

Childhood Development Initiative Company Limited By Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2021

Crowleys DFK Unlimited Company
Chartered Accountants and Statutory Audit Firm
16/17 College Green
Dublin 2
D02 V078

Company Number: 433654
Charity Number: 17557
Charities Regulatory Authority Number: 20065577

Childhood Development Initiative Company Limited By Guarantee

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Childhood Development Initiative Company Limited By Guarantee REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Daniel Kingsbury (Appointed 12 February 2021, Resigned 12 February 2021) Darren Bracken (Appointed 3 December 2021, Resigned 9 February 2022) Catriona Rodgers (Appointed 24 September 2021) Anita Nolan (Appointed 24 September 2021) Aisling O' Reilly (Appointed 24 September 2021) Emer Woodfull (Appointed 3 December 2021) Mary Corcoran John Murray (Resigned 24 September 2021) Paul Murphy Brendan Cremen James Dolan (Resigned 12 February 2021) Helen Johnston (Resigned 3 December 2021) John Paul Byrne Madeline Mulrennan Elizabeth Nixon Isabel Aust (Resigned 3 December 2021)
Company Secretary	Philip Zambra
Charity Number	17557
Charities Regulatory Authority Number	20065577
Company Number	433654
Registered Office and Principal Address	St Mark's House, Cookstown Lane, Fettercairn, Dublin 24.
Auditors	Crowleys DFK Unlimited Company Chartered Accountants and Statutory Audit Firm 16/17 College Green Dublin 2 D02 V078
Bankers	Allied Irish Banks PLC Tallaght Dublin 24 Bank of Ireland Priorsgate Main Road Tallaght Dublin 24
Solicitors	Adrian Burke & Associates 51/52 Fitzwilliam Square Dublin 2 Ronan Daly Jermyn 2 Park Place City Gate Park Mahon Point Cork

Childhood Development Initiative Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2021.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Childhood Development Initiative Company Limited By Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2021.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.

Vision, Mission, Values and Objectives

Vision Statement

CDI Vision:

Every child in Ireland is thriving, healthy, happy, and free from poverty.

CDI Mission:

We will improve outcomes for children by delivering quality, integrated, evidence-informed services and workforce development through partnership and innovation.

Objectives

CDI Values:

We consciously work to foster and maintain positive relationships with all our stakeholders.

We work in partnership with people, taking a strengths-based, family- and child-centred approach focused on children's rights, responding to needs and driving change.

We use evidence, innovation, and prevention and early intervention approaches to underpin our work.

Tallaght is our home, and we prioritise the needs of this community. We are also committed to transparently sharing our learning to inform policy and practice nationally and internationally.

We are respectful, inclusive, collaborative, relationship-focused and believe in having fun while we work hard.

Objectives to 2024:

- CDI will strengthen its position as an outstanding provider of the highest quality child and family services, including training and consultancy.
- CDI's pioneering work will influence policy and inform practice locally, nationally and internationally.
- CDI will identify and respond to new and emerging needs of children and families in Tallaght and beyond.
- CDI will maximise the integration and replication of our proven interventions for children and families in Tallaght and beyond.
- CDI will strive for excellence in all structures, systems, and governance to enable achievement of our mission.

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DIRECTORS' ANNUAL REPORT

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Structure, Governance and Management

Structure

The CDI Board:

Is responsible for staffing, finance, programmes, learning, evaluation reporting and mainstreaming;
Reports on strategy; implementation; spending; attainment of targets and learning;
Has leadership of, and responsibility for, strategy implementation, governance and accountability.

The following committees are in place:

- Business Development Committee
- Communications Committee
- Finance & Risk Committee
- HR and Remuneration Committee
- Research Advisory Committee

Business Development Committee

Brendan Cremen, Engineer, Innovation Investment
Tanya Hughes, Director of Ballybeen Womens Centre
Frank Fitzpatrick, Business Development Consultant.

The committee will seek to retain a 50:50 balance of Board and external members.
The quorum for the committee is two members.

In Attendance:

CDI CEO; Business Development Manager (Secretary to the Committee), Office and Finance Manager.

Frequency of Meetings

The Business Development Committee will meet quarterly.

Primary Role:

The primary role of the Business Development Committee (BDC) is to guide and support the establishment and growth of CDI's Business Development function, including CDI's training and consultancy service.

Functions of the Business Development Committee are:

- Provide the support, direction and focus for CDI's business development function
- Transfer and communicate the income generation targets approved by CDI's Board to meaningful targets and a work plan
- Share networks and contacts in order to establish opportunities for introducing CDI, presenting speculative proposals or establishing service design and delivery partnerships
- Provide a challenge function to draft proposals, tenders or speculative service ideas
- Bring commercial expertise and ethos to CDI where it is required to generate unrestricted surplus income
- Ensure that the move towards additional income generation remains aligned with CDI's Strategy and consistent with its values and ethos.

Reporting:

The Business Development Committee will:

- Report to the Board on quarterly and annual and three-year targets, progress and issues arising and any additional information
- Make recommendations to the Board
- Take direction from the Board and operate within the understanding that ultimate responsibility for CDI lies with the Board of Directors
- The Board may delegate decision-making to the Committee as it sees appropriate.

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Communications Committee

Sean O'Neill, Media Relations/Communications Consultant

Leon Diop, Recruiter

Lauren Hennessy, Marketing Manager.

The committee will seek to retain a 50:50 balance of Board and external members.

The quorum for the committee is two members.

In Attendance:

The CDI CEO and the Training Officer will attend meetings. CDI team members to join the group as appropriate.

Frequency of Meetings

The Communications Committee will meet quarterly.

Primary Role:

The primary role of CDI's Communications Committee is to oversee, guide and advise on the development and implementation of CDI's Communications Strategy.

Functions of the Communications Committee are:

- Develop and oversee the implementation of communications strategic plan which is in line with and supports the goals of the organisations strategy
- The communications strategy will be underpinned by the vision, mission, and values of CDI
- Set targets, monitor progress and realign goals accordingly
- Advise on communications activities
- Support the development of effective links, networks and resources
- Advise and guide CDI's communications function
- Advise on progressing any actions decided;
- Identify potential barriers and solutions;
- Identify and maximise PR, advocacy and lobbying opportunities
- Consolidate and enhance brand and branding.

The Communications Committee will consider the communications activities to include:

- Internal and external
- Print
- Digital
- Website
- Lobbying
- Radio

Reporting:

The Communications Committee will:

- Report to the Board on quarterly and annual targets, progress and issues arising and any additional information
- Make recommendations to the Board
- Take direction from the Board and operate within the understanding that ultimate responsibility for CDI lies with the Board of Directors
- The Board may delegate decision-making to the committee as it sees appropriate.

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Finance and Risk Committee

Membership:

Ms Aisling O Reilly, Accountant, Comptroller and Auditor General (Chair).
Mr Oluwaseye Fadare, Volunteer Financial Accountant with RCCG.
Ms Sinead Ward, Director of Finance and Governance, Institute of Public Health Ireland.
Mr Dermot Duffy, formerly Senior Executive, Goodbody Stockbrokers.

The CDI CEO and the Office and Finance Manager will also attend meetings, the latter acting as Secretary to the Committee.

The quorum for the committee is two members.

Frequency of Meetings

The Finance and Risk Committee will meet quarterly.

Functions

The primary role of the Finance and Risk Committee is to oversee CDI's financial management, external audit, risk assessment and minimisation, and regulatory compliance. In particular, it will undertake the following:

Finance

- Review and advise on budget/budget revisions
- Review summary finance reports from service providers
- Monitor and review quarterly management accounts
- Monitor and review the organisation's financial performance and financial controls
- Review and advise on internal Financial Policies and Procedures
- Discuss other financial and compliance matters in relation to the company.

External Audit

- Make recommendations to the Board about the appointment, pay and conditions of the external Auditor
- Meet with the External Auditor and have oversight of the External Audit process
- Monitor and review the accuracy of the financial statements including Directors Report, etc for presentation to the full Board
- Oversee the implementation of recommendations arising from the External Audit.

Risk and Compliance

- Review and advise on the Risk Management process and Risk Register
- Consider compliance with the Charities Regulators Code of Governance and support the organisation in establishing best practice
- Be cognisant of the external context and recommend any relevant changes in policy or practice.

Reporting

- Report to the Board on quarterly and annual and three-year targets, progress and issues arising and any additional information
- Make recommendations to the Board
- Take direction from the Board and operate within the understanding that ultimate responsibility for CDI lies with the Board of Directors
- The Board may delegate decision-making to the Committee as it sees appropriate in line with codes of governance and company/charity law.

Corporate Governance

- Monitor progress relating to risk management including the risk register Review the annual compliance conducted by CDI in relation to the Governance Code for Community, Voluntary and Charity Organisations in Ireland.

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HR and Remuneration Committee

Membership:

Paul Murphy, Chair, Clinical Psychologist
Madeleine Mulrennan, Consultant specialising in education matters and professional regulation
Mary Corcoran, Professor of Sociology
Emer Woodfull, Barrister

The CDI CEO and the Office and Finance Manager will attend meetings.
The quorum for the committee is two members.

Frequency of Meetings

The HR and Remuneration Committee will meet quarterly.

Primary Role:

The primary role of the HR and Remuneration Committee is to ensure the implementation of good employment practices and the provision of a mechanism to assist the CEO and Board in fulfilling their duties in relation to employment issues as they arise. This committee can also be delegated to assist in decision making between Board meetings where it is agreed and nominated by the Board to do so. Specific functions to include:

- To ensure the implementation of good employment practices by regularly reviewing structures, procedures and practice
- To assist the CEO with decision making in relation to personnel issues as they arise and make recommendations to the Board
- To ensure that decisions in relation to staff employment issues are made within the parameters of the financial constraints of CDI
- To advise on and approve decisions regarding staff appointments, salary scales, remuneration, non-statutory leave, acting up arrangements and changes in terms and conditions
- To regularly report to the Board.

Principles guiding the HR Committee are:

- The committee will take directions from the Board and operate within the understanding that ultimate responsibility for CDI lies with the Board of Directors
- The committee will support the CEO in her management responsibilities of CDI
- The committee will ensure confidentiality at all times
- Strong communication between the HR committee and the Board will be maintained
- The committee will meet as deemed necessary and will also conduct its business by phone and or email, where appropriate.

Reporting:

The HR and Remuneration Committee will:

- Report to the Board on quarterly and annual and three-year targets, progress and issues arising and any additional information
- Make recommendations to the Board
- Take direction from the Board and operate within the understanding that ultimate responsibility for CDI lies with the Board of Directors
- The Board may delegate decision-making to the committee as it sees appropriate.

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Research Advisory Committee

Membership:

Dr. John Paul Byrne, Researcher (Chair)

Dr Helen Johnston, Senior Social Policy Analyst at the National Economic and Social Council in Ireland

Dr. Aine McAdam, Researcher, Sociology at Maynooth University

Dr. Suzanne Guerin, School of Psychology, University College Dublin Chair

Dr. Elizabeth Nixon, Assistant Professor in Developmental Psychology in the School of Psychology at Trinity College Dublin

Melissa Boyle, Local Community Rep.

The CDI CEO, (secretary to the committee) and Data Specialist will attend meetings.

The quorum for the committee is two members.

Frequency of Meetings

The Research Advisory Committee meets quarterly.

Primary Role:

The primary role of the RAC is to advise and support the development, implementation, review and dissemination of all research and evaluation activities within CDI.

Functions of the Research Advisory Committee are to:

- Provide advice and support on the commissioning and implementation of research and evaluations
- Support oversight of the research / evaluation programme
- Review emerging results from the research / evaluation programme
- Advise on changes to, or augmentation of, the research / evaluation programme if the need arises
- Provide observations on design and review of services
- Advise on the dissemination of research and evaluation findings and conclusions, particularly in relation to its utilisation as a mechanism to influence policy, practice and training.

Reporting:

The Research Advisory Committee will:

- Report to the Board on targets, progress and issues arising and any additional information
- Make recommendations to the Board
- Take direction from the Board and operate within the understanding that ultimate responsibility for CDI lies with the Board of Directors
- The Board may delegate decision-making to the Committee as it sees appropriate.

Childhood Development Initiative Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

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1. Governance

CDI continues to take great pride in our governance arrangements and this year maintained its "Triple Lock" standard with the Charities Institute of Ireland and continued its adherence to the 'Charities Governance Code' as devised by the Charities Regulator. CDI was also awarded the Excellence Ireland Quality Association (EIQA) Q Mark Level 2 in May 2021 following an assessment by EIQA. These achievements continue to give us and our funder's reassurance that our approaches, spending, and strategy maximise the investment in our work.

The Board of CDI is chaired by Prof. Mary Corcoran. In 2021 there were six meetings of the Board with an average of nine Board members present. 2021 saw a period of change for the Board with the resignation of four Directors: James Dolan, John Murray, Helen Johnston and Isabel Aust, and the appointment of five new members: Catriona Rodgers, Darren Bracken, Aisling O Reilly, Anita Nolan and Emer Woodfull. While always sad to see Board members resign the addition of new members, who are all extremely experienced and knowledgeable in their area of expertise, brings a new vigour and vitality to the Board and we look forward to the valuable contributions these new members will make to the work of CDI in the years ahead.

There are established and efficient governance structures, with several Committees supporting CDIs Board, as follows: HR & Remuneration; Finance & Risk; Research; Communications and Business Development. For more detailed information on our Board members, Board functions and Committee details please [click here](#).

Throughout 2021 CDI continued to respond to Government public health guidelines and staff, whether working from home or essential frontline workers, have continued to be supported. CDI have an Employee Assistance Programme (EAP) in place and all staff are regularly reminded of this facility and how it can be used. We began a phased return to the office in September encouraging staff to return 40% of their working week but due to the changes in the Government guidelines working from home was reintroduced for many CDI staff. Our frontline staff however, including our Chit Chat Speak and Language Therapist and out Parent-Care Facilitators, continued to engage directly with children and families, always working in line with public health guidelines.

CDI was delighted to be awarded with the Great Place to Work accolade following an assessment by the Great Place to Work Ireland organisation in 2021. This assessment incorporated 73 questions which employees are asked to complete about working in CDI and gave us a great indication from our employees of things that CDI is doing well and areas where we can improve. An action plan has been drawn up based on the feedback and will be worked on during 2022.

In 2021 CDI also submitted for consideration of the Excellence in Ireland Quality Association (EIQA) Q Mark. This has been considerable work, led by the Programme Manager, but involving all team members in documenting and improving on internal processes and systems. The independent assessor ended the day-long inspection by stating 'it has been a wonderful day' and suggesting that the standard of processes and systems demonstrated in CDI is rarely seen outside academic communities. CDI was awarded a Grade Two Q Mark for Quality Management Systems. There are three levels, and it is very unusual to receive a level two on first submission, so this is extremely positive. A 2021/22 Improvement Plan has been developed arising from the recommendations of the assessment and CDI continues to implement improvements in processes and procedures.

Governance targets for the year ahead include:

- 1) Maintaining the Excellence Ireland Quality Association (EIQA) Q Mark Level 2
- 2) Creating a phased return to the office in line with Government Guidelines
- 3) Continued adherence to the Charities Regulator Governance Code of Conduct
- 4) Ensuring all policies are in line with best practice and legislation and that all staff fully adhere to them
- 5) Continue to ensure a succession plan is in place for all Board and Committee positions.

Despite the continuation of CDI working from home managed to continue its commitment to team working and strong internal communication. Remote Weekly Monday morning check-ins, six weekly coffee mornings, monthly team meetings and individual supervision meetings. The Programme Team which was established in 2020 to maximise learning and synergies across intervention areas, met every six weeks and continued its work in developing and implementing ideas across our range of programmes.

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2. Communications:

In 2021, CDI developed and began implementing a new communications strategy for 2021-2024. This includes targets for digital, traditional and internal communications and supports the overall business strategy.

The CDI Board Communications Committee, was also established was chaired by Isabel Aust. There were three other members, and the Committee was also attended by the CEO and the Training Officer. This Committee was established to help support the monitoring and delivery of the communications

There was also the formation of an internal Communications Working Group, made up of members of staff with communications experience – Marian Quinn, Meadhbh Ryan and Rebecca Birney. The Working Group was also attended by Ronan Cavanagh, an external communications consultant who has worked with CDI for many years.

3. CDI Training and Consultancy Service

CDI's social enterprise – CDI's Training and Consultancy Service- continued to grow in 2021 with a focus on quality delivery of supports to the Irish children and family sector. Key consultancy and training achievements included:

Quality Implementation Training- Tusla ABC

CDI Training and Consultancy Service was commissioned by Tusla to develop and deliver a training programme for the Area Based Childhood (ABC) programme and their key stakeholders. The aim was to enhance knowledge and skills in the use of evidence-based and evidence-informed practice. CDI adapted four modules from the Quality Services, Better Outcomes (QSBO) training series. Modules included:

Introduction to QSBO framework for Effective Evidence-informed Practice and Interventions

Assessing Need

Logic Modelling (part 1 and 2)

Monitoring and Evaluation (part 1 and 2)

The training was delivered over a period of eight months to 48 participants from the 12 ABC sites nationally, and included staff from Tusla, the HSE, County/ City Childcare Committees, CYPSC members and Barnardos. The vast majority were very satisfied or satisfied with the training overall.

NEIC/ YPAR Research

CDI Training and Consultancy Service also successfully tendered for research commissioned by the Young People at Risk (YPAR) 0-5 Working Group into the needs, current and unmet, of families with children aged under six years of age in Dublin's North East Inner City (NEIC). The research began in August 2021 and is due to be completed in early 2022. It will provide an up-to-date picture of current service-provision in the area and an outline of the strengths and challenges facing local services in catering to the 0 – 5 population. The project methodology included:

A comprehensive review and examination of national policy and local practice documentation relevant to children (0-5) and their families in the NEIC

- Consultation with 50 parents residing in and raising young children in the NEIC catchment area
- Consultation with local providers of early childhood services for children in the NEIC, from statutory, community and voluntary backgrounds, and providing a variety of services to children and families
- Consultation with representatives from the various government departments with high levels of interest in and influence on 0-5 services in the NEIC, and particularly those represented on the NEIC Project Implementation Board (PIB)
- Collation and analysis of all information emerging from items a) to d) above, preparation and presentation of a draft report to the YPAR Research Steering Group and finalisation of the report in accordance with final comments from the Steering Group.

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Tusla PPFS Outcomes Framework

In 2021, CDI Training and Consultancy Service successfully bid for the tender to develop the Tusla PPFS (Prevention, Partnership and Family Support) Outcomes Framework. This includes the development of an agreed outcomes framework for PPFS, an agreed, embedded, Outcomes Framework for ABC, and a common measurement framework. In 2021, a comprehensive desk review and wide consultation was undertaken to inform the framework which will be completed mid-2022.

RP Consultancies

During 2021, CDI delivered RP Training to 14 Staff at Maynooth University Law Department, and provided them with support in developing an RP Policy for dealing with conflict and complaints within the Department. RP Training was also delivered to Waterford Institute of Technology (WIT) teaching staff and Irish Prison Service (IPS) tutors who co-facilitate the WIT accredited Higher Certificate in Custodial Care.

CDI also continued to work with Oberstown Children's Detention Campus in 2021, completing the production of a Staff Induction "Introduction to Restorative Practices" DVD.

Training:

RP training was delivered to 420 participants, this included 15 participants trained as RP trainers. CDI's PEAR (Parental Engagement and Relationships) training was delivered to 38 ELC practitioners during October and November, while the QSBO training series was adapted online and delivered as part of the Tusla-ABC consultancy described above.

2022 Targets:

CDI Training and Consultancy Service aims to build on the growth and reputation developed in 2021 in training and consulting.

Targets include the expanded delivery of bespoke quality implementation training to organisations and interagency structures, continuing to deliver RP Training, and growing the reach of the PEAR Training. CDI will also offer the Speech and Language Therapy (Chit Chat) Summer Course and continue to build on the Quality Service, Better Outcomes series, developing a Quality Leadership package adaptable to organisational need.

CDI Training and Consultancy Service will complete ongoing consultancy contracts and bid for new contracts building on its growing expertise and reputation for delivering M&E and research solutions for the sector. One component of this growth strategy is to expand the panel of consultants with expertise in monitoring, evaluation and research.

4. CDI Programmes

5.1 ATTI

Interagency work 2021

- Ante-Natal to Three Initiative continued to work closely with a broad range of agencies and practitioners in the community with the ATTI Steering Group (SG) continuing its work online. Overall, there was very positive feedback from the ATTI survey. 100% of respondents agree or strongly agree that ATTI addresses important complex issues, serves a unique purpose in the community, and builds on community strengths and services
- ATTI also collaborated with colleagues and local services on several initiatives including Circle of Security Foster Carer project, CYPSC Safe and Protected from Harm Committee, Minding Baby (Ante Natal Child Protection) and Family in Mind
- CDI continued to roll out Solihull Foundation training to practitioners on an interdisciplinary bases and provide Community of Practice meetings to bridge the gaps between theory and practice. Solihull Advanced training was also provided for practitioners who had completed Foundation training
- A focus on building and developing relationships with the Peri-Natal Mental Health team in the Coombe Hospital proved very worthwhile resulting in several clinical and medical staff completing Solihull and Infant Mental Health (IMH) training. ATTI and the Coombe Peri-Natal MH team also collaborated to host a very well attended and thought provoking webinar on how to support peri-natal MH during Covid and beyond.

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Achievements and outcomes 2021

ATTI completed the Being Dad research project and launched the final report in 2021. A total of 11 Dads participated in the process, through completing a questionnaire about their family and participating in in-depth, one-to-one interviews. Between them, participants in the project had 16 children, aged between three months and thirteen years.

Three major themes emerged from the analysis of the in-depth interviews with dads, in relation to their experiences, challenges and barriers encountered. These were: embracing fatherhood, the desire for greater equality in caregiving and seeking parity of esteem in encounters with health care professionals. The Being Dad report made the following recommendations: further research about the needs of expectant, new and more experienced dads; systematic data collection and analysis required; support the transition to fatherhood; develop targeted resources specifically for fathers; provision of structured 'Father inclusion and engagement' training; formal and informal supports and interventions for expectant and new fathers; shift the discourse to promote gender equality and shared caregiving to children and young people.

ATTI is working with other stakeholders to further the recommendations from the report.

ATTI is leading the process by which CDI will become a trauma informed organisation with training completed by all staff in the following areas: Understanding the principles of trauma informed care; understanding and recognising trauma; responding to trauma; vicarious trauma, and self-care. All Board members also received an introductory input on trauma-informed practice. Work is ongoing to finalise a Trauma Statement, protocol and review of internal policies and procedures.

The Bonding with baby guide for new and expectant parents was developed and is being disseminated to a broad range of stakeholders working directly with parents and families. Bonding with Baby branding is also being used with practitioners to promote on infant mental health strategy.

An online Infant Mental Health Masterclass was delivered to 24 practitioners from a range of disciplines in October by ABC colleagues from Young Ballymun. A pre-briefing was completed by ATTI and Primary Care Psychology. Several colleagues from surrounding areas were included plus Consultants and Senior Registrars in psychiatry from the Coombe Hospital. Nine practitioners committed to joining the IMH Network bringing membership of the Network up to 17. ATTI is also working with Primary Care Psychology to facilitate the Network group to integrate learning and support practitioners.

18 practitioners completed Advanced modules in the Solihull approach with live zoom sessions taking place to discuss and integrate the theory facilitated. A further 12 practitioners completed an online Solihull Foundation course in December. 58 practitioners attended CDI's webinar on Supporting Peri-Natal Mental Health during Covid and beyond.

Working closely with Tusla colleagues external consultants and quality specialists further progress was achieved on the Ante Natal Child Protection Minding Baby project. A logic model and implementation plan was developed with training needs identified. Further work to focus on gaps in services, knowledge and competences and to develop a framework to support practitioners working with at risk families will be progressed in the year ahead.

Targets 2022

- Facilitate eight ATTI SG meetings and work with the SG to respond to needs in the community
- Work with a broad range of stakeholders to advance on Tallaght
- Co-facilitate the IMH Network, forging and developing relationships with frontline practitioners working with parents and infants
- Organise two webinars / learning events to promote IMH and attachment focussed interventions
- Implement the findings of the Being Dad research and promote father inclusion and engagement
- Submit Being Dad research project for publication to academic journals
- Collaborate with Quality Specialist and Tusla colleagues to develop, deliver and evaluate the Minding Baby project
- Lead the trauma informed project within CDI.

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4.2 Parental Support

4.2.1 Powerful Parenting

2021 was another very busy and exciting year for CDI's parental supports. CDI's Senior Speech and Language Therapist Michelle Quinn took on the role of Parenting Specialist to provide maternity leave cover. While in the driving seat, in January 2021, she commenced a 360 review of the programme and one of the key highlights came when CDI's parental support proudly received a rebrand in the form of a new programme name and logo "Powerful Parenting".

September 2021 was another exciting month with the return of Elaine from maternity leave and the appointment of Denise Loughnane as the new Parent Carer Facilitator (PCF) in Fledglings St Anne's. CDI also said a very fond farewell to PCF Elisabet Garcia, who continues to support CDI in the role of Quality Specialist, facilitating the delivery of the Parental Engagement and Relationships (PEAR) training programme.

The team also said a very fond farewell to St Kevins, Kilmainham and their PCF Ciara Treacy. Their departure, from directly working with CDI has left an opening to bring Powerful Parenting to a brand new site in Tallaght. It is anticipated that a new service will be identified in the first quarter of 2022; providing an opportunity to support a new co-host of children and families.

Interagency Work 2021

Powerful Parenting continues to collaborate with a variety of agencies. CDI's Parenting Specialist attends the National Parenting Working Group, Local Parenting Forum, ABC's learning group for Parenting and represents CDI as a Parental Support Champion within TUSLA's Parent Support Champions Project.

During 2021 each PCF was engaged in at least two to three interagency meetings including Meitheal meetings, Family Group meetings, case management, parent support networks, homelessness forum and CYPSC Sub-Committees.

Achievements and Outcomes in 2021

The following quality support were provided to the PCF's during the year:

- Eight Communities of Practice
- Two planning mornings
- Fifteen Service Provider meetings
- Team building day with a focus on well-being, boundaries and self-care.

Achievements and Outcomes in 2021

PCF Activity:

2021 was a year that presented many challenges as the pandemic continued. Throughout the year PCFs provided a significant amount of emotional support related to parents' anxieties around the pandemic. Social isolation, lack of familial support and financial worries were reported frequently. PCF's used a range of methods to support parents remotely and face to face e.g. phone calls/texts/zoom calls, video messages, delivery of resource packs to family homes, and home visits. Workshops and seminars were held both in person and virtually depending on restrictions; PCF's continually adapted their model of service delivery depending on government guidelines and offered support through innovative methods e.g. school readiness/transition packs, recorded information videos for parents etc.

By the last quarter of 2021 all PCFs reported that parents were very eager to get back to face to face supports and were seeking out opportunities to meet for in person groups, parent education training programmes, social gatherings, and interactions. The PCF's very much look forward to providing face to face supports to parents in 2022.

PCF Achievements:

- PCF's supported over 250 parents
- 593 one to one meetings with parents
- 512 home visits or virtual home visits with parents
- Between January and March, PCFs made 596 calls to parents, 240 between April and July, 279 between Sept and Oct; and 296 between Nov and Dec resulting in a total of 1,411 calls made during the calendar year
- Over 3,000 text messages sent to parents

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- In November and December and in conjunction with International Men's Day, PCFs ran five separate events to specifically engage with fathers and other significant male caregivers reaching a total of 51 individuals
- One PCF was awarded her Parents Plus Accreditation
- Seven PCFs were trained in Infant Massage and are currently working towards their certification. This has been an exciting extension of their role and will widen their reach, supporting early intervention, with parents and babies in the wider Tallaght community
- PCFs engaged in a range of CPD courses during the year including: Solihull, Cultural Awareness, Trauma Informed Practice, Healthy Families, Restorative Practices, and many more
- The MSCA research into CDI's Parental Support Model continued with high engagement from parents and services. We look forward to the final report and implementing the recommendations in 2022 and beyond (See below).

Targets for 2022

- Identify the location for the eighth PCF and commence Powerful Parenting supports
- 8 PCF demonstration sites are maintained and supported
- Complete review of Powerful Parenting and implement recommendations
- Parent education programmes delivered to parents in Tallaght
- Infant massage courses delivered to parents in Tallaght
- Seven PCF CoPs attended and four ELC managers CoP's completed
- One annual team development session conducted
- Increase awareness of CDI's PEAR toolkit within the ELC sector by disseminating information to a wider audience
- Coordinate the roll out of PEAR training
- Explore new ways to engage with more fathers through Powerful Parenting
- Maintain weekly social media presence in relation to parental supports.

4.2.1 Parental Engagement and Relationships

2021 was a busy and exciting year for PEAR with 131 Early Learning and Care practitioners around the country receiving either part or all of the training modules.

Based on evaluation feedback from participants who completed the entire programme online, work was undertaken to update and condense the PEAR modules into two-hour online sessions, CDI looks forward to rolling out this training again in 2022.

Interagency Work

Achievements

- Module 2 Building Relationships was delivered to 63 participants from all over the country in January
- Module 5 Supporting Transitions was delivered to eight participants in May
- Module 6 Childhood Difficulties and Onward Referrals was delivered to 22 participants in June 2021
- PEAR was delivered in its entirety online to 38 ELC practitioners during the months of October and November as part of the CDI Training and Consultancy social enterprise
- Three PCFs attended PEAR ToT training with a view to facilitating PEAR in 2022 and beyond.

Targets 2022

- Run two online PEAR courses, Spring and Autumn, featuring all six modules
- Deliver the full PEAR course to a minimum of 40 Early Learning and Care practitioners across the country
- Develop links with third level institutions to promote and raise the profile of PEAR nationally
- Train remaining PCFs in the delivery of PEAR.

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4.3 Chit Chat

Chit Chat is CDI's Early Intervention Speech and Language Therapy Service and incorporates delivery of therapeutic supports to three DEIS primary schools, six Early Learning and Care (ELC) Centres and one Early Start in Dublin 24. The covid 19 pandemic continued to pose challenges for the service throughout 2021. While the second lockdown (Jan- March 2021), was very challenging for all, the team were more prepared for switching back to teletherapy and had learned from first lockdown which families needed more support with technology, home programmes etc. Chit Chat experienced a high level of engagement from families. CDI's PCFs further supported families to engage with teletherapy through the loan of IT equipment. The Chit Chat team continued to offer online training and support for parents and staff online alongside face-to-face therapy in the form of virtual coffee mornings and online staff training. Recruitment for the 2021 Chit Chat Summer Courses was challenging because teachers were able to carry forward their Extra Personal Vacation and CPD points allocations from 2020. Graduation of newly qualified teachers was postponed due to delays with placements and because school staff were tired at the end of the academic year. Unfortunately, due to insufficient numbers the Chit Chat summer course was postponed for this year.

Toddler Talk, an online parent course for late talkers aged eighteen months to four years old was a great success and was well received by parents. Covid restrictions and the introduction of the Omicron variant brought challenges during the second half of 2021. The team continued to deliver face to face interventions in schools and preschools throughout the various restrictions, however there were challenges regarding attendance and incidences where children/ parents/ SLT's were self-isolating.

There were some staff changes in 2021, we bid a fond farewell to our colleague Alice Coghlan who was a central part of the team for nearly three years. We wish her all the very best in her new role with the HSE. We were delighted to welcome the newest Chit Chat SLT to our team, Jemma Colclough, in August 2021. Jemma has a wealth of experiences working with children and has been a wonderful addition to the Chit Chat team.

Interagency Work 2021

Interagency working continued to be a core theme throughout 2021 in Chit Chat. Integrated service delivery continued through engagement and working in partnership with the three primary schools and six ELCs, and one Early Start in receipt of the Chit Chat service. Chit Chat continued to work closely with the HSE Dublin Southwest (DSW) SLT department. Chit Chat and other ABC SLT colleagues met with the Schools Demonstration project on 28th January. All Chit Chat SLTs attend the HSE SLT team meetings to share service updates and participate in joint education sessions. Chit Chat SLTs also attend the Oral Language Forum which is a national forum comprising of ABC SLTs, HSE, Early Years and Teachers, chaired by Duana Quigley, TCD. The Chit Chat Co-ordinator participated in the design group for a joint ABC/ CYPSC initiative for Children in Direct Provision and homeless accommodation and remains a member of this Working Group. The Chit Chat Coordinator led the development of an ABC position paper on SLT in community settings. Work continued on this throughout the second half of 2021.

Achievements and Outcomes in 2021

Expected change: Reduction in parental stress and worry regarding their child's communication: Parents surveyed post intervention reported reduced worry with regard to their child's speech and language abilities.

Expected change: Continued access to a high-quality Early Intervention Speech and Language Therapy Service

The Chit Chat team supported 75 children and families in Tallaght throughout 2021 and continued to provide Speech and Language Therapy throughout the Covid-19 pandemic. Health promotion coffee mornings were delivered virtually to six early years services with 60 parents attending. All parents who engaged with Chit Chat were satisfied with the support that the service provided to them and their child. 147 parents attended an online parent training 'Toddler Talk' which was delivered over three sessions in November. 40 #ChitChatTuesday social media posts were posted and 20 calls were received by the helpline.

Satisfaction with SLT quality

Parents were asked to rate their satisfaction with the SLT service and all those surveyed were satisfied with the Chit Chat service. When asked to comment about teletherapy and the SLT process, parents showed their appreciation of the service. Some of the parents commended the resources shared by the Speech and Language Therapist and the availability of teletherapy during the pandemic when most services were closed.

"SLT posted pictures out every week which helped having the same things to work on."

"It was very helpful and my child lost out on nothing during lockdown I was extremely happy with that."

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"Enjoyed it nice route for my son through this tough time his speech improved and gained much more confidence."

"This really helped my daughter so much and had seen her come on loads in her speech. Great service, really appreciate it."

Targets for 2022

- Develop a guide to support parents of children with additional needs
- Continue service delivery to three DEIS primary schools, six ELC Services and one Early Start in Tallaght
- Roll out of the Talk to Your Baby Cube and accompanying social media campaign
- Roll out of Talkboost training to Primary Schools and ELC centres
- Deliver Online Summer Course to 75 Primary School Teachers: 'Supporting Speech, Language and Communication in the Primary Classroom and Beyond'
- Weekly social media posts for Chit Chat Tuesdays on CDI's social media platforms
- Quality review with ELC's and Parenting Specialist receiving the Chit Chat service to be conducted in October and April annually
- Continue to work closely with the HSE DSW SLT Department and our ABC SLT colleagues.

4.4 Doodle Den

Doodle Den operates throughout the school year, over a 32-week period, and is aimed at 5- and 6-year-olds (Senior Infants class). It involves the children attending three after-school sessions per week, each lasting 1½ hours. During this academic year 2020/2021 Covid 19 resulted in significant disruption to schools delivering classes in person, with schools switching to remote learning for some of the academic year. When face-to-face delivery was possible, schools followed Covid 19 Government guidelines. This required certain adaptations to the routine and environment. Each child needed their own equipment and materials, and therefore each child was provided with their own Doodle box with all the resources needed for these sessions. Maximising fidelity to the programme, whilst recognising the very real practical difficulties presented by Covid restrictions was a considerable challenge. In consultation with the facilitators delivering the programme, it was agreed that maintaining Doodle Den contact and the relationship with the children and their families was crucial. This contact would consist of manageable elements of the Doodle Den intervention delivered to the children and their families.

Level of Activity and Outcomes in 2021

Despite Covid-19, Doodle Den was delivered in eleven sites across Dublin 24, Dublin 1 and Dublin 7 and in Limerick. This was a significant achievement, and testament to the determination of the schools, facilitators, children, and their parents.

2021 saw 19 new facilitators trained in delivering Doodle Den with 31 facilitators in total attending the training in September. There were two Communities of Practice including one with Dr Jennifer O Sullivan who gave an input on 'The Science of Reading', and was attended by 17 participants.

On the 23rd of September CDI hosted a webinar to launch the DoodleDen.ie website and a paper called 'The Great 8' which highlights key learning from delivering literacy interventions over the last number of years. This was attended by 30 participants from a variety of disciplines.

Targets for 2022

- Deliver Doodle Den in 16 schools, eight in D24 and eight in Dublin City, reaching a total of 240 children and their families
- Present at the European Conference On Literacy, in DUBLIN in July
- In addition, have been working with Let's Grow Together in Cork to establish three Doodle Den sites in Cork commencing this September 2022
- Completion of the Social Return on Investment piece of research with the Doodle Den sites, families and children
- Host another literacy conference in September 2022
- Sustain high quality delivery through ongoing training, reflective practice and quality assurance processes
- Review delivery following covid interruptions to ensure programme fidelity is maintained.

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4.5 Doodle Families

Doodle Families is a manualised family literacy programme designed for children in First Class who would benefit from support with social skills and literacy development. The programme actively encourages children with a mixed range of abilities to participate.

Achievements 2021

Doodle Families (DF) ran in three sites during the last academic year reaching over 30 parents.

Targets for 2022

Continue to support the delivery of Doodle Families in six sites in Dublin 24 and another eight new sites funded through Amazon Web Services (AWS).

Engage with relevant agencies and institutions such as National Adult Literacy Agency (NALA), Education Support Centres of Ireland (ECSI), The National Parents Council, Education and Training Boards (ETB) and academic institutions to promote DF.

Collect and analyse data and disseminate findings.

4.6 Dolly Parton's Imagination Library

Achievements 2021

Dolly Parton's Imagination Library (DPIL) had another fantastic year in that 61,090 books were delivered to children living in Dublin 24, equating to 72% eligible children. Since starting the programme 153,082 books have been delivered.

There was successful engagement with various funders including ESB for Generations, Dublin Bus Community Grants, HSE Lottery Grants and a new connection with The Stocker Foundation, our partnership with An post continued.

CDI was successful in submitting an abstract to present at the ELINET conference- EUROPEAN CONFERENCE ON LITERACY, in DUBLIN on JULY 4-6, 2022.

The objectives of the Imagination Library are:

- The home learning environment will be enhanced and children's literacy abilities improved
- The relationship between parents and their children will be improved through engaging in home learning activities
- Children will have positive attitudes to reading and parents will have positive attitudes to their child/children's literacy.

The home learning environment (HLE) is an important predictor of children's academic and social development. The Home Learning Environment Index (HLEI) is used to assess the quality of the home learning environment, in terms of the activities that take place in the child's home environment that are known to support and promote their learning. It measures the frequency with which children engage in each of the following activities: (1) being read to, (2) painting and drawing, (3) going to the library, (4) playing with letters or numbers, (5) learning activities with the alphabet, (6) learning activities with numbers or shapes, and (7) playing with songs, poems, or nursery rhymes (CES, 2021). By measuring the quality of the HLE, we can improve our understanding of learning activities in the home which can support children's development. This data can evidence the impact of the programme and help target value-added activities such as tips and resources to support parents appropriately.

CDI uses an adapted HLEI as a questionnaire to assess the reading and learning activities a child engages in at home in a week. The minimum HLEI score is 0.0 and the maximum score is 49.0.

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The 2021 annual survey of DPIL parents indicated that the average HLEI score was 39.82. In the sample for the 2020 annual survey of DPIL parents, the average HLEI was 34.00, while in the 2019 sample the average HLEI was 33.50, indicating year on year improvements.

Children who had access to a greater number of books at home were found to be significantly more likely to report higher than average scores for closeness in the child-parent relationship.

Mothers who enjoyed reading to themselves were more likely to enjoy reading to their child (95.74%) compared with mothers who sometimes enjoyed reading to themselves (94.54%), and mothers who did not enjoy reading to themselves (77.78%). Fathers or other caregivers who enjoyed reading themselves were also more likely to enjoy reading to their child (96.12%) compared with fathers or other caregivers who sometimes enjoyed reading themselves (84.09%), and fathers or other caregivers who did not enjoy reading themselves (83.33%).

Targets for 2022

In 2022, DPIL will be further developed through the following:

- Continue to build a relationship with local services to maximise uptake of DPIL by eligible families
- Maintain and strengthen relationships with local businesses and agencies in Tallaght and beyond, for the purposes of ensuring all children avail of the programme and to support fundraising for the Imagination Library
- Continue to deliver high quality books to children in Dublin 24 and reach 75% of the population
- Develop effective mechanisms to monitor participation of and increase engagement with hard-to-reach and vulnerable groups
- Become a TUS host organisation and create a dedicated post to work with Traveller and Roma communities in Tallaght
- Maintain regular contact with families registered with DPIL providing them with added value activities in the form of social media posts, information on local activities and prompts to support a positive HLE
- Host a family fun day in the library to celebrate 200,000 books delivered in D24
- Host an affiliate event for the UK and Ireland.

4.7 Restorative Practices

Interagency Work 2021

During 2021 CDI began working with Tusla to pilot a system of Restorative Practices (RP) training and supports with the aim of embedding restorative approaches that build on existing good practice. RP training was provided for a number of managers, social workers, foster care and residential care staff in the Dublin South West area, with a focus on staff supporting fostering and working with children in care. Twenty-six staff completed the Getting Started with RP course. Seven senior members of staff continue training to complete the RP Facilitation Skills course and a plan has been agreed for promoting and embedding RP in their workplaces.

Throughout 2021, CDI continued to support Restorative Practice Ireland (RPI) to establish itself as a national network for promoting and supporting RP across the country. This included organising and hosting an online conference "Working Towards a Restorative Society" during Restorative Justice Week in November that was attended by 120 people.

Highlights during 2021 included:

- Despite the ongoing Covid-19 pandemic restrictions, RP Training was delivered to 420 people
- In March, 69 people graduated as RP Trainers
- In August, 15 people began training as RP Trainers
- The first ever fully online self-directed RP Summer Course for Teachers was delivered during July and August and 68 teachers completed the Course at their own pace
- In October, as part of the Erasmus+ project which CDI is a partner to (TReP) 18 people completed the first ever online course in RP accredited at Level Five on the European accreditation framework
- A major independent evaluation of the Quality and Impact of CDI's RP training provision was completed and launched during Restorative Justice Week in November.

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The independent evaluation involved surveys of 624 trainees and 41 interviews and found that 94 – 97% of participants were satisfied or highly satisfied with the training and 92 – 96% of participants reported that they were likely or very likely to use the skills they had learned. Analysis of training data from September 2020 to August 2021 revealed that a majority of trainees were based outside of Dublin, in Munster.

Targets for 2022

Targets for 2022 are as follows:

- Ongoing provision of RP training courses in line with demand
- Adaptation of RP Training Materials in line with the findings of the independent evaluation
- Publish and disseminate 14 RP Case Studies from around Ireland
- Publish and disseminate two RP Implementation Guides
- Pilot one QQI-accredited Level 6 RP Course
- Pilot RP modules in two Teacher Training courses
- Pilot RP as a mechanism for improving relationships between An Garda Síochána and African Irish young people, through a partnership with Maynooth University.

5. Emerging Needs

CDI's Programme Team continue to meet every six weeks during the year to discuss the progress of each of programme area, associated projects and interventions; to share best practice; identify new and emerging needs and agree supports for each other and stakeholders.

CDI's target to 'Dad-Proof' all services progressed in 2021, with continuous improvements across programme areas in terms of engaging and including fathers in work and activities.

In 2021, CDI received a Google Data Centre Community Grant to develop a new programme to develop parental capacity to engage with Science, Technology, Engineering, Art and Maths (STEAM) with their children in the home. Following an open competitive tender, DCU was commissioned to undertake a literature review and to develop the resources required for this exciting innovation. An Advisory Group has also been established to guide the programme. 2022 will see a pilot and evaluation taking place, with a view to creating a programme of training and parental supports which enables the integration of STEAM activities in the home.

During 2021, CDI started exploring opportunities to become an autism-friendly organisation, and possibly even community. This work will progress further in 2022 starting with some inter disciplinary and cross programme training to ensure that CDI programmes are accessible and autism aware/friendly.

Delays in delivering the national 'Progressing Disabilities' programme in CHO7 had a significant impact on parents of children awaiting disability services. There is a lack of understanding about the referral process amongst parents and a lack of clarity regarding supports available to parents and children with additional needs. CDI are compiling an information booklet for parents to map the process and support them in their journey. This will be launched in 2022.

Targets for 2022:

6. Planning, Monitoring and Evaluation Achievements and Outcomes in 2021

In 2021, CDI continued to strengthen its Planning, Monitoring and Evaluation (PM&E) processes with a particular focus on building a collective PM&E and dissemination of CDI's programme impact and results. The *"Over the Fence"*, child poverty report was also launched and dissemination focused on developing and implementing action plans and influencing national level policies, as informed by the study.

Planning, Monitoring and Evaluation

- Monitoring and evaluation of impact on the children and families we work with continues. For all programmes, data were collected and analysed and reports completed, to assess the results and impact of interventions and inform planning and implementation

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- In 2021, an evaluation of CDI's Doodle Den programme began using the Social Return on Investment (SROI) framework, which will be completed in 2023. An intern from UCD, Lea Zagar, was welcomed, who helped us to consult with 30 children participating in the Doodle Den programme in Dublin 24, seven parents of these children and three facilitators implementing the programme. These consultations were important for building the Doodle Den SROI Theory of Change.

Targeting and Child Poverty

- The *Over the Fence* report following completion of CDI's child poverty study in Tallaght Over the Fence Was launched by Mr. Joe O'Brien, Minister of State at the Department of Rural and Community Development with a special responsibility for Community Development and Charities. The launch brought together staff from different organisations working with children and families to discuss and reflect on the report, with special input from Dr Yekaterina Chzhen, Assistant Professor of Sociology at Trinity College Dublin and Tanya Ward, Chief Executive at the Children's Rights Alliance
- Following the launch of Over the Fence, the South Dublin Children and Young People's Services Committee (CYPSC) and Local Community Development Committee (LCDC) started a process of developing a Local Child Poverty Action Plan for South Dublin County, informed by the Over the Fence report
- Socioeconomic data were reviewed to inform CDI's decisions in relation to the location of a PCF, following the ending of this support in St Kevins ELC.

Dissemination of results and impact

- In 2021, dissemination plans for each programme were developed to guide the sharing and dissemination of evidence, results, and impact of CDI's interventions. This has improved the systematic sharing of results and expanded the network of stakeholders with whom these are communicated
- Different platforms were targeted to disseminate CDI's work, including conferences, workshops, and publications. Drawing on the Over the Fence report, presentations were made on the impact of Covid-19 on children and families at the *Interdisciplinary Child Wellbeing Network* and a journal article, awaiting publication. Key findings were presented to the South Dublin LCDC and during the national ABC programme child poverty day
- A presentation on housing and homelessness will be made in May 2022 at the Sociological Association of Ireland Annual Conference. The presentation will draw from on the Over the Fence report
- A journal article was submitted to the prestigious PLOS One journal, drawing on the Powerful Parenting research. A total of four conference presentations were made based on this research.

Internal capacity building

- CDI focused on developing internal capacity in research, monitoring and evaluation and building a participatory monitoring and evaluation system. In 2021, plans were developed to create Data Champions drawn from CDI frontline staff. This role aims to support data collection and maintain a strong focus on M&E throughout the year. data Champions were identified from CDI's PCF's and training was provided. The initiative will be extended to other programme areas in 2022.
- In 2021, four community peer researchers were trained in Qualitative Data Specialist under the *Marie Skłodowska-Curie Action (MSCA)* grant. The peer researchers undertook consultations for the implementation evaluation of the Powerful Parenting Programme
- CDI's Data Specialist completed training SROI methodology, and is currently using the approach to assess the social impact of the Doodle Den programme
- The Data Specialist also completed training in Information Privacy and Data Protection, to strengthen internal Data Protection systems
- CDIs Research Fellow undertook a study visit to Belfast, meeting with a number of stakeholders in relation to approaches to engaging parents, and specifically methodologies for working with fathers.

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DIRECTORS' ANNUAL REPORT

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Influence the wider Tusla and ABC programme

- As further detailed above (CDI Training and Consultancy Service), in 2021, CDI contributed to various processes within the Tusla and ABC programme. Our PM&E unit contributed to CDI's consultancy training of ABC staff on monitoring and evaluation under the Quality Implementation Training programme. We also trained identified national ABC Quality Implementation Champions
- Our PM&E unit also contributed to the development of the draft national ABC logic model. The development of the logic model was important as it guides the direction of the ABC logic model and development of the ABC Outcomes Framework
- Our PM&E unit contributed to the development of the PPFS Common Measurement Framework.

Targets for 2022

- Internal system strengthening: Progressively strengthening staff capacity, particularly in using data for reporting and planning, development of data collection tools, and data analysis and visualisation
- Complete the application of the SROI framework to the Doodle Den programme. This will help us assess the social impact of our programme.
- Continue the rigorous monitoring and evaluation of CDI interventions, review all programme logic models, PM&E plans and align them to the National ABC Outcomes Framework
- Undertake a quasi-experimental evaluation to assess the impact of our Doodle Families programme
- Continue to widely disseminate the learning and findings from across all CDI interventions using different platforms, including conferences, workshops, programme reports and journal publications.

7. Interagency Collaboration

During 2021, CDI staff participated in several interagency structures and processes including:

- CYPSC and the following subcommittees: Safe and Protected from Harm; Youth Mental Health; Homelessness
- Prevention and Early Intervention Network: Executive Committee and Homelessness Working Group
- Circle of Security Peer Support Group
- Literacy Advisory Group
- Tusla Parent Support Champions
- Tusla Parenting Forum
- Tusla Parenting Working Group
- Oral Language Forum
- ABC Oral Language Paper Working Group
- Tusla Child and Family Support Network
- South Dublin County Partnership Children and Families Subcommittee.

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Financial Review

The results for the financial year are set out on page and additional notes are provided showing income and

Financial Results

At the end of the financial year the charity has assets of €407,260 (2020 - €174,690) and liabilities of €372,014 (2020 - €173,771). The net assets of the charity have increased by €34,327.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Daniel Kingsbury (Appointed 12 February 2021, Resigned 12 February 2021)
Darren Bracken (Appointed 3 December 2021)
Catriona Rodgers (Appointed 24 September 2021)
Anita Nolan (Appointed 24 September 2021)
Aisling O' Reilly (Appointed 24 September 2021)
Emer Woodfull (Appointed 3 December 2021)
Mary Corcoran
John Murray (Resigned 24 September 2021)
Paul Murphy
Brendan Cremen
James Dolan (Resigned 12 February 2021)
Helen Johnston (Resigned 3 December 2021)
John Paul Byrne
Madeline Mulrennan
Elizabeth Nixon
Isabel Aust (Resigned 3 December 2021)

In accordance with the Constitution, the directors retire by rotation.

The secretary who served throughout the financial year was Philip Zambra.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Childhood Development Initiative Company Limited By Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Going Concern

The directors have prepared budgets for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the charity was unable to continue as a going concern.

Auditors

The auditors, Crowleys DFK Unlimited Company, continue in office in accordance with section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

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Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at St Mark's House, Cookstown Lane, Fettercairn, Dublin 24.

Approved by the Board of Directors on 6/5/2022 and signed on its behalf by:

Mary P. Corcoran
Mary Corcoran
Director

Aisling O'Reilly
Aisling O'Reilly
Director

Childhood Development Initiative Company Limited By Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.


In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Directors on 25/12/2022 and signed on its behalf by:



Mary Corcoran
Director



Aisling O'Reilly
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Childhood Development Initiative Company Limited By Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Childhood Development Initiative Company Limited By Guarantee for the financial year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2021 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; 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 described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

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

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Childhood Development Initiative Company Limited By Guarantee

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 10, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

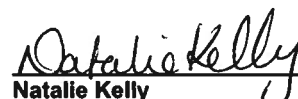
Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 28, which is to be read as an integral part of our report.

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

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



Natalie Kelly

for and on behalf of

CROWLEYS DFK UNLIMITED COMPANY

Chartered Accountants and Statutory Audit Firm

16/17 College Green

Dublin 2

D02 V078

.....6/5/2022

Childhood Development Initiative Company Limited By Guarantee APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' 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 charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity 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 manner that achieves fair presentation.

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

Childhood Development Initiative Company Limited By Guarantee

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €
Income							
Charitable activities							
Grants	4.1	71,019	1,487,612	1,558,631	12,199	1,486,273	1,498,472
Other income	4.2	41,573	134,345	175,918	41,321	168,267	209,588
Total income		112,592	1,621,957	1,734,549	53,520	1,654,540	1,708,060
Expenditure							
Charitable activities	5.1	41,294	1,475,626	1,516,920	11,861	1,494,058	1,505,919
Other expenditure	5.2	48,957	134,345	183,302	24,924	168,268	193,192
Total Expenditure		90,251	1,609,971	1,700,222	36,785	1,662,326	1,699,111
Net income/(expenditure)		22,341	11,986	34,327	16,735	(7,786)	8,949
Transfers between funds		-	-	-	44,289	(44,289)	-
Net movement in funds for the financial year		22,341	11,986	34,327	61,024	(52,075)	8,949
Reconciliation of funds							
Balances brought forward at 1 January 2021	14	47,557	(46,638)	919	(13,467)	5,437	(8,030)
Balances carried forward at 31 December 2021		69,898	(34,652)	35,246	47,557	(46,638)	919

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.


Childhood Development Initiative Company Limited By Guarantee

BALANCE SHEET

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	9	<u>31,874</u>	<u>21,303</u>
Current Assets			
Debtors	10	123,444	55,255
Cash at bank and in hand	16	251,942	98,132
		<u>375,386</u>	<u>153,387</u>
Creditors: Amounts falling due within one year	11	<u>(372,014)</u>	<u>(173,771)</u>
Net Current Assets/(Liabilities)		<u>3,372</u>	<u>(20,384)</u>
Total Assets less Current Liabilities		<u>35,246</u>	<u>919</u>
Funds			
Restricted trust funds		(34,652)	(46,638)
General fund (unrestricted)		69,898	47,557
Total funds	14	<u>35,246</u>	<u>919</u>

Approved by the Board of Directors on 6/12/2022 and signed on its behalf by:



 Mary Corcoran
 Director



 Aisling O'Reilly
 Director

Childhood Development Initiative Company Limited By Guarantee
STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Net movement in funds		34,327	8,949
Adjustments for:			
Depreciation		14,958	16,591
		<u>49,285</u>	<u>25,540</u>
Movements in working capital:			
Movement in debtors		(68,189)	(18,638)
Movement in creditors		198,243	(110,009)
		<u>179,339</u>	<u>(103,107)</u>
Cash flows from investing activities			
Payments to acquire tangible assets		(25,529)	-
Receipts from sales of tangible assets		-	1,930
		<u>(25,529)</u>	<u>1,930</u>
Net cash generated from investment activities			
		<u>(25,529)</u>	<u>1,930</u>
Net increase in cash and cash equivalents		153,810	(101,177)
Cash and cash equivalents at 1 January 2021		98,132	199,309
Cash and cash equivalents at 31 December 2021	16	<u><u>251,942</u></u>	<u><u>98,132</u></u>

Childhood Development Initiative Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. GENERAL INFORMATION

Childhood Development Initiative is a company limited by guarantee (registered under Part 18 of the Companies Act 2014) incorporated and registered in the Republic of Ireland (CRO Number: 433654). The registered office of the company is St Mark's House, Cookstown Lane, Fettercairn, Dublin 24 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland.

As permitted by the Companies Act 2014, the the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2017 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Childhood Development Initiative Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases, the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable, and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Reserves policy

Funding received from Tusla is 100% funded for their activities for the year, there were no unspent funds at year end. Any other reserves are income that is available to Childhood Development Initiative, and which can be spent at the discretion of the Board of Directors to further any of the charity's objectives, but which is not yet spent, committed, or designated for any specific purpose.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Office Equipment & Fixtures and fittings	-	20% Straight line
IT equipment	-	33.33% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

Childhood Development Initiative Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting for depreciation

The company provides for depreciation on its tangible fixed assets. Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives. The directors review on an on-going basis the charge to depreciation to ensure it is consistent with the expected residual value applicable to the different categories of tangibles. The total amount of assets subject to depreciation is €31,874 (2020: €21,303).

Going Concern

The directors have prepared budgets for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the charity was unable to continue as a going concern.

Useful Lives of Tangible Fixed Assets

Long-lived assets comprising primarily of property, fixtures and fittings, and office equipment represent a significant portion of the total assets. The annual depreciation and amortisation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives by considering technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation and amortisation charge for the financial year.

4. INCOME

4.1 CHARITABLE ACTIVITIES	Unrestricted Funds €	Restricted Funds €	2021 €	2020 €
Parental Support	3,366	438,085	441,451	379,934
Literacy and Language	1,065	390,841	391,906	440,951
New Developments	1,265	-	1,265	25,158
Overheads / Management / Governance	65,323	658,686	724,009	652,429
	<u>71,019</u>	<u>1,487,612</u>	<u>1,558,631</u>	<u>1,498,472</u>

4.2 OTHER INCOME	Unrestricted Funds €	Restricted Funds €	2021 €	2020 €
Restorative Practices	41,573	134,345	175,918	209,588
	<u>41,573</u>	<u>134,345</u>	<u>175,918</u>	<u>209,588</u>

5. EXPENDITURE

5.1 CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
Parental Support	194,164	245,966	-	440,130	379,934
Literacy and Language	169,667	221,143	-	390,810	440,952
New Developments	39	18	-	57	25,158
Overheads / Management / Governance	133,582	552,341	-	685,923	659,875
	<u>497,452</u>	<u>1,019,468</u>	<u>-</u>	<u>1,516,920</u>	<u>1,505,919</u>

Childhood Development Initiative Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

5.2 OTHER EXPENDITURE	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
Restorative Practices	13,896	169,406	-	183,302	193,192

6. INCOME

All income relates to Republic of Ireland

7. NET INCOME

	2021 €	2020 €
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	14,958	16,591

8. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2021 Number	2020 Number
CEO	1	1
Program & Administration staff	18	16
	19	17

The staff costs comprise:

	2021 €	2020 €
Wages and salaries	810,880	731,306
Pension costs	20,904	15,396
	831,784	746,702

9. TANGIBLE FIXED ASSETS

	Office Equipment & Fixtures and fittings €	IT equipment €	Total €
Cost			
At 1 January 2021	18,532	49,083	67,615
Additions	-	25,529	25,529
At 31 December 2021	18,532	74,612	93,144
Depreciation			
At 1 January 2021	12,265	34,047	46,312
Charge for the financial year	1,853	13,105	14,958
At 31 December 2021	14,118	47,152	61,270
Net book value			
At 31 December 2021	4,414	27,460	31,874
At 31 December 2020	6,267	15,036	21,303

Childhood Development Initiative Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

continued

10. DEBTORS		
	2021	2020
	€	€
Trade debtors		
Other debtors	33,399	2,130
Prepayments	80,084	46,232
	9,961	6,893
	<u>123,444</u>	<u>55,255</u>
11. CREDITORS		
Amounts falling due within one year	2021	2020
	€	€
Trade creditors		
Taxation and social security costs	102,988	23,309
Other creditors	28,742	26,861
Pension accrual	5,597	2,787
Accruals	2,378	-
Deferred Income	25,598	54,861
	206,711	65,953
	<u>372,014</u>	<u>173,771</u>
12. RESERVES		
	2021	2020
	€	€
At 1 January 2021		
Surplus for the financial year	919	(8,030)
	34,327	8,949
At 31 December 2021	<u>35,246</u>	<u>919</u>

Childhood Development Initiative Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

13. State Funding

Agency	Tusla - Child and Family Agency
Government Department	Department of Children and Youth Affairs
Grant Programme	ABC Programme
Purpose of the Grant	The ABC Programme is a prevention and early intervention initiative, targeting investment in effective services to improve the outcomes for children and families living in disadvantaged areas.
Term	January 2021 to December 2021
Total Grant	€1,556,079
Funds deferred to 2022	€74,099
Received in the financial year	€1,481,980

See below for breakdown of expenditure of the Tusla ABC Programme Grant:

	2021 €
ABC	1,556,079
Total TUSLA Income	1,556,079
Expenditure	
Gross Wages	811,805
Staff Recruitment	360
Sports & Social	1,440
Professional Fees	18,853
Pension	20,904
Service Provision	328,214
Depreciation	14,958
CPD	26,121
Consultants, Trainers and QS /Strategic Partners	94,222
Rent	13,249
Insurance	9,647
Heat and Light	6,842
Cleaning	2,979
Equipment Leasing	4,629
Travel and Subsistence	1,112
PR and Communications	25,320
Parent Programme Training	200
Office and Stationery Costs	18,605
ICT Maintenance	29,753
Printing and Dissemination	11,711
Telecommunications	7,918
Catering	3,190
Board Expenses	773
Bank Charges and Interest and FX	778
Interagency/Governance	2,867
IT Equipment	25,530
Total Expenses	1,481,980
Total Surplus at Year End 31 December 2021	74,099
Opening TUSLA Balance	-
Closing TUSLA Balance	74,099

Childhood Development Initiative Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

14. FUNDS

14.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2020	(13,467)	5,437	(8,030)
Movement during the financial year	61,024	(52,075)	8,949
At 31 December 2020	47,557	(46,638)	919
Movement during the financial year	22,341	11,986	34,327
At 31 December 2021	<u>69,898</u>	<u>(34,652)</u>	<u>35,246</u>

14.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2021 €	Income €	Expenditure €	Transfers between 31 December funds €	Balance 31 December 2021 €
Restricted funds					
Restricted	(46,638)	1,621,957	1,609,971	-	(34,652)
Unrestricted funds					
Unrestricted General	47,557	112,592	90,251	-	69,898
Total funds	<u>919</u>	<u>1,734,549</u>	<u>1,700,222</u>	<u>-</u>	<u>35,246</u>

14.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Unrestricted general funds	31,874	375,386	(372,014)	35,246
	<u>31,874</u>	<u>375,386</u>	<u>(372,014)</u>	<u>35,246</u>

15. STATUS

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.

16. CASH AND CASH EQUIVALENTS

	2021 €	2020 €
Cash and bank balances	<u>251,942</u>	<u>98,132</u>

Childhood Development Initiative Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

17. POST-BALANCE SHEET EVENTS

There have been no other significant events affecting the Charity since the financial year-end.

18. FINANCIAL INSTRUMENTS

The Charity only has basic financial instruments.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Other Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

	2021	2020
	€	€
Financial assets that are debt instruments measured at amortised cost		
Trade debtors	33,399	2,130
Other debtors	80,084	46,232
Cash at bank and in hand	251,942	98,132
	<u>365,425</u>	<u>146,494</u>

19. SALARY BAND

The following number of employees receive salaries in excess of €60,000:

	2021	2020
	€	€
€60,001 - €70,000	3	4
€70,001 - €80,000	-	1
€100,001 to €110,000	1	1
	<u>4</u>	<u>6</u>

20. RELATED PARTY TRANSACTIONS

Key management personnel compensation

As at 31 December 2021 no board member received any money or expenses for their services.

21. CONTINGENT LIABILITIES

There are ongoing legal actions against Childhood Development Initiative Company Limited by Guarantee by a single claimant. At this stage of the process, it is not possible to quantify the probable outcome of the claims, however, Childhood Development Initiative Company Limited by Guarantee is indemnified to a maximum exposure of €15,000 per claim.

22. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements and to prepare and submit returns to the Companies Registration Office.

23. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 