b>		
<b>Unrestricted Income</b>	€7,551	€10,561
<b>Restricted Income</b>	-	-
<b>Total Income from charitable activities</b>	€7,551	€10,561

## 6 Expenditure

	Charitable activities	Total 2022	2021
Staff costs	€683,633	€683,633	€587,741
Service delivery costs	€84,911	€84,911	€54,663
Research and development	-	-	€20,178
<b>Support costs:</b>			
Staff remuneration & other staff costs	€18,052	€18,052	€57,469
Travel, subsistence & motor expenses	€3,621	€3,621	€646
Rent & office expenditure	€41,737	€41,733	€65,716
Professional fees	€17,862	€17,862	€25,269
Insurance	€1,576	€1,576	€1,720
Subscriptions	€4,041	€4,041	€1,330
Depreciation	€3,637	€3,637	€2,863
<b>Total expenditure</b>	<b>€859,070</b>	<b>€859,070</b>	<b>€817,595</b>

No expenditure was incurred towards raising funds in 2022 (2021: Nil).

Restricted costs of €812,026 were incurred in the year to 31 December 2022 (2021: €732,582).

	Charitable activities	Total 2022	2021
<b>Allocation of support costs to activities:</b>	-	-	-
<b>Governance</b>	-	-	-
<b>Finance</b>	-	-	-
<b>Information Technology</b>	-	-	-
<b>Human Resources</b>	-	-	-
<b>Overheads</b>	€90,526	€90,526	€155,013
<b>Total resources expanded</b>	<b>€90,526</b>	<b>€90,526</b>	<b>€155,013</b>

Governing costs amounting to €14,112 (2021: €24,518) incurred in the year to 31 December 2022 have been reallocated across other categories of expenditure as required under Charities SORP FRS102.

	2022	2021
<b>Legal &amp; professional fees</b>	€6,819	€14,983
<b>Auditors remuneration</b>	€7,293	€9,535
	€14,112	€24,518

## 7 Net incoming resources

Net incoming resources are stated after charging/(crediting):

	Total 2022	2021
<b>Auditors remuneration</b>	€11,043	€9,535
<b>Depreciation of tangible assets</b>	€3,637	€2,863
	€14,680	€12,398

## 8 Analysis of staff costs, directors' remuneration and expenses, and the cost of key personnel

	Total 2022	2021
<b>Wages and salaries</b>	€563,198	€505,651
<b>Secondment salary</b>	€58,566	€26,700
<b>Social Insurance costs</b>	€61,869	€55,390
	€61,869	€587,741
<b>Average number of employees</b>	14	10

An additional 1 person was employed on secondment from the Health Service Executive during the financial year (2021: 1). Employees on secondment are remunerated by their primary employer and costs are recouped from the company.

Directors are appointed on a voluntary basis and are not remunerated for their time.



The number of employees whose total employee benefits, including employer's PRSI and excluding employer's pension costs, for the reporting period exceeded €60,000 were as follows:

Salary Bands	2022 No of Employees	2021 No of Employees
€60,000 - €69,999	2	1
€70,000 - €79,999	-	-
€80,000 - €89,999	1	1
€90,000 +	-	-

Total employer's pension costs for the year ended 31 December 2022 were €Nil (2021: €Nil).

## Taxation

The Company obtained charitable status on 4 August 2022 and is exempt from taxation valid from that date (Revenue Commissioner's registration number: CHY 22936).

Corporation tax charged during 2022 is €Nil (2021: €Nil).

## Tangible Assets

	Fixtures & Fittings	Computer Equipment	Total
At 1 January 2022	€1,429	€10,736	€12,165
Additions	-	€3,096	€3,096
At 31 December 2022	€1,429	€13,832	€15,261
<b>Depreciation</b>			
At 1 January 2022	€179	€2,684	€2,863
Charge for the year	€179	€3,458	€3,637
At 31 December 2022	€358	€6,142	€6,500
<b>Carrying Amount at 31 December 2022</b>	<b>€1,071</b>	<b>€7,690</b>	<b>€8,761</b>
Carrying Amount at 31 December 2021	€1,250	€8,052	€9,302

The Directors consider the carrying value of tangible fixed assets as at 31 December 2022 to be appropriate.

## Cash and cash equivalents

	2022	2021
Cash at Bank and in Hand	€154,673	€123,644
	€154,673	€123,644

## Creditors (amounts falling due within one year)

Loans & Other Borrowings	2022	2021
<b>Other Creditors</b>		
Other creditors including tax and social insurance	€7,565	€6,836
Accruals	€10,500	€6,750
Deferred income	€158,002	€126,499
	€176,067	€140,085

Other creditors contains an amount of €4,796 (Dec '20: €6,836) relating to funds and assets that were transferred from NICHE Health Project (Cork) CLG to Let's Grow Together! Infant & Childhood Partnerships CLG in line with the agreement for the transfer of the undertaking known as 'Young Knocknaheeny Area Based Childhood Programme' dated 21 December 2020.

See note 4 for details of deferred income carried forward as at 31 December 2022.

## Commitments and contingent liabilities

As at 31 December 2022, there are no commitments or contingent liabilities.

## Financial instruments

The analysis of the carrying amounts of the financial instruments of the company under section 11 of FRS 102 is as follows:

Financial assets that are Debt Instruments measured at undiscounted cost	2022	2021
Cash at bank and in hand	€154,673	€123,644
Financial Liabilities measured at undiscounted cost	2022	2021
Other creditors including tax and social insurance	€7,565	€6,836
Accruals	€10,500	€6,750
Deferred income	€158,002	€126,499

## Ultimate controlling party

The company is one that is Limited by Guarantee not having a share capital. The company is run by a board of management and therefore does not have a controlling party.

## Company limited by guarantee

See paragraph 10 of the constitution.

"Every member of the Company undertakes to contribute to the assets of the Company, if the company is wound up while he or she is a member or is wound up within one year after the date on which he or she ceases to be a member, for

- (a) Payment of the debts and liabilities of the Company contracted before he or she ceases to be a member, and the costs, charges and expenses of winding up; and
- (b) the adjustment of the rights of the contributories among themselves, such amount as may be required, not exceeding €1"

## Related Party Transactions

There were no related party transactions during the year.

## Post balance sheet events

There were no significant events affecting the company which have taken place since the end of the financial year.

## Ethical standards

In common with many other charities our size, we use our auditors to prepare and submit tax returns to the Revenue Commissioners, to assist with the preparation of the financial statements and to file returns with the Companies Registration Office.

## Approval of financial statements

The financial statements were approved by the Directors on 28 June 2023.



“

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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Company number: 658035 Charity number: 20206296 CHY: 22936