

Annual Report 2021



Reach
DEAF SERVICES

Company Information

Registered Office

Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7

Company Registration Office Number: (CRO) 197899

Revenue Commission Number: (CHY) 1394

Registered Charity Number: (RCN) 20002138

Bank

Bank of Ireland

6 Lower O'Connell Street

Dublin 1

Auditors

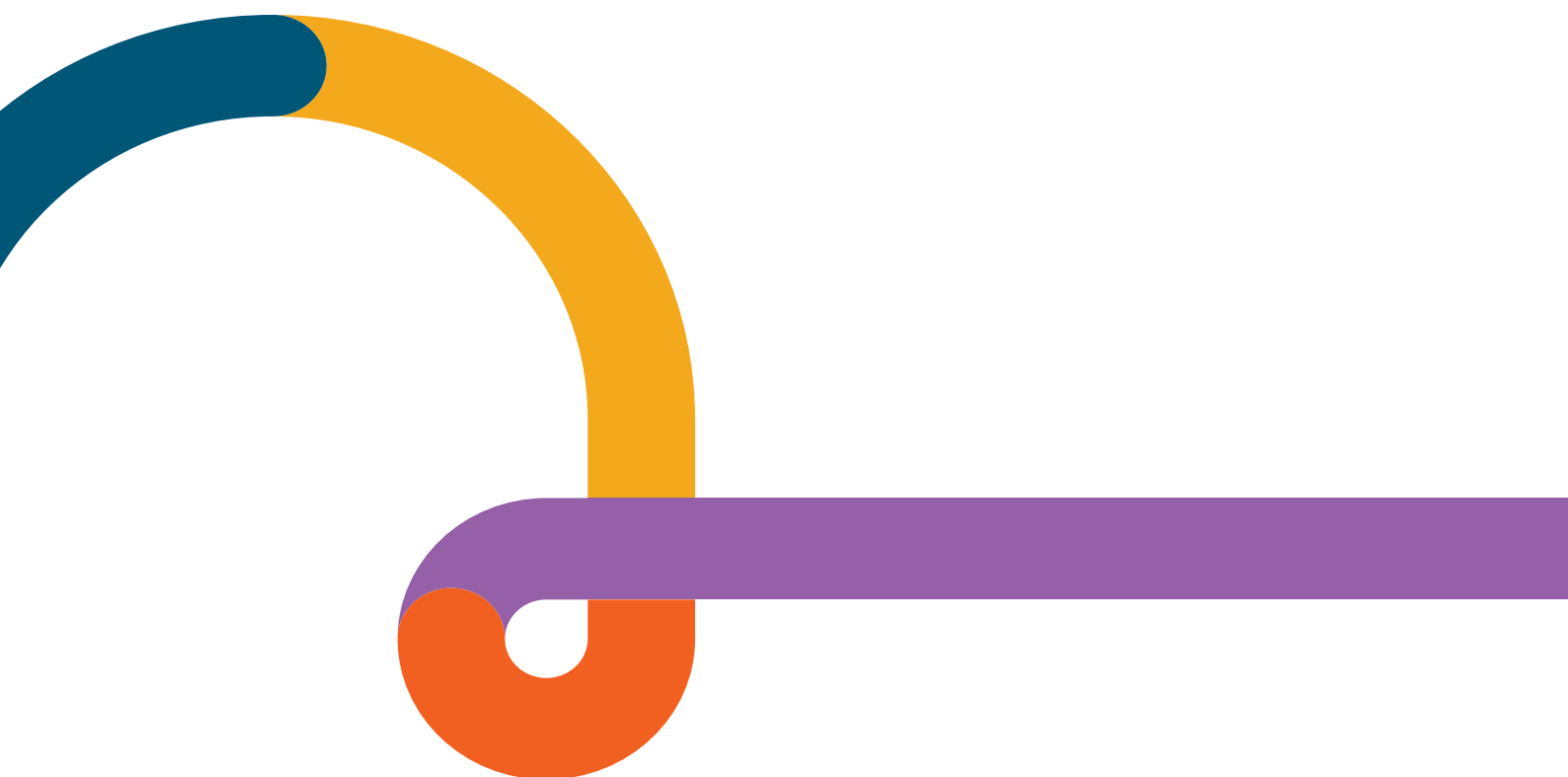
Grant Thornton

Solicitors

Mullany Walsh Maxwells

Type of Organisation

Company Limited by Guarantee





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A message from the Chairperson

I am pleased to present the Reach Deaf Services annual report; this my first one on the Board and as Chairperson.

The following pages demonstrate an extremely busy year for Reach Deaf Services, one with many milestones.

After 6 years as Chairperson, Geraldine Tallon stood down in line with our Memos and Articles of Association. On behalf of myself, the Board and our staff I would like to thank Geraldine for all her hard work, commitment and outstanding leadership.

I would like to thank all Board members, Committee members, our Executive and all our staff for their continued support and to our service users and families who continue to help us shape our service delivery, to allow us to stay true to our vision for empowerment and equal opportunities for all members of our society, and whom we are privileged to serve.

In addition, I would also like to thank the HSE for supporting us to bridge the gap of supports required by members of the Deaf Community, without which we would be unable to deliver the many services that we offer.

In line with our mission to deliver person centered supports to everyone who avails of our services, our strategy is in constant review to ensure we meet the growing and changing demands of society.

As we move into 2022 I look forward to supporting the organisation enhance its services and deliver our mission.



A message from the CEO

A Chara,

I am delighted to welcome you to our very first Reach Deaf Services Annual report following our rebrand! Whilst we faced many challenges in 2021 the organisation powered through and as a result there were many achievements. We marked a number of key milestones during the year and this report aims to provide a summary of the key activities in 2021.

We are extremely grateful to have the continued support of a strong Board membership Chairperson and committee members. Our Chairperson Geraldine Tallon resigned her position following 2 terms of membership, in line with the organisational constitution. We have been very lucky to have had Geraldine over the last 6 years and are extremely grateful for her commitment and drive and hope that she enjoys some well-deserved downtime!

We are very pleased to have welcomed Nesson Vaughan as new Chairperson to Reach Deaf Services. Nesson brings with him a wealth of experience from within the not for profit sector and we are looking forward to working closely with him in 2022.

The complexities of Covid 19 eased somewhat in 2021 as we learned to live in the new world managing

through the pandemic. Our number one priority was the need to keep everyone safe whilst ensuring for our adult services the successful transition from a residential service to a community support model. Robust contingency plans were put in place and reviewed regularly through a Covid 19 management team to address any issues/concerns.

We were successful in keeping people covid free as they transitioned from St Joseph's House to the community. While there were some cases of covid amongst boarders within the boarding campus, the measures set out in the contingency plans meant there was no major outbreaks, allowing cases to be dealt with on an individual basis and the boarding campus to remain open.

We appreciate the huge effort and hard work of our boarders, service users, staff, our supportive community, and our positive working partnership with the HSE who assisted in supporting robust infection control governance.

2021 marked a key historic milestone for the organisation as we celebrated 175 years in operation. A celebration week marked the milestone in September 2021 to acknowledge this achievement, with a number of activities and masses taking place across the week.



During the celebration week the official rebrand of the organisation was launched together with the 2022-2027 Strategic plan. The celebration week closed with the Archbishop of Dublin, Archbishop Farrell, president of our organisation. celebrating mass in the Emmaus Chapel in Deaf Village Ireland.

Reach Deaf Services will continue to enhance services under 4 main areas:

- + Reach Deaf Education Services
- + Reach Deaf Development Services
- + Reach Deaf Supported Living services
- + National Chaplaincy for Deaf People

We believe Reach Deaf Services defines who we truly are and the services we will continue to develop and deliver. The sign name represents the range of services we provide to members of the Deaf Community. A big thank you to the Focus Group who supported the rebranding for the organisation.

It was an historic time for the organisation when we closed the doors to St Joseph`s House for Deaf and Deaf Blind Adults in 2021. The transformation from a residential service to a supported community living model is now in place and will facilitate a better quality of life for those in our service.

I would like to thank Geraldine Gallagher, Director of Care for her dedicated commitment over the last number of years in St Joseph`s House and wish her well in her retirement. Geraldine helped ensure the successful transition from residential to community.

2021 also saw a restructure to assist the new community model. Linda Tierney was successful in the role of Head of Adult Services having worked in the organisation for many years and led the transformation of service to the community with commitment and dedication. We wish Linda much success in her role as she looks to embed the community model to ensure service users have the opportunity to live a quality life of their choosing.

The funding model for the community service was developed in partnership with the HSE and we are very

pleased to confirm the funding model for the community services was approved by the HSE. Relationships with the HSE continue to strengthen and Reach Deaf Services acknowledges and welcome the HSE's continued guidance and support to the organisation.

Whilst we said a sad goodbye to Lisa Moriarty, in July 2021 we welcomed our new Head of Care for Boarding, Claire Bowe. Claire has made much progress in driving forward with delivering quality services across Boarding.

“

We believe Reach Deaf Services defines who we truly are and the services we will continue to develop and deliver.

”

The plans to develop an Independent Unit for boarders over the age of 18 to promote independence and develop life skills were revisited and much of the work on the independent unit was completed towards the end of 2021 with the aim of officially opening the unit in early 2022. We are extremely excited about this additional service and hope it adds value to our Boarders transitioning to adulthood.

Towards the end of 2021 we met with the HSE to begin discussions on the potential amalgamation of St Joseph's Boarding campus for boys and St Marys boarding campus for girls and we will continue this dialogue into 2022. The aim of this review is to ensure we provide the very best services and accommodation to our Boarders into the future which meets their needs.

The National Chaplaincy for Deaf People continued to be in significant demand during 2021, providing pastoral and spiritual services to those most in need and we are very thankful to our Chaplaincy team who continue to deliver much needed support.

Reach Deaf Services had been reflecting on the structure, organization and operation of the National Chaplaincy for Deaf People (NCDP), and the best means of providing for chaplaincy services in the coming years post Covid 19. To move this forward, the IEC agreed to establish a steering committee at the end of 2021. The committee will be comprised of Bishops representing different dioceses throughout Ireland, including the Archbishop of Dublin, the Chairperson of Reach Deaf Services, a board member, CEO of Reach Deaf Services and the priest chaplain appointed to NCDP. The first meeting of this committee is expected to take place in the second quarter of 2022.

In other parts of the organisation, our Property and Facilities Manager, Paul Ryder has continued to manage a heavy workload and throughout 2021 drove the successful refurbishment programme with his team.

Declan Kenny, Financial Controller for Reach Deaf Services continued to work with the HSE to secure a positive outcome to fund the community model.

Mary Stringer, HR and Governance Manager led the recruitment drive for the organisation. Whilst staffing continues to be a nationwide issue Mary and her team have continued to look at alternative ways to ensure the organisation has robust staffing in place.

Our Data Protection Officer, Darren Byrne was in demand in 2021 and drove forward with implementing best practice GDPR policies for the organisation.

Alan Smyth, Office and Social Media Administrator led the successful re-design of the new ISL website in 2021. We are very proud of the new website and hope to build on this into the future.

Reach Deaf Services deliver the following services:



ISL led Adult Community living services



ISL led Boarding services for the girls & boys who board with us weekdays



ISL Outreach services to the wider Deaf & HoH community across Ireland through the National Chaplaincy for Deaf People

We were delighted to have been short listed for the Good Governance awards in 2021 and continue to strengthen governance across the organisation.

In closing I would like to thank all the teams across the organisation for their ongoing hard work and high levels of professionalism in providing care and support to our service users, boarders and the wider Deaf Community in the most challenging of times.

In addition to our funders and many stakeholders we thank you for your continued support and look forward to working closely with you in 2022.

Looking ahead, it is an exciting time for the organisation and I am confident we will face any challenges head on and continue to enhance the delivery of our services to the Deaf Community.



Tara McBreen - CEO

About us

Reach Deaf Services is a non-profit charity enabling the Deaf Community and Deaf people generally to achieve their full potential and to have equality of access and opportunity in all aspects of their lives. Reach Deaf Services focuses on the areas of education, social care, pastoral and spiritual work.



Who we are

Reach Deaf Services is a non-profit charity enabling the Deaf Community and Deaf people generally to achieve their full potential and to have equality of access and opportunity in all aspects of their lives. We are a diverse organisation and, with dedicated staff, we provide services to all ages from school age to the elderly.

Reach Deaf Services focuses on the areas of education, social care, pastoral and spiritual work.

The first language of our service users is Irish Sign Language (ISL). Our organisation has in-house interpreters and all staff are supported to gain ISL Level 4.

The Catholic Archbishop of Dublin, Archbishop Farrell, is the President of the company and appoints one third of the Board members, including the Chairperson.

The Catholic Institute for the Deaf (CID) was established as a charitable institution in 1845. In 1997 CID assumed the role of trusteeship of St Joseph's Residences, St Mary's residence and St Joseph's House for Deaf and Deaf Blind Adults. In 2007, the name changed to the Catholic Institute for Deaf People (CIDP) and in September 2021 we rebranded our trading name as Reach Deaf Services. CIDP remains the overall legal entity of the organisation.

Reach Deaf Services is in receipt of funding from the Health Services Executive for the boarding campus accommodating children and young adults attending the Holy Family School for the Deaf. St. Joseph's Supported Living Services supports Deaf and Deaf Blind adults living with additional support needs

in their own homes. Reach Deaf Services directly manages these services and is the trustee of the Holy Family school. St Joseph's Supported Living Services will have fully completed the de-congregation journey from St Joseph's House Residential services, Stillorgan, by the end of October 2021.

In 2011, the National Deaf Village and Leisure Company limited was incorporated as a subsidiary of the organisation.

Our Key Services include:

- + St. Joseph's and St Mary's Boarding Campus for Deaf Children, Cabra
- + St. Joseph's Supported Living Services for Deaf and DeafBlind Adults (formerly St Joseph's House Residential Services)
- + The National Chaplaincy for Deaf People
- + Trustee of the Holy Family School for the Deaf

Reach Deaf Services is also associated with:

- + Pre-school for Deaf and Hard of Hearing Children

In addition Reach Deaf Services is a sponsor to the DCU bursary support for the B.Ed. ISL pilot programme

As a section 39 organisation we received €7,145,105 from the Health Service Executive throughout 2021 that enabled us to deliver direct adult support and boarding services.



Our Mission and Our Values

Our Mission

To be a leading organisation, combining our experience, skills and expertise, in the provision of quality services through ISL to enable our service users in the Deaf Community to reach their full potential

Our Vision

We create an environment where every Deaf Child and Adult is empowered to live the life of their choices and has the best opportunity to be successful and independent through equal access.

Our Values



Accessibility

In partnership with other Deaf organisations, empower and support enablement of appropriate structures to deliver needed services to the Deaf community. Enable our service users and the wider Deaf Community to have access to support through our services.



Equality

Empower and support Deaf education services to prepare and equip our students for a life of equal opportunities leading by example while promoting Deaf awareness.



Independence

Empower adults we support with the appropriate skills to live self-directed lives.



Value

Be innovative in better utilising property resources at our disposal to provide greater support for the Deaf community at key life stages.



Professional

Invest appropriately in our staff to support them in the successful delivery of all our services.

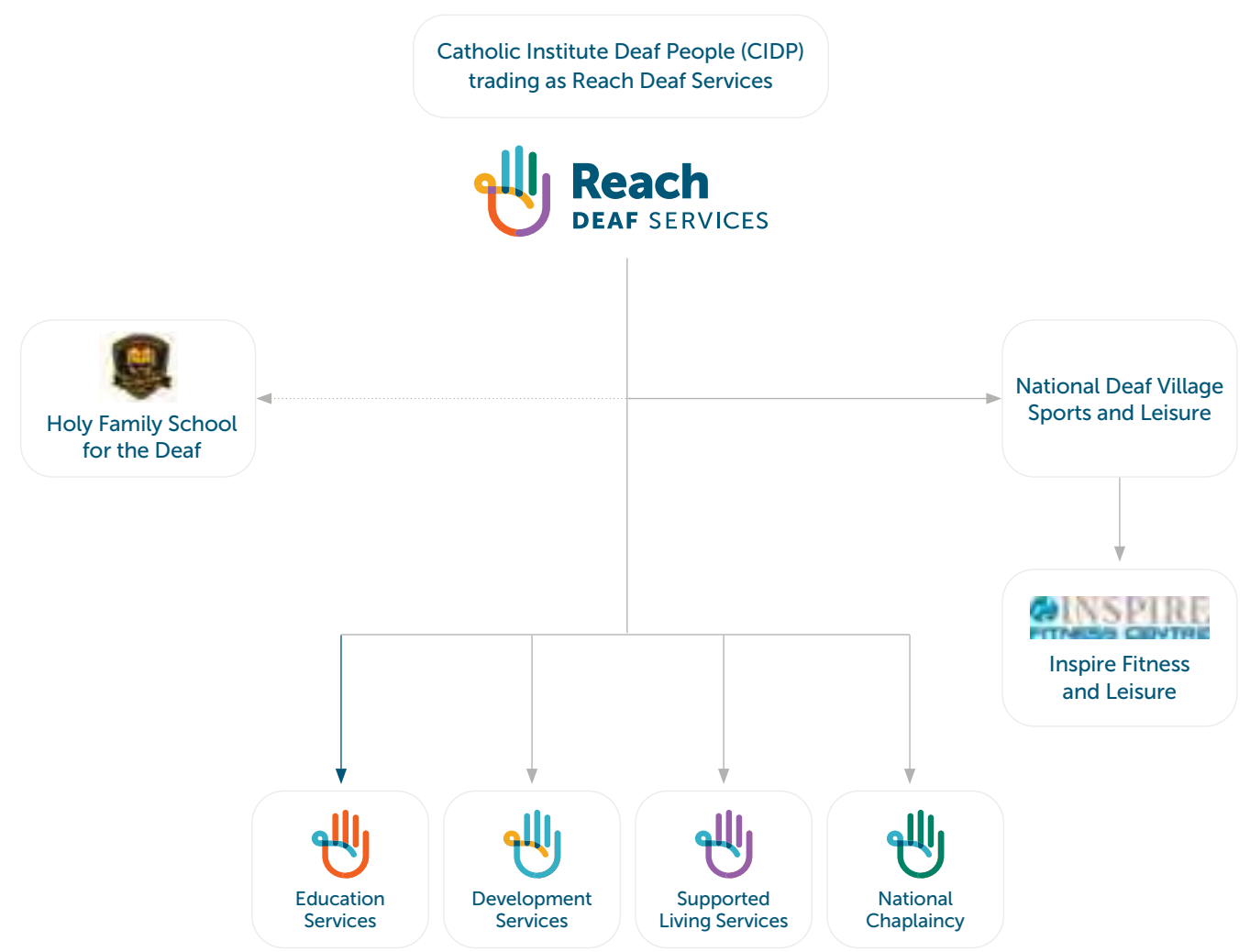
Who we work with

We are fully committed to working in partnership with the Deaf Community, with people of diverse Deaf identities, with other organisations` representing the interests of Deaf people, and with public sector bodies in representing and serving the interests of all Deaf people.

The logo for Deaf Village Ireland, featuring the text "Deaf Village Ireland" in a blue and green font.The logo for Citizens Information, featuring the text "Citizens Information" in a blue and green font.The logo for Chime, featuring a stylized red 'C' and the text "Chime" in a red font.The logo for DHC, featuring the letters "D", "H", and "C" in a stylized, hand-drawn font.The logo for Deaf Sports Ireland (DSII), featuring the letters "DSII" in a green, stylized font.The logo for the Irish Deaf Society, featuring a stylized building icon and the text "Irish Deaf Society" in a blue font.The logo for IDYA, featuring a green circular emblem with a stylized figure and the text "IDYA" in a green font.The logo for the National Deaf Women of Ireland, featuring a circular emblem with a stylized figure and the text "NATIONAL DEAF WOMEN OF IRELAND" in a purple font.The logo for the Sign Language Association of Ireland, featuring a stylized figure and the text "Sign Language Association of Ireland" in a green font.The logo for the Sign Language Interpreting Service, featuring a stylized green figure and the text "SIGN LANGUAGE INTERPRETING SERVICE" in a green font.



Our structure





Reach Deaf Services

The central office is based in Deaf Village Ireland. The central team comprises the CEO, Finance Department, Administration, Facilities Management and the HR Department who support the frontline services of Reach Deaf Services.

Education Services

Reach Deaf Education Services Providing service to children and young adult in Boarding Campus. We are committed to delivering high quality support services through ISL to Boarders.

Reach Deaf Education Services operates two separate gender-based children's Boarding Campuses in Cabra for children and young adults who attend the school on campus: St. Mary's Boarding Campus for Deaf Girls, and St. Joseph's Boarding Campus for Deaf Boys. Children live on campus Sunday to Friday during school term-time. We are committed to offering our boarding services to people with diverse Deaf identities, and of all abilities.

Supported Living Services

Reach Deaf Supported Living Services offers high quality supports, through ISL, to people living in their own homes. We provide the Deaf Community with access to one-on-one support through ISL for daily activities, social and community participation, allowing service users to learn and develop the skills and confidence to live independent lives.

Development Services

Reach Deaf Development Services focuses on service delivery to young adults. We are committed to supporting the future development and education of Deaf/ HoH students through a programme of partnership with DCU and in accommodation services. Currently we are working with DCU by funding the bursary support for the B.Ed. ISL pilot programme with an aim to continue supporting this into a second intake of students in 2023.

National Chaplaincy For Deaf People

NCDP's aim is to serve and work with Deaf People and the Deaf Community and to provide liturgical services and pastoral support across the 32 counties of Ireland.

Inspire Fitness Centre

Based in Deaf Village Ireland, and open since 2013, Inspire is one of Ireland's finest Fitness and Sport Centres. Its ethos is to deliver Health, Fitness, Sport and Recreation to Dublin 7. Inspire Fitness Centre is the trading arm of our subsidiary National Deaf Village Sports and Leisure Company Ltd.

Holy Family School For The Deaf

Holy Family School for the Deaf opened on 1 September 2016. The amalgamated school provides for Deaf and Hard of Hearing children from age three in the early intervention classes, through Primary and on through Post Primary education. The newly amalgamated school is bi located. Early Intervention and the Primary are based on the Dominican, Marian Campus, Ratoath Road and the Post Primary is located on the St. Joseph's Campus, Navan road.

Our 2022 – 2027 Strategic Plan

The Strategic Plan 2022-2027 was officially launched in September 2021 in line with the new brand and identity. In addition the new website was launched which aims to be ISL led.

The 2022-27 strategy aims to build on the achievements of the organisation to date and to develop our services to ensure we continue to meet the needs of members of the Deaf Community.

Our assessment of performance in the delivery of our previous strategy and our review of organisational capacity, as well as our experience of working and maintaining services to the greatest extent possible throughout the pandemic, have helped us at Board, Executive and Senior Management levels in defining our new strategic goals and planned actions to deliver them. Our critical consideration across our organisation is to be clear about how best we can live up to our mission, vision and values.

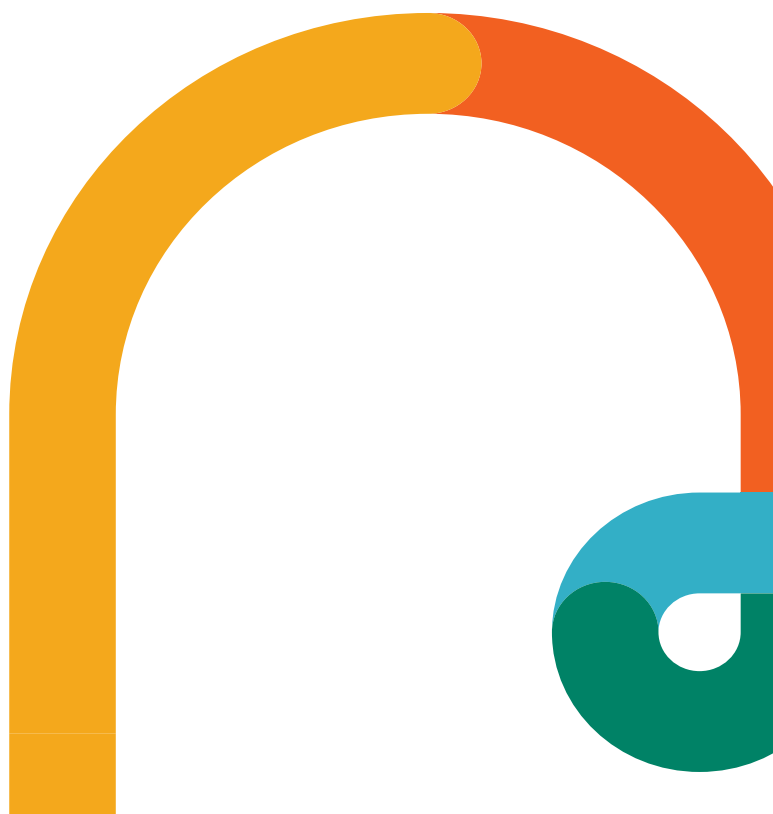
What we have set out below are five strategic goals that not only build on the foundations of the past but take the organisation to a new level in enabling Deaf people through all stages of the life cycle from early childhood to older adulthood to reach their full potential and lead a life of their choice.

These goals are defined in 5 key areas:

1. Education Services
2. Third Level Education Supports
3. Youth & Young Adult Development
4. Older Persons Services
5. National Chaplaincy for the Deaf

The goals in each of these five areas have a focus on the different stages of life, offering support for development, quality of life with independence and wellbeing, and pastoral care for those who wish to avail of it. However, it is critical in the delivery of any strategy that the organisation has the appropriate infrastructure in place to enable this and in the subsequent section of this plan we have set out under the following headings what is needed to enable delivery of our strategic goals in the five areas set out above.

1. Ensuring effective Governance and accountability
2. Supporting our People and the Organisation
3. Expanding the Use of our Assets
4. Prudent Financial Management





Achievements to date

Due to the COVID pandemic the Board decided to implement an interim bridging strategic plan during 2021. 2021 proved to be a busy year and we achieved much success.

A review of the objectives and update on each objective is included in the below table:

<p>FUNDING Finalise the funding model for Community services with the HSE by October 2021.</p> <p>Update We have now secured HSE funding and have fully decongregated from a residential service to a community model of service. Our community model will provide the baseline for an outreach service to the wider Deaf Community</p>
<p>HEALTH AND WELLBEING Promote better health and well-being for service users and staff across the organisation</p> <p>Update Well-being initiatives are well underway with allocated 'no meeting day, training sourced for trauma support. In addition has focus group has being set up to review other staff well-being initiatives</p>
<p>PANDEMIC PROTOCOLS Continue to enhance our protocols on infection control to ensure safe working and health & Wellbeing of both service users and staff across all facilities.</p> <p>Update We continue to deliver high level of infection control. Whilst some service users and staff did get covid infection control procedures ensured there was not a break out</p>
<p>DEAF VILLAGE IRELAND Drive the ongoing work to facilitate the transition of control of our subsidiary to Deaf Village Ireland.</p> <p>Update Through engagement through the three chairs forum it was agreed that 2021 would focus on sustainability of our subsidiary. Discussions have taken place to continue the dialogue around transition process.</p>
<p>STRATEGY & BRAND IDENTITY Launch the rebrand and our new Strategy, 2022-27 together in Autumn 2021</p> <p>Update We officially launched the rebrand in September 2021 together with the launch of our new 2022-2027 Strategic plan. We also led the creation of a new ISL led organisation website</p>
<p>GOVERNANCE CODE Continue to update our compliance records to ensure full alignment to the Charity Regulator's Governance Code and submit a declaration of full compliance in October 2021.</p> <p>Update We submitted our return to confirm full compliance with the Charities Regulator. Our Governance, organisational and strategy committee meet throughout the year to review each of the 6 principles of the code. To ensure continuous improvement our executive are scheduled to attend Carmichael training on the Charities Regulator governance code.</p>
<p>STRATEGY & BRAND IDENTITY Launch the rebrand and our new Strategy, 2022-27 together in Autumn 2021</p> <p>Update We officially launched the rebrand in September 2021 together with the launch of our new 2022-2027 Strategic plan. We also led the creation of a new ISL led organisation website. We will develop an operational business plan to deliver the 2022-2027 strategic goals of the organisation</p>
<p>COMMUNITY SERVICES Embed the community model of support while developing a robust outreach business plan for future implementation Achieve full decongregation from the residential by 31st October 2021</p> <p>Update Full decongregation was achieved in October 2021. We continue the process to deliver a high quality ISL led service</p>
<p>BOARDING CAMPUS – PROMOTE INDEPENDENCE Launch the independent living unit for young adults during the Midterm October break 2021</p> <p>Update Towards the end of 2021 we received approval to open the Independent Living unit which has been received positively. Currently we have Boarders from St Josephs Boarding utilising the unit. We aims to empower boarders and upskill them for life after school</p>

OLDER PERSON HOUSING

Develop a strategy for older person housing that will support opportunities for housing for older Deaf people as well as create future employment opportunities in line with Catholic Institute for Deaf People commitment to creating equal employment opportunities for Deaf/HoH people.

Update

We are actively reviewing opportunities to promote better housing solutions for older persons and this is included in our strategic objectives.

ISL

Continue to recognise ISL as the first language of Deaf people and where possible continue to increase the ratio of Deaf to hearing staff. Catholic Institute for Deaf People will work with other Deaf organisations to create appropriate learning opportunities.

Update

We continue our recruitment campaign however 2021 was challenging in securing personnel which was a nationwide issue. We have employed ISL tutors internally to promote learning and quality of ISL throughout the organisation.

THIRD-LEVEL

Build on the partnership with DCU to monitor and evaluate the B.Ed in ISL and the opportunities for students completing this programme and supporting access to teaching positions in Holy Family School.

Update

Reach Deaf Services is a sponsor to the DCU bursary support for the B.Ed. ISL pilot scheme. We are in discussions around the possibility of developing this further.

CONTINUED AMALGAMATION

Continue to enhance the service for our young people and deliver on the actions identified in the service audit. There will be an effectiveness review undertaken to ensure the actions identified contribute to the process of amalgamating both boarding campuses, with the physical amalgamation being the last component in the project.

POLICIES AND PROCEDURES

Continue to review policies and procedures to reflect the learning from our research on best in class across Boarding campuses and residential and community supported living.

Update

Our committees continued in 2021 to review specific policies to ensure appropriateness and user friendly policies are in place. In addition a number of external reviews are scheduled for 2022 to ensure the organisations policies and procedures are in line with best practice.

STAFF

The staff resourcing model for the amalgamated service will be a key focus for quarter 3 of 2021, onwards in line with the requirements of a single service with an emphasis on uniting both staff teams and introduction of a single resource model. We will work closely with the HSE on this scoping exercise.

Update

Following engagement with the HSE we have an approved resourcing structure for the community model. Recruitment is ongoing to fill required positions.

INSPIRE FITNESS

Defining a sustainable business model for Inspire is critical and all avenues are being explored to develop a long term business plan

Update

NDVSLC are in the process of developing a business model to ensure sustainability of Inspire fitness into the future. This strategy is well under way.

CELEBRATE CIDP

Formally mark the key achievements of Celebrate Catholic Institute for Deaf People now in its 175th year through key initiatives

Update

We marked the achievements through a week long themed celebration to mark the historic milestone for the organisation. A focus Group led the planning of the week.

CHAPLAINCY

Support decision making on the future model of the Chaplaincy services so we to ensure continued delivery of valued pastoral, spiritual and social supports to the Deaf Community.

Update

A focus group has been set up to review the current structure of the Chaplaincy moving forward to ensure it delivers critical services to the Deaf Community

IT

Scope and deliver an IT Solution that meets the future needs of the organisation

Update

Following sign off of the resource structure with the HSE an IT Manager has been recruited to review the most appropriate IT solution for Reach Deaf Services that meets the future needs of the organisation.



Looking forward

As we look forward to 2022 we have an exciting year ahead of us. Our new ambitious strategic plan has been shared across the organisation and with wider stakeholders. A business plan for 2022 is in place to ensure the organisation meet the objectives set for the year.

A summary of our key priorities for 2022 are included below:

- + Develop of a business plan to achieve the objectives of our 2022 – 2027 Strategic Plan
- + Continue to recognise ISL as the first language of Deaf people and continue to increase the ratio of Deaf to hearing staff Reach Deaf Services will work with other Deaf organisations to create appropriate learning opportunities.
- + Build on the partnership with DCU to monitor and evaluate the B.Ed in ISL and the opportunities for students completing this programme.
- + Deliver the Independent Living Unit for boarders over 18 to promote independence and develop life skills training.
- + Embed the Community Adult services model
- + The staff resourcing model for the possible amalgamated boarding service will be a key focus for 2022 onwards in line with the requirements of a single service with an emphasis on uniting both staff teams and introduction of a single resource model.
- + Support decision making on the future model of the Chaplaincy services so as to ensure continued delivery of valued pastoral and social supports to the Deaf Community.
- + Scope and deliver an IT solution that meets the future needs of the organisation.
- + Continued engagement with NDVSLC, and its trading arm Inspire, through the Board of NDVSLC to support business recovery and the programme to transfer control of the subsidiary company from Reach Deaf Services to DVI.



Governance

Good Governance is at the core of everything we do. It is built into our language and thinking and is reflected in all of our work. We believe good governance provides a strong foundation to successfully achieving a positive organisational culture that embraces transparency and openness.



Compliance and continuous improvement

We comply fully with the Charities Regulator Governance code and the HSE's compliance requirements. As an organisation serving the Deaf Community, we are committed to continuous improvement and have developed a strong network of expertise to ensure we continue to enhance our governance structure.

Reach Deaf Services continues to build on strengthening its governance in line with best standards. In 2021 we continued to strengthen our governance structure to ensure full compliance with the Charity Regulator's Code which we submitted in October 2021. We are continuing to actively embrace the additional controls, checks and balances that are required to ensure the highest standard of compliance.

As such our Internal Auditor in 2021 focused on GDPR, and Finances to help us strengthen our governance. This service is in its third year and continuing to add to the quality of objective oversight and assurance for the Board and executive.

We were delighted to be shortlisted for the Good Governance Initiative awards in 2021.

Openness and Transparency

Reach Deaf Services promote an open approach to our stakeholders both internal and external. We issue a quarterly newsletter, which we distribute to stakeholders and publish on our website. We strive to deliver communication through ISL as part of our commitment to promoting accessible communication.

We communicate and engage with stakeholders through a variety of channels including where possible face to face meetings, virtual meetings, video calls, emails and by telephone. As an organisation we are committed to maintaining positive relations with all of our stakeholders and to ensure open lines of communication at all times.

Getting Things Right

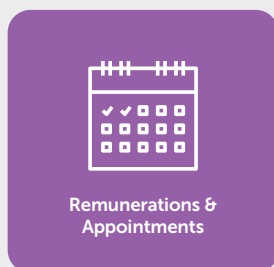
Catholic Institute for Deaf People is a company limited by guarantee and governed by our Articles and Memorandum of Association. Catholic Institute for Deaf People is also parent to The National Deaf Village Sports and Leisure Company Limited which operates under its own memorandum and Articles of Association ("M&A"). In October 2021 CIDP rebranded its trading name to Reach Deaf Services.



As Patron, the Archbishop of Dublin appoints up to four members including the Chairperson of the board. The board appoints the remaining board members up to a total of twelve.

The services provided by Reach Deaf Services are managed and overseen by a governance structure that includes an executive team. Reach Deaf Services is supported, directed and guided by a voluntary board of dedicated trustees.

Trustees serve a term of 3 years with an option to renew for a further 3 years.
Currently, the board of trustees has 9 members and has four sub committees as follows:



As part of our commitment to the values of delivering appropriate services to the Deaf community the board is continually seeking appropriate representation from the Deaf Community. As each member is appointed they join an induction process with the Chair and CEO of Catholic Institute for Deaf People. They are also required to familiarise themselves with the various board requirements as set out in the board handbook and sign off on same. Board members are recruited through many mediums including Boardmatch, open calls within the Deaf community and in our communications and through the network the board itself has.

The board ensures that appropriate training is provided to members availing of the Board roles and responsibilities and Governance code training through organisations such as Carmichael. Conflict of Interest is always at the fore whether it be during the recruitment process or at board meetings. It is a standing item on each board and committee agenda and if such an item arises it is discussed and noted in the minutes along with the board/committee decision on the matter.

Remuneration policy

The group remuneration policy follows public sector guidelines, as applied within the HSE. We do not operate an incremental salary scale however a focus in 2021 was to develop a pay policy in line with discussions with the HSE. The pay policy will be published in 2022.

None of the trustees of the parent or subsidiary company receive any remuneration for their activities in relation to the group.

Risk management and administrative details

As an organisation risk management is part of our everyday focus and priority. Each area of frontline operations has its own risk register and Reach Deaf Services collectively has developed an organisational corporate register.



2021 focused heavily on external training for staff and updating templates to ensure best practice. Risks over 15 are reviewed quarterly at Finance Audit & Risk Committee and brought to the board annually. We also hold both organisational and location specific Safety statements and comply with the HSE's requirements around compliance standards, having signed off on the 2021 HSE compliance statement.

Reference and administrative details

Catholic Institute for Deaf People
Companies Registration Office number: 197899
Charity reference number: 1394
Registered Office: Deaf Village Ireland, Ratoath
Road, Cabra, Dublin 7

Our Board of Trustees and Executive - 2021



Geraldine Tallon
Chairperson

Geraldine worked in the Department of the Environment, Community and local Government, where she retired as Secretary-general in 2014.



Amanda Casey
Trustee

Experience
Quality Improvement methodologies

Head Medical Social Worker, Mater Misericordiae University Hospital



Grainne Meehan
Trustee

Experience
Community & Youth work

Gráinne is a graduate of the MA in Community and Youth Work professional programme at Maynooth University.



Kevin Lynch
Trustee

Experience
Deaf Culture

Held all honorary offices in IDSA and was President of IDSA/DSI. Was the first Chairperson of SignLink (SLIS).



Peter Tolan
Trustee

Experience
Friends of the Elderly
Product Manager, AIB.



Ger Deering
Trustee

Experience
Finance
Ombudsman and Information Commissioner.



Andrew Fagan

Trustee

Experience

Safeguarding
Social Worker

Director of the Child
Safeguarding and Protection
Service of the Archdiocese
of Dublin.



Rosemary Grant

Trustee

Experience

Safeguarding
Risk Management

Retired. Previous experience
includes Principal Medical
Social Worker.



John Cleere

Trustee

Experience

Corporate Governance
Finance

Assistant Secretary,
Corporate Services, and
Accountant of the Courts
of Justice.

The trustees who served at any time during the financial year were:

Amanda Casey
Ger Deering
Geraldine Tallon (resigned 31 March 2022)
Grainne Meehan
Kevin Lynch
Peter Tolan
Andrew Fagan
Rosemary Grant
John Cleere
Nessan Vaughan (appointed 31 March 2022)

Company Secretary

Keith Adams

In accordance with Section 329 of the Companies Act 2014, the trustees and secretary did not hold any shares in the parent company and subsidiaries during the financial year ended 31 December 2021.

Every member of the company undertakes to contribute to the assets of the company in the event of it being wound up while s/he is a member or within one year afterwards for payment of the debts and liabilities of the company contracted before s/he ceases to be a member and of the costs charged and expenses of winding up such amount as may be required not exceeding €1.27.

Senior management personnel

The senior management personnel who served at any time during the financial year were:

Chief Executive Officer

Tara McBreen

Financial Controller

Declan Kenny

Board & Committee attendance

Board Meetings

Name	Position	Attendance
Geraldine Tallon	Chairperson	7/7
Peter Tolan	Trustee	6/7
Amanda Casey	Trustee	4/7
Kevin Lynch	Trustee	7/7
Grainne Meehan	Trustee	4/7
Ger Deering	Trustee	7/7
Rosemary Grant	Trustee	7/7
Andrew Fagan	Trustee	7/7
John Cleere	Trustee	4/7

Finance, Audit & Risk Committee

The audit committee continues to provide oversight and control on the finances and sustainability of Reach Deaf Services, thereby underpinning good financial governance of the organisation. The contract for Internal Audit service continued with RMIA Outsource Ltd Internal Audit Services. This service continues to bring oversight and assurance of the organisation's governance and financial controls. The internal auditor is ensuring that we are aligned with the Charity Regulator's Financial Control Checklist as well as that our risks are effectively managed and all appropriate checks and balances are in place.

The finance, audit and risk committee met on 7 occasions during 2021. The meetings were attended by members during the year as set out below.

The Finance, audit and risk committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
John Cleere	Committee Chairperson & Trustee	6/7
Geraldine Tallon	Trustee	7/7
Kevin Lynch	Trustee	7/7
Peter Foran	Independent Member	7/7

Safeguarding Policy Committee

The Safeguarding Policy Committee met 3 times in 2021 with operational DLP meetings taking place every 6 weeks during school term time. In addition the chair of the committee along with senior management had a number of active engagements with Tusla and other children's services around specific matters all of which went to strengthen the relationships between services and ensure satisfactory outcomes for service users. Policies and procedures were reviewed as part of the annual review process and any amendments were agreed by committee.

The safeguarding, protection and welfare policy committee meetings were attended by members during the year as set out below.

The safeguarding Policy committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Andrew Fagan	Committee Chairperson and Trustee	3/3
Geraldine Tallon	Trustee	1/3
Amanda Casey	Trustee	2/3
Rosemary Grant	Trustee	3/3
Sylvia Nolan	Independent Member	2/3

Governance, Strategy & Organisational Development Committee

In 2021, this committee met 3 times during the year. The focus of the committee's work in 2021 was to oversee a number of key initiatives which included:

- + Readiness for confirming Reach Deaf Services compliance with the Charity Regulator's governance checklist
- + Launch of a new strategic plan for 2022-2027
- + Review of the organisation's brand/ identity as outlined earlier in this report

The committee also ensured that Reach Deaf Services was in a position to sign off on the HSE's annual compliance statement, and following review, recommended this to the board. The governance, strategy and organisational development committee meetings were attended by members during the year as set out in the right hand column.

The Governance, Strategy & Organisational Development Committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Peter Tolan	Committee Chairperson and Trustee	3/3
Geraldine Tallon	Trustee	3/3
Ger Deering	Trustee	3/3
Nessan Vaughan	Independent Member	3/3

Remunerations & Appointments Committee

This committee continues to assist the organization in ensuring consistency and fairness in appointments and remuneration across the organization.

The remuneration and appointments committee meets on an as needed basis, and at minimum twice yearly. During 2021 the committee met on 3 separate occasions. The HR and Governance manager prepares and brings all appropriate papers to this committee and ensures standard practices are applied. The CEO also attends these meetings.

The remuneration and appointments committee meetings were attended by members during the year as set out below.

The Remunerations & Appointments Committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Geraldine Tallon	Committee Chairperson & Trustee	3/3
Anne Coogan	Independent Member	3/3
Caroline McGrotty	Independent Member	3/3

Impact - ISL Led Service



Reach Deaf Service's ambition is to be an ISL led organisation. Here is a snapshot from a staff perspective on working across our organisation through ISL.



Leanne Saurin - Reach Deaf Services Interpreting

Report: Interpreting Mentoring Programme

With the commencement of the Irish Sign Language (ISL) Act 2017 and the establishment of the Register of Irish Sign Language Interpreters (RISLI) 2020, Citizens Information Board (CIB) offered a Mentoring Training Bursary in recognition of the importance of supporting the ISL interpreting profession. RISLI highlighted the importance of having a mentor programme available to interpreters as an option for continuous professional development, to support newly qualified interpreters and more experienced interpreters in the interpreting community. With this in mind, CIB offered twelve bursaries to registered interpreters with a minimum of seven years interpreting experience to qualify as professional interpreting mentors. In the end only nine bursaries were awarded, two of which included Reach Deaf Services own interpreters - Amanda Mohan & Leanne Saurin.

The aim of the training was to prepare and develop appropriate skills for experienced interpreters to work as mentors to support new interpreters, interpreters returning to work after a break and interpreters who wish to progress in their career.

The training programme was a 6-month training and assessment programme delivered by TIEM Center (Teaching Interpreting Educators & Mentors) based in

USA. The programme was 100% online e-learning, beginning in September 2021 and ending February 2022. The schedule was broken down into five modules including both theoretical (reading articles, chapters, journals) and practical components (interpreting from English>ISL and ISL>English). In addition to writing personal reflections on the reading materials given weekly, we had to respond to other colleagues' commentary of the assigned piece too, twice a week for the duration of the programme. Needless to say it was an intense learning environment but a very positive experience.

Module 1 consisted of an introduction to mentoring, understanding the benefits of mentoring to both the mentor and mentee. We learned from Gary Sanderson the important characteristics and traits needed to become a successful mentor, and more importantly what is not. Being the best interpreter in the world is not what makes a mentor, but being unique and having something personal to offer to the mentee is. It was also humbling to learn that the idea of a mentor-mentee relationship is built on the foundation of 'a relationship of equals', having respect from where we have both come from and willing to learn from each other is what makes a successful relationship.



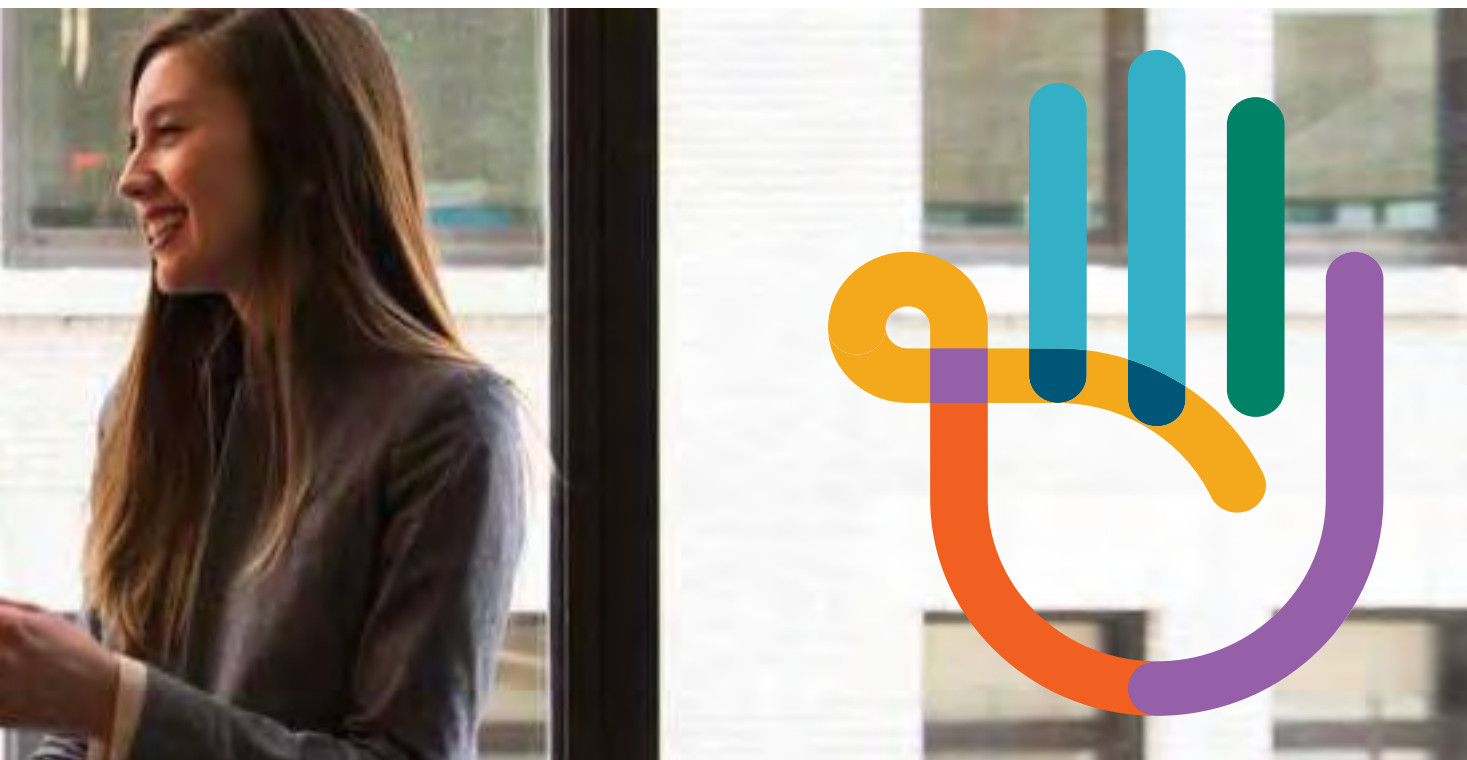
We then moved on to discuss Role Space Theory by Peter Llewellyn-Jones and Robert G. Lee in Module 2. The concept of role space removes the idea that the interpreter is invisible, impartial, and absent from the space they inhabit; and instead recognises that the interpreter is a key player, not only in the space, but in the interaction between both Deaf and hearing participants. We can use this theory as a framework to reflect on our own interpreting performance, gaining a better understanding of the decisions we make while interpreting and how we influence the relationship between both participants for better or for worse.

In Module 3 we delved into the topic of 'Power, Privilege and Oppression', reflecting on, and acknowledging the privileges we hold and how we can use these privileges to restore power imbalances, and allow those who normally experience oppression to hold power and take centre space. This module was by far the most thought provoking personally but also in the discussions among our peers. We gained an understanding the systems and institutions we find ourselves working in and how we can navigate and use our privileges to our advantages within these systems for our benefit and the benefit of those we work with. Furthermore, we looked at the idea of interpreting services as an institution themselves

with medical and educational systems believing that access begins and ends with the provision of sign language interpreters or interpreters seen as a quick fix. In reality interpreting provision is only a small fraction of the overall bigger picture, and what systems should be striving for is language concordance (staff and service user can converse in the service users language). Applying this to the work within Reach Deaf Services, we can see this idea of language concordance in work with our new ISL team, ISL interpreting team, ISL being promoted as the first language of use in our organisation and staff communicating in ISL with each other, and with service users and boarders also.

Having completed the foundation of mentoring and interpreting, we learned about what is considered meaning- based interpreting which shifts the focus on what signs were incorrect within the interpretation, but looking at the interpretation overall and how successful we were at portraying the meaning, the intent and so on. This meaning-based rubric is what we would consider using as the framework for providing constructive, critical, and specific feedback to our co interpreter/ mentee going forward.

Once the theory element of the programme was



complete, we moved on to the practical side interpreting clips from ISL>English and vice versa. We were assigned into pairs and instructed to give feedback of our interpreted clips using the meaning-based rubric. In essence this was peer mentoring application and practice, working with a mentee supporting and guiding them using the rubric. With each passing session, we could see improvements being made in our approaches as mentors, discovering our own personal styles, what worked well, where we needed to improve upon and what we wouldn't do again.

I found the mentor-mentee relationship similar to that of a counselling session, involving a lot of pauses, giving the mentee the space and time to discuss what their goals and objectives were, what they learned from reviewing their performance. It was a delight to see the mentee leave the session feeling better about themselves and their performance, but also having a clearer picture of where they needed to focus their attention on going forward and what steps needed to be put in place to get there.

The mentoring programme although it was intense, was rather enjoyable too. It became a journey of self-discovery, learning about our own values and beliefs,

and how together they shape our identities, who we are as individuals but also as interpreters too. In the short time we had on this programme together, some of the interpreters didn't know each other that well and with each passing week we became better colleagues and friends. The relationship that we are encouraged to develop as mentor- mentee is what we observed among the nine interpreters on the programme.

We received a certificate of completion from TIEM Center in February 2022, and now we look to see how a mentoring system will come to fruition here in Ireland. The need for a formal mentoring system is broadly recognised. Mentoring is also referred to as an area of Continuous Professional Development within the register, and a measure referred to in the complaints procedure for interpreters who may be referred by RISLI to a mentor for additional supports, to meet the criteria set out to maintain registration. We will be interested to see further developments in this area.

Amanda and I look forward to using our new professional interpreter mentoring skills within Reach Deaf Services in the hopes that it will be of benefit to the staff and the organisation.



Wendy Murray – Irish sign Language Teacher

When I was first approached if I could teach Irish Sign Language (ISL) to support workers, my first reaction was I was intently saying yes to this new opportunity because it was my profession, my job before I became a support worker at formerly named CIDP (now Reach Deaf Services) in 2019. I wanted a bit of change in my career from ISL teacher to support worker and took on a new challenge, but I never thought it would last that long due to pandemic situation and time flew so fast.

At that time, Catholic Institute for Deaf People didn't have a fund for ISL teacher so my previous job had two roles as a support worker and an ISL teacher, I found it very challenging and a rocky road.

I found teaching for Reach Deaf Services was challenging because it is not 'just teaching' only as it was so new and I had to do paperwork and it needed to link with teaching and researching. I cannot teach without paperwork; it was a tough journey and a huge task than I originally thought.

You have to remember Reach Deaf Services have over 100 employees, not just the community services only, it included boarding, management and many more. It is vast, Reach Deaf Services!

Mary Stringer asked me if I could teach a new employee named Claire Bowe, she is a Head of Boarding Care. We began to have short ISL lessons in August and September. The lessons had to stop because I had to focus on St. Joseph's House closure before 31st October 2021.

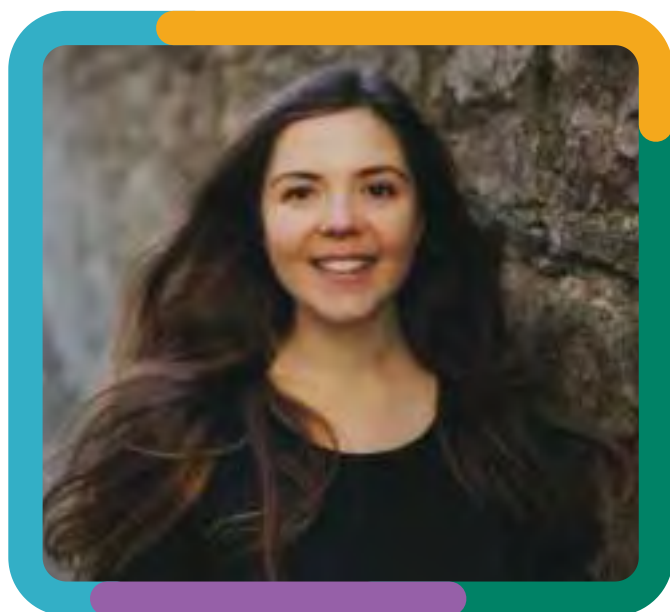
At that time, she learned very basic ISL like my name, fingerspelling. We had an hour long one to one ISL tuition, I could tell she learned so much from it and I had to remind her that she will learn more and to get interactive with staff and boarders with the schools opening in September. I really enjoyed teaching her basic ISL and after that we had not met since. I met her in April to introduce her with two new ISL teachers, she signed ISL thoroughly the whole meeting in 45 minutes without interpreters. We were impressed with her ISL skills. It shows how important you can learn ISL in the classes and learn more from communicating with Deaf people at work. It will improve your ISL skills.

Claire Bowe told me about her experience of learning ISL. She recalls feeling hesitant and embarrassed at first but she said that with my encouragement she started using ISL as much as possible. I told her how much people would appreciate her trying and she since told me how that encouragement made her

feel more at ease, as well as the encouragement she received from the Interpreting Team and all staff she engaged with. The pandemic and the nature of her work meant Claire Bowe was working between 3 locations for a period of time. She can't imagine how she would have learned ISL and built up relationships with people without my help. She can't believe there was a time when there was no ISL Teacher or Interpreting Team in the service- she can see how crucial those roles are.

When Mary Stringer(Human Resource) said the organisation would apply for funding for a full time ISL teacher for Reach Deaf Services I informed her that I was the only one ISL teacher for Reach Deaf

Services so would like to have another ISL teacher to work with me as a team to meet the organisations needs. Eventually we were delighted that the HSE confirmed funding. I had to go for a job interview and I was so thrilled that I got it. I have two new ISL teachers joined me in the team who include Eugene Phillips and Genevieve McGirr. They are finished their final year in their ISL teaching strand at Centre for Deaf Studies, Trinity College Dublin to become qualified ISL teacher like myself. I am so happy to have them on board and working together to focus on different areas of teaching. Keep your eyes out for us! We will start teaching ISL very soon. We are looking forward to the future and what it will bring to Reach Deaf Services.



Lisa Kelly – Irish Sign Language Counsellor

I started working as a counsellor for Reach Deaf Services in August 2021. This was the first time Reach Deaf Services has employed a counsellor, which is a highly needed service for the service users. I was thrilled to be asked to work with Reach as a counsellor. I had already worked for Reach Deaf Services as a Social Care Worker and I have briefly worked at St Joseph's House to help during the lockdown. I could see that a counsellor was needed. Since starting, I have set up paperwork; referral forms, contracts, questionnaires, reviews and notes. Since then, I have been seeing clients from both the

boarding campuses and the community. I was able to buy resources for the boarders to use with me or with the boarding staff to encourage conversations. This is also a technique from play therapy; play therapy can encourage conversations and story telling from boarders. I have also done some group sessions with some boarders and it was very successful. I completed the Therapeutic Play Skills Course provided by Children Therapy Centre (CTC) and I can proudly say I passed with a distinction. I have regular supervision with Claire Bowe, and an external supervisor who is also a counsellor herself.



Our Impact Education Services

Our education services provide the building blocks for a brighter future, giving young people confidence and life skills in moving into the adult world.



Claire Bowe Head of Boarding Care

Reach Deaf Education Services operates two separate gender-based children's Boarding Campuses for children and young adults (Boarders) with diverse Deaf identities, and of all abilities. Boarding Services operate every Sunday to Friday during school term-time are provided to children and young adults enrolled in The Holy Family School for the Deaf, Cabra. In 2021, 48 people availed of the Boarding Service and the age range was 7-19 years.

Boarders spend a significant portion of their childhood, teenage and young adult years on campus. With this in mind, our aim is to provide a happy and safe 'home away from home' experience. This involves each child having an allocated keyworker, a responsive and caring relationship with the staff, lasting friendships with other children, maintaining contact and relationships with their family and developing positive identities in both the Deaf and their local communities. It also involves staff creating opportunities for children to enjoy and try a wide range of activities, to learn the skills needed to live an independent life, and to gain confidence. We envision children transitioning from boarding life to adult life as prepared and fulfilled, and with a life-long network of support from the Deaf Community. This links to

overarching mission of Reach Deaf Services which is to be a "leading organisation, combining our experience, skills and expertise, in the provision of quality services through ISL to enable our service users in the Deaf Community to reach their full potential"

Recap on 2021

It has been a dynamic and interesting year from a Boarding perspective. It is hard to describe the year without the influence of the pandemic. Despite our world being dominated by COVID-19 factors, the Boarding Campus largely remained open throughout 2021. The service closed for a short period in January 2021 in light of government guidelines at that time. A high level of COVID-19 related staff sick leave led to a small number of one night service cancellations for some Boarders throughout the year. On occasion, some Boarders were required to travel home from the service in line with the service's COVID-19 Contingency Plan and safety measures. We acknowledge how these measures impacted on service delivery at times. Our driving force has been, and continues to be, the importance of providing a safe environment to live and work in. Throughout 2021, there were no COVID-19 outbreaks in the service.

As mentioned, the service largely remained open in 2021. Day to day operations continued and staff worked hard to provide individualized support to each Boarder. Staff also showed a want and a determination to make things better, despite the chances of COVID-19 distracting from imagination, creativity, and a growth mindset. This is evidenced in many ways including the development of a 'Model of Care', and the numerous activities that staff made happen. This work will be seen over the coming pages.

During 2021, 13 young people graduated from School and ended their Boarding Journey. 8 new children were then welcomed into the Boarding Service in September. We also wished farewell to some staff members and welcomed new ones including a new Head of Care and Social Care Workers.

A new Deaf Counsellor role was created to provide a safe, therapeutic support and listening service for boarders to express their concerns and issues. 1:1 Counselling Sessions commenced in October 2021. 16 sessions were delivered between then and December 2021.

In our 2020 Annual Report, we mentioned how we received a grant towards the purchase of a service vehicle. It proved difficult to find a suitable vehicle. At the time of writing, however, we are delighted to tell you we are in the process of purchasing a 9-seater minibus which seems perfect for the children. Over the next few pages, we hope you enjoy reading more about what happened in our service during 2021- what it is like to receive a service here, to work here, and about our vision and plans for 2022.

Looking Ahead to 2022

Area	Plan
Business Planning	Building to be refurbished for the opening of an 'Independent House' for Boarders Develop a model for independent living for boarders in the final year of school
Policies and Procedures	Review of all policies and procedures Workshops for staff
Staffing Resources	Review of staffing resources
Staff Morale & Motivation	Programme to be developed and implemented
Training	Data Protection Training to be completed by all staff Staff to complete Risk Assessment Training Training Needs Analysis to be conducted
Complaints	Policy Review Review of Complaints Process- accessibility for ISL users
Auditing	Review of Internal Auditing Programme Full service audit to be conducted
Person Centred Care	Social Role Valorisation Champions to be appointed and trained Deliver the Body Right Programme to Boarders Dependency Measurement Tool to be developed Expand the Working Things Out Programme Boarding Brochure to be developed New keyworking Meetings forum with parents to commence and take place on a six weekly basis
Health and Safety	New Risk Register Tool to be implemented New Risk Assessment Template and process to be developed and implemented
Website	Develop the Reach Deaf Education Services section of the service website Upload relevant documents to the website



Personal Story No 1 (St Mary's Boarding Campus)

The first two months of the year were hard. We were at home, and we were only allowed out within a 5km radius but all my friends live further away than that so I could only see them on FaceTime whereas my sisters' friends live locally and they were able to meet for walks.

Studying online was fun and exciting at first as you could just wear your pjs but then we all got fed up with that quite quickly. Also, doing subjects such as Maths online was a nightmare.

When we returned to boarding, it was strange but in a good way. It was good to see friends again. I was happy to be back in boarding, but there were still many Covid-19 restrictions both within and outside of boarding, e.g., we couldn't go to the gym or swimming.

The Debs was originally planned for April 2021 but was postponed to the Summer of 2021, and postponed again, and now it will be taking place in April 2022. Unfortunately, due to the postponements some of the peers who left last year are no longer able to attend the Debs now.

April and May were quite hard because a lot of my peers were leaving school that summer and I was anxious I would lose touch with them (luckily that did

not happen). With the weather improving, it meant we could have fun and were able to do more activities outside such as tie dye, Sports Day, and our graduation. I also cycled to the City Centre with my peers.

When I returned to boarding in September, I expected a lot of pressure over the LCA, but luckily it has not been too bad.

In October, I finally was able to do my work experience that was postponed due to Covid-19. I had a 2-week block of placement. The first week was in a play school and the second week I worked with the elderly in the community. After these two experiences, I realised that I preferred to work with young people because I did not enjoy the personal care element.

During the Halloween period, I was happy that restrictions were easing, and we were able to attend Farmaphobia. We also had a Halloween decoration competition in boarding. In November, Covid-19 restrictions were back so we mostly focused on our Christmas exams.

Overall, it was a good year with some tough times. It was hard that my friends were leaving for college, and I was only entering my final year, but we made the most of what we could do within the restrictions and had a lot of fun along the way.



Sinead Crean, Social Care Worker, Personal Story

I started working in Reach Deaf Services in September 2019 and love that I can enjoy coming in to work on a Monday morning. I know that not a lot of people can say that! Coming from a Deaf family and having ISL as my first language, I have been lucky enough to be able to bring my personal experience from home to boarding.

I remember it took some time for me to find my feet when I started to work here, as people that I knew as my parent's friends who may have even looked after me growing up were now becoming my own colleagues and friends! This is one of the many positives about the cosy Irish Deaf community.

Working in boarding also made me realise that there were many things that I always perceived as 'the norm' growing up but turned out to actually be a part of Deaf culture such as needing to know all the details about why a person is leaving the room! Until working here I always thought I knew everything about Deaf culture. It made me prouder and more excited to come from a Deaf family.

I have also been in a unique position working here as having Deaf parents meant growing up, I have witnessed the challenges my parents have faced such as the lack of Deaf awareness and ISL in the wider society. Working in Reach Deaf Services has given me the opportunity to be an advocate for the boarders and try my hardest, so they don't face the same challenges.



Jason Molloy, Social Care Worker, Personal Story

Working in Reach Deaf Services has been a great experience so far. It is a whole new environment and challenge working with younger people and the atmosphere between the boys is always great to see. I am enjoying developing my sign language skills as I work with the kids each day and the staff team are very helpful and welcoming since my first day here.



Model of Care (Redmond O' Shea Social Care Worker)

A working group was set up to help design an image for the Model of Care. The aim of this group was to encourage the boarders to get involved in designing an image that represents the 7 pillars of the Model of Care. We asked them to for their own ideas for the design of the Model of Care, we sought out boarders to form a Working Group, we met to brainstorm ideas. We did research for the Model of Care to get designs. We wanted the Boarders fully involved and encouraged them to take ownership of this idea. We got them to pick a design and they created their own designs which we forwarded on to management.

We went through the 7 pillars of the Model of Care with them- Deaf space, Health & wellbeing, Education support, Care, Inclusion & Diversity, Working in Partnership and Preparing for Leaving. There was a lot of discussion with the Boarders around the meaning of each pillar so that they had a better understanding of each and how it applies to them. We contacted Ray Watson, a Design Artist, to get ideas. We contacted a Deaf girl in England and forwarded on all our suggestions to management. The end result is the design for the Model of Care.

Another staff member prepared a presentation power point on the Model of Care for the boarders, and it was child friendly, so they had a better understanding of what each pillar represents.

Working Things Out Programme (written by Jacqueline O' Brien and Niall Ivory, Team Leaders)

Two staff trained and became facilitators of the Working Things Out Programme so they could roll this programme out with boarders. The Working Things Out Programme is a preventative mental health programme that promotes positive coping in teenagers. It can be used as an intervention as it is a cognitive behaviour therapy programme (CBT) that helps equip young people with the right skills to cope positively and to overcome mental health problems. We offered this to a group of boarders but as it was the first time to introduce it in boarding, they found that the individual sessions worked best.

The feedback from boarders was very positive and they have asked if they can revisit it again around exam time to help them cope with their stress levels.

Our plan for next year is to expand this, and to link in with the school to offer it to day pupils as well as to boarders, as we feel this will be an effective way of getting a group session going as there are more benefits to doing it in a group, as the young people can learn from each other.

This programme helps to support our young boarders to learn practical cognitive behavioral therapy (CBT) strategies, to deal with anger and conflict, to understand the key to solving problems, to develop helpful thinking strategies, to manage feeling down (especially during a pandemic), to improve relationships with friends and family and to reduce stress. Our aim is to continue to roll it out as needed and to expand it and open it up to day pupils too.

BodyRight Programme (written by Jacqueline O' Brien, Team Leader)

Two staff trained and became BodyRight facilitators via the Dublin Rape Crisis Centre. The BodyRight programme is a sexual violence awareness and prevention programme for young people. It is a programme to raise awareness about sexual violence among young people and to assist in its prevention. The aim of the programme is to encourage and to stimulate discussion with young people to encourage them to examine their attitudes and the possible impact of these attitudes, and to provide information about the nature of the law. It covers the areas of consent and personal boundaries. It also raises awareness of the impact and consequences around sharing intimate images and online sexual coercion, and offers young people tools for internet safety.

Now that staff have received training in this, it is our plan to start rolling out this programme with boarders age from 15 years of age and upwards, from Easter and onwards 2022. We will cover consent, personal boundaries, to improve awareness around internet safety and healthy online behavior, consent and the law in Ireland, sexting, and online coercion etc.

Boarder Committee Meetings 2021



Emma Shaw, Social Care Worker

The aim of the Boarder Committee is to ensure that Boarders availing of the service we offer have an opportunity to liaise with those in their groups and bring forth any suggestions they have, with a view to improve the service as a whole. There are usually two Boarder representatives, and we aim to meet once every 4-6 weeks.

The main topics of conversation usually include food options, activities, facilities and AOB which would allow the boarders to bring up anything that they want to be addressed.

Unfortunately, due to the lockdown as a result of the Covid-19 Pandemic, from January to May 2021 we were only able to schedule 3 Boarder Committee Meetings. The topics outlined above were discussed. The common themes that seemed to arise in each

meeting were in relation to the inadequate strength of the Wi-Fi and the inability for peers mixing between both Boarding Campuses while the restrictions were still in place.

Regarding the Wi-Fi, staff contacted the Wi-fi provider, and a contractor addressed the issue. The issue of mixing between both Boarding Campuses was brought up with management who attended a Covid Meeting every Monday. The outcome of the meeting would have been informed by the guidance and advice as set out by the HSE. Unfortunately, it was not always possible for peers in each campus to mix together.

We look forward to the further easing of restrictions and being able to host more Boarder Committee Meetings next year. Feedback from Boarders is crucial to our service design and delivery.

Incidents & Investigations 2021



Incidents & Investigations

Child Protection/Safeguarding - 5

Falls - 1

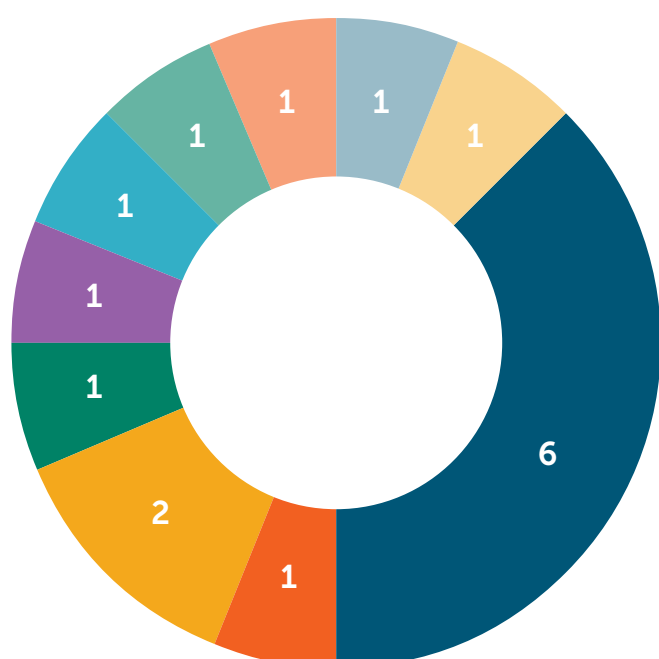
Medication - 1

Supervision - 2

Peer Interaction - 3

Behavioural - 2

Environmental - 1



Complaints from Service Users /Service Users Parents

Irish Sign Language - 1

Key Working - 1

Environment - 6

Activity Planning - 1

Service User Travel Training - 2

Meal Planning - 1

Staff Engagement - 1

Information Sharing - 1

Service Terms and Conditions - 1

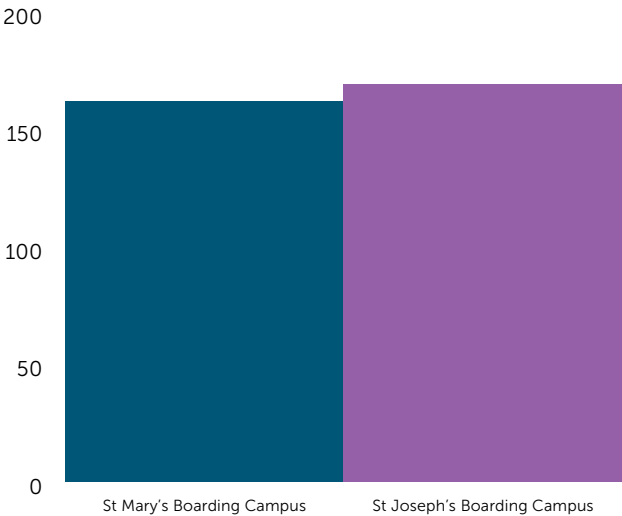
Key working Sessions and Life Space Interviews (LSI's)

Key working is used as a way of supporting the boarders in a variety of areas including life skills, social skills, and working on personal goals. Most of the key working areas are captured in our Life Skills Programme which is used as a guide and to document progress of boarders as they develop new skills. Key working is also used to build relationships and promote open communication between staff and boarders. The following are examples of topics covered in key working sessions:

independence skills, educational support, cooking, personal hygiene, and self-regulation.

LSI's are used as a tool after an incident to explore alternative ways in which a boarder could react if a similar scenario was to occur again. For example, a LSI could take place following an argument with a peer. It is an opportunity for boarders to practice appropriate reactions through role play and discussion.

Key Working Sessions



Life Space Interviews





Holy Family School for the Deaf

All of our Students and Staff were invited to a special celebration of Catholic Institute for Deaf People 175 years anniversary. Our students included their mementoes and books of their experiences in school for the Time Capsule and they helped with the planting of two trees. Special thanks to CEO Tara McBreen, Manager Paul Ryder and everyone involved in organising this event. The sun was shining and it was a wonderful celebration. We want to wish Catholic Institute for Deaf People a very happy 175 years anniversary.



Our students were involved in so many exciting extracurricular activities and initiatives. These included

- + Maths Week
- + Science Week
- + DEAR (Drop Everything and Read)
- + Literacy Week and World Book Day

For Maths Week our seniors were treated to a Juggling Mathematics workshop with Mr Maths Weeney. It was exciting, fun, interactive and engaging. Our students learnt some soft skills today on how to juggle and how to make a connection with Quadratic Equation. They learnt how to plot points of the juggling experience onto co-ordinate graph, identify the turning point and explore algebra. It was the most exciting mathematical lesson in Holy Family School. Below is a photo of Caoimhe juggling.



Meet the Scientist initiative where real scientist came to school and talked about Science to our students and organised an interesting interactive science workshop.

Meet the Scientist initiative where real scientist came to school and talked about Science to our students and organised an interesting interactive science workshop.



Literacy Week

For Literacy Week we had many fun and educational games such as count down. This proved to be very popular with our students

Our Green School Committee had a fantastic year! They participated in many sustainable and environmental project such as the 'Walk for Water' in Glendalough, Wicklow. 'Walk for Water' is a way to celebrate World Water Day (22 March) and spread awareness of water poverty around the world. It helps raise awareness about women and children in countries around the world who walk on average 6km a day to access water and have to carry heavy loads of up to 20 Litres on their way back. Our water ambassadors carried water on their 6km walk today to get some experience of what this is like.





We are delighted to hear our TY students won the endeavour award in the TY Student Enterprise program in the senior category, for their enterprise 'Soul Jewels'. Well Done

Transition Years group got another feather in their cap as Saskia, Luize, and Madars got through to the National Finals in Junk Kouture. They created a beautiful bodice dress with a flowing skirt out of hundreds of milk cartons! The team totally rocked the stage at the National Finals in Board Gais on the 5th of May. We are all so very proud of them!

F1 in Schools

Another feather in Transition Years cap as they qualified for the Formula 1 in Schools National Finals on the 13th of May. This is a STEM project where students designed and engineered a small replica F1 car using CAD (Computer Aided Design) and competes against other schools. We wish them luck in the National Finals!!



New 3D Printer!

We are absolutely excited to get a new 3D printer!

Thanks to Lions Club Ireland.

They have also funded 4 new clever touch screens, new iPads and Chromebook. We are so grateful and they are really helping us to move forward as a digital school.



Creative Schools

Our School was awarded Creative Schools funding of €4,000 and our mentor is Seamus Moran. We are very excited about this project.



We were delighted to go on a physical trip to The Cowshed Gallery, Farmleigh to see Fluid -The National Comfort Blanket Art Exhibition. Two artists and sisters Claire Halpin and Madeline Hellier made a call out to the public to add to the National Comfort Blanket by creating artwork in any medium on a 6x6 inch square. Some of our students have artwork in the exhibition. They were delighted to see their work among the wonderful collection of 6 inches by 6 inches square canvas of artworks.

Primary



FAI Camp

Once again our primary students availed of the fantastic FAI School Camps for children.



Here our Primary School Mayo Class was busy learning about Farm Safety and matching up farm safety signs.



Futsal

A new Futsal is launched in HFSD. We would like to say a big Thank You to Derek Maguire (President of DSI) and Paddy O'Reilly (Head of FAI Football for all Program) who helped us Launch our Futsal team. Hopefully we will win plenty of games!

Third Level Education Update

Elizabeth Matthews

Semester two has been a very busy one for the B.Ed ISL pathway students since they undertake three modules in their deaf education specialism this semester.

In their ISL 3 module, they continue to learn about the complexities of their own language and how they will help ISL to flourish in their future schools.

Their Deaf Plus module, where they learn about diversity and intersectionality in the Deaf community has introduced them to many interesting guest presenters. We welcomed Paul Waldron to discuss his experience of Usher's Syndrome as well as Kathleen McDonagh, a Deaf member of the Traveller Community.

We also had an anti-racism training event with Deaf-run company Saved by the Sign with Lydia Gratis and Romel Belcher. In their Assessment module, the students are engaging with different resources to monitoring the progress of their pupils in their weekly workshops where they learn how to test literacy, number, personal and social development. Alongside these modules, the students continue with their core modules alongside their hearing peers as they come to the close of their third year. Our students have also been engaged in educating others and recently provided a Continuing Professional Development session for a group of postgraduate students who are upskilling in inclusive education.



Aimee's Story: Becoming Ireland's First Deaf Primary Teachers Using Irish Sign Language

In 2019, four students began their journey at DCU to become the first Deaf primary school teachers using Irish Sign Language (ISL) in Ireland. Now in the third year of her studies on the Bachelor of Education – Irish Sign Language Pathway, Aimee Ennis McLoughlin, describes her journey so far and how her scholarship supported by Folens and Reach Deaf Services has helped with her studies.



"I was born profoundly deaf, and I come from a family of six, five of whom are deaf, including myself, my parents and my two siblings, and one hearing sibling. I went to a mainstream school for primary education and later went to St Mary's School for the Deaf, now called Holy Family School for the Deaf for secondary school education. I have always wanted to become a teacher from the age of four, as I have always loved school and believed in helping others, particularly deaf children.

Growing up, I was privileged to have an excellent education which ultimately led to where I am today. It did not come without struggles, especially in primary school. As the only deaf student in a class with 30 other students, I needed extra help. The school provided me with an SNA and resource teacher and I always sat at the front beside the teacher's table, which was great, but I often felt that I was different because I was the only one who needed an SNA, and needed to sit beside the teacher. I loved going to mainstream school because I had so many opportunities to grow as an individual and explore different things such as learning French, playing the tin whistle, participating in dancing, and a range of sports.

Following in the footsteps of my family, I went to a deaf school for my secondary education. Being in a deaf school allowed me to be myself and to learn through my first language. It was great to have peers who were deaf because we all had the same commonality – deafness. It was great to have teachers who could communicate with us through sign language. However, there is a big gap in deaf teachers as there are just simply not enough. This is one of the reasons why I wanted to become a teacher.

Throughout my time in secondary school, I have always wondered if there would be a course where deaf people could become teachers. Unfortunately, when I left school, there were no primary teaching degrees with an exemption from Irish available and I have never studied Irish. I had begun an Arts degree in Maynooth University when I heard about the Bachelor of Education in ISL and I just knew I had to try to pursue my dream course. Luckily, I got accepted into DCU and it has been the best decision I have ever made. Now that I am in my third year, I'm one step closer to becoming a primary school teacher.

I believe that children from different backgrounds, children with disabilities and children in general, have the right to a good education. I had an excellent education, and I want to give that to my future students.

Having online lectures for a large part of my first two years was a struggle at times, but fortunately, I was able to see some of my peers when we did our second-year placement together in the same school. DCU has always been brilliant in ensuring that we were getting the best education while working remotely. They made every effort to make everything accessible, especially recording the lectures and providing us with lecture notes beforehand.

There are many good things about the course, but school placement has been my favourite part by far. I had the opportunity to do my school placement in Holy Family School for the Deaf, and I had an excellent experience teaching there. School placement is the most challenging part of the course, but it is so rewarding when the children ask me to repeat the same lessons just because they loved it. The children that I have worked with have made my experience all the more enjoyable. Being on school placement gives me the chance to improve my teaching skills, put the teaching methodologies into practice and grow as a student-teacher.

"The scholarship has helped me tremendously in ways that I cannot explain. I will forever be grateful because the scholarship allows me to achieve my lifelong dream of becoming a deaf teacher."

This summer I have fulfilled another dream of mine by becoming a mother and the scholarship now holds even more significance for me. Now as a parent, I am more determined than ever to help deaf children to receive the education that they deserve. Now at a time when I need it most, this scholarship will help me financially; it will also help to motivate me to continue the course and establish a promising career that is of utmost importance to me.

There are many people to thank for all their support throughout my studies in DCU: Dr Elizabeth Mathews, Catholic Institute for Deaf People, Folens, Senan Dunne, Joe Travers, my sign language interpreters, my lecturers and many more. My scholarship has had a substantial positive impact on my life. The support offered by DCU is exceptional, and I am so glad to be a student here. The University has a considerable emphasis on equality and providing students with access to equal opportunities, and that is one of the things that I admire most about DCU.

After I graduate, I hope to teach in Holy Family School for the Deaf and to eventually become a principal of the school. As I advance in my teaching journey, I look forward to building relationships with my students, expressing my passion for teaching, and having the opportunity to brighten the children's days. I also look forward to facing more challenges that come with teaching because it will develop and improve my skills and help me grow as a teacher."



Our Impact Living Services

The level of support we provide is unique to each individual and we are actively working towards enhancing lives of the people we support and supporting them to become active members of their community.



Review of 2021 by Head of Adult Services

Linda Tiernay – Head of Adult Service

The final year of our Transition to the community, and the end of our residential home in Stillorgan, which has provided residential support services since 1965. While for most people it is an exciting year and the beginning of a new life in the community, it is also an emotional one for all, especially those who have fond memories of St Joseph's House. In respect of those fond memories we created a memory book for all service users and staff to capture their memories of St Joseph's and to have a keepsake of their time and people they met there throughout their life.

As people settle into their homes and new communities, our Supported Living Service continues to develop and adapt to the needs of our service users. It has been a privilege to support people create their own homes and live a life of their choosing and we have seen an overall improvement in their well-being.

The level of support we provide is unique to each individual and we are actively working towards enhancing lives of the people we support and supporting them to become active members of their community.

We are proud to say we continued to keep all service users safe in 2021 and had no positive cases of COVID-19 which is a tremendous achievement from our frontline workers. COVID-19 continued to cause delays in our transition process but we continued to adapt and move forward to the best of our ability.

We have continued to actively recruit support workers for our support team and have just approved a new structure that will enable us to provide a quality service once implemented.

As our Transition Team will come to an end in 2022 we have created new roles such as Practice Culture & Development Manager and Practice Leads which will be an additional support to the support team to assess practice needs and to really enhance the quality of support we provide. We also have social care worker positions who will work alongside the Shift coordinators and support team to provide consistency and person-centred supports. We also have a new Clinical Nurse Manager, Andrea Eble, and have recruited two nurses Temitope Ogunniran and Fiona Leahy. The nursing team will be setting up clinical supports in the community for our services users in order to enhance the support given to all our service users.

Our Training and Development plan continued, and we added additional bespoke training such as; Trauma informed care and Behaviour Interventions, which covered topics such as Autism awareness, toxic stress, challenging perspective on behaviour, self-care and self-reflective practice, identifying and managing problematic behaviours and crisis situations.

We continue to adapt Social Role Valorisation (SRV) to our model of support and will be actively enhancing our person-centred approach with SRV in 2022.

We provide support to 21 service users in their own homes and provide anything from 3 hours a day to 24 hour support depending on needs and wishes.





Staff Acknowledgements - Staff member moving on from our service

"It was an absolute honor to work with the Discovery Team, especially Sharon Murphy I have real admiration towards you and everything I have learned working with you. Thank you for your support, good energy and always being ready to help, I have felt very lucky working with you. Thanks for your support and professionalism. I will always keep the Discovery Team and all service users in my heart."

Monique Lima

"Thinking of you all at Christmas and how happy and content our loved ones are in your excellent care"

Friend of service user complement

Complaints

Reach Deaf Services encourages complaints from service users in the community and sees it as a learning opportunity and as a way of improving our services to all service users.

We had posters previously displayed around the residential house and information disseminated in the community and reminded people in the resident's committee meetings about the right to make a complaint.

As of October 2021, we are now based fully in the community and service users are reminded of their

rights to make complaints when visited for audits and when visited by community support managers.

There is a full-time complaints officer and all community support managers, shift coordinators and staff are aware how to assist service users if they wish to make a complaint.

- + The complaint forms were redesigned in 2020 to ensure they were easy and simple to complete and include:
 - + Service user complaint form
 - + Staff complaint form

In 2021 we received 7 complaints in total.

3 Service user complaints

All complaints closed as of year-end 2021

0 Family/other complaints

4 Staff complaints

2 Complaints closed

1 Complaint withdrawn

1 Complaint outstanding
Staff no longer work in organisation

All service user complaints were closed as of end of year 2021 and all were happy with the outcome.

There was no request to appeal any complaints. No service user complaints were required notification to safeguarding.

Of the total 7 complaints received in 2021, 1 was related to 'communication and information' and 2 related to 'Dignity and respect (and submitted for the HSE quarterly report)

Type of complaint
Communication and Information
Dignity and Respect

All complaints were analysed and trends checked. No trends were found.

Reach Deaf Living Support Service continues to work with the Irish Deaf Society's advocacy service and this is a service that all service users can now avail of too



Service User and Family Stories

Our Journey by Mary Dolan and Maureen Barry

We moved into our home over 2 years ago, just before COVID-pandemic, we were delighted to have our own home and get familiar with our local amenities and also getting know our Neighbours.

Maureen Barry: I am very happy in my new home I much prefer my life now. I am delighted that I now choose my own meals, I love learning to cook especially my favorite foods. I love going out and choosing what I want to do each day.

Mary Dolan: I love my new home and I have learned so many new skills. I am delighted I have my own mobile

phone to make plans with my siblings and friends. I love attending the local gym for a swim.

We have joined new social clubs and love getting to meet new people. We also attend our local parish and meet new people in our community.

We are delighted we transitioned from St Joseph's House to a home of our own as we are living a better life and making our own decisions on how we spend our day. We have enjoyed all the home decorating and we've created a beautiful, cosy home together.



A family members story – by Vera O’ Mahony

When we first heard that St. Joseph’s House was going to close, we were horrified. Geraldine had lived there for many years, she had many Deaf friends there, staff she was close to, excellent support in all areas including healthcare, a busy social life and she referred to it happily as ‘home’. Subsequent meetings where we heard about council housing in various locations, cooking lessons, independent living and withdrawal of staff support were overwhelming. Though many of the ideas sounded positive, we were worried they were unrealistic and that Geraldine would be unable to access the supports and community she needed.

However, as the process moved along, we began to understand how person-centred it was. Initially an apartment near Shankill was suggested, but Geraldine was clear in her desire to live in Cabra, near Deaf Village Ireland, and this was taken on board. All of her needs and preferences were explored through lengthy consultations with staff who knew her well. We were included in regular communications and updates.

Once the house in Cabra was decided on, we were invited to visit it with Geraldine. Her excitement knew no bounds. She chose her bedroom, discussed flooring and paint colours and was thrilled at the idea of having her own house like other members of her family. Again, Carmel, Geraldine’s key worker, kept in consistent contact with us, as certain services needed to be changed over and others set up, now that Geraldine would be living in Cabra not Stillorgan and paying rent and bills for the first time.

Geraldine moved into her new house in Swilly Road with her good friend Susan in November 2020. Though her life has undoubtedly been quieter since the move, Geraldine seems more than content. Even in the days of lockdown, she kept herself busy sorting out the new house, learning to video call on her tablet and phone, grocery shopping and baking. She tells us regularly how lovely the staff are and she especially enjoys baking and cooking with them. Working around Covid restrictions, we have been able to visit several times and received a great welcome and lovely homemade buns!

While we were unsure about this process at the beginning and particularly about issues such as health and safety and were quite vocal about this at times, the staff remained consistently positive and supportive. Being able to text staff directly, including staff in the house with Geraldine on any particular day, is very reassuring and Geraldine’s ability to text, Whatsapp and video call us has also made a big difference. We all recently had a review meeting on Zoom to discuss how everything was going and it was very positive feedback all round, especially from Geraldine. As long as she is happy, we are happy and she certainly seems so. We look forward to continued communication and further visits to Geraldine and Susan’s lovely home.

Vera O’ Mahony – sister of Geraldine Neylon

“What a Successful Move” - by Pamela O Toole

Its been over two years now that my sister Mary moved into her very own apartment along with her good friend Maureen.

To say there was apprehension about this would be an understatement!!!

Myself and my brother Michael and my sister Jennifer now know that this was the best move ever in Marys life, as she had no independence at all.

The move to Shankill has opened up a whole new world to her going forward. We are especially thankful to the Staff in keeping safe during Covid Times - which had unfortunately hit as she had just moved in. She loves her local community, which provides shops, pharmacy, church, parks, coffee shops, restaurants, beach and a bus and rail service all within walking distance from her doorstep.

ALL of the TEAMS and there were many, worked tirelessly to make this happen. Its was a slow process taking quite some time to put all the plans together for this momentous task in guiding Mary along every single step of the way.

We as Mary's family cannot "THANK" enough the "ENTIRE STAFF" throughout this journey for all their encouragement and preparation over the months to bring this to fruition.

Mary has blossomed from DAY ONE and is so so happy in her new apartment. She is so very proud of her new home and eagerly goes about making sure she has everything to make it hers and Maureen's "HAVEN"

She can surely throw her hand now to just about anything - even painting and decorating!!

Mary loves being independent and this has certainly come about more and more over the last two years.

Mary has a doro phone and communicates with us on a daily basis (sometimes several times a day!!) this gives her great happiness to be able to see and correspond with her family.

Finally I would like to express our sincere gratitude to "EVERYONE" involved for the understanding, caring and patience shown to Mary and us as Marys family.

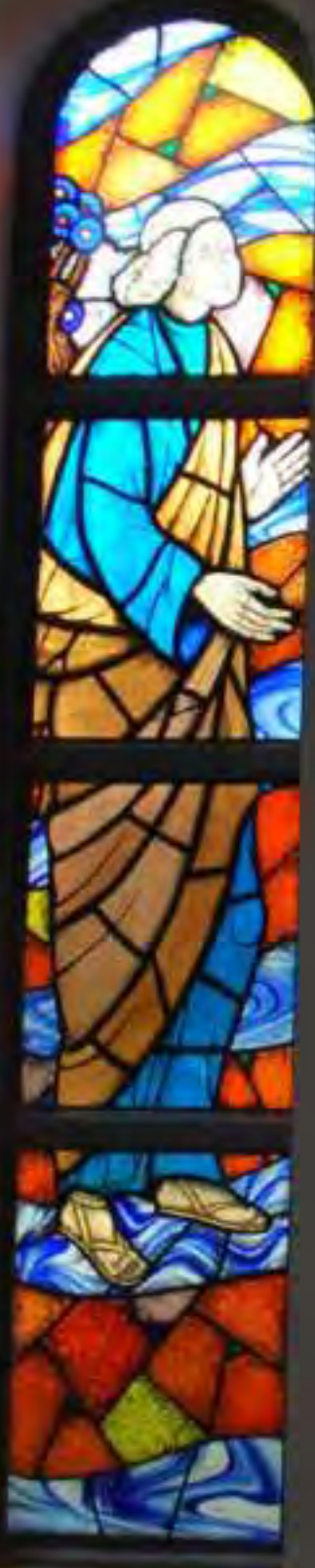
We still cannot quite believe this move has been so beneficial for Mary in helping her to be the truly happy fun person she is today.

Pamela O Toole – sister of Mary Dolan



National Chaplaincy For Deaf People (NCDP)

With the online mass made available for the wider audience, many Deaf people can tune in from different parts of Ireland, North South East and West.



Chaplaincy Report

The Lockdowns 1, 2 & 3, has been a challenging time for all of us and we all quickly had to adapt to find other ways of keeping our work connected and linked in with Deaf people within the community pastorally and Spiritually.

- + Denise liaises with the diocesan priest chaplains from Derry, Armagh and Down and Connor dioceses with. This includes 2+ weekly online Masses with BSL in Belfast with Fr Patrick Devlin I, and a weekday online Mass with ISL for Deaf People with Fr Paul Strain also in Belfast but mainly for those watching online from the West of Ulster .
- + Frankie works with Dublin Diocese with Fr Joe Jones in Bonnybrook ISL Interpreting for Weekly Sunday Mass via Web cam and Fr Paddy Boyle in Emmaus Chapel in DVI.
- + John Patrick with Cork and Ross Diocese / Munster areas

Online Mass

With the online mass made available for the wider audience, many Deaf people can tune in from different parts of Ireland, North South East and West.

We have received positive feedback and they are thankful with the ongoing spiritual service that is being provided.

They do acknowledge that they are feeling involved and not being left out with the Sunday Mass which they treasure.

Many Deaf individuals would often send in prayer requests to include petitions of people they want to be remembered at mass.

There would be funeral interpreting on site and remote interpreting via facetime. E.G with Remote funeral, both of us would watch the funeral mass online on computer and the other person would be able to follow what's being said by the ISL interpreter via facetime.

Reflection / Spiritual activities/events throughout 2021:



Prepare Online live streamed regular prayer services during Lent, Advent and Lockdown



Lenten topics via Zoom one hour sessions during Lent for seven weeks.



Share with and regular lead nightly / Weekly rosary via Deaf page prayers Facebook / Weekly rosary via Deaf Zoom



Spiritual reflections articles for Deaf People from North and another for those living in community via SJH magazines.

NCDP team held Zoom meetings. There's a project in the pipeline on Religious Vocabulary ISL use at Mass. We will be meeting up via Zoom to plan as to how we can make this work.

Communication and Pastoral Support

Each of the NCDP Team are providing pastoral support and are in communication with people who need support, especially those who are in hospital, (nursing homes) or very ill at home in need of face-to-face visit on a regular basis and more frequent when they are dying. Also, through Facetime/ what's App

In between the lockdowns, John Patrick has been in schools, college, prisons, connect with the travelling community and migrants, vulnerable living in rural areas to ensure that they are not alone and insolation. We would liaise with professionals and organisations who work with the Deaf Community where they may be of benefits to an individual or group. We would work with family members too.



Online Mass

02

Weekly online Masses with Fr Patrick Devlin and Fr Paul Strain



Online Mass: Web Cam

Online mass made available for the wider audience, many Deaf people can tune in from different parts of Ireland, North South East and West



Online Mass: Lent

Zoom 1 hour sessions during Lent for 7 weeks



Online Mass: Virtual

Virtual Pilgrimage to Lourdes



Direct

864 Services provided by the Chaplaincy all over Ireland & Northern Ireland



Remote

3029 Services provided by the Chaplaincy all over Ireland & Northern Ireland

Property and Management





Paul Ryder

Property and Facilities Manager

2021 Report - Recap

St. Joseph's House for Deaf Adults

2021 was a very challenging year for the property and facilities team with a number of major projects needing to be completed. These included the clearing out of the main St Joseph's Residential building and refurbishing the 3 bungalows to HIQA standards. We were faced with a very tight deadline but managed to successfully achieve each milestone and completed the programme on time. Towards the end of 2021 we had to clear out the 3 bungalows when the residential officially closed its doors and we handed back keys to our landlord. Another key project involved working with service users and staff to ensure their homes were ready for occupation. Upskilling in the area of fire safety was undertaken.

Esther Foy House – Student Accommodation

Despite a tough year of the Pandemic, it has a good year for our student accommodation as the number of admissions increased, especially from the Deaf Community, as follows;

- + January to May: 11 (3 from Deaf Community)
- + June to August: 9 (2 from Deaf Community)
- + September to December: 11
(6 from Deaf Community)

St. Mary's Boarding / St. Joseph's Boarding

Upgrading of the fire alarm and emergency lightings were completed in December 2021 bringing up the standard of compliance in line with the current fire regulations.

We carried out improvement works such as improved the kitchen, floorings, paintings, lightings, showers, etc. to ensuring living spaces are comfortable for the boarders feel.

Reach Campus



We planted 22 new trees (mixer of *Betula fasciation*, *Prunus Kansan*, *Sorbus Aucuparia*, *Quercus Petrea* and *Prunus Illicifolia*) in the green village area in September.



We removed a further six trees on the boundary wall backing on the neighbour garden on the Nephin Road in Summer.



We also replaced the underground motor on the automated gate and this will improve the security by restricting access to the campus after the working hours.

Maintenance Team: A Big Thank you

I would like to share my appreciation to Gerard O'Grady, Tiernan McGrath, Declan Corcoran and Gerry Ward for all of the hard work that you put in and for going the extra mile into helping this organisation by delivering a good service to the boarders in boarding campus and service user in St Joseph's House.

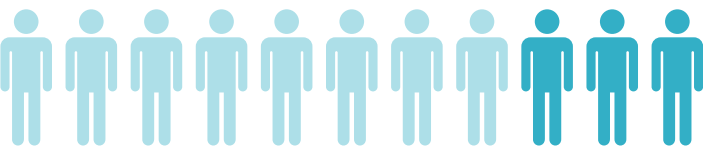
Boiler room in Deaf Village Ireland:

The repairs to the boiler room proved to be the most challenging process due to COVID-19 and a long engagement process between the adjustor loss and Reach Deaf Services to agree the phase 2 of repairs and associated costs.

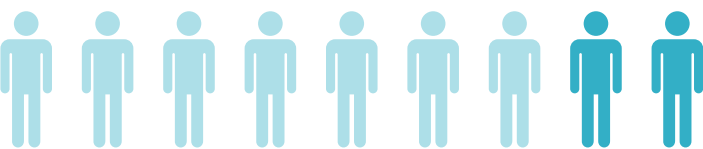


Ester Foy Accommodation

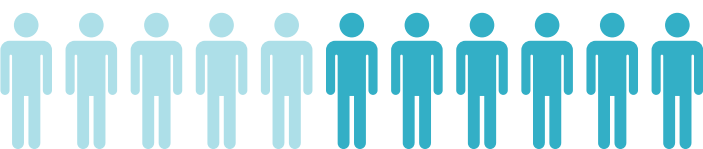
January to May - 11 people (3 from Deaf Community)



Jane to August - 9 people (2 from Deaf Community)



September to December - 11 people (6 from Deaf Community)



- 3x Trinity College Dublin / Centre for Deaf Studies
- 2x Dublin City University
- 1x Maynooth University
- 1x Dublin Business School
- 3x Technological University Dublin
- 4x National College of Ireland

Vehicles



Training & Fire Drill

84 Staff Fire Evacuation Training sessions



Six Drills in Boarding Campus



Five Drills in St Joseph's House



Building

Real Estate. 11 Buildings are 10 years old to over 150 years



Dominicans and Marian campuses. 6 Buildings range in ages from 35 - 55 years old



Fitness

Inspire offers state of the art fitness and leisure facilities for both the Deaf community as well as the wider community in Cabra.





National Deaf Village Sports and Leisure Co. Ltd (NDVSLC) is a wholly owned subsidiary of Catholic Institute for Deaf People. We operate under the trading name 'Inspire Fitness Centre'. Mr John Cradden is the Chairperson of the board of NDVSLC. The board is run on a voluntary basis.

For the second year running, Inspire Fitness Centre had considerable restrictions on business due to Covid 19 Government restrictions. All Leisure centres were fully closed from January 2021 until June 2021 and thereafter continued to operate under various restrictions including the introduction of EU Covid digital certificate towards the later end of the year. It was important for Inspire to be able to offer as much services as possible when we were allowed to reopen. There was a cautious return as Covid levels continued to surge Nationally. We were able to maintain our full opening hours post June 2021 and continued to trade with reduced numbers to ensure a safe environment for both Staff and members.

The fact that other activities on DVI campus were also reduced during the year we found that the Deaf Community usage was particularly badly effected with much of the DVI activities and Inspire Deaf specific activities not returning until mid-January 2022.

The positive news is that the early indications in 2022 show there is an appetite for people to return to leisure activities. The business has managed to adapt to living and operating with Covid 19.

Inspire Fitness centre is undertaking to produce and implement a 3 year strategic plan in 2022 and look forward to business and services returning to pre Covid levels.

Facilities/Activities

- + 25-metre swimming pool, separate kids pool, sauna and steam room.
- + Extensive Gym facility, with Technogym cardiovascular and resistance equipment and free weights area.
- + We offer personalised training program for all members and have highly qualified staff who are always at hand to help clients achieve their goals.
- + We have over 40 classes per week to cater for all the fitness needs of our members. Ranging from Aqua classes to Zumba Dance class, with Spinning, Kettlebells, Pilates, Circuits, Boxfit classes and suspension training for good measure. Yoga classes have become very popular.
- + We also have a large sports hall, 4 floodlit Astro pitches and use of two full-size grass pitches.
- + As well as providing extensive services to our paying members and several schools in the area, we also have the pleasure of hosting service users to the pool. We also provide free access to the Holy Family school for both pool and sports hall based activity during school hours, and some access for the boarders to pitches and pool after school.
- + We have a good mix of hearing and Deaf members based activities as well as Deaf specific classes and swim times.
- + We offer special rates to members of the Deaf Community and a special corporate rate for Catholic Institute for Deaf People staff and Children of Deaf adults (CODA). Fitness assessment and Gym programme.
- + Swimming lessons for all abilities from 5 years up.



Human Resources

2021 continued to be a year that was defined by the Covid 19 pandemic with a strong focus on the health and wellbeing of staff and service users a priority

Recap on 2021



Mary Stringer
HR and Governance Manager

Covid 19

2021 continued to be a year that was defined by the Covid 19 pandemic with a strong focus on the health and wellbeing of staff and service users a priority. The covid 19 management team met on a regular basis and contingency plans were continuously updated. A clear communication structure was set up in each service so everyone was kept well informed of all developments. This along with the dedication and commitment of all staff allowed us to continue to provide a service without disruption.

Transition from SJH to the Community Service

The end of October 2021 was an exciting and sad time as we closed the doors on St Joseph's House for one final time. Along with the closure of the building we also said goodbye to a number of staff who have been with us for many years. In total 10 staff decided not to transition to the new model of service and while we were sad to see them go, we wish them the very best of luck.

In particular we said a sad goodbye to Geraldine Gallagher (Director of Care). In Geraldine's own words, 'she decided to retire with the house'. Geraldine has contributed greatly to the success of St Joseph's House and was a great advocate for the service users.

Recruitment

Alongside recruitment for some positions in the boarding campus, the biggest challenge for the HR department in 2021 was the recruitment of support workers for the Community Service. With a national shortage of staff, we ran an ongoing recruitment campaign to ensure that the staffing levels were sufficient for service users to move into the community. While we were not able to achieve the required levels of staffing, with the use of agency staff we are able to fill the gap and move all service users successfully to their new homes. Recruitment for the community, continues to be a priority for us as we move into 2022.

Towards the end of the year, the HSE approved the governance structure for the community service. This allowed us to employ full time ISL teacher. This alongside the expansion of the interpreting team by 30 hours per week ensures that as an organisation we continue to enhance and promote access to ISL as the first language of Reach Deaf Services. Another important part of the new structure was approval for a nursing team for a period of two years. At the end of last year we appointed two full time nurses and a clinical nurse manager.

At the end of 2021 we had a total of 135 staff of which 65% were female and 35% from the Deaf Community.



Training

Reach Deaf Services recognises the value of training and invests significantly each year in our staff training programme. 2021 was no exception and we were happy to resume our normal training schedule. This included all annual training requirements in areas such as manual and people moving and handling and also externally sourced training for first aid and medication management. In 2021 we resumed on site training where safe to do so and it was nice to welcome back staff for on site.

Alongside the regular mandatory training programme we also put in place training in response to service users needs. This included courses in Understanding of Complex Needs. We also completed additional trainings in HACCP food safety in line with the Community requirements.

As a HSE funded organisation we have the benefit of having access to the HSE online training system, HSEland. This continued to be a very useful resource as the HSE provided online training around Covid 19 which was accessible to all staff and continued to provide valuable training into 2021 in areas such as Human Rights.

Time Management System (TMS)

During 2021 we started the process of upgrading our time management system (TMS). This upgrade facilitates a move away from a paper based HR system to an automated one which allows staff have access to their files and HR information online. The system includes a function for staff to log in remotely in the community service.

The upgrade of the system will facilitate easier access to reports on all aspects of HR and ensure we are in line with the European Working Time Directive requirements.



Employment

135

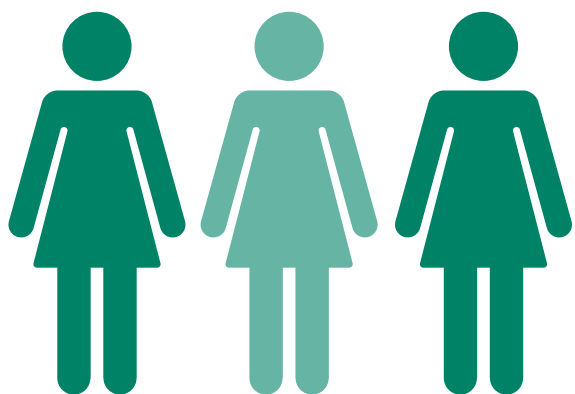
people employed
in Reach Deaf
Services



Employment

47

people employed
in Reach Deaf
Services are Deaf



Employment

87

Female staff
employed in Reach
Deaf Services



Hours

30

Expansion of the
interpreting team by
30 hours per week



New Role

ISL Teacher
HSE approved the governance structure
for the community service. This allowed
us to employ full time ISL teacher

Governance Highlights

At the end of 2021 the Finance, Audit and Risk Committee signed off on a new risk management policy. The policy outlines a clear risk management process that is used in Reach Deaf Services. We implemented a new risk register template which is based on the HSE format.

All meetings from Board level throughout the organisation now require that risk and health and safety are a standing item on the agenda.

The first meetings of the Health and Safety committee took place in 2021 and the group is made up of representatives from the management team and the different services throughout the organisation.

Rebranding and 175th anniversary of Catholic Institute for Deaf People

The HR department along with a working group of staff members, planned the events for the 175th anniversary celebrations and rebranding of CIDP to Reach Deaf Services.

There were a number of events run over a seven day period and everyone from the board to staff, service users and boarders were invited to be involved.



GDPR

One part of role as the DPO is to provide advice and support to our team in relation to data protection matters with the goal of assisting us with being compliant.

Update from our Data Protection Officer (DPO)



Hello, my name is Darren and I am the Data Protection Officer (DPO) at Reach Deaf Services. I first joined the team in 2018 as one of the ISL interpreters, before applying to become the Data Protection Officer in 2019.

One part of role as the DPO is to provide advice and support to our team in relation to data protection matters with the goal of assisting us with being compliant. This can include advice on handling personal data, reviewing policies or investigating and advising. In order to support our appropriate use of personal data, we carry out Data Protection Impact Assessments (DPIAs) that allows us to consider the introduction or amendment of practices in terms of the data protection impacts on data subjects (the person that the data is about). I also carry out audits in relation to personal data to ensure that our use is compliant with our obligations.

A part of my role is to investigate incidents related to data protection and make recommendations around any lessons that can be learned. The DPO at Reach Deaf Services is also the contact with the Data Protection Commission (our Supervisory Authority here in Ireland). If an incident happens that can represent a risk to the data subject, then the DPO makes this notification to the Commission and it must be done within a strictly timeframe of 72 hours. I also oversee the completion of Data Subject Access

Requests, where we provide an individual with access to the appropriate personal data that we process in relation to them. (More details below).

Prior to the cyberattack on the HSE in May 2021, we had begun a review of our own systems however this programme intensified following the HSE attack with a continued and intensified focus on improving and enhancing our IT systems.

The DPO also participates in an informal network of DPOs that work within the not-for-profit sector. This represents an excellent resource and support alongside other learning opportunities such as formal webinars.

Before introducing some of the highlights of 2021, I would like to take the opportunity to acknowledge the continued efforts by all to ensure that we remain compliant and look after the personal data of our service users, our staff, and others, in the way that we should – thank you.

As always, please do not hesitate to contact dpo@reachdeafservices.ie if you have any queries, comments or concerns.

Some Highlights of 2021

20



Data Protection Information

Data Protection Incidents - 18

Data Protection Commission Notifications - 0

Data Protection Impact Assessments - 10

Data Subject Access Request - 3

Data Protection Training - Completed by Senior Management Team

Projects - Archiving Projects

Archiving Project:

An on-going project to archive the documentation from St Joseph's House continued throughout the year as the transition continued to the Community service model. The project was placed on hold in November 2021, when staff changes resulted in a review of the structure. During the initial stages of the project thousands of document were scanned and tagged allowing for easier and more efficient retrieval. We are grateful to our colleague for the work that he has done to date.

Special Project Work:

During the Summer of 2021, the DPO undertook some approved additional hours to allow for specific focus on developing mitigants to address some specific data protection matters that had been identified during a data protection audit. The project resulted in the successfully development of mitigants to address the risks.



Financials

Good financial management is essential to what we do and in the subsequent pages you can see the full detail of our 2021 statutory accounts.



Financial Review 2021



Declan Kenny
Financial Controller

As a Section 39 organisation, the group continues to receive funding from the Health Service Executive (HSE) for the boarding residences accommodating children and young adults attending the Holy Family School for the Deaf, and for the Community services for Deaf and Deaf Blind adults.

The statement of financial activities and balance sheet for the year ended 31st December 2021 are included within the following pages for information.

Overall, the organisation is in a strong financial position. The positive engagement with the HSE saw the signing off of the Community Adult Service financial model. In recent years the organisation has run a deficit in our adult services due to underfunding however this has now been addressed. We continue to review our income and expenditure to ensure we are delivering best value for money from the funds we receive from the HSE.

The continuation of the Covid 19 pandemic throughout 2021 negatively impacted NDVSLC with the Inspire Fitness business paused for a 6-month period in line with Public Health restrictions.

The national shortage of staff also impacted the recruitment process for the community service and continues to be a priority for the organisation as we move into 2022.

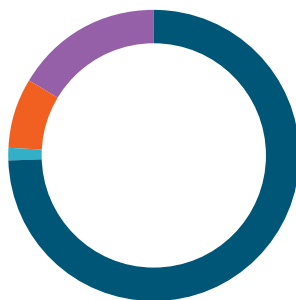
Our income for 2021 was €8,639,263 (2020: €8,003,273) which includes the profit on the disposal of property amounting to €950,000, increased funding from the HSE to support the transition to the community model and reduced income for Inspire Fitness due to Covid 19 restrictions.

Our expenditure for 2021 was up 6% to €8,644,993 (2020: €8,132,744).

Overall, for the year we had a surplus of €994,270 (2020: €129,471 Deficit). This improved performance is mainly driven by the profit on the sale of property in 2021.

The freehold properties were valued by an independent third party in March 2022. In 2021, the group recognised a revaluation income of €3,931,782 presented as part of Revaluation reserves account in the Statement of Financial Position.

Income



Total Income



Charitable Activities - €7,195,741 - 74.7%
Donations and Legacies - €125,202 - 1.3%
Other Trading Activities - €750,599 - 7.8%
Other Income - €1,567,721 - 16.3%

Expenditure



Total Expenditure



Charitable Activities - 7,512,163 - 86.9%
Other Expenses - 1,132,830 - 13.1%

Reserves and Investment Policies

Reserves Policy

In the past Reach Deaf Services held minimal reserves as any funds raised from the sale of assets or rental of properties went directly to supporting delivery of core services. In 2021 the sale of land to the Department of Education for the development of the new North Dublin Muslim school which had been ongoing since 2016 was completed. Reach Deaf Services received €1,486,944.25 for the sale. In line with the organisations charitable purpose it was agreed at Board that €750k would be ring fenced to be utilised through a grant process for the wider Deaf Community. The grant scheme will be overseen by an external Chairperson and committee members and will be put in place in 2022. The remaining monies will be utilised to deliver the 2022-2027 Strategic plan for the organisation.

Following the recent full transition to a community service a reserves policy was drafted which will be finalised in 2022.

Circa 90%+ of income comes from the HSE on a monthly/quarterly basis and the organisation is dependent on this as a core element of its ability to operate and deliver services. Outside of these core grants the organisation attempts to hold sufficient unrestricted reserves at a level which would allow one month's costs to be covered in the event of no/delayed funding from the HSE and also to ensure protection from fluctuations in income, and to allow immediate and efficient response to urgent needs which may arise subject to the group's objectives.

Restricted funds represent grant income and donations received which are subject to conditions imposed by the donors or grant making institutions. They are not available for the general purposes of the group. The unrestricted funds at 31 December 2021 amounted to €13,457,626 (2020: €12,463,356).

The restricted funds at 31 December 2021 amounted to €150,069 (2020: €150,069). Investment Policy As an organisation, Reach Deaf Services has no significant funds that would determine the need for an Investment policy. However, the Finance Audit and Risk committee have committed to the development of a financial management policy around any surplus funds arising from sale of assets etc and these should be used to fund the Strategy and development of services within the Deaf Community

Investment Policy

As an organisation, Reach Deaf Services has no significant funds that would determine the need for an Investment policy. However, the Finance Audit and Risk committee have committed to the development of a financial management policy around any surplus funds arising from sale of assets etc and these should be used to fund the Strategy and development of services within the Deaf Community

Independent Auditor's Report to the Trustees of The Catholic Institute for Deaf People

Opinion

We have audited the financial statements of The Catholic Institute for Deaf People ("the company") and its subsidiary (the "Group"), which comprise the Consolidated Statement of Financial Activities, Consolidated Statement of Financial Position, Company Statement of Financial Position, Consolidated Statement of Cash Flows for the financial year ended 31 December 2021, and the related notes to the financial statements, including the summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (Generally Accepted Accounting Practice in Ireland).

In our opinion, The Catholic Institute for Deaf People's financial statements:

- + give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the group and company as at 31 December 2021 and of the group's financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the company in accordance with

the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accountancy Supervisory Authority (IAASA), and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of 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 group and 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

Other information comprises information included in the Annual Report, other than the financial statements and our auditor's report thereon, including the Trustees' annual report. The trustees are responsible for the other information. 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 in the financial statements, 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.

Matters on which we are required to report by the Companies Act 2014

- + We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- + In our opinion the accounting records of the group and 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 Trustees' annual report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the Trustees' annual report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the group and company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report.

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions specified by Section 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities of management and those charged with governance for the financial statements

As explained more fully in the Trustees' Responsibilities Statement, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS 102, and for such internal control as trustees determine 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, management is responsible for assessing the group and 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.

Those charged with governance are responsible for overseeing the group and company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

The auditor's 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 their 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), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit.

The auditor will 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 their 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 group and company's internal control.
- + Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- + Conclude on the appropriateness of management'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 group and company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the Auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- + Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the

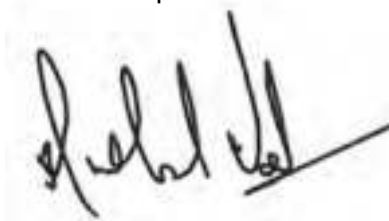
financial statements represent the underlying transactions and events in a matter that achieves a true and fair view.

The auditor communicates 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 may be identified during the audit.

Where the auditor is reporting on the audit of a group, the auditor's responsibilities are to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the group financial statements. The auditor is responsible for the direction, supervision and performance of the audit, and the auditor remains solely responsible for the auditor's opinion.

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

This report is made solely to the company's trustees, 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 trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Nolan

For and on behalf of

Grant Thornton

Chartered Accountants

& Statutory Auditors

Penrose One, Penrose Dock

Cork City

Date: *24 June, 2022*

Consolidated Statement of Financial Activities, incorporating the income & expenditure account

for the financial year ended 31 December 2021

	Notes	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Total Funds (€)
Income					
Charitable activities	4	-	7,195,741	7,195,741	6,387,697
Donations and legacies	5	-	125,202	125,202	120,672
Other trading activities	6	750,599	-	750,599	731,821
Other income	7	1,567,721	-	1,567,721	763,083
		<hr/>	<hr/>	<hr/>	<hr/>
Total income		2,318,320	7,320,943	9,639,263	8,003,273
Expenditure					
Charitable activities	8	358,359	7,153,804	7,512,163	7,020,329
Other expenses	9	1,109,767	23,063	1,132,830	1,112,415
		<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		1,489,126	7,176,867	8,644,993	8,132,744
		<hr/>	<hr/>	<hr/>	<hr/>
Net surplus/(expenditure)	10	850,194	144,076	994,270	(129,471)
Other comprehensive income	13	-	3,931,782	3,931,782	-
		<hr/>	<hr/>	<hr/>	<hr/>
		850,194	4,075,858	4,926,052	(129,471)
		<hr/>	<hr/>	<hr/>	<hr/>
Reconciliation of funds					
Total funds brought forward		12,463,356	150,069	12,613,425	12,742,896
Surplus/(deficit) for the year		850,194	144,076	994,270	(129,471)
Transfers between funds		144,076	(144,076)	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		13,457,626	150,069	13,607,695	12,373,425
		<hr/>	<hr/>	<hr/>	<hr/>

All amounts relate to continuing operations.

Consolidated Statement of Financial Position

As at 31 December 2021

	Notes	2021 (€)	2021 (€)	2021 (€)	2020 (€)
Fixed assets					
Tangible assets	13	-	14,894,912	-	11,856,040
Current assets					
Debtors: amounts falling due within one year	15	1,917,317	-	1,316,774	-
Cash and cash equivalents	16	3,151,145	-	1,935,263	
		5,068,472		3,252,037	
Current liabilities					
Creditors: amounts falling due within one year	17	(1,800,322)	-	(1,871,067)	-
Net current assets			3,268,150		1,140,970
Net assets			18,163,062		13,237,010
Funds					
Unrestricted funds	19		13,457,626		12,463,356
Restricted funds	19		150,069		150,069
Revaluation reserves	19		4,555,367		623,585
Total funds			18,163,062		13,237,010

The financial statements were approved and authorised for issue by the board:



Nesson Vaughan
Trustee



John Cleere
Trustee

Company Statement of Financial Position

As at 31 December 2021

	Notes	2021 (€)	2021 (€)	2021 (€)	2020 (€)
Fixed assets					
Tangible assets	13	-	7,894,334	-	5,681,129
Financial assets	14		100		100
			<hr/>		<hr/>
			7,894,434		5,681,229
Current assets					
Debtors: amounts falling due within one year	15	9,346,142	-	8,650,080	-
Cash and cash equivalents	16	2,622,677	-	1,629,051	
		<hr/>		<hr/>	
		11,968,819		10,279,131	
Current liabilities					
Creditors: amounts falling due within one year	17	(1,655,466)	-	(1,833,880)	-
Net current assets					
			10,313,353		8,445,251
Net assets					
			<hr/>		<hr/>
			18,207,787		14,126,480
Reserves					
Unrestricted funds	19		14,477,391		13,352,826
Restricted funds	19		150,069		150,069
Revaluation reserves	19		3,580,327		623,585
			<hr/>		<hr/>
Total funds			18,207,787		14,126,480
			<hr/>		<hr/>

The financial statements were approved and authorised for issue by the board:



Nessan Vaughan
Trustee



John Cleere
Trustee

Consolidated Statement of Cash Flows

for the financial year ended 31 December 2021

	Notes	2021 (€)	2021 (€)
Cash flows from operating activities			
Net surplus (deficit)		994,270	(129,471)
Gain on sale of tangible assets		(950,000)	(145,670)
Depreciation		338,433	374,650
Loss on retirement of tangible assets	13	46,638	-
Increase in debtors		(600,553)	(829,802)
Increase/(decrease) in creditors		(70,746)	1,017,620
Net cash generated from (used in) operating activities		(241,958)	287,327
Cash flows from investing activities			
Proceeds from sale of tangible assets	13	1,500,000	595,670
Acquisition of tangible assets		(42,160)	(8,395)
Net cash generated from investing activities		1,457,840	587,275
Net increase in cash and cash equivalents		1,215,882	874,602
Cash and cash equivalents at beginning of financial year		1,935,263	1,060,661
Cash and cash equivalents at end of financial year		3,151,145	1,935,263
Cash and cash equivalents end of financial year comprises:			
Cash at bank and in hand	16	3,151,145	1,935,263
Cash and cash equivalents at end of financial year		3,151,145	1,935,263

The company has not presented an analysis of net debt as the company had no debt instruments in the current or prior year.

Notes to the financial statements

for the financial year ended 31 December 2021

1. General information

The Catholic Institute for Deaf People was incorporated on 19 January 1993 in Ireland as a company limited by guarantee. The company and its subsidiary is involved in the provision of community facilities, residential care, education services, community development services and pastoral care to the deaf community in Ireland. The company also operates a sports and fitness facility.

The registered office of the parent company and its subsidiary is located at Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7.

2. Accounting policies

2.1 Basis of preparation

(a) Statement of compliance with the Financial Reporting Standards

The financial statements have been prepared in accordance with Financial Reporting Standard 102 (FRS 102) "the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" and Irish statute comprising of the Companies Act 2014.

The group meets the definition of a public benefit entity under FRS 102.

In preparing the financial statements, the charity has adopted the guidelines of Statement of Recommended Practice (SORP): Accounting and Reporting for Charities, 2019.

FRS102 allows certain disclosure exemptions, and the parent company has taken advantage of the following exemptions for the company financial statements:

- + The requirement to prepare a statement of cash flows, on the basis that it is a qualifying entity and the consolidated statement of cash flows, included in these financial statements, includes the company's cash flows;
- + From the financial instruments disclosures required under FRS102 paragraphs 11.39 to 11.48A, as the information is provided in the consolidated statement disclosures; and
- + From disclosing the company key management personnel compensation, as required by FRS102 paragraph 33.7, as the information is included within the consolidated financial statement disclosures.

The financial statements are prepared on the going concern basis.

(b) Functional and presentation currency

The consolidated financial statements are presented in Euro (€), the company's presentation currency

(c) Presentation of consolidated financial statements

The consolidated financial statements consolidate the financial statements of parent company and its subsidiary undertakings drawn up to 31 December each year.

The parent company has taken advantage of Section 304 of the Companies Act 2014 and has not included its own Statement of financial activities in these financial statements. The parent company's net increase in total funds for the year totalled €3,833,323 (2020: decrease €48,190).

2.2 Going concern

The financial statements have been prepared on a going concern basis which assumes that the Group will continue in operational existence for at least twelve months from the date of signing the financial statements. The Group reported a surplus for the financial year of €994,270 (2020: deficit €129,471), of which a surplus of €850,194 was unrestricted in nature (2020: unrestricted funds surplus of €245,462) and restricted surplus for the financial year of €144,076 (2020: deficit €374,933).

At 31 December 2021, the Group had unrestricted funds of €13,457,626 (2020: €12,463,356) and restricted funds of €150,069 (2020: €150,069). The Group's ability to continue as a going concern is dependent upon the Group being able to carry out its charitable activities in the future which relies on the continued support and funding from the Health Service Executive (HSE). The trustees have considered the future budgets and projected cashflows of the Group and believe the Group will be able to carry out its charitable activities in the future.

The trustees have considered the future projections of the Group's performance and believe that it is appropriate for the financial statements to be prepared on the going concern basis. The financial statements do not include any adjustments that may arise should the Group not meet its financial objectives.

2.3 Fund accounting

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objectives. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed.

2.4 Recognition of income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations and associated tax refunds, are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Income from the sale of goods is recognised when the significant risks and rewards of ownership of the goods has transferred to the buyer. This is usually at the point that the customer has signed for the delivery of the goods.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

2.5 Recognition of expenses

Expenditure is analysed between raising funds, charitable activities and other expenses.

The costs of each activity have been separately accumulated and disclosed. Expenditure is recognised in the financial year to which it relates.

Expenditure incurred but unpaid at the balance sheet date is included in accruals and trade creditors. Charitable expenditure comprises all expenditure incurred by the group in meeting its charitable objectives as opposed to the costs of raising funds to finance these activities.

2.6 Allocation of costs

Support cost are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the group's programmes and activities.

2.7 Tangible assets

Freehold properties are measured under the revaluation model, being its fair value at the date of revaluation less

any subsequent accumulated depreciation and any impairment losses. All other tangible fixed assets are measured using the cost model.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.



Depreciation is provided on the following basis:

- 2% - Freehold properties
- 15% - Fixtures, fittings and equipment
- 20% - Motor vehicles
- 33% - Computer

Gains and losses on disposal are determined by comparing the proceeds with the carrying amount and are recognised within the statement of financial activities.

2.8 Impairment of assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected 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 carry 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.

2.9 Investments

Investments in subsidiaries are measured at cost less accumulated impairment.

2.10 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, including transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.11 Cash and cash equivalents

Cash and cash equivalents are represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

In the statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the group's cash management.

2.12 Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, including transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.13 Financial instruments

The group only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties and loans to related parties.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables or receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the consolidated statement of financial activities.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate, which is an approximation of the amount that the group would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset and the net amount reported in the consolidated Statement of Financial Position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.14 Provisions for liabilities

Provisions are recognised when the group has a present obligation (legal or constructive) as a result of a past event, it is probable that the group will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises.

The group recognises a provision for annual leave accrued by employees as a result of services rendered in the current period, and which employees are entitled to carry forward and use within the next 12 months. The provision is measured at the salary cost payable for the period of absence.

2.15 Government Grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the group will comply with the conditions attaching to them and the grants will be received.

Government grants are recognised using the performance model.

Under the performance model, where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

2.16 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Rentals payable under operating leases are charged to Statement of financial activities on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

The aggregate benefit of lease incentives is recognised as a reduction to the expense recognised over the lease term on a straight line basis.

Rentals income from operating leases is credited to the Income statement on a straight line basis over the term of the relevant lease.

Amounts paid and payable as an incentive to sign an operating lease are recognised as a reduction to income over the lease term on a straight line basis, unless another systematic basis is representative of the time pattern over which the lessor's benefit from the leased asset is diminished.

2.17 Employee benefits

Defined contribution plan

The group operates a defined contribution plan for its employees. A defined contribution plan is a post-employment plan under which the group pays fixed contributions into an independent entity. The Group has no legal or constructive obligations to pay further contributions after payment of the fixed contribution. The contributions recognized in respect of defined contribution plans are expensed as they fall due. Liabilities and assets may be recognized if underpayment or prepayment has occurred and are included in current liabilities or current assets as they are normally of a short-term nature.

3. Significant judgement and estimates

Preparation of the consolidated financial statements requires management to make significant judgements and estimates. Judgments and estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Actual results may ultimately differ from these estimates.

a. Critical management judgements

In the process of applying the group's accounting policies, management has made the following judgments, apart from those involving estimation, which have the most significant effect on the amounts recognised in the consolidated financial statements:

(a) Recognition of Provisions and Contingencies

Judgment is exercised by management to distinguish between provisions and contingencies.

b. Key sources of estimation

The following are the key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year:

(a) Estimating useful lives of tangible assets

The group estimates the useful lives of tangible assets based on the period over which the assets are expected to be available for use. The estimated useful lives of tangible assets are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the assets. In addition, estimation of the useful lives of tangible assets is based on collective assessment of industry practice, internal technical evaluation and experience with similar assets. Actual results, however, may vary due to changes in estimates brought about by changes in factors earlier mentioned.

Based on management's assessment as at 31 December 2021, there has been no change in the estimated useful lives of tangible assets during the year.

(b) Impairment of debtors

Provisions are made for specific and groups of accounts, where objective evidence of impairment exists. The group evaluates these accounts based on available facts and

circumstances, including, but not limited to, the length of the group's relationship with the customers, the customers' current credit status based on known market forces, average age of accounts, collection experience and historical loss experience. The impairment provision recognised at the end of the current year amounted to €95,484 (2020: €44,456).

4. Income from charitable activities

	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Unrestricted Funds (€)	2020 Restricted Funds (€)	2020 Total Funds (€)
Government grants	-	7,145,105	7,145,105	-	6,246,082	6,246,082
Residents contributions	-	50,636	50,636	-	141,614	141,614
	-	<u>7,195,741</u>	<u>7,195,741</u>	-	<u>6,387,697</u>	<u>6,387,697</u>

The group receives grants from the Health Service Executive and Department of Education.

5. Income from donations

	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Unrestricted Funds (€)	2020 Restricted Funds (€)	2020 Total Funds (€)
Donations	-	<u>125,202</u>	<u>125,202</u>	-	<u>120,672</u>	<u>120,672</u>

6. Income from other trading activities

	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Unrestricted Funds (€)	2020 Restricted Funds (€)	2020 Total Funds (€)
Membership fees	294,747	-	294,747	335,373	-	335,373
Retail sales	419	-	419	1,240	-	1,240
Rental income	419,816	-	419,816	361,498	-	361,498
Guest fees	28,122	-	28,122	28,186	-	28,186
Miscellaneous	7,495	-	7,495	5,524	-	5,524
	<u>750,599</u>	-	<u>750,599</u>	<u>731,821</u>	-	<u>731,821</u>

7. Other income

	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Unrestricted Funds (€)	2020 Restricted Funds (€)	2020 Total Funds (€)
Profit on disposal of fixed assets	950,000	-	950,000	145,670	-	145,670
Insurance income	279,623	-	279,623	340,000	-	340,000
State grants	303,636	-	303,636	245,066	-	245,066
Miscellaneous	34,462	-	34,462	32,347	-	32,347
	<u>1,567,721</u>	-	<u>1,567,721</u>	<u>763,083</u>	-	<u>763,083</u>

8. Expenditure on charitable activities

	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Unrestricted Funds (€)	2020 Restricted Funds (€)	2020 Total Funds (€)
St. Joseph's House and Community Service for Deaf/Deaf Blind Adults	-	4,335,914	4,335,914	-	3,542,758	3,542,758
St. Mary's and St. Joseph's boarding for deaf girls and boys	-	2,479,671	2,479,671	-	2,012,984	2,012,984
Chaplaincy activities	-	111,807	111,807	-	138,990	138,990
Education services and support	84,468	-	84,468	84,273	-	84,273
Overhead costs	273,891	226,412	500,303	85,180	1,156,144	1,241,324
	<u>358,359</u>	<u>7,153,804</u>	<u>7,512,163</u>	<u>169,453</u>	<u>6,850,876</u>	<u>7,020,329</u>

9. Other expenses

	2021 Unrestricted Funds (€)	2021 Restricted Funds (€)	2021 Total Funds (€)	2020 Unrestricted Funds (€)	2020 Restricted Funds (€)	2020 Total Funds (€)
St. Joseph's House and Community Service for Deaf/Deaf Blind Adults	351	11,894	12,245	427	13,067	13,494
St. Mary's and St. Joseph's boarding for deaf girls and boys	-	11,169	11,169	-	19,359	19,359
Other trading activities	1,109,416	-	1,109,416	1,079,562	-	1,079,562
	<u>1,109,767</u>	<u>23,063</u>	<u>1,132,830</u>	<u>1,079,989</u>	<u>32,426</u>	<u>1,112,415</u>

10. Net surplus/(expenditure)

Net surplus/(expenditure) is stated after charging/(crediting):	2021 (€)	2020 (€)
Profit on disposal of fixed assets	(950,000)	(145,670)
Depreciation of fixed assets	338,433	374,650
Defined contribution scheme	133,383	147,254
Operating lease expense- land and buildings	77,000	77,000
Fees payable to the group's auditor	26,500	26,500
Fees payable in respect of other services:		
- Corporate tax compliance	1,250	1,250
- Company secretarial services	1,000	1,000

11. Employee costs

Staff costs, including the directors, were as follows:

	2021 (€)	2020 (€)
Wages and salaries	5,247,668	(145,670)
Social security costs	545,166	374,650
Staff pension costs	133,383	147,254
	<hr/>	<hr/>
	5,926,217	5,865,546
	<hr/>	<hr/>

The average monthly number of employees, including the directors, during the financial year was as follows:

	2021 (No.)	2020 (No.)
Administration	28	31
Maintenance	7	7
Leisure	10	16
Care staff	90	87
Domestic and catering	14	16
Nursing	5	8
Chaplaincy	2	2
	<hr/>	<hr/>
	156	167
	<hr/>	<hr/>

The number of employees whose emoluments, excluding pension contribution but including benefits in kind, was in excess of €70,000 was as follows:

	2021 (No.)	2020 (No.)
€70,000 to €80,000	1	1
€80,001 to €90,000	1	-
€90,001 to €100,000	-	1
In excess of €100,000	-	-

There were no expenses of trustees reimbursed during the year (2020: €NIL).

No trustees received any remuneration during the financial year (2020: €NIL).

Capitalised employee costs during the financial year amounted to €NIL (2020: €NIL).

The total employee benefits of the key management personnel of the trust was €167k. (2020: €198k)

12. Pension commitments

The group contributes to a defined contribution pension scheme. During the year, an amount of €133,383 (2020: €147,254) was charged to consolidated statement of financial activities. The closing balance on the accrual at 31 December 2021 is €NIL (2020: €NIL) and is included within other creditors in creditors.

13. Tangible fixed assets

Consolidated

	Freehold properties (€)	Fixtures, fittings and equipment (€)	Motor vehicles (€)	Computer (€)	Total (€)
Cost Or Valuation					
At 1 January 2021	13,368,267	1,946,873	108,866	142,777	15,566,783
Additions	-	-	-	42,160	42,160
Revaluations	3,931,782	-	-	-	3,931,782
Disposals	(550,000)	(564,183)	-	-	(1,114,183)
At 31 December 2021	16,750,049	1,382,690	108,866	184,937	18,462,542
Depreciation and Impairment					
At 1 January 2021	1,843,684	1,648,715	92,662	125,680	3,710,741
Charge for the financial year	256,365	51,535	4,944	25,589	338,433
Disposals	-	(517,544)	-	-	(517,544)
At 31 December 2021	2,100,049	1,182,706	97,606	151,269	3,531,630
Net Book Value					
At 31 December 2021	14,650,000	199,984	11,260	33,668	14,894,912
At 31 December 2020	11,524,583	298,158	16,202	17,097	11,856,040

13. Tangible fixed assets (continued)

Company	Freehold properties (€)	Fixtures, fittings and equipment (€)	Motor vehicles (€)	Computer (€)	Total (€)
Cost Or Valuation					
At 1 January 2021	5,931,810	1,674,353	108,866	109,975	7,825,004
Additions	-	-	-	41,298	41,298
Revaluations	2,956,742	-	-	-	2,956,742
Disposals	(550,000)	(564,183)	-	-	(1,114,183)
At 31 December 2021	<u>8,338,552</u>	<u>1,110,170</u>	<u>108,866</u>	<u>151,273</u>	<u>9,708,861</u>
Depreciation and Impairment					
At 1 January 2021	580,916	1,376,195	92,662	94,100	2,143,873
Charge for the financial year	107,636	51,535	4,944	24,083	188,198
Disposals	-	(517,544)	-	-	(517,544)
At 31 December 2021	<u>688,552</u>	<u>910,186</u>	<u>97,606</u>	<u>118,183</u>	<u>1,814,527</u>
Net Book Value					
At 31 December 2021	<u>7,650,000</u>	<u>199,984</u>	<u>11,260</u>	<u>33,090</u>	<u>7,894,334</u>
At 31 December 2020	<u>5,350,894</u>	<u>298,158</u>	<u>16,202</u>	<u>15,875</u>	<u>5,681,129</u>

The group and the company's freehold property are stated at their revalued amounts, being the fair value at the date of revaluation, less any subsequent accumulated depreciation and impairment losses. All other tangible assets are measured at cost model.

The freehold properties were valued by the trustees based on an independent third party valuation carried out by Paul Good, chartered valuation surveyor in March 2022. In 2021, the group recognised a revaluation income of €3,931,782 presented as part of Revaluation reserves account in the Statement of Financial Position.

The trustees are satisfied that tangible fixed assets are not impaired.

14. Financial assets

Company

Investment
in subsidiary
undertaking (€)

Cost Or Valuation

At 31 December 2021 and 31 December 2020

100

Net Book Value

At 31 December 2021 and 31 December 2020

100

The parent company owns 100% of the shareholdings of The National Deaf Village Sports and Leisure Company Limited.

The principal activity of the subsidiary undertaking is the operation of Inspire Fitness Centre. It also owns land and building at Ratoath Road, Cabra which comprise Inspire Fitness Centre and office facilities for various entities providing services to the benefit of the deaf community. The subsidiary undertaking's registered office is located at Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7.

The shares in subsidiary undertaking are not listed on a recognised stock exchange.

In the opinion of the trustees, the shares are worth at least the amounts at which they are stated in the Statement of Financial Position.

15. Debtors

	Consolidated 2021 (€)	2020 (€)	Company 2021 (€)	2020 (€)
Due within one year				
Trade debtors	1,472,795	746,919	33,278	-
Other debtors	363,053	469,843	32,785	128,478
Amounts owed by group undertakings	-	-	8,070,293	8,079,958
Prepayments	75,752	79,548	-	310
VAT recoverable	581	20,464	-	-
Corporation tax repayable	5,146	-	-	-
	1,917,327	1,316,774	8,136,356	8,208,746

Amounts owed by group undertakings and related parties are unsecured, non-interest bearing, and repayable on demand. Trade debtors are stated net of a provision of €95,484 (2020: €44,456).

15. Debtors

	Consolidated 2021 (€)	2020 (€)	Company 2021 (€)	2020 (€)
Due within one year				
Trade debtors	1,472,795	746,919	1,416,188	690,156
Other debtors	363,053	469,843	128,430	165,520
Amounts owed by group undertakings	-	-	7,800,184	7,789,497
Prepayments	75,752	79,548	1,340	4,907
VAT recoverable	581	20,464	-	-
Corporation tax repayable	5,146	-	-	-
	<u>1,917,327</u>	<u>1,316,774</u>	<u>9,346,142</u>	<u>8,650,080</u>

Amounts owed by group undertakings and related parties are unsecured, non-interest bearing, and repayable on demand. Trade debtors are stated net of a provision of €95,484 (2020: €44,456).

16. Cash and cash equivalents

	Consolidated 2021 (€)	2020 (€)	Company 2021 (€)	2020 (€)
Cash at bank and in hand	<u>3,151,145</u>	<u>1,935,263</u>	<u>2,622,677</u>	<u>1,629,051</u>

Consolidated cash at bank and in hand includes cash designated for specific purpose totalling to €156,069 (2020: €156,069).

17. Creditors: amounts falling due within one year

	Consolidated 2021 (€)	2020 (€)	Company 2021 (€)	2020 (€)
Trade creditors	324,419	185,654	182,077	85,189
Amounts owed to group undertakings	-	-	271,294	271,333
PAYE/PRSI	118,527	124,708	114,150	122,716
Other creditors	373,122	285,685	290,247	285,683
Accruals	629,091	487,348	517,987	340,936
Deferred income	355,163	787,672	279,711	728,023
	<u>1,800,322</u>	<u>1,871,067</u>	<u>1,655,466</u>	<u>1,833,880</u>

Trade and other creditors, including accruals, are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms.

Amounts owed to group undertakings are unsecured, interest free and are repayable on demand.

Taxes including social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

Deferred income will be released as per terms outlined on contracts.

18. Commitments under operating leases agreements

Future commitments under operating leases agreements are as follows:

Land and Buildings	2021 (€)	2020 (€)
Not later than 1 year	50,000	53,333
Later than 1 year and not later than 5 years	200,000	200,000
Later than 5 years	900,000	950,000
	<u>1,150,000</u>	<u>1,203,333</u>

The operating lease commitments include restrictions on the use of the properties.

19. Analysis of fund movement

Consolidated	Fund brought forward (€)	Income(€)	Expense (€)	Transfer between funds (€)	Fund carried forward (€)
Unrestricted	12,463,356	2,318,320	(1,468,126)	144,076	13,457,626
Restricted – other	-	7,320,943	(7,176,867)	(144,076)	-
Restricted fund–Esther Foy	150,069	-	-	-	150,069
Revaluation reserves	623,585	3,931,782	-	-	4,555,367
	13,237,010	13,571,045	(8,644,993)	-	18,163,062

Company	Fund brought forward (€)	Income(€)	Expense (€)	Transfer between funds (€)	Fund carried forward (€)
Unrestricted	13,352,826	1,339,199	(358,710)	144,076	14,477,391
Restricted – other	-	7,320,943	(7,176,867)	(144,076)	-
Restricted fund–Esther Foy	150,069	-	-	-	150,069
Revaluation reserves	623,585	2,956,742	-	-	3,580,327
	14,126,480	11,616,884	(7,535,577)	-	18,207,787

In respect of the prior year:

Consolidated	Fund brought forward (€)	Income(€)	Expense (€)	Transfer between funds (€)	Fund carried forward (€)
Unrestricted	12,592,827	1,439,367	(1,193,905)	(374,933)	12,463,356
Restricted – other	-	6,508,369	(6,883,302)	374,933	-
Restricted fund–Esther Foy	150,069	-	-	-	150,069
Revaluation reserves	623,585	-	-	-	623,585
	13,366,481	7,947,736	(8,077,207)	-	13,237,010

Company	Fund brought forward (€)	Income(€)	Expense (€)	Transfer between funds (€)	Fund carried forward (€)
Unrestricted	13,394,904	493,006	(249,576)	(285,508)	13,352,826
Restricted – other	-	6,508,369	(6,793,877)	285,508	-
Restricted fund–Esther Foy	150,069	-	-	-	150,069
Revaluation reserves	623,585	-	-	-	623,585
	14,168,558	7,001,375	(7,043,453)	-	14,126,480

20. Analysis of net assets between funds

Consolidated	Unrestricted funds (€)	Designated funds (€)	Restricted funds (€)	Endowment funds (€)	Total funds (€)
Tangible assets	14,894,912	-	-	-	14,894,912
Current assets	4,912,403	6,000	150,069	-	5,068,472
Current liabilities	(1,800,322)	-	-	-	(1,800,322)
	18,006,993	6,000	150,069	-	18,163,062

Company	Unrestricted funds (€)	Designated funds (€)	Restricted funds (€)	Endowment funds (€)	Total funds (€)
Tangible assets	7,894,334	-	-	-	7,894,334
Investments	100	-	-	-	100
Current assets	11,182,750	6,000	150,069	-	11,968,819
Current liabilities	(1,655,466)	-	-	-	(1,655,466)
	14,172,897	6,000	150,069	-	14,328,966

In respect of the prior year:

Consolidated	Unrestricted funds (€)	Designated funds (€)	Restricted funds (€)	Endowment funds (€)	Total funds (€)
Tangible assets	11,856,040	-	-	-	11,856,040
Current assets	3,095,968	6,000	150,069	-	3,252,037
Current liabilities	(1,871,067)	-	-	-	(1,871,067)
	13,080,941	6,000	150,069	-	13,237,010

Company	Unrestricted funds (€)	Designated funds (€)	Restricted funds (€)	Endowment funds (€)	Total funds (€)
Tangible assets	5,681,129	-	-	-	5,681,129
Investments	100	-	-	-	100
Current assets	10,123,062	6,000	150,069	-	10,279,131
Current liabilities	(1,833,880)	-	-	-	(1,833,880)
	13,970,411	6,000	150,069	-	14,126,480

21. Related party transactions & Ultimate controlling party

The group's related party transactions include the group's key management personnel compensation amounting to €166,675 during the year (2020: €198,121). None of the trustees are an ultimate controlling party.

The liability of each member is limited to €1.27.

In accordance with FRS 102.33.1A, the Group is not required to disclose transactions between the wholly owned subsidiary of the parent company.

22. Security

The Catholic Institute for Deaf People have a mortgage charge over part of the lands, tenements and hereditaments at Saint Joseph's Boys Boarding with the Eastern Health Board.

The Catholic Institute for Deaf People have a personal guarantee over the charge on land and the book debts of the company with the Health Service Executive.

The Catholic Institute for Deaf People have a mortgage charge with the Health Service Executive over all buildings, fixtures and fittings and plant and machinery of the company.

The Catholic Institute for Deaf People have a charge over the hereditaments and premises at Saint Joseph's Boys Campus with the Health Service Executive.

23. Impact of COVID 19

COVID 19 has had a significant negative impact on Inspire, the trading arm of CIDP's subsidiary company NDVSLC. During the second year of the Covid-19 pandemic in 2021, Inspire Fitness Centre was closed fully for over five months and was restricted in some elements of trading for the remainder of the year.

Restrictions were fully lifted in mid-January 2022 and membership recovered from 1,155 members to over 1,800 by mid-March 2022. The revenue from swimming lessons resumed mid-March, while revenue from PAYG swimming sessions resumed in early March 2022.

There was significant work done on an insurance claim for business interruption during 2021 as a result of the Covid-19 pandemic, and on similar terms and calculations to a similar claim for 2020. It is understood the insurers are keen to finalise a settlement for 2021 that the directors hope will bring finances to a similar position as the end of 2020.

24. Post balance sheet events

There are two significant events that are impacting on Reach Deaf Services and its subsidiary since the end of the 2021 financial year. These are:

- + The continued impact of COVID 19; and
- + Increase in utility costs and rising inflation caused by the conflict in Ukraine.

COVID 19 continued to have a significant negative impact on Inspire, the trading arm of CIDP's subsidiary company NDVSLC. The Board of NDVSLC is working with the Inspire Manager to develop and implement a forward-looking business strategy to consolidate the business post-COVID and ensure its sustainability into the future taking account of leisure industry trends.

In relation to rising costs of utilities and the impact of inflation on operations Reach Deaf Services will work to recover the increased costs through our funder.

25. Approval of the financial statements

The financial statements were approved by the board of trustees on 18 July, 2022



Our Donors

One part of role as the DPO is to provide advice and support to our team in relation to data protection matters with the goal of assisting us with being compliant.

Thank you

We are very grateful for all the support provided to the organisation throughout 2021.

We are delighted to announce that we are one of many winners. £1,000. Thanks to everyone who nominated us for an Ecclesiastical Movement for Good award and big thanks to @Ecclesiastical #movementforgood



Each year Reach Deaf Services received the bulk of its funding from the HSE to provide our adult and boarding services.

In addition we also receive contributions from the various dioceses around Ireland to enable the outreach services provided by the National Chaplaincy for Deaf People.



https://www.idonate.ie/donation_widget/register-donor-anonymous.php?pid=4015





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