Pathways to a Brighter Future:

Empowering Generations Together

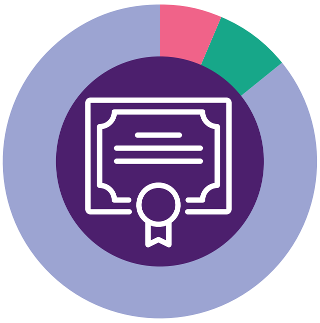
Annual Report 2025

an Cosán

Contents

Front cover photo: Further Education learner, Tracey Hickey,
pictured at her graduation in 2025 with Georgia Grace Quinn her 1st granddaughter.
Photography: Lorraine O'Sullivan

2025 Impact



ACE Qualifications

- **18** BA Level 7 (Higher Education) Degrees awarded
- **21** QQI Major Awards achieved by our learners
- **236** QQI Minor Awards earned across our programmes

Digital Inclusion

172 **Laptops distributed through our Laptop Loan Scheme**

113 Digital Champions trained to support community digital literacy

1,600+ **Digital Stepping Stones (DSS)** tool users in 2025

780 Learners registered on our **Get Yourself Online (GYO)** platform

222
Early Years and After School places provided across our centres

1,200
Counselling sessions delivered to individuals

283
Lifestart programme home visits conducted to support vulnerable families

1,242
Adult Community Education (ACE) places delivered across Access, Further and Higher Education

57 **Nationalities**

36 **Ukrainian learners**

46 **Employer relationships maintained to support learner progression**

Chairperson's Foreword

Journey

"As we stand on the threshold of our 40th year in 2026, we find ourselves reflecting on the path travelled from a local project at The Shanty to Ireland's largest community education organisation."

Marlene McCormack
Chair of the
Board of Directors

It is with a sense of profound pride and gratitude that I look back on 2025, a year in which An Cosán continued to flourish as a national movement for change while remaining deeply rooted in the community that first nurtured our vision. As we stand on the threshold of our 40th year in 2026, we find ourselves reflecting on the path travelled from a local project at The Shanty to Ireland's largest community education organisation.

This year has been one of significant strategic momentum. We have acted with great intention to advance our strategy, ensuring our strategic goals lead every decision we make. Whether through the delivery of world-class Early Years education, the conclusion of our transformative WorkAbility project, or our award-winning digital inclusion initiatives, our focus remains steadfast: breaking the cycle of intergenerational poverty.

At the heart of our success is partnership. I want to say a heartfelt thank you to our donors and supporters who have the bravery to back work that is both bold and groundbreaking. Your investment allows us to offer not just high quality learning across all ages and life stages, but also the wrap-around supports - from childcare to counselling - that make the right to education a reality rather than a hollow promise.

We were particularly honoured this year to be named 'Best Non-Profit Organisation 2025' at the South Dublin County Business Awards, a testament to the dedication of our staff and the strength of our governance.

I am also very proud that we have further strengthened our transparency and governance through the publication of our Gender Pay Gap report, which proudly reflects An Cosán's values with women holding 84% of our top-quartile roles. This transparency sits alongside our proactive commitment to staff wellbeing, including the implementation of the 2025 Living Wage, Early Years ERO rates, and a comprehensive salary benchmarking exercise to ensure we remain a sustainable and equitable employer for the talent that drives our mission.

I want to acknowledge the incredible leadership of our CEO, Heydi Foster, and my colleagues on the Board, whose determination and wisdom guide our strategy. Most importantly, I want to acknowledge the years of dedication and service by Anna Durkan as Chair of An Cosán and the incredible An Cosán team.

As we come to our 40th year in 2026, our new campaign, 'Change starts with mams', captures the very essence of An Cosán: when you invest in a woman, you shift the trajectory of an entire family and community.

To every learner who walked through our doors this year with a bold heart - thank you for letting us be part of your story.

Executive Summary from our CEO

Hope

"We believe that education is a fundamental human right. However, for lone parents, Traveller women, migrants, and all those we serve, that right is only accessible when the proper supports are in place."

Heydi Foster
CEO

The world can sometimes feel like a dark place, marked by rising inequality and attacks on identity and justice. In 2025, we have seen such turbulence, but when I look for hope, I find it in An Cosán and in the incredible courage of our learners.

We believe that education is a fundamental human right. However, for the lone parents, Traveller women, migrants, and all those we serve, that right is only accessible when the proper supports are in place.

Our 2025 achievements demonstrate the results of our efforts. Our Early Years and Lifestart programmes provided essential stability for families. Our Adult Community Education programmes reached 1,242 learners, including celebrating a major graduation milestone with 18 Higher Education BA degrees awarded in partnership with SETU.

Our wraparound supports remain essential in facilitating our learners and families to engage. Our Counselling service provided 1,200 sessions, supporting learners to overcome difficulties and remain engaged in their education. Our Digital Inclusion team received national recognition for our pioneering tools by winning the "Most Innovative Digital Transformation" award at the 2025 Education Awards.

We contributed directly to national strategies, ensuring the voices of the most marginalised are heard at the highest levels of government. We amplified our impact on national policy, hosting a visit from the Secretary General of the Department of Children, Equality, Disability, Integration and Youth.

We have worked hard this year to better demonstrate our impact, and the results have been extraordinary. Our learners have rated our programmes with world-class satisfaction scores, but more importantly, over 90% of them tell us they have gained a new sense of confidence and wellbeing.

I want to pay a special tribute to our learners - the women who come to us with bold hearts and leave with bright futures. And to our little ones in our Early Years centres: you are the reason we strive for excellence every single day.

As we move toward our 40th anniversary and beyond, let us reaffirm the belief that no one should be left behind. Thank you for your support, for your belief in our mission, and for being part of this transformative journey. Together, we are building a more equitable Ireland.

Our Vision, Mission, Values and Goals

Empower

Our Vision

A world where everyone can access education to achieve their full potential.

Our Mission

To empower women and children left furthest behind through learning, leadership and enterprise.

Our Values

- **Connected:** Meeting the needs of our community in an inclusive way.
- **Compassionate:** Being kind, supportive and loving.
- **Courageous:** Being ambitious and resilient.

Our Core Services

- **Early Years Education and Care**
- **Counselling and Family Support**
- **Adult Community Education (ACE)**

We provide a pathway to learning, leadership and enterprise for those who are most marginalised in our society. While we welcome all, our focus is primarily on women and children as we believe this is the most effective way to break the cycle of intergenerational poverty. We are a feminist organisation that holds empowerment and equality at our core. We strongly believe in inclusivity, diversity, and respect. The communities we work in are important to us and we are constantly striving to find new ways to break down barriers for people to access education in these communities to achieve their full potential.

Our Strategic Goals

To achieve our vision, we focus on four key strategic goals that guide our work:

Goal 1: Strengthen Our Core Services

To meet this goal, we will continue to provide our leading-edge services in Early Years Education and Care; Counselling and Family Support; and ACE.

Goal 2: Promote Inclusivity

To meet this goal, we will exemplify how to work with marginalised communities inclusively; continue to be pioneers in the area of digital inclusion; and create accessible community spaces.

Goal 3: Influence Systemic Change

To meet this goal, we will influence public policy; evidence our impact on people's lives; and become an influential voice in the education sector.

Enabling Goal: Become a more Sustainable Organisation

To meet this goal, we will nurture our team and culture; diversify and increase our funding; strengthen our systems and processes; and improve our internal and external communications.

10 Year Goal

To become the education voice for those left furthest behind and a leader in enhancing the education system in Ireland

Origins and Context

Pathways

»40
years of community-led transformative education (1986–2026)

23,000+
women empowered to reshape their futures since our inception

90%+
of our learners are women from Ireland's most excluded communities

As An Cosán prepares to enter its **40th year in 2026**, we reflect on a journey that began with a simple but radical belief: that education is the most powerful tool to break the cycle of poverty. This milestone marks four decades of transforming lives and leading change for generations across Ireland.

With bold hearts and a vision for brighter futures, An Cosán's journey began in 1986 at The Shanty, the home of Dr Ann Louise Gilligan and Katherine Zappone. With a shared vision for active citizenship and transformational education, they believed that education held the key to unlocking potential and eradicating poverty. From its inception, their work centred on the women of Tallaght West, recognising that empowering and educating women was fundamental to uplifting entire communities.

The dream was to create pathways to learning, leadership, and enterprise for those most marginalised in society, a vision that has grown and flourished into the impactful organisation An Cosán is today - now Ireland's largest community education organisation. Building on this early commitment to accessible learning, An Cosán's dedication solidified with the opening of its centre in Jobstown in 1999. This pivotal moment marked the creation of a dynamic and adaptable system of community education, thoughtfully designed to accommodate the diverse needs and unique capabilities of each learner.

Change starts with
mams
40 years of impact

Today, as we stand on the threshold of our **40th anniversary**, we remain committed to our ambition of being the definitive educational voice for those most marginalised.

Our **One Generation Solution** is rooted in the understanding that educating a mother empowers her not only to improve her own life but also to instil a lasting value and appreciation for education within her entire family. To date, An Cosán has educated over 23,000 women, and we are committed to extending this impact, aiming to educate another 21,000 by 2030.

We address the complex challenges our learners face head-on by providing comprehensive wraparound services, including counselling, family support, and digital literacy training, ensuring women can overcome barriers and fully engage with their education. As we launch our **'Change starts with...'** campaign for our 40th year, we continue to prove that with the right supports, a brighter future is possible for all.

The Shanty

Strategic Goal 1: Our Core Services

Early Years

Early Years 2025 in Numbers

222
Early Years and After School places provided across our centres

100%
of our services implemented the Access and Inclusion Model (AIM) to support children with additional needs

26
full-time places allocated specifically to children referred by Tusla and health professionals in our Jobstown centre

6
Early Years Dublin locations including Jobstown, Fettercairn, Kiltipper, Whitehall, and Cabra

6
intensive HighScope curriculum training sessions completed by our educators to drive excellence in practice

An Cosán continues to provide leading services in Early Years Education and Care, ensuring that the youngest members of our community have the best possible start in life.

About Early Years

An Cosán Early Years Education and Care service provides the highest quality standard of education and care for children aged three months to 12 years. Our pedagogy is rooted in the HighScope Curriculum, which utilises a "Plan, Do, Review" model to prioritise active participatory learning and child-led enquiry. This holistic approach, aligned with Aistear (the National Curriculum Framework) and Síolta (the National Quality Framework), fosters the development of competent and confident lifelong learners.

Through relational and reciprocal interactions, learning experiences based on children's observed interests help build strong academic foundations and age-appropriate social-emotional skills. This approach improves each child's sense of identity and belonging while maintaining a strong partnership with families and the wider community.

We remain committed to making childcare accessible through our participation in the National Childcare Scheme (NCS) and the Early Childhood Care and Education (ECCE) programme.

Bright Stories:

Vanessa

Vanessa, a parent of three children who attended our St. Anne's Fettercairn service, describes the experience as life-changing.

"As a parent, I was never alone - especially when it came to understanding and seeking support for my children's additional needs," she says. Encouraged by the wraparound supports, Vanessa found the confidence to return to education herself, completing a Level 5 qualification with An Cosán.

Today, she gives back by volunteering in the same service that supported her family. "Enrolling your child in the service is not just about childcare - it is about becoming part of a supportive community that lifts you up."

A supportive community that lifts you up

Early Years in 2025

Throughout 2025, An Cosán Early Years prioritised continuous professional development to ensure our educators remain at the forefront of best practices and evolving quality standards. Central to this was our participation in intensive Infant-Toddler HighScope curriculum training. This investment in our team's expertise directly improves outcomes for children while ensuring a culture of growth and innovation across our services.

Our teams also engaged in responsive training to deepen their expertise in critical areas such as Trauma-Informed Practice and the updated Aistear Curriculum Framework, ensuring our pedagogy remains modern and emphatic to the needs of our diverse community. The 2025 professional development calendar further featured specialised training on Supporting Neurodiverse Children; Diversity, Equity and Inclusion; Wellbeing and Mental Health; and Motivating Staff.

In our Early Years centres, we maintained a highly qualified workforce, including staff with BA degrees and Level 5–6 qualifications in Early Years Education and Care. The centre continued to deliver integrated wraparound supports, including parenting programmes, mother and baby groups, and family support interventions. By strengthening links between early years, family support, counselling, and adult education, we enabled a truly whole-family, multi-generational approach to breaking the cycle of poverty.

Highlights in 2025

- **Upskilling Excellence:** Secured corporate funding to upskill all early years educators in the HighScope curriculum, strengthening the quality and consistency of practice across all sites.
- **Positive Developmental Outcomes:** Parents reported significant improvements in their children's communication, social skills, confidence, and overall school readiness.
- **Strong Inclusion:** Successfully supported families experiencing socio-economic disadvantage, lone parenthood, and cultural diversity, ensuring no child was left behind.
- **Effective Collaboration:** Continued a strong partnership with Tusla and local health professionals, ensuring 26 children with higher needs had access to stable, high-quality care.
- **Integrated Support:** Successfully delivered the **Bia Blasta** initiative, empowering children to participate in healthy meal planning and supporting family health and wellbeing.

Challenges in 2025

- **Socio-Economic Pressures:** Ongoing high levels of poverty, unemployment, and social inequality in the communities we serve increased the demand for intensive early years and family support services.
- **Complex Family Needs:** There is a sustained need for intensive, wraparound supports for families experiencing complex challenges, including trauma and economic stress.
- **Capacity and Infrastructure:** We faced capacity pressures, including a high demand for places and the need for expanded physical infrastructure to meet the growing need for integrated services.
- **Interagency Coordination:** Increasing demand for coordinated interagency responses, particularly for children referred through Tusla and health services, continues to require significant resources.
- **Workforce Development:** Continued upskilling and retention of qualified early years educators remain a key priority and a challenge in a competitive sector.

Bright Stories:

Mary

Mary's (name changed) story is one of courage and the power of collaboration between services. Referred by Tusla during a period of struggle with addiction, Mary's children were initially placed in the care of family members. "Recovery gave me a new beginning," she reflects.

Today, Mary has been in recovery for two years, and her youngest son is back in her full care. He is thriving in An Cosán's Early Years setting. "The support I received from An Cosán has been out of this world," Mary says. "The Manager attended all my meetings with Tusla and was always protecting and advocating for my son. The service has given me peace of mind, and I can see how much he's grown emotionally and socially."

"Recovery gave me a new beginning

Strategic Goal 1: Our Core Services

Lifestart

Lifestart 2025 in Numbers

283
home visits were conducted to provide direct support and early intervention

245
phone check-ins and online visits were carried out to maintain consistent contact with parents

24
centre-based visits took place within An Cosán to support family engagement

45
children were supported through the Lifestart programme, availed of by 34 families

9
new families were registered and welcomed into the programme during the year

An Cosán continues to provide deeply impactful family support through the Lifestart programme, ensuring that vulnerable families receive the early intervention and guidance necessary to thrive.

About Lifestart

Lifestart is a comprehensive, evidence-based programme for families throughout the Tallaght area. It is designed to empower parents of children by providing monthly home visits and education focused on early childhood development. Through visits from experienced and supportive Home Visitors, parents and caregivers gain valuable insights into their child's development, learn practical ways to support their growth, and have a safe, welcoming space to share achievements, questions, and concerns.

The programme delivers age-appropriate information and health and safety guidance, ultimately reducing parental stress, strengthening parent-child relationships, and equipping parents with the tools to foster their child's speech, language, problem-solving, and self-esteem skills. Our Home Visitors work closely with parents, providing information, answering questions, and adjusting visit frequency to meet the individual needs of each family.

Lifestart in 2025

Throughout 2025, the Lifestart programme continued to provide a critical lifeline for vulnerable families, maintaining strong levels of engagement despite the increasing complexity of family needs. Outreach remained central to the programme's delivery, with the team providing sustained support to families navigating severe challenges, including homelessness, overcrowded housing, and significant mental health issues.

The service demonstrated remarkable flexibility, adapting to family circumstances by providing online and phone support to those who had to relocate outside the immediate area, while increasing the frequency of visits for families requiring enhanced levels of care. The team also provided specialised support for families navigating disability, including assisting parents with physical disabilities in caring for young infants. By working in close collaboration with social workers, public health nurses, and other community services, Lifestart ensured that families remained connected to essential healthcare and developmental supports.

Highlights in 2025

- **Holistic Connectivity:** Successfully linked parents with wider An Cosán services, including Early Years programmes, Adult Community Education, and Counselling, to strengthen long-term outcomes for the whole family.
- **Resource Linking:** Facilitated key referrals to essential programmes such as PEEP, Cook and Move, and the Women's Collective, ensuring families had access to diverse support networks.
- **Flexible Delivery:** Successfully maintained contact with families through online and phone visits during periods of relocation or high instability, ensuring no family was left unsupported.
- **Secured Funding:** Received a final €50,000 instalment from a dedicated donor, ensuring the short-term sustainability of these vital intervention services.
- **Collaborative Care:** Maintained high standards of interagency cooperation, ensuring parents were supported to attend crucial medical and developmental appointments for their children.

Challenges in 2025

- **Complexity of Need:** Challenges faced by families include the intersection of homelessness, mental health crises, and acute social isolation.
- **Structural Barriers:** Persistent societal issues, such as inadequate housing and the cost of living, continued to place immense stress on the families participating in the programme.
- **Wait Times for Support:** Families continued to face significant delays in accessing wider healthcare and assessment services, placing an additional burden on Lifestart staff to provide interim emotional support and advocacy.

Bright Stories:

Joanna

“Lifestart is truly inspiring for me and my baby from the beginning as soon as she born. It was a really hard period for me being alone and taking care of baby. Specially being a first time mom and depressed at that time.

But you did amazing job for us following up her growth and giving all the advice. Thank you so much for supporting me and giving all the advice to raise her up to this level.

Highly recommended your service those who are really struggling with their newborns.

Thanks a million. You did amazing job.”

Lifestart is truly inspiring

Strategic Goal 1: Our Core Services

Counselling

Counselling 2025 in Numbers

1,200
approximate sessions delivered throughout the year

75
individual clients attended the service

80%
of clients were female, with

20%
being male

30–40%
of clients reported experiencing crime, including domestic/ sexual abuse or coercive control

8
practitioners provided care, including 6 qualified counsellors and 2 student counsellors/ psychotherapists

An Cosán ensures that our inclusive approach extends to the emotional and psychological wellbeing of our community, providing a safe haven for those facing significant life barriers.

About Counselling

An Cosán's confidential counselling service offers a safe and supportive space for individuals to explore personal challenges, whether it is simply needing someone to talk to or addressing deeper issues that may be hindering their progress and opportunities. We provide a listening ear and professional support to An Cosán learners, the Tallaght community, and, where feasible, individuals beyond. A suggested donation of just €10-€20 per session helps us to continue this vital service.

In memory of

Liz Whelan

In 2025, we said a heartbreaking farewell to our special friend and colleague, Liz Whelan. Liz was a central part of the fabric of An Cosán, serving as both a counsellor and a psychotherapist. She embodied kindness, compassion, and empathy, building respectful relationships with her clients and warm friendships across the entire organisation.

Liz's legacy lives on in the countless lives she touched - from the learners she supported to stay on their educational paths to the clients who credit her with saving their lives during their darkest moments. We remember her wisdom, her wonderful sense of humour, and the quiet strength she brought to every session. As we continue our work, we carry forward her spirit of service and her belief in the potential of every person who walks through our doors.

Counselling in 2025

The counselling service remained a cornerstone of our wraparound support in 2025, prioritising learners to ensure they could address the emotional and practical barriers impacting their education. Through therapeutic support, emotional regulation, and risk assessment, the service helped learners manage distress and remain engaged with their wider goals.

The year was one of significant organisational growth. We successfully underwent a Tusla Monitoring Visit, which resulted in very positive feedback regarding the quality of our service and planning. To ensure future sustainability, we signed an agreement with Cuan, securing an annual €10,000 grant with the potential for increased funding. Furthermore, we expanded our placement model by welcoming student counsellors from PCI College and Turning Point Institute, and progressed with the recruitment of a Clinical Lead to further strengthen our governance.

Highlights in 2025

- **Tusla Excellence:** Achieved positive feedback from a Tusla Monitoring Visit, confirming high standards in service planning and quality.
- **New Funding Partnerships:** Secured a new €10,000 annual grant from Cuan, strengthening the service's financial foundation.
- **Peer Support Growth:** The Domestic Violence Peer Support Group flourished, with six women attending regularly and reporting a deep sense of trust and connection.
- **Governance Milestones:** Advanced the recruitment of a Clinical Lead and expanded our clinical placement model with leading educational institutes.
- **Stability in Loss:** Successfully maintained service delivery and care during a period of significant adjustment and loss for the team.

Challenges in 2025

- **High Demand:** Demand for services remained consistently high throughout the year, resulting in a continued waiting list.
- **Complex Presentations:** The team worked with an increasing number of clients presenting with high-risk issues, including trauma, suicidal ideation, and domestic abuse.
- **Staffing Pressures:** The service faced significant staffing pressures and a profound period of adjustment following the loss of a key colleague.
- **Resource Constraints:** Maintaining a safe and consistent space for a high volume of sessions requires ongoing sustainable funding and governance support.

Bright Stories:

Laura

Laura's (name changed) story is one of navigating a series of life-altering events simultaneously, requiring immense personal resilience. She initially reached out to An Cosán's counselling service while facing the heavy emotional and practical toll of her son's chronic health issues alongside the painful breakdown of her marriage. As she navigated a difficult divorce, her daughter also received an autism diagnosis, adding another layer of complexity to her family's needs.

"I felt like I was being pulled in every direction, trying to be strong for my children while I was crumbling inside," she explains.

Through consistent, compassionate sessions, Laura was provided with a safe haven to process her grief and develop the emotional regulation skills needed to manage her daily distress.

"My counsellor's support was truly life-changing. Her guidance and compassion helped me find a way through what felt like overwhelming darkness," Laura reflects. "I genuinely believe I would not be where I am today without her. The service is invaluable, especially for women who need a safe, non-judgmental space to rebuild their lives and rediscover their own strength."

"

The counselling service is invaluable

Strategic Goal 1: Our Core Services

Adult Community Education

Adult Community Education (ACE) 2025 in Numbers

18
Higher Education graduates conferred with BA degrees from SETU

21
QQI Major Awards and

236
QQI Minor Awards achieved by learners

101
applications received for just

24
places in stage 1 September intake

458
Access and Community Engagement learner places delivered across 34 programmes (17 per term)

452
Further Education learner places provided across seven programmes

332
Higher Education learner places provided across 2 BA's and Minor Awards

World-Class Satisfaction

Achieved a Net Promoter Score (NPS) of **84** for Access and **82** for Further Education, indicating that most learners would recommend the programmes

I have been given the opportunity to gain knowledge, skills, and experience that I would not otherwise have had through this course. I am very grateful for the chance to learn, develop, and grow through this experience.

Studying Level 6 Early Childhood Care and Education at An Cosán has been an incredible experience. My tutor is amazing and my classmates are so supportive and inspiring.

The course is engaging, practical and has really helped me grow in confidence and knowledge. An Cosán also provides fantastic learning supports for anyone who needs them, ensuring that every student has the opportunity to succeed. It is a welcoming and supportive environment and I am so grateful to be part of it.

It is a great opportunity to come back to education, and give me the opportunity to achieve my goals as a professional in education in Ireland.

This year I have grown both personally and intellectually. Returning to education at 42 years of age was a gamble. Trying to juggle home life, education and childcare but I did it and I am extremely proud of everything I have achieved this year. An Cosán suits my lifestyle and allows me access to education I never thought was possible.

I enjoyed this module so much that I think I will organise my own social movement. I feel more empowered and confident due to the learning.

Taking part in this programme has been a truly rewarding experience. I've not only gained valuable knowledge and practical skills, but I've also grown in confidence and motivation. The support from the instructors and the collaborative environment made learning enjoyable and meaningful. I'm walking away with a stronger sense of direction and excitement about what's next.

Bright Stories:

Gwen

“I would recommend An Cosán as it is a safe space where your voice can be heard and respected. Everyone treats one another with respect and kindness. An Cosán gave me an opportunity to understand where and how I could reach the career I needed. I was given the tools and support to put me on the path that was right for me and my family. I’ll always be so grateful and will return again in September.”

Course: Early Learning and Care (ELC) stage 1

“

A safe space where your voice can be heard

An Cosán's model of ACE continues to be informed by the core principles of transformative learning, enabling adults to become agents of their own development. By prioritising the lived experiences and core needs of our learners, we create engaging educational opportunities that resonate deeply within our communities and break down barriers to participation.

About Adult Community Education (ACE)

Our ACE programmes - spanning Access, Further, and Higher Education - actively foster learning approaches that empower individuals facing socio-economic barriers. Our holistic, learner-centred approach is supported by evolving wraparound services, including early years education, bursary and IT supports, and learning and counselling supports. We align our work with national strategies such as the Adult Literacy for Life (ALL) strategy, the Further Education and Training (FET) strategy and National Access Plan (NAP).

Adult Community Education (ACE) in 2025

In 2025, An Cosán celebrated significant academic milestones and the successful conclusion of transformative projects. Our Higher Education partnership with South East Technological University (SETU) remains a cornerstone of our success, with 18 graduates earning BAs in Applied Addiction Studies and Community Development, as well as Leadership and Community Development.

A major highlight was the conclusion of the **WorkAbility Project**, funded by Rethink Ireland. This programme supported 26 learners across three community hubs, achieving 115 QQI awards and resulting in six direct employment outcomes. We also launched the **Doing W€LL** financial wellbeing programme, supported by Bank of Ireland, which helps learners shift from reactive spending to values-based financial decisions.

Access Education

Our Access programmes, largely unaccredited, focus on building core literacy, numeracy, and digital skills. In 2025, we delivered 34 entry-level courses, including **ESOL for Beginners, Tech for the Terrified**, and **Women & Wellness**. These programmes serve as vital entry points, with **90.2%** of Access learners reporting increased digital confidence this year.

Further Education (FE)

Our FE programme delivered seven in-house programmes, including **Business Administration with Digital Skills, Community Care**, and **Women in Leadership**. FE prioritised quality assurance, completing a full review of policies to adapt to new blended learning guidelines. The conclusion of our transformative **Workability** project funded by Rethink Ireland was a particular success, providing over 4,800 support hours to learners and achieving 20 work placements.

Higher Education

Our Higher Education programme prioritised strategic growth through the Transformative Pathways Project, a landmark collaboration with SETU funded by the HEA Performance Fund 2024–2026. The objectives of the project are to guide the development and implementation of pathways programmes aimed at fostering educational and career advancement opportunities for marginalised communities. A key highlight was the awarding of a prestigious four-year PhD to An Cosán Community Educator Stephen Wade, who was selected from over 90 high-calibre applicants to research the impact of transformative education. Our partnership with SETU also deepened as we supported the revision and blended delivery of their Level 8 Community Development programme, alongside the continued promotion of the Level 8 Early Childcare and Education degree.

Impact Measurement and Learner Progression

Confidence and Wellbeing:

93.8%
of Access learners and

91.1%
of FE learners reported increased confidence

Progression Outcomes:

25%
of Access learners secured a place in a further/higher education course, while

21%
of FE learners successfully secured a new job as a result of their studies

Digital Empowerment:

97.5%
of FE learners reported an increase in their I.T. skills

Overcoming Barriers:

73.5%
of FE learners overcame at least one significant barrier to education (such as childcare, transport, or literacy) this year

FE Information Session 2025

Photos: FE Graduation 2025 and
Higher Education Graduation 2025

Highlights in 2025

Our impact data highlights the profound personal and professional growth of our learners:

- **Academic Excellence:** Celebrated the graduation of 18 BA students and the awarding of over 250 QQI awards.
- **World-Class Support:** Achieved exceptional learner satisfaction scores, with NPS ratings reaching into the 80s for both Access and FE.
- **Innovative Programmes:** Successfully launched the **Doing W€LL** financial literacy initiative and the **Step up 2 Tech** programme.
- **Research Leadership:** Secured a prestigious PhD research position for a team member to study the impact of community education.
- **Successful Project Conclusion:** Completed the multi-year **WorkAbility** programme funded by Rethink Ireland with strong employment outcomes.

Challenges in 2025

- **Financial Disadvantage:** The cost of learning remains a significant barrier, with many learners struggling with the costs associated with attending and remaining in education.
- **Limited Higher Education Pathways:** Developing sufficient progression routes for BA graduates into Level 8 and beyond remains an ongoing priority in partnership with SETU.
- **Digital AI Integrity:** Addressing the rapid rise of Generative AI has required the swift development and communication of new academic integrity policies to all learners.

FE Graduation 2025

Bright Stories:

Beth

"An Cosán gave me the wings to fly, and I will work harder to fly even higher in the same strength. You provided a space for me at the time I couldn't have managed to physically attend classes as a lone parent with limited support. My experience has automatically made me 'An Cosán ambassador' referring women who are in the same situation that I was in. The impact you make speaks volumes! Bless you!"

Course: BA in Community Development & Leadership

"An Cosán gave me the wings to fly

Strategic Goal 2: Promoting Inclusivity

Digital Inclusion

Digital Inclusion 2025 in Numbers

1,600+
learners completed digital skills assessments with the **Digital Stepping Stones** tool

»11,000
total learners have engaged with **Digital Stepping Stones** since its launch

113
Digital Champions were trained to support digital literacy at a community level

780
individuals registered on the **Get Yourself Online** eLearning platform

942
digital literacy support sessions were managed to assist learners in navigating online environments

172
devices were distributed to learners through the Laptop Loan Scheme to ensure equitable access to education

An Cosán remains a national pioneer in digital inclusion, ensuring that technology serves as a tool for empowerment, education, and economic mobility rather than a barrier to participation.

The Education Awards 2025

About Digital Inclusion

Digital inclusion refers to the ability of individuals and groups to have equal access to and use of information and communication technologies (ICT). Having at least basic digital skills can have a positive influence on a person's life, giving them greater access to education and job opportunities, improved access to government services, and encouraging greater social inclusion.

Digital exclusion can lead to social and economic marginalisation. Inclusion is vital because it unlocks economic opportunity as digital skills become increasingly essential for employment, thereby opening new avenues for individuals and communities. Furthermore, it strengthens social connection, enabling people to maintain relationships, access support networks, and engage in online communities. Finally, it provides access to a wealth of information via the internet, empowering individuals to make informed decisions that impact their lives.

An Cosán plays a crucial role in promoting digital inclusion, particularly within communities that face significant barriers to access, recognising that simply providing internet access is not enough to be considered digitally included.

Digital Inclusion in 2025

2025 marked a significant year of growth, impact, and national recognition for digital inclusion at An Cosán. The continued scaling of the **Digital Stepping Stones (DSS)** tool and the **Get Yourself Online (GYO)** platform has strengthened our position as a leader in community-based digital literacy. We significantly enhanced our digital infrastructure this year, managing 172 devices through the Laptop Loan Scheme and supporting classes through digital moderation to enable full participation in blended learning environments.

Our impact extended to the national and European stages as we showcased our model of community-led digital inclusion to the **DigComp Community of Practice** at the European level. Domestically, we successfully designed and delivered the **Digital Literacy for Employability** programme, which supported 34 participants through online workshops and resulted in a 61.7% progression rate to employment. We also prioritised staff development, delivering plain language workshops to 104 staff and tutors to ensure our content remains accessible to all.

Highlights in 2025

Our 2025 impact data highlights the profound personal and professional growth of our learners:

- **National Recognition:** Won the **'Most Innovative Digital Transformation'** award at the Education Awards 2025 and the **'Most Innovative Transformation'** award at the Digital Transformation & AI Awards 2025.
- **Community of Practice:** Developed Ireland's first **Digital Literacy Community of Practice**, engaging over 45 practitioners through 20+ online sessions to share knowledge and resources.
- **Pioneering AI Skills:** Created new digital literacy and AI skills workshops specifically focused on employability to help learners navigate the changing technological landscape.
- **International Advocacy:** Shared the An Cosán model with EU-level stakeholders, positioning the organisation as a key contributor to European digital inclusion policy.

Challenges in 2025

- **Access Barriers:** Many learners continue to rely heavily on the Laptop Loan Scheme and community hubs due to a lack of reliable internet access and devices at home.
- **Confidence Barriers:** Fear and low confidence remain significant obstacles, preventing many from the most marginalised communities from engaging with digital tools.
- **Rapid Digitalisation:** As public services and employment processes become digital-first, the gap widens for those not yet equipped with essential digital competencies.
- **Scale and Sustainability:** Maintaining and scaling innovative platforms like DSS and GYO requires ongoing, significant investment to meet the outpacing demand.
- **Practitioner Capacity:** There is a persistent need to support educators and community organisations in embedding digital literacy into their daily practice.

Digital Transformation
& AI Awards 2025

Bright Stories:

Catherine

Catherine found that digital inclusion opened new doors for her.

“I joined the technology class which I enjoy and have learned to manage my phone and also negotiate the internet, which has been very informative and enjoyable,” she shares.

Catherine’s experience reflects how our “Terrific Technology” workshops empower older community members to stay connected and informed.

I joined the technology class which I enjoy and have learned to manage my phone and also negotiate the internet

Strategic Goal 2: Promoting Inclusivity

Community Employment Scheme

Community Employment (CE) 2025 in Numbers

100%
of participants engaged in accredited training and development programmes

26
participants availed of the CE Scheme throughout 2025

7
participants successfully progressed into part-time or full-time employment upon completing their contracts

3
participants achieved full QQI Major Awards, marking a significant educational milestone

2
participants successfully completed external work experience placements to broaden their industry exposure

An Cosán's CE Scheme provides a supportive pathway for those who are long-term unemployed or facing disadvantage, ensuring they have the skills and confidence to return to the workforce.

About Community Employment (CE)

The CE programme (more commonly known as the 'CE Scheme') is designed to help people who are long-term unemployed or otherwise disadvantaged to get back to work by offering part-time and temporary placements in jobs based within local communities. For participants, An Cosán offers a supportive environment for skill development and personal growth where individuals can gain practical experience in areas such as administration, childcare, IT support, and community development.

The opportunity to work alongside An Cosán's dedicated staff and engage with our diverse programmes can significantly boost participants' confidence and employability. Moreover, our commitment to lifelong learning and social inclusion aligns perfectly with the goals of CE Schemes, offering participants access to educational resources and pathways for further development. CE participants contribute vital support to our daily operations, enhancing our capacity to deliver essential services and address social inequality.

Community Employment (CE) in 2025

In 2025, the CE Scheme demonstrated a strong positive impact through a combination of structured training and meaningful work experience. Participants supported the day-to-day operations of the organisation across multiple teams, including reception, finance, hospitality, and education support. The programme also maintained its commitment to quality and governance, successfully passing a full Department of Social Protection (DSP) audit covering training, financial, and compliance standards.

A key focus this year was the integration of new participants into specialised roles such as IT Support and Early Years assistant, which strengthened team capacity and supported organisational continuity. The CE team also played an active role in recruitment initiatives, participating in DSP events to increase programme visibility. Beyond their daily roles, participants were integral to the success of major organisational events, including the 2025 Golf Classic and the International Women's Day lunch.

Bright Stories:

Jacinta

Rebuilding Confidence

For Jacinta, the CE Scheme was about rebuilding confidence after a challenging period.

“Working on reception gave me the opportunity to ease back into a routine and reconnect with people,” she explains.

Alongside her role, Jacinta pursued a QQI Level 5 Major Award in Community Development.

“Each course has helped me grow, not just in skills, but in confidence and how I see my future. The CE Scheme has given me the chance to move forward at my own pace and feel part of something again.”

“Each course has helped me grow

CE Scheme participants 2025

Highlights in 2025

- **Strong Employment Progression:** Successfully transitioned seven participants into external employment, demonstrating the scheme's effectiveness in enhancing employability.
- **Audit Success:** Successfully completed a comprehensive DSP audit, confirming our high standards of governance and programme delivery.
- **Academic Achievement:** Celebrated the recognition of three participants who achieved full QQI Major Awards during their time on the scheme.
- **Diverse Training Opportunities:** Provided access to a wide range of industry-relevant training, from QQI Level 6 'Train the Trainer' to higher education modules in Artificial Intelligence and Software Development.
- **Recruitment Resilience:** Successfully delivered three recruitment phases throughout the year, ensuring consistent participant intake and service continuity.

Challenges in 2025

- **Recruitment for Specialised Roles:** Attracting suitable candidates for specific sectors, particularly Early Years, remained challenging due to high national employment levels.
- **Language Barriers:** Language requirements for certain roles, especially in Early Years, created barriers to entry for some potential participants.
- **Balancing Commitments:** New participants occasionally found it demanding to manage intensive accredited training alongside their work placement commitments.
- **Transition Planning:** Providing the structured, individualised support required to transition participants successfully into employment or further education remains a resource-intensive priority.

Bright Stories:

Olena

A Path to Integration

"When I joined the CE Scheme at An Cosán, I had recently arrived in Ireland from Ukraine," says Olena. Starting in an administrative and reception role, Olena used the programme to improve her English and rebuild her career path. "The programme gave me the structure, support, and direction I needed during this transition." Through An Cosán, she completed QQI modules in Bookkeeping and Payroll while progressing her ACCA studies. "I now feel more independent, capable, and prepared for employment."

"I now feel more independent, capable, and prepared

Strategic Goal 2: Promoting Inclusivity

University of the Third Age

University of the Third Age (U3A) 2025 in Numbers

20

participants engaged in the programme throughout the year

An Cosán's University of the Third Age (U3A) promotes positive ageing, lifelong learning, and engaged citizenship among our older community members.

About U3A

The U3A is a global movement dedicated to fostering lifelong learning and social engagement among those in their 'third age' - the period of life following the cessation of full-time employment. At its core, U3A provides a vibrant network of learning groups where members share their knowledge, skills, and interests in a supportive environment.

Through peer-led learning in a relaxed atmosphere, members experience intellectual stimulation and significant positive impacts on their physical and mental wellbeing. The emphasis on social connection cultivates lasting friendships and enhances overall quality of life. Embracing our motto, 'Life is for Living', U3A empowers individuals to maintain an active and fulfilling later life.

Bright Stories:

Eva

Learning Something New Every Day

“Every day I learn something new is a good day,” says U3A learner Eva. “U3A provides a great exchange of information through talks on lots of different topics and outings. It is made up of very friendly people who support each other. Long may it continue.”

U3A provides a great exchange of information through talks on lots of different topics and outings

U3A in 2025

In 2025, U3A continued to offer a dynamic programme encompassing collaborative group work, skill-sharing, and presentations from guest speakers. The group remained highly active in the local community, with members Helen Fanning and Jo Shanahan representing the U3A on the Older People Council at South Dublin County Council (SDCC). Furthermore, member Doreen Appleby represented the group on a national panel alongside Age Action, Maynooth University, and the HSE.

A key priority this year was addressing the digital gap for older learners through our "Terrific Technology" workshops. Approximately eight members participated in these sessions, gaining the confidence to manage smartphones and navigate the internet safely. Beyond the classroom, the group enjoyed cultural and social outings, including a summer educational trip to the Mary Aikenhead Heritage Centre.

Highlights in 2025

- **Active Citizenship:** Successfully placed members on local and national representative councils to ensure the voices of older people are heard in policy discussions.
- **Educational Outing:** Conducted a summer educational outing to the Mary Aikenhead Heritage Centre, fostering group bonding and lifelong learning.
- **Community Engagement:** Participated in major local events, including the Red Line Book Festival and health talks at the Russell Building.
- **Health and Wellbeing:** Secured dedicated funding for new sports equipment, supporting the group's commitment to staying physically active.
- **Peer Support:** Maintained a very friendly and supportive environment where members exchange information and help one another navigate life's challenges.

Challenges in 2025

- **Sourcing Expertise:** It remains an ongoing challenge to secure diverse guest speakers each year, particularly those willing to provide their time on a voluntary basis.
- **Health Setbacks:** Maintaining a focus on positive ageing can be difficult for the group when members experience individual health setbacks or bereavement.
- **Sustaining Engagement:** Ensuring a consistent variety of activities that appeal to all members while keeping the programme fresh and relevant.

Strategic Goal 3: Commitment to Systemic Change

Advocacy and Policy

Advocacy, Policy and Communications 2025 in Numbers

3
national expert and working groups actively influenced:

the Adult Literacy for Life (ALL) Expert and Working Groups, the National Skills Council, and the SOLAS Periodic Critical Review

2
major national awards won: 'Most Innovative Digital Transformation' and 'Most Innovative Transformation'

High-level visit
from Kevin McCarthy, Secretary General of the Department of Children, Disability and Equality (DCDE), to showcase our One Generation Solution

International EU partnership
engagements through the DigComp Community of Practice and FITTER-EU project, addressing digital and green transition inequalities

An Cosán's commitment to systemic change is driven by the belief that community education is a powerful lever for social justice. By influencing public policy and evidencing our impact, we aim to become the definitive educational voice for those left furthest behind.

About Advocacy, Policy and Communications

Our advocacy is motivated by the idea that the voices and needs of often marginalised learners and communities should be heard at local and national levels. We represent our learners' needs by highlighting social inequalities, promoting equity in lifelong learning, and fostering community development. Our efforts help position community education as an integral and respected part of the national lifelong learning framework.

Advocacy, Policy and Communications in 2025

In 2025, An Cosán significantly expanded its influence on national and international policy. A highlight of the year was hosting Kevin McCarthy, Secretary General of the DCDE. This visit provided a crucial platform to demonstrate how our integrated model of Early Years Education and Care and adult education effectively breaks the cycle of intergenerational poverty.

We remained a leading voice in the implementation of the national **Adult Literacy for Life (ALL) Strategy**, contributing our expertise to the ALL Expert & Working Groups. Our team also provided key input into the **SOLAS Periodic Critical Review** and engaged with the **National Skills Council Foundation Skills Working Group**, ensuring that the needs of community-based learners are represented in future national skills planning.

On the international stage, An Cosán's participation in the **FITTER-EU project** allowed us to address emerging inequalities linked to the digital and green transitions. We also presented our digital inclusion model to the **European DigComp Community of Practice**, advocating for the adoption of accessible digital competence frameworks.

Research and Evidence-Based Impact

A major milestone for our commitment to systemic change in 2025 was the awarding of a 4-year PhD scholarship to An Cosán Community Educator, **Stephen Wade**. Chosen from over 90 high-calibre applicants, Stephen will research **transformative community education**, providing the organisation with a unique opportunity to build a robust, evidence-based case for our pedagogical model.

Furthermore, our **Transformative Pathways Project** continued to foster systemic change by delivering minor awards to participants from charities, youth services, and health services, broadening the understanding of community development across diverse sectors.

National Submissions and Consultations

An Cosán proactively engaged in several high-level consultation processes throughout the year:

- **CEDAW Consultation:** We provided input into the Irish Human Rights and Equality Commission (IHREC) consultation on the UN Convention on the Elimination of All Forms of Discrimination against Women, advocating specifically for women in underserved communities.
- **Universal Periodic Review (UPR):** Contributed to the National Women's Council consultations for the UPR submission, focusing on digital inclusion as a fundamental human right.
- **DigComp Recommendations:** Led the advocacy for the adoption of the DigComp Digital Competence Framework as a national standard for digital skills assessment.

Secretary General Kevin McCarthy's visit February 2025 along with Early Years Manager Lorraine Quinn

Highlights in 2025

- **High-Level Visit:** Hosted the Secretary General of the DCDE to showcase our One Generation Solution impact.
- **Policy Leadership:** Active membership in the national ALL Expert and Working Groups, National Skills Council Foundation Skills Working Group and contributions to the SOLAS Periodic Critical Review.
- **National Recognition:** Named 'Best Non-Profit Organisation 2025' at the South Dublin County Business Awards.
- **Systemic Research:** Secured a prestigious PhD position to research and evidence the impact of transformative education.
- **Collaborative Advocacy:** Partnered with AONTAS on the national Community Education campaign to raise public awareness.

Challenges in 2025

- **Recognition of Community Education:** Persistent need to advocate for the formal recognition and sustained investment in the community education sector at a national level.
- **Policy Inclusivity Gaps:** Ongoing challenges in ensuring that national educational systems are flexible enough to include those at the highest risk of exclusion.
- **Intersectional Barriers:** Addressing the complex overlap of literacy, digital, and economic barriers that prevent full social inclusion.
- **Navigating Transitions:** Addressing the risk of new inequalities created by the rapid national move toward digital and green economies.

Secretary General Kevin McCarthy's visit February 2025

Enabling Goal: Building a More Sustainable Organisation

Communications

Communications activity throughout 2025 focused on strengthening awareness of An Cosán's services, celebrating learner and organisational achievements, supporting recruitment and fundraising, and reinforcing An Cosán's voice as Ireland's leading community education organisation.

Activity across digital platforms, local media, radio, and community outreach highlighted the breadth of An Cosán's work across Early Years, Adult Community Education, Family Support, Digital Inclusion, and Advocacy.

Highlights in 2025

- **International Women's Day:** A major focus during the year was the successful promotion of An Cosán's International Women's Day event in The Shelbourne, supported by a refreshed campaign identity and sustained digital promotion which generated strong engagement, table bookings, and raffle prize support.
- **Digital Inclusion Leadership:** Communications activity supported the launch of Ireland's first online Digital Literacy Community of Practice, reinforcing An Cosán's leadership role in digital inclusion and practitioner collaboration nationally.
- **Campaigns and Recruitment:** Throughout the year, communications activity promoted learner recruitment and participation across a wide range of programmes and services, including Higher Education courses, QQI programmes, Early Years services, Mother and Baby Groups, and community initiatives. Recruitment campaigns also supported the hiring of educators, tutors, operational, and clinical staff across multiple sites.
- **Media and Public Relations:** Local and regional media coverage, including features in *The Echo* and radio interviews on *Near FM*, helped amplify An Cosán's impact and visibility within the community.
- **Advocacy and Fundraising Support:** The Communications function played a key role in supporting organisational profile-building and stakeholder engagement through the promotion of award nominations and achievements, fundraising campaigns, public events, and advocacy activity. This included communications around the Community Education Network's Budget 2026 campaign and our annual Golf Classic fundraising event.
- **Learner Celebrations:** Communications activity celebrated learner progression and achievement through PR coverage of Higher Education and Further Education graduations and learner success stories.

International Women's Day 2025

Achievements and Awards

A number of milestone achievements were highlighted during the year, showcasing An Cosán's standard of excellence across the sector:

- Named **"Most Innovative Digital Transformation"** at the Education Awards.
- Named **"Most Innovative Transformation"** at the Digital Transformation and AI Awards.
- Named **"Best Not-for-Profit"** at the South Dublin Chamber Business Awards.
- Shortlisted for the **Branding, Communication & Digital Award** at the 48th Published Accounts Awards for our 2024 Annual Report, 'Bold Hearts, Bright Futures; Community Education in Action'.
- Selected as a beneficiary of the **.ie "Gives Back"** national campaign, which raised €6,000 to support the organisation's digital inclusion work.

Digital Growth and Audience Engagement in 2025

Our digital communities continued to steadily expand throughout the year, enabling us to communicate directly with learners, stakeholders, and supporters:

- By the 8th of December 2025, An Cosán's combined digital community reached a milestone total of **15,430 followers and subscribers** across all channels.
- This represents a net increase of **590 new community members** joining our digital platforms over the course of the year.

Published Accounts Awards 2025

Enabling Goal: Building a More Sustainable Organisation

Fundraising

A resilient financial foundation is essential to sustaining our work, and **60% of An Cosán's unrestricted surplus** is generated directly through our flagship annual fundraising events. These events play a critical role not only in generating income, but also in strengthening donor engagement and promoting widespread awareness of An Cosán's mission.

Flagship Fundraising Initiatives

- **International Women's Day Lunch:** Held at The Shelbourne Hotel, this initiative remains our cornerstone event - celebrating empowerment while aligning with the 2025 UN theme, *"For ALL Women and Girls: Rights. Equality. Empowerment."* The event was strongly supported and generated a vital surplus of **€27,000**.
- **Annual Golf Classic:** Hosted at the Powerscourt Golf Club, this continued to serve as a key fundraising initiative, raising an additional **€20,000** while fostering strong, lasting relationships with our corporate and private supporters.
- **Longstanding Partners:** An Cosán extends its sincere thanks to DRES Properties for their longstanding support of our Golf Classic and other fundraising events. Their continued partnership and generosity over many years have played an important role in helping our mission.

Golf Classic 2025

Enabling Goal: Building a More Sustainable Organisation

Philanthropic and Corporate Partnerships

During the year, the organisation benefited significantly from corporate and philanthropic alignment, which helped secure our operational continuity:

- **Philanthropic Donations:** We extend our heartfelt thanks to the Tom Cunningham Trust for its visionary philanthropy and belief in the power of community education to address poverty. Through a transformational gift, managed via The Ireland Funds, the Trust is helping to strengthen An Cosán's organisational capacity to support women, children and families for generations to come.
- **Corporate Donations:** Received generous support and direct donations from TMF Group, Kelland Homes, and D4Dental.
- **Strategic Campaigns:** Solidified a new partnership with dot.ie through its national ".ie Gives Back" campaign, providing targeted funding to support our core services.
- **Sector Recognition:** An Cosán was honoured to receive an award in the Charity category at the Aviva Broker Community Fund Awards 2025, which was accompanied by an additional donation.

Together, these combined funding efforts generated an overall unrestricted surplus of **€78,420** in 2025, reflecting the growing strength and baseline sustainability of An Cosán's funding model.

- **Total Unrestricted Income:** €140,324 (representing 3% of our overall funding income).
  - **Fundraising Streams:** €120,947 raised directly through targeted fundraising activities.
  - **Donated Services and Facilities:** €19,377 in vital pro-bono allocations, ranging from professional expertise and volunteer time to direct equipment provisioning and raffle prizes.

This collective support enables An Cosán to remain highly responsive, innovative, and deeply committed to delivering lasting, structural change in the communities we serve.

Corporate Donations

Strategic Campaigns

Sector Recognition

Dot.ie .ie Gives Back

An Cosán Staff Day – February 2025

Enabling Goal: Building a More Sustainable Organisation

Operations and IT

Operations and IT activity focused on strengthening internal organisational systems, improving day-to-day operational efficiency, and enhancing our shared digital infrastructure to better support learners, staff, and service delivery across An Cosán's programmes.

CRM Optimisation and Data Systems

Significant progress was made in the expansion and optimisation of our central **Teach 'n Go CRM system**, which was successfully rolled out across Higher Education, Early Years, Employment, and the Work Placement Network.

- **Data Migration:** The completion of Higher Education data migration significantly improved learner management tracking, reporting accuracy, and general programme administration.
- **Internal Capability:** Ongoing staff training modules strengthened our internal capability in central CRM usage, compliance, and automated workflow management.
- **Collaboration Tools:** Continued investment in digital infrastructure and systems integration was achieved through the deliberate redevelopment of SharePoint and internal intranet networks, supporting improved data migration, secure document management, and cross-departmental collaboration.

Operational and HR Enhancements

- **HR Digitisation:** Internal HR processes were thoroughly reviewed and securely digitised, including contract issuing workflows and automated document storage, successfully improving compliance, record management, and general administrative efficiency.
- **Onsite Infrastructure:** Onsite operational enhancements across our shared facilities included updated CCTV systems, improved location signage, the rollout of a brand-new maintenance tracking system, and continued rigorous Health & Safety oversight across all active services and centres.
- **Streamlined Scheduling:** The rollout of Microsoft Bookings, combined with updates to baseline broadband and mobile contracts and organisational procurement reviews, contributed to a more streamlined and responsive system.

IT Infrastructure and Digital Inclusion Support

The IT operations team continued to play a critical enabling role across all active regional sites, supporting active classroom technology, managing staff onboarding and offboarding technical steps, and delivering fast onsite and remote technical support across our network of centres and hubs.

A core responsibility remained the management of **172 learner laptops** through our central Laptop Loan Scheme, directly supporting equitable access to digital learning environments for individuals who face structural barriers to technology ownership. This sits alongside targeted Reach Fund investments in learner technology and accessories, ensuring our systems remain digitally enabled and fit for purpose.

Directors' Report
Financial and Operational Review

An Cosán recorded a surplus of €171k in 2025 on a budget of €4.1m. Total income increased by 4.5%, while expenses rose by 1% during the year. The overall surplus comprised €78,420 in unrestricted funds and €92,249 in restricted funds.

Restricted Income

State funding accounted for 81% of An Cosán's total income in 2025, compared to 79% in 2024. This represents an increase of 2% year on year.

State Funding

Funding from our key State funders — Tusla, SOLAS and Dublin and Dún Laoghaire Education and Training Board — remained consistent with the previous year. This provided the organisation with confidence in its financial planning and management of resources. These funders continue to play an important role in supporting our core operations and programmes, and we are very grateful for their ongoing support and partnership.

Overall State income increased from €3.09m in 2024 to €3.33m in 2025, an increase of €239k (8%). This growth was mainly due to increased funding for the organisation's Early Years activities, including higher Core Funding and Access and Inclusion Model funding. Two new funding streams were introduced under the Equal Start model to support staffing and the provision of nutritious meals for children in disadvantaged areas. Together, these Early Years funding increases totalled €160k.

A new Erasmus grant was awarded to An Cosán in 2025 for the STARS programme, which helps students and teachers develop academic writing skills through an open-source tool. The movement in Erasmus funding on the prior year was an increase of €22k.

In the second year of the 2024–2026 multi-annual funding agreement with the Higher Education Authority, funding increased by €22k compared to the previous year. This funding supports a Higher Education performance project delivered in partnership with South East Technological University.

An Cosán will continue to advocate for sustainable State funding based on multi-annual agreements and annual increases, similar to the model used by the Community Services Programme (2023–2027) under the Department of Rural and Community Development. In 2025, funding under this programme increased by 7% compared to the previous year, resulting in an additional €32k in recognised income. This funding helps cover core salary costs within the Adult Community Education programme.

Corporate and Philanthropic Funding

In 2025, we continued our corporate funding partnership with Macquarie Group Foundation in the second year of a three-year agreement to deliver the Workability programme. The programme supports learners most in need across three hubs nationwide, furthering An Cosán's mission while further diversifying income sources.

An Cosán welcomed new philanthropic support in 2025 from State Street Foundation and Zoom Cares. We are also pleased that our partnership with State Street Foundation will continue into 2026, providing valuable ongoing support for our work.

Expenditure

Overall expenses increased by €39k (1%) in 2025 to €3.93m.

Total charitable activity expenditure increased by €81k (2%) in 2025 to €3.89m. The main increases were in Wages & Salaries (+€49k), Other Staff Costs (+€46k) and Premises Costs (+€22k). These were partly offset by reductions in

Management & Administration costs (-€17k), Support in Kind (-€16k) and Bank Interest & Charges (-€4k). The increase in Wages & Salaries reflects sectoral pay increases in Early Years, implementation of Workplace Relations Commission agreements relating to Section 56 organisations, and broader salary adjustments aligned to living wage and benchmarking reviews. Increased Other Staff Costs reflect investment in professional development and HighScope curriculum training.

Total expenditure on raising funds decreased by €42k (49%) in 2025 to €43k. This decrease is attributed to the postponement of the Winter Ball to 2026.

Unrestricted Income and Fundraising

The unrestricted surplus achieved in 2025 was supported by the strong contribution of An Cosán's team, donors and wider network. Fundraising events generated significant contributions, including surpluses of €27k from the International Women's Day Lunch and €20k from the Golf Classic. Additional unrestricted income was received through generous donations and support-in-kind contributions.

Donations increased to €31k in 2025, up from €16k in 2024, reflecting continued support from corporate partners, long-term donors and new supporters. This growth highlights the strength of An Cosán's reputation, impact and engagement with the communities we serve.

Support-in-kind contributions totalled €19k in 2025, compared to €36k in 2024. The decrease was mainly due to the postponement of the Winter Ball to 2026, An Cosán's 40th anniversary year. We remain deeply grateful for all donated goods, services and ongoing support, which play an important role in the success of our fundraising activities.

Unrestricted surplus reduced from €91K in 2024 to €78K in 2025, primarily due to the postponement of the Winter Ball to 2026. The 2024 result had benefited from income generated through the event.

Reserves Position

Under the Reserves Policy approved by the Board in June 2024 and revised in September 2025, An Cosán set a target for unrestricted reserves equivalent to two months of operating expenditure (€629k), following a comprehensive review of organisational risk. At the introduction of the policy, the shortfall against this target was €265.5k.

To support the achievement of this objective, the Board agreed an annual unrestricted surplus target of €80k, aligned with sustainable budget planning. We are pleased to report that this target was achieved for the second consecutive year in 2025, reflecting continued prudent financial management and steady progress towards the organisation's medium-term reserves goal.

At year-end 2025, total reserves stood at €1.8m (2024: €1.63m), comprising:

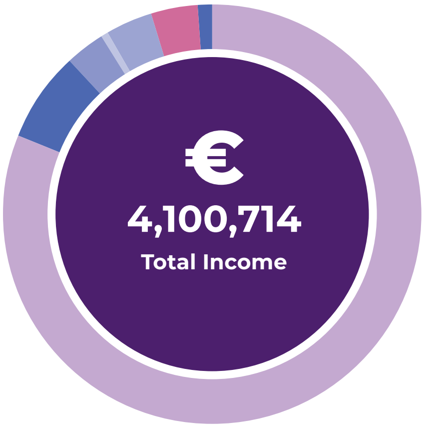
- **Restricted reserves:** €1.26m (2024: €1.17m)
- **Unrestricted reserves:** €533k (2024: €454k)

The organisation recorded an overall surplus of €171k in 2025. The remaining shortfall against the unrestricted reserves target has now reduced to €96k, placing An Cosán ahead of schedule to achieve its reserves target within the original four-year timeline ending in 2027.

Outlook

An Cosán's current unrestricted reserves position provides the Board and management with increased confidence to plan for the longer term. It strengthens the organisation's ability to manage potential future income pressures and rising costs, while providing greater financial stability as we continue to secure additional core and multi-annual funding across government departments and agencies. It also supports our ongoing focus on diversifying income sources to ensure long-term financial sustainability while supporting continued investment in essential services for those furthest behind.

Financial Review 2025 in Numbers



Income 2025

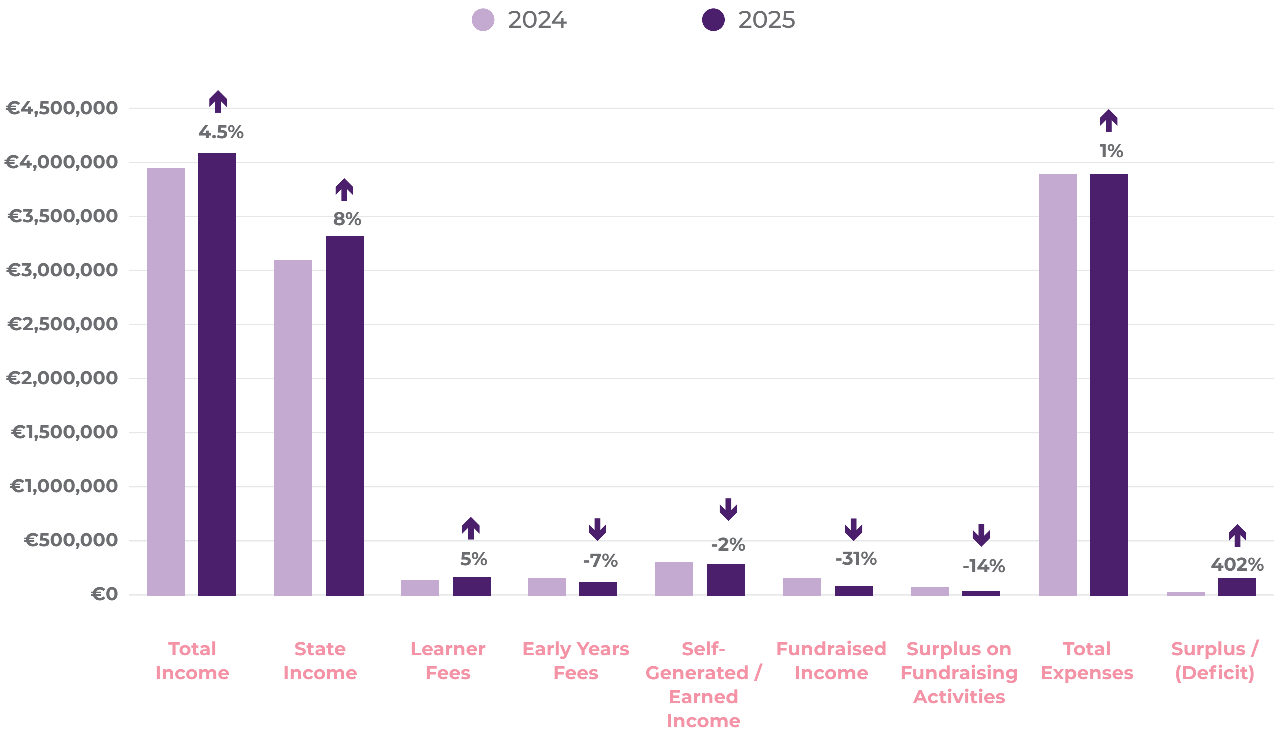
€3,328,903	State
€291,147	Donations and Legacies: Private and Corporate
€120,947	Donations and Legacies: Fundraising Activities
€19,377	Donated Services “Support in Kind”
€148,914	Learner Fees
€152,743	Early Years Education and Care Fees
€38,683	Other

Unrestricted and Restricted Funding

Unrestricted
€140,324
3%

97%
Restricted
€3,960,390

Financial Activities



Directors' Report
Structure, Governance and Management

Structure

The Shanty Educational Project CLG (An Cosán) is a registered charity (CHY no.8659) and was incorporated as a company limited by guarantee on 28 April 1988. Charitable status is granted by the Revenue Commissioners. The company is established for charitable purposes only and is governed by its Constitution.

The Articles of Association sets out the main objects for which An Cosán is established:

- To provide for the relief of poverty, deprivation and disadvantage in the four communities of Tallaght West, that is Jobstown, Killinarden, Fettercairn and Brookfield and other similar disadvantaged areas through the provision of education, training, employment, enterprise and childcare.
- To empower local people through education and enable them to fully participate with local authorities and state agencies in the delivery of Government policies.
- To promote sustainable local development by the development of the leadership, strategic and entrepreneurial capacities of local people.
- To provide education, training, employment, enterprise and childcare by establishing, building, maintaining and conducting a centre or centres or such facilities as may be thought desirable.

The company has four members each of whom agrees to contribute €1.27 in the event of the company winding up.

Eileen Durkan
Dara Hogan
Brenda O'Malley Farrell
Katherine Zappone

The principal activities of An Cosán include the provision of ACE at Access, Further and Higher levels and the wraparound services to support our adult learners in a holistic way on their educational journey.

These wraparound supports include hospitality, counselling, mentoring, learner and academic support, digital inclusion assistance and financial support through our bursaries and laptop loan scheme.

Our other principal activities include the provision of quality Early Years Education and Care in our six early years centres across Dublin in Tallaght, Whitehall and Cabra. We provide pre-school and afterschool services and use the 'HighScope' curriculum to build independence, resilience and confidence in the children from a young age.

Our third principal activity is our Counselling and Family Support services which ensure that the holistic needs of our adult learners and parents are met, and that they are supported at all stages of their learner and parental journeys with An Cosán.

Governance

The Board identifies prospective new Directors (following an annual self-assessment skills review) regarding the competencies required by the An Cosán Board.

A process of engagement with prospective Board members is undertaken to familiarise them with An Cosán, its Board and senior management and to assess 'fit' with our organisation prior to proceeding with their ratification. An Cosán will only appoint directors who will uphold the organisation's core mission and values.

An induction process for new directors is tailored to include both informal and formal elements. The informal stages include attendance at An Cosán events or fundraisers to become more familiar with the organisation. The formal induction takes place at An Cosán.

The Chair introduces the new Directors to our governance processes and organisational structure, and the Directors Handbook is provided to each new Director. The new Directors receive a tour of the organisation, and the CEO shares insights on the history, vision, mission, culture and ethos of An Cosán.

The CEO also introduces the strategic plan and current opportunities and challenges facing the organisation. The senior management team members provide an overview of each operational area to the new Directors.

An Cosán aligns with the Charities Regulator recommendations that the following be given consideration when appointing charity trustees:

When recruiting a new charity trustee, the Board is mindful of the skills, experience and knowledge already available to it from existing charity trustees. Following the annual self-assessment review, led by the Chair, any competency / skills gaps are identified and serve as the basis of Board replenishment.

The Articles of Association of the organisation provide for a maximum of 16 Board members, although a smaller number is also permitted.

Training is provided to Directors on an ongoing basis and provided both for individuals based on needs and as a group on relevant policy and governance and regulation updates.

According to the An Cosán Constitution, each Director must retire not later than the third annual general meeting following their last appointment or re-appointment at a general meeting. In any event, at each annual general meeting a minimum number of Directors are subject to retirement by rotation.

The Chief Executive Officer sits on the Board as a non-voting member and represents staff views to the Board.

Schedule of matters reserved for the Board

The following matters are reserved for Board decision-making:

- Approval of the strategic plan, business plan, budget.
- Approval of and signing the Directors' Report and Financial Statements.
- Decision on legal matters which have, or are likely to be, the basis of an action against An Cosán.
- HR claims which involve the CEO; HR cases stipulated in the personnel policies as requiring attention of the Board. Recruitment and selection of the CEO, terms and conditions and performance reviews.
- Considering developments or actions that may have significant impact on the organisation's strategy, finances, reputation, and capacity to fulfil its mission.
- Considering significant matters that may impact staff and client wellbeing.
- The setting of pay and renumeration for the senior management team (to establish an appropriate range of pay for the level of responsibility) is reviewed and approved by the Board. Overall organisational salary increases are also reviewed and approved by the Board. This review takes place as a result of sectoral salary benchmarking exercises.
- Two Directors must approve new credit card applications.
- Payroll is authorised by a specified Director.

The names of the persons who were Directors at any time during the year ended 31 December 2025 are set out below. Unless indicated otherwise, they served as Directors for the entire year.

Attendance at the Board and Working Groups in 2025

Board Member	Role	Appointed Date	Board Attendance	Finance and Risk Committee Attendance	Early Years Working Group Attendance	ACE* Advisory Group
Anna Durkan	Secretary	Appointed Secretary 18 September 2025	7(7)			
Bill Roche	Director & Chair of FRC	Continuing	7(7)	6(6)		
Geraldine French	Director	Continuing	7(7)		6(7)	
Marlene McCormack	Chair & Chair of Early Years Working Group	Appointed Chair 23 June 2025	6(7)		7(7)	
Rudo Chitseko	Director	Continuing	6(7)			
Paula Ryan	Director	Continuing	5(7)			
Tom Collins	Director	Resigned 9 September 2025	4(4)			
Other External Committee Members						
Bríd Connolly	External Expert	Continuing				
Kathleen Gately	External Expert	Continuing		6(6)		
Siobhán Blackwell	External Expert			1(1)		
Joe Collins	External Expert	Appointed Late 2025				
Employee Representatives on Committees						
Heydi Foster**	CEO	Continuing		5(6)	7(7)	
Anne Genockey	Deputy CEO	Continuing		6(6)	7(7)	
Carole Byrne	Finance Manager	Continuing		6(6)		
Lorraine Quinn	Early Years Manager	Continuing			4(7)	
Alice Westwood	Early Years Project Lead	Appointed 17 September 2025			2(3)	
Adelaide Nic Chárthaigh	Adult Community Education Manager	Continuing				

* No ACE (Adult Community Education) Advisory Group meetings were held in 2025.
** The CEO sits on the Board as a non-voting member and represents staff views to the Board.

Director's Biographies

Marlene McCormack, Chair of the Board of Directors

Marlene McCormack is a professor in Dublin City University's School of Language, Literacy and Early Childhood Education, where the focus of her teaching is on practice, placement and play. She has a broad range of experience and expertise in the areas of practice and policy in early childhood. Marlene has worked extensively as an educator, supervisor, manager and Director in both the community and private sectors. Her current research interests lie in pedagogical documentation, professional practice (placement) and engaged research with early childhood settings.

Anna Durkan, Secretary

Anna has been involved with An Cosán since secondary school when she first began fundraising for The Shanty, after being encouraged to do so by her mother Eileen, a former director and long-time supporter of An Cosán. Anna joined the Board of Directors in 2010 and was elected as Chair of the Board in 2015. Anna's professional background is in hospitality management and property sales; she currently holds a senior marketing role in an international hotel group.

Rudo Chitseko

Rudo lives in Kerry and signed up to do a BA with An Cosán from there in 2017. Rudo graduated with a BA in Applied Addiction Studies and Community Development from An Cosán and SETU in 2021. In April 2023, Rudo graduated from Munster Technological University with a Bachelor of Arts in Social Care Work and she now works as an Addiction and Community Development Worker in Kerry.

Professor Thomas Collins

Thomas has played a leading role in the further education and tertiary education sector in Ireland. Most recently he has been in various chairing and facilitation roles in the Institute of Technology / Technological University sector, including leading the merger of Dublin Institute of Technology (DIT), Blanchardstown IT and Tallaght IT to form Ireland's first Technological University, the Technological University of Dublin (TUD). Tom was also an external facilitator in the merger of Athlone Institute of Technology (AIT) and Limerick Institute of Technology (LIT) to become Technological University of the Shannon (TUS). Resigned on 9 September 2025.

Geraldine French

Geraldine is an Associate Professor specialising in early childhood education. She is Head of School of Language, Literacy and Early Childhood Education and researcher at Dublin City University. Geraldine has worked for a variety of governmental and voluntary organisations, conducting continued professional development, research, needs analysis, evaluations, and consultancy for strategic planning.

Director's Biographies

Bill Roche

Bill has been closely involved with An Cosán since 1989. He has held various officer positions on the Board of Directors, including Chair from 2010 to 2016. Bill is a retired accountant and has been closely involved in the running of his family furniture business for the past four decades. He brings his valuable accounting and business experience to An Cosán.

Paula Ryan

Paula initially came to An Cosán after hearing a talk by Lynne Ruane and signed up to do Basic Computers. This gave her such a thirst for knowledge that she wanted to do more. She has since completed courses in Community Development, Business Administration with Digital Skills and Special Needs Assisting and achieved a Level 6 Personal and Professional Development award. Paula is now working as a library assistant in Tallaght Library, a job which she loves.

Senior Management Team

Heydi Foster, Chief Executive Officer

Heydi has extensive senior leadership experience in education, human rights, community development and delivery of social services in marginalised and vulnerable communities in Ireland, Africa, Asia, Latin America and the USA. She was previously CEO of the international development agency, Misean Cara, and of Exchange House Ireland National Travellers Service. She served for 10 years as Commissioner with the Irish Human Rights and Equality Commission. Heydi has a Master's in Public Administration from Harvard's Kennedy School of Government.

Anne Genockey, Deputy Chief Executive Officer

Anne has special responsibility for An Cosán's Early Years, Counselling and Family Support services. She joined An Cosán in 1993 and has been closely involved with the provision of Early Years' Education and Care ever since. Anne has an MA in Family Support Studies from NUI Galway, a Diploma in Montessori Education 0-6 years and certificates in Creche Management and Afterschool Care.

Carole Byrne, Finance Manager

Carole is responsible for financial management and oversight of all financial policies, procedures and systems within An Cosán. Carole first joined An Cosán in 2010, having gained a wealth of knowledge of the community and not-for-profit sectors from her time in Pobal. Carole studied a Bachelor of Commerce International with French at UCD and qualified as an ACA accountant during her years at KPMG. Carole also studied Montessori teaching, which afforded her great hands-on experience of the Early Years Education and Care sector.

Adelaide Nic Chárthaigh, Adult Community Education (ACE) Manager

Adelaide heads our ACE service. She has over 25 years' management and business development experience in the not-for-profit and public education sectors. Adelaide has an MBA from Henley Management College, and qualifications in project management and public relations.

Mark Kelly, Policy and Communications Manager

Mark brings over 25 years of experience across the non-profit and private sectors, with a strong background in corporate communications and public relations. He joined An Cosán in 2018. He holds a Master's degree in Learning and Teaching from the National College of Ireland, along with further qualifications in Digital Policy (University College Dublin), Digital Marketing, and Transformative Community Education. Mark also served as a Director of the Dublin City Volunteer Centre from 2019 to 2024.

Managing Conflicts of Interest and Loyalties

An Cosán has a Managing Conflicts of Interest and Loyalties policy which was last reviewed and updated by the Board in September 2025 and is scheduled to be reviewed again in 2026. The policy ensures that the charity trustees are aware of their obligation to disclose any conflicts of interest that they may have and that any potential conflicts are managed in an appropriate fashion. The scope of the policy covers trustees, members of any sub-committees or working group and to the senior management team of An Cosán.

The key features of this policy are to:

- avoid conflicts of interest where possible
- identify and record any conflicts of interest
- carefully manage any conflicts of interest, and
- follow this policy and respond to any breaches.

DELEGATION OF RESPONSIBILITIES

Management

The Board has appointed the CEO and has delegated operational decision-making powers to the CEO and Senior Management Team. The CEO provides a report to the Board of Directors at every Board meeting. Reporting on activities is a standing agenda item at all Board meetings. Progress is therefore tracked and monitored in alignment with the achievement of the strategic goals.

This report includes detailed evidence of needs and impact of our work on a consistent basis throughout the year. This includes an update on Early Years services, Counselling, ACE, Digital Inclusion, IT, Grants and Development as well as Community Employment, Communications and PR and Advocacy.

The Board has also delegated some of its specific functions to standing committees which undertake detailed oversight in accordance with agreed Terms of Reference approved by the Board.

The minutes of each sub-committee are noted by the Board and the Chair of each sub-committee reports to the Board on the committee's activities on a regular basis, as per the Terms of Reference of each sub-committee.

Finance and Risk Committee

The Finance and Risk Committee (FRC) plays a crucial role in ensuring An Cosán's financial stability and overseeing its financial structures, while also providing support and guidance in identifying, considering, and managing potential risks.

The FRC's objectives include guiding the organisation's financial sustainability, ensuring the development and implementation of appropriate financial policies and procedures, maintaining proper accounting records, overseeing company secretarial activities and external audits, meeting with external auditors as needed, and ensuring compliance with the Charities Regulator and other statutory requirements.

In 2025, the committee consisted of one Board Director with expertise in finance, accounting, and governance, along with the CEO, Deputy CEO, and Finance Manager, and convened for a total of six meetings.

Early Years Working Group

The Early Years Working Group is dedicated to supporting, guiding, promoting, and advocating for An Cosán's work in the early years sector, with the aim of consistently meeting and, where possible, exceeding defined quality standards in early years education and care.

The Group's objectives include reviewing existing quality control systems and service performance against these standards, understanding each setting's contribution to the current Strategic Plan, bringing relevant emerging research to the organisation's attention, acting as ambassadors by linking with external agencies, engaging with government bodies to influence early years policy, and identifying effective methods for measuring outcomes in early years services.

In 2025, the committee was composed of two Board Directors with expertise in Early Years Education and Care, the Deputy CEO, CEO, an Early Years Manager and the Early Years Project Lead who was newly appointed in September 2025. The Committee convened for a total of six meetings.

Community Education Advisory Group

The Community Education Advisory Group is dedicated to providing recommendations to the Board on all aspects of adult community education. Its objectives include developing a thorough understanding of the resourcing, development, and implementation of adult community education programmes to effectively meet the needs of adult learners.

The Group provides strategic advice to the Board on adult community education and includes external experts in adult community education provision, along with learner and tutor representatives. Although no formal meetings were scheduled in 2025, the expertise of the committee members was drawn upon for a number of relevant action areas with the first meeting of the new year taking place in January 2026.

Governance Code

The Board was delighted to approve that An Cosán is fully compliant with the Charities Governance Code (as submitted in Annual Report to the Charities Regulator in October 2025). Adherence to each of the core principles takes tremendous effort, determination and high standards across the entire An Cosán family: Board, Management and the An Cosán team. Engagement in this process is continuous throughout the year and an Annual Review of An Cosán's compliance is undertaken by the Board.

Other Governance Matters

Accountability and transparency are vital in everything we do. This report incorporates requirements as outlined in the Statement of Recommended Practice for Charities preparing their accounts in accordance with The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Internal Controls

The Board of Directors holds overall responsibility for ensuring that the charity has strong internal control systems in place. These systems are regularly reviewed to support effective governance, safeguard assets, and ensure the integrity of our operations and to provide a high level of assurance against significant errors or loss.

GDPR

An Cosán continues working towards ensuring compliance with GDPR. A detailed compliance log is in place detailing where and how our personal data is stored. All requests, incidents, accidents and near misses are logged and addressed. The Data Protection Officer ensures that the policy is fully adhered to and reviewed in detail annually. All data is deleted or destroyed in line with our data retention policy, and a data destruction log is maintained.

Garda Vetting

An Cosán is fully compliant with its obligations under the National Vetting Bureau (Children and Vulnerable Persons) Act 2012. An Cosán's Child Protection Policies and Procedures are based on Children First National Guidance for the Protection and Welfare of Children Act 2017.

Investment Policy

Athough An Cosán has no active investments again in 2025, our investment policy ensures that any investments would be authorised by the Finance & Risk Committee and that capital protection, liquidity, and low-risk returns are prioritised. Investments would be limited to secure products like bank deposits and government bonds, with a strict avoidance of high-risk or speculative options. Only unrestricted funds would be used, and all investments would be regularly reviewed by the Finance & Risk Committee to safeguard our organisation's financial health and reputation. Our Investment policy will be reviewed by the Board in 2026.

Going Concern

An Cosán carefully manages our financial resources to ensure sustainability and continuity of our services. Our day-to-day operational needs are met through existing cash reserves. Based on detailed forecasts and projections, we are confident in our ability to continue delivering vital educational and support services well into the future. Our robust ongoing financial management ensures that the organisation remains resilient and able to meet its financial obligations for at least the next 12 months from the signing of these financial statements.

RISK MANAGEMENT

An Cosán's Board of Directors is responsible for overseeing a Risk Management System to protect the organisation from any harms that may be caused. This is achieved by assessing the likelihood of a risk occurring and putting in place mitigating factors to further reduce the impact of each risk, where possible.

Risk Management System

Identifying, managing and controlling An Cosán's organisational risks, along with ensuring that an exceptional standard of corporate governance continues to permeate throughout the organisation, are of paramount focus of the Board and management of An Cosán.

An Cosán's Risk Management System comprises of ongoing review and assessment of potential risks and are tracked through a Risk Register in alignment with our Risk Management Policy. Our Risk Management Policy will be reviewed by the Board in 2026.

Top Risks

The table below shows the top organisational and financial risks facing our organisation:

Risk	Mitigation and Control Measures
Low reserves	• Ensure the issue of reserves is discussed at every Board meeting, to be included on every Board Meeting Agenda and that it is minuted. • Review Minutes from Board Meetings. • Ensure Reserves Policy is reviewed annually and signed off by Finance and Risk Committee and the Board.
HR issues which give rise to problems such as loss of Key Staff	• Ensure staff have comprehensive performance reviews and regular one to one sessions with line manager so that feedback can be given and issues raised and discussed in an open and honest environment. • Ensure CPD / Training is made available to staff in a consistent, transparent and fair way. • Review and updating CPD Policy. • Review application of this Policy fairly across the organisation. • Undertake succession planning. • Document systems, plans and projects on an ongoing basis. • Review that information is centralised across the organisation and correct Access permissions are granted to employees. • Ensure adequate notice periods and handovers as per employee contracts, shared folders.
Poor GDPR systems and implementation leads to breaches or loss of data, for example leading to legal sanctions	• Data Protection Officer in place. • Active Data Protection Policy in place. • Active GDPR Statement on website. • Regular training for all staff. • Champion in each operation. • Track Data Subject Access Requests (DSARs). • Availability of Admin Support should a Data Subject Access Request arise.
External threats due to the current Political Environment	• Monitoring our Social Media Channels and review Notifications raised by filters set. • Working Alone Policy is in place. • Critical Incident Policy is in place. • Receptionist screens all visitors entering the building. • Employees use a fob system to access separate parts of the building. • Panic Alarm buttons exist in the Early Years service at Jobstown and at the reception. • CCTV (internal and external) in place. Monitored in real time by receptionist, Recordings available to further investigation where required. • Security Monitoring of the building by an external third party. • Floodlights operational in our carpark.
Pandemics / Global Uncertainties: immediate effects and the longer-term impact	• Continually review the effects on staffing, children, learners and determine and monitor the related financial impact. • Plan for uncertainty and what long term impacts (positive and negative) Pandemics / Global Uncertainties may have.
Service User Significant Complaints / Child Protection and Vulnerable Adults Issues	• Quality control procedures in place. • Have and use proper complaints procedures. • Benchmark service. • All EY staff compliant and fully trained with practice Policies and Procedures. • All parents and learners fully aware of An Cosán Complaints Policies and Procedures. • Designated Child Protection Officer in place. • Deputy Designated Child Protection Officer in place. • Designated Vulnerable Adult Protection and Welfare Officer in place. • Compliant with Children First (Tusla) Guidelines. • Child Protection and Welfare Policy in place. • All Early Years Educators trained in child protection. • Recruitment Process includes Garda Vetting and Reference Checks.

Risk	Mitigation and Control Measures
Prolonged absences of Key Staff / HR issues which give rise to problems such as loss of Key Staff - there is also the risk of the remaining staff having to cover the work load which can lead to being overworked or not fulfilling their own work load.	• The Mitigation and Control Measures for this extra Risk (above) are the following points: Ensure pay, terms and conditions are compared with similar roles in the sector, Ensure staff have comprehensive performance reviews and regular one to one sessions with line manager so that feedback can be given and issues raised and discussed in an open and honest environment, Ensure CPD / Training is made available to staff in a consistent, transparent and fair way, Undertake succession planning , Document systems, plans and projects on an ongoing basis, Ensure adequate notice periods and handovers.
Information and Communications Technology (exposure to Hacking / Ransomware)	• Appraise system needs and options. • Have systems in place for development, authorisation, implementation and security. • Technical Support and IT Security is outsourced to Right Cloud.
Cash Flow problems	• Be prudent in assumptions when projecting cash flows (including note on cash received in advance). • Identify major sensitivities in cash flows. • Ensure adequate monitoring and reporting arrangements. • Cash Flow reports are produced and circulated to the Management Team.
Large Reduction in Annual Income / Over Reliance on any one source of Funding	• Maintain excellent relationships with our funders to further shape policy of the future and so that we can be made aware as early as possible of any potential reductions in future funding. • Diversify funding streams as much as possible (balanced across Government / Corporate / Earned Income and Fundraised) Diversify sources of income as much as possible within each funding stream.
Negative Impact on An Cosán's Corporate Funding due to Global changes to "Diversity, Equality and Inclusion Policies"	• Maintain close relationships with current corporate funders to remain informed and up to date on possible impact to current funding. • Diversify within Corporate Funding Streams across multiple corporate funders. • Diversify across other funding streams to avoid a dependency on corporate funding. • Carry out our own Due Diligence on corporate funders to ensure An Cosán's values are aligned with those of the Corporate before building relationships with them or accepting funds.
Corporate Partner reduces or withdraws support	• Spread risk by increasing the number of donors. • Identify other potential funders and enter into discussions for their support. • Get notification from funder as far in advance as possible.

The Risk Register incorporates all internal and external organisational and financial risks that are identified by the Senior Management Team, Finance and Risk Committee and the Board of Directors. It is reviewed bi-annually by each group and records the following: likelihood and severity of the named risk, controls to mitigate said risk, testing of controls, residual risk severity post mitigating controls, actions required (by date) and the person responsible.

The topic of Risk Management is included as a standing agenda item for reporting and discussion at all Senior Management Team and Board meetings.

The Members of An Cosán's Finance and Risk sub-committee reviews potential emerging risks and impact on the organisation.

An Cosán Risk Management System also includes:

- Health and Safety officers appointed at each site to conduct and manage risk.
- On-going establishment, review and update of policies and procedures to mitigate risks identified.
- On-going monitoring of risks identified and the mitigation controls put in place to ensure that the controls are working as intended.

Directors' Report
Plans for Future Periods – 2026 and Beyond

As An Cosán enters its 40th year of transforming lives, our strategic focus sets out an ambitious roadmap for 2026 and beyond. Our future plans are organised across four core strategic goals to ensure long-term development, social inclusion, and organisational sustainability.

1 Goal:

Strengthen Our Core Services

Early Years Education and Care:

- Expand our services, including providing an initiative for mothers of new babies who may require additional support.
- Further develop and monitor our early years environments to ensure they are offering rich literacy and numeracy experiences for all children.
- Develop our research, training and continued professional development activities to enable us to attract, employ and retain skilled, reflective Early Years professionals.

Counselling and Family Support:

- Continue to develop and embed a robust family therapy model for all families attending all of our services.
- Research and develop shared psychological, speech and language plus occupational therapy services for all children.
- Sustain and expand our Lifestart Child Development Programme.

Adult Community Education (ACE):

- Be recognised as the most effective community education provider in the country that empowers women: and enabling this in various ways, including by building confidence, having pathways for progress and brokering new career opportunities for learners.
- Be Ireland's leading universal, inclusive, accessible technology ACE provider by actively embracing new approaches and technological developments; regularly refining our teaching and learning approach and practice.
- Be part of the community; be learner led; have equality between the learner and tutor; include critical reflection; foster empowerment; advance social justice; contribute to civic society; develop skills; support progression; be committed to the development of inclusive learning environments where all learners can be supported to achieve their full potential.
- Grow and develop our ACE programmes based on evidence of needs and ensuring a high standard of inclusive teaching; undertaking research and sharing our innovative work in creating and delivering new progressive pathways for non-traditional learners; designing, delivering and assessing our work according to the highest quality assurance standards and by using continuous improvement process and innovation.

2

Goal:

Promote Inclusivity

Exemplify How to Work with Marginalised Communities Inclusively:

- Increase participation and evaluate our work with the furthest behind communities in Ireland.
- Engage with women and children in marginalised communities, identifying needs and enabling access to our services.
- Continue to be a leading feminist and anti-racist organisation, facilitating empowerment and addressing specific issues relating to the Sustainable Development Goals (e.g. sexual health) whilst working with women from a range of backgrounds (e.g. lone parents, women of colour, Traveller and Roma, LGBTQIA2+, homeless, individuals addicted to substances, etc).

3

Goal:

Influence Systemic Change

Continue to be Pioneers in the Area of Digital Inclusion

- Be Ireland's national champion in driving digital inclusion in the community sector.
- Be a leading advocate to raise awareness and promote the active participation of women in IT and other Science, Technology, Engineering and Maths (STEM)-related careers involving digital skills.
- Build and participate in international networks of like-minded communities of practice such as 'DigComp CoP' (EU), 'Digital Inclusion National Alliance' (US), 'DigiCo' (pan European), 'Digital Poverty Alliance' (UK), etc.

4

Goal:

Our Enabling Goals

Create Accessible and Inclusive Educational Community Spaces

- Include the voices of learners, and ensure best practices, as part of processes to improve our work (e.g. as part of curriculum development and evaluation).
- Harness our community partner network.
- Expand online and blended learning opportunities.

Directors' Report
Other information

Transactions with Directors
There were no transactions between the charity and the directors, or between any related parties.

Political Donations
The company did not make any political donations during the financial period.

Events Subsequent to the Year End
There have been no significant events affecting the company since the balance sheet date.

Accounting Records
The measures taken by the Directors to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014, with regard to the keeping of accounting records, are the implementation of necessary policies and procedures for recording transactions, employment of appropriately qualified accounting personnel with appropriate expertise, the provision of adequate resources to the financial function and the maintenance of computerised accounting systems. The Company's accounting records are maintained at the Company's registered office at Kiltalown Village Centre, Fortunestown Road, Jobstown, Tallaght, Dublin 24.

Statement on Relevant Audit Information
In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

(a) so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and

(b) each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Auditors
The auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the Companies Act 2014.

On behalf of the Board:

Marlene McCormack
Chair
Date: 17 June 2026

William Roche
Director
Date: 17 June 2026

Auditors
Forvis Mazars, Audit and Assurance,
Block 3 Harcourt Centre, Harcourt Road, Dublin 2.

Solicitors
A&L Goodbody, North Wall Quay, Dublin 1.

Bankers
Principal Bank:
Allied Irish Bank, Village Green, Tallaght, Dublin 24.

Other Bank:
Bank of Ireland, Ballsbridge, Dublin 4.

Charity (CHY) Number: 8659
Company Registration Number: 131383
Charity Regulator Number: 20021528

Directors' Responsibilities Statement

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

Irish Company law requires the Directors to prepare financial statements for each financial period. 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 the law, the Directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial period end and of the result of the Company for the financial period and otherwise comply with the Companies Act 2014.

In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the 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 business.

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

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

On behalf of the Board:

Marlene McCormack
Chair
Date: 17 June 2026

William Roche
Director
Date: 17 June 2026

forvis mazars

Independent Auditor's Report

To the Members of The Shanty Educational Project Company Limited by Guarantee (Trading as An Cosán)

Report on the audit of the financial statements

Opinion
We have audited the financial statements of An Cosán for the year ended 31 December 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, 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 issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion the financial statements:
- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2025 and of its result for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the Companies Act 2014.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the Company in accordance with the 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 Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the directors' report is consistent with the financial statements;
- in our opinion, the directors' report has been prepared in accordance with the Companies Act 2014;
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

Matters on which we are required to report by exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 71, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description of auditors responsibilities for audit.pdf. This description forms part of our auditor's report.

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

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

Aedín Morkan

Aedín Morkan
for and on behalf of Forvis Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

Date: 23 June 2026

Financial Statements

Statement of Financial Activities

(incorporating the Income and Expenditure Account)

For the year ended 31 December 2025

Note	Note	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Total Funds 2024 €
Income from:					
Donations and Legacies	3.1	140,324	291,147	431,471	488,712
Charitable Activities	3.2 / 3.3	-	3,360,911	3,360,911	3,122,751
Other Trading Activities	3.4	-	308,332	308,332	313,862
Total Income		**140,324**	**3,960,390**	**4,100,714**	**3,925,325**
Expenditure on:					
Charitable Activities	4.1	19,377	3,868,141	3,887,518	3,806,388
Raising Funds	4.2	42,527	-	42,527	84,937
Total Expenditure		**61,904**	**3,868,141**	**3,930,045**	**3,891,325**
Net Income		**78,420**	**92,249**	**170,669**	**34,000**
Net Movement in Funds		78,420	92,249	170,669	34,000
Total Funds Brought Forward	15	454,425	1,171,358	1,625,783	1,591,783
Total Funds Carried Forward	15	**532,845**	**1,263,607**	**1,796,452**	**1,625,783**

All income and expenditure arises from continuing operations. There are no recognised gains or losses other than the income and expenditure for the above two financial years.

The notes on pages 77 to 91 form part of these financial statements.

Balance Sheet

As at 31 December 2025

	Note	2025 €	2024 €
Fixed Assets			
Tangible Assets	9	725,360	766,667
Current Assets			
Debtors and Prepayments	10	292,886	269,959
Cash and Cash Equivalents	11	1,211,366	908,654
		1,504,252	**1,178,613**
Creditors (amounts falling due within one year)			
Other Creditors	12	(420,740)	(299,436)
Net Current Assets		1,083,512	879,177
Creditors (amounts falling due after more than one year)	14	(12,420)	(20,061)
Total Net Assets		**1,796,452**	**1,625,783**
Income Funds			
Restricted Funds	15	1,263,607	1,171,358
Unrestricted Funds	15	532,845	454,425
Total Funds		**1,796,452**	**1,625,783**

Signed on behalf of the Board:

Marlene McCormack   William Roche

Marlene McCormack   William Roche

The notes on pages 77 to 91 form part of these financial statements.

Statement of Cash Flows

For the year ended 31 December 2025

	Note	2025 €	2024 €
Net Cash Generated from Operating Activities	17.1	317,393	270,397
Net Cash used in Investing Activities	17.2	(14,681)	(14,413)
Change in Cash and Cash Equivalents in the Reporting Period	17.3	**302,712**	**255,984**
Reconciliation of Net Cashflow to Movement in Net Funds			
Change in Cash and Cash Equivalents in the Reporting Period	17.3	302,712	255,984
Cash and Cash Equivalents at the Beginning of the Reporting Period	17.3	908,654	652,670
Cash and Cash Equivalents at the End of Reporting Period	17.3	**1,211,366**	**908,654**

The notes on pages 77 to 91 form part of these financial statements.

Notes to the Financial Statements

For the year ended 31 December 2025

1. GENERAL INFORMATION

These financial statements comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes 1 to 25 constitute the individual financial statements of The Shanty Educational Project Company Limited by Guarantee, "the charity", for the financial year ended 31 December 2025.

The Shanty Educational Project Company Limited By Guarantee is engaged in the provision of Adult and Early Years Education programmes and meeting the needs of the economically disadvantaged communities across Ireland. It is a registered charity and is a public benefit entity. Its registered office is Kiltalown Village Centre, Fortunestown Road, Jobstown, Tallaght, Dublin 24 which is also its principal place of business.

STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102). The financial statements have also been prepared in accordance with the Statement of Recommended Practice (SORP) (FRS 102) "Accounting and Reporting by Charities".

CURRENCY

The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. STATEMENT OF ACCOUNTING POLICIES

BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which are recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK. While reporting under Charities SORP is not a legal requirement in Ireland it is considered to be best practice.

The principal accounting policies are set out below. The policies have remained unchanged from the previous year.

INCOME

All income is included in the Statement of Financial Activities when the charity is entitled to the income, the amount can be measured with reasonable accuracy and receipt is probable. The following specific policies are applied to categories of income:

Grant and Service Income: Grants from public authorities and other agencies in Ireland are credited to the Statement of Financial Activities in the year to which they relate. Grants received towards capital expenditure are treated as described under the heading "Capital Grants". Grants are recognised when there is evidence of entitlement and their receipt is probable. Grant income is deferred where the charity is restricted by specific performance related conditions that are evident in the grant agreement, where there is a specification of a time period that limits the charity's ability to spend the grant until it has performed that activity related to the specified time period and when there are specific terms or conditions within the agreement that have not been met and are not within the control of the charity.

Fundraising Income: Fundraising income is credited to the Statement of Financial Activities in the year in which it is receivable by the charity.

Donations and Legacies: Voluntary income including donations, gifts and legacies are recognised where there is entitlement, receipt is probable, and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donors have imposed conditions which must be met before the charity has unconditional entitlement.

Notes to the Financial Statements
For the year ended 31 December 2025

Donated Services and Facilities: Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with Charities SORP (FRS 102), general volunteer time is not recognised. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipt.

Fees: Fee income is credited to the Statement of Financial Activites as soon as it is receivable by the charity.

EXPENDITURE
Expenditure is accounted for on an accrual basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

SUPPORT COSTS
Support costs arise from those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include Human Resources, ICT, Procurement and Administration. Costs are charged to each service and activity in proportion to direct expenditure, which is considered to reflect estimated benefits received. Costs are not allocated to designated or fixed asset funds.

EMPLOYEE BENEFITS
The charity provides a limited range of benefits to employees being paid holiday arrangements and defined contribution pension plans in some cases.

DEFINED CONTRIBUTION PENSION PLAN
The charity operates a defined contribution plan for an employee. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations.

The contributions are recognised as an expense in the statement of financial activities when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the charity in an independently administered fund.

RESTRICTED FUNDS
Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors in so far as these are intended to be binding on the charity. Where any such wishes are not intended to be legally binding, they are taken into account and recognised in appropriately designated funds.

UNRESTRICTED RESERVES
Unrestricted reserves represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Notes to the Financial Statements

For the year ended 31 December 2025

CAPITAL GRANTS

Grants from public authorities and other agencies in Ireland are credited to the Statement of Financial Activities in the year to which they relate. Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable whichever is earlier. Grants are recognised when there is evidence of entitlement and their receipt is probable.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets are stated in the Balance Sheet at cost or revalued amount less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, so as to write off the cost or valuation, less estimated residual value of each asset over its expected useful economic life as follows:

Buildings	2% Straight line
Office, Media and Computer Equipment	33% Straight Line
Fixtures and Fittings	10% Straight Line
Outdoor Play Equipment	10% Straight Line
Nursery & Kitchen Equipment	20% Straight Line

The net book value of tangible assets subject to depreciation at the financial year end date was €725k (2024: €767k) (note 9).

FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

DEBTORS

Short term debtors are measured at transaction price, less any impairment. The total amount of trade debtors at year end was €172k (2024: €207k) (note 10).

CASH AND CASH EQUIVALENTS

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

CREDITORS

Short term creditors are measured at the transaction price.

TAXATION

No charge to taxation arises as the charity has been granted charitable status by the Revenue Commissioners under Section 207 and 208 of the Taxes Consolidation Act 1997.

OPERATING LEASES: THE CHARITY AS LESSEE

Rentals paid under operating leases are charged to the SOFA on a straight line basis over the lease term.

A lease agreement exists between "The County Council of the County of South Dublin" and "The Shanty Educational Project CLG" in respect of the plot of land on which the An Cosán building stands. The term of the lease is 99 years from the 1st January 2010. As long as the demised premises are used as a multi purpose centre for education, training, enterprise and childcare then an abated rent of €1.27 is payable annually under this lease.

The charity pays an annual invoice amounting to €127 per annum to SDCC for the rental of the Eco House premises where our Early Years Kiltipper service operates from.

Notes to the Financial Statements

For the year ended 31 December 2025

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES 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.

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Establishing lives for depreciation purposes of property, plant and equipment
Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. There were no changes to useful lives in the current and prior years, further details of the useful lives is included in the accounting policies.

(b) Providing for doubtful debts
The charity makes an estimate of the recoverable value of trade and other debtors. The charity uses estimates based on historical experience in determining the level of debts, which the charity believes will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. The level of provision required is reviewed on an on-going basis.

(c) Income recognition
In applying the income recognition principles of the Charities SORP, judgements are occasionally required to ascertain whether a grant agreement is performance or non-performance based. This is done using established criteria that are applied consistently across all funding instruments and from one period to the next. Furthermore, where grant agreements are found to be performance based, judgements are required as to the level of income that should be recognised for the year. The organisation typically uses incurred expenditure as the most appropriate basis to measure progress on grant agreements and to recognise the related income. This is done in conjunction with a qualitative assessment of the status of the underlying projects in order to ensure this represents the most appropriate basis of recognition. All judgements are made at the individual grant level and are subject to appropriate review and approval processes.

(d) Going concern
The financial statements have been prepared on the going concern basis. The validity of this assumption is dependent on achieving sufficient operating cash flows for future years. The directors have prepared budgets and cashflows for a period of at least 12 months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due. The charity is heavily reliant on donations and grant revenue streams in order to carry out its operations. If funding was reduced the ability to continue as a going concern may be affected.

Notes to the Financial Statements
For the year ended 31 December 2025

3. INCOME

Income is mainly derived from within the Republic of Ireland, with €92k (2024: NIL) from within the USA and €20k (2024: expense of €2k) from within the European Union.

Income is composed of Donations and Legacies, Income from Charitable Activities and Other Income as set out below.

For further details on state funding, refer to Appendix 1 to the financial statements.

3.1 Donations and Legacies

	2025 €	2024 €
Restricted		
Private and Corporate Funding	291,147	277,281
	291,147	**277,281**
Unrestricted		
Fundraising activities	120,947	175,817
Donated services and facilities	19,377	35,614
	140,324	**211,431**
	431,471	**488,712**

Notes to the Financial Statements

For the year ended 31 December 2025

3.2 Income from Charitable Activities – Restricted

State Funding:

State Organisation	Type of Funding	2025 €	2024 €
DDLETB (Department of Further and Higher Education, Research, Innovation and Science)	Community Grants - Adult Literacy & Community Education (ALCE) & Back to Education Initiative (BTEI)	144,897	148,288
Department of Justice	Cuan - The Domestic, Sexual and Gender Based Violence Agency	10,779	10,779
Department of Social Protection	School Meals Programme	3,007	3,118
	Community Employment Scheme	288,068	273,440
Department of Rural & Community Development / Department of Social Protection (Social Inclusion & Community Activation Programme (SICAP), Dublin Northwest Partnership 2025)	Empowering Communities Programme	1,500	960
European Union Erasmus +	Fatherhood Project	-	(2,153)
	STARS: Self-Regulated Learning Tools for Academic Success	19,880	-
Department of Children, Disability and Equality (DCDE) – Tusla Child and Family Agency	Counselling Services	30,617	30,303
	Core and Programme Funding	748,118	740,451
	Transport to support attendance of child in Early Years	-	4,781
Solas	Programme Funding and Core Funding	684,134	690,049
Solas/DDLETB	Reach Funding 2025	17,234	32,259
Higher Education Authority (Dept. of Further & Higher Education, Research, Innovation and Science)	Performance Funding Project	140,070	118,370
Age and Opportunity Ireland	National Grant Scheme for Sport and Physical Activity for Older People	310	260
Department of Children, Disability and Equality - South Dublin County Childcare Committee	Parent and Toddler Initiative Grant	1,892	431
South Dublin Co. Council (SDCC)	Community Activities Fund	110	-
Department of Rural and Community Development – Pobal	Community Services Programme	392,268	359,629
Department of Children, Disability and Equality (DCDE) – Pobal	Early Childhood Care and Education (ECCE)	258,570	268,512
	Access & Inclusion Model (AIM)	103,812	70,808
	Community Childcare Subvention Plus	2,430	3,564
	National Childcare Scheme	193,334	136,564
	Core Funding	235,859	169,867
	Equal Start Staffing Support	10,534	-
	Equal Start Bia Blasta	2,632	-
	Improved Ventillation Grant	(1,500)	-
	Equal Start Bia Blasta Capital	1,967	-
Department of Rural and Community Development – Rethink Ireland	Mná na hÉireann	-	4,352
	Urban Uplift Fund – Accelarator Programme	38,381	25,588
		3,328,903	**3,090,220**

Notes to the Financial Statements

For the year ended 31 December 2025

3.3 Other Charitable Income (restricted):	2025 €	2024 €
Childhood Development Initiative - CDI Powerful Parenting ELC Programme	32,008	32,531
	32,008	**32,531**
Total Income from Charitable Activities	**3,360,911**	**3,122,751**

3.4 Other Income (restricted):	2025 €	2024 €
Learner Fees	148,914	141,615
Early Years Education and Care Fees	152,743	163,744
Counselling Income	6,095	7,103
Other Income	580	1,400
	308,332	**313,862**

4. EXPENDITURE ON:

4.1 Charitable Activities	Adult Education €	Early Years Childcare €	Total 2025 €	Total 2024 €
Wages and Salaries	1,502,609	1,566,907	3,069,516	3,020,181
Other Staff Costs	57,693	31,385	89,078	43,119
Human Relations Costs	20,551	203	20,754	22,508
Programme Costs	87,998	61,606	149,604	146,503
Premises Costs	125,719	129,237	254,956	232,623
Advertising and Promotion	27,905	9,369	37,274	32,668
Depreciation	26,058	25,037	51,095	52,934
Loss on disposal of tangible asset	2,495	2,398	4,893	-
Bank Interest and Charges	2,457	1,115	3,571	7,682
Management and Administration	52,257	31,217	83,474	100,265
Other Costs	-	5,318	5,318	13,159
Overheads	51,817	18,414	70,231	70,903
Governance Costs	16,159	12,218	28,377	28,229
Donated services and facilities	14,113	5,264	19,377	35,614
	1,987,831	**1,899,687**	**3,887,518**	**3,806,388**

Notes to the Financial Statements

For the year ended 31 December 2025

4.2 Raising Funds

	2025 €	2024 €
Fundraising - International Women's Day Lunch	31,220	30,725
Fundraising - Winter Ball	-	43,988
Fundraising - Golf Classic	11,256	9,898
Fundraising - Other	51	326
	42,527	**84,937**

4.3 Governance Costs include the following

	2025 €	2024 €
Auditors' remuneration		
Statutory audit services	24,231	23,155
Under provision in prior year	25	1,230
Assistance with preparation of financial statements	3,075	2,860
Audit of CE Scheme	1,046	984
	28,377	**28,229**

5. PENSION COSTS

	2025 €	2024 €
Retirement Benefits	**10,356**	**10,247**

The charity operates a defined contribution pension scheme. The expense has been fully allocated to the restricted fund as these costs were incurred on restricted activities. The pension cost represents contributions payable by the charity to the fund. Contributions outstanding at year end were €1,253 (2024: €846).

6. DIRECTORS' REMUNERATION AND TRANSACTIONS

No remuneration is paid to Directors for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. No directors expenses were claimed in the year.

Notes to the Financial Statements
For the year ended 31 December 2025

7. EMPLOYEES AND REMUNERATION

The average number of employees during the year was 119 (2024: 121) and is analysed into the following categories:

	2025 Full Time	2025 Part Time	2024 Full Time	2024 Part Time
Management	7	1	7	-
Administration	8	2	3	4
Education and Training	9	23	20	20
Early Years Education and Care	14	29	14	24
CE Scheme	1	15	1	18
Other Services	-	3	-	7
Hospitality	-	7	-	3
	39	**80**	**45**	**76**

The staff costs are comprised of:	2025 €	2024 €
Wages and Salaries	2,801,719	2,759,604
Employers PRSI	257,241	250,330
Employers Pension Contribution	10,356	10,247
	3,069,316	**3,020,181**

Senior staff remuneration:
The number of employees whose employee benefits (excluding employer's pension cost and PRSI) during the reporting period is greater than €60,000 is 4 (2024:3) as follows:

	2025 €	2024 €
€60,000 – €69,999	1	1
€70,000 – €79,999	1	-
€80,000 – €90,000	1	1
€90,000 – €100,000	-	-
€100,000 – €110,000	1	1
	4	**3**

Key Management remuneration:
Key management personnel comprise the Chief Executive Officer and the senior management team. The total remuneration cost for these individuals amounted to €443,726 (2024: €425,063). The year on year increase primarily relates to the inclusion of the annual salary of a new SMT position that was appointed in Sept 2024 and also the application of some modest salary increases in line with a recent benchmarking exercise and the directions of the WRC agreements in respect of relevant roles. The CEO Heydi Foster Breslin was paid a gross remuneration (inclusive of employer's pension cost and PRSI) of €125,174 (2024: €124,341).

Notes to the Financial Statements

For the year ended 31 December 2025

8. TAXATION

No charge to taxation arises as The Shanty Educational Project Company Limited By Guarantee has been granted charitable exemption by the Revenue Commissioners.

9. TANGIBLE FIXED ASSETS

	Buildings €	Fixtures and Fittings €	Office, Media and Computer Equipment €	Nursery & Kitchen Equipment €	Outdoor Play Equipment €	Total €
Cost						
At 1 January 2025	1,275,655	134,862	41,492	21,742	39,303	1,513,054
Additions	-	13,515	1,166	-	-	14,681
Disposals	-	(6,810)	-	-	(8,556)	(15,366)
At 31 December 2025	**1,275,655**	**141,567**	**42,658**	**21,742**	**30,747**	**1,512,369**
Depreciation						
At 1 January 2025	617,338	65,620	30,860	14,306	18,263	746,387
Charge for the year	25,513	13,765	5,193	2,694	3,930	51,095
On disposals	-	(4,199)	-	-	(6,274)	(10,473)
At 31 December 2025	**642,851**	**75,186**	**36,053**	**17,000**	**15,919**	**787,009**
Net Book Value						
At 31 December 2025	**632,804**	**66,381**	**6,605**	**4,742**	**14,828**	**725,360**
At 31 December 2024	**658,317**	**69,242**	**10,632**	**7,436**	**21,040**	**766,667**

10. DEBTORS (Amounts falling due within one year)

	2025 €	2024 €
Grants and Funding Receivable	155,149	176,348
Fees Due	17,090	30,976
Prepayments and Sundry Receivables	120,647	62,635
	292,886	**269,959**

All fees, grants and funding is due within the terms of the grant or funding agreements, which varies between one and twelve months, dependant on the source of income. Fees are shown net of impairment in respect of doubtful debts.

Notes to the Financial Statements

For the year ended 31 December 2025

11. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash at bank and in hand	**1,211,366**	**908,654**

12. CREDITORS (Amounts falling due within one year)

	2025 €	2024 €
Creditors and Accruals	147,774	97,787
Deferred Income (Note 13)	207,226	147,820
Payroll Taxes	65,740	53,829
	420,740	**299,436**

Creditors and accruals are payable at various dates in the next 12 months in accordance with the suppliers' usual terms and conditions. Payroll taxes are payable within the first month of the new year in accordance with the applicable statutory provisions.

13. DEFERRED INCOME

	2025 €	2024 €
At 1 January 2025	147,820	130,596
Credited to Statement of Financial Activities	(139,426)	(125,820)
Accounts refunded / to be refunded	-	(1,000)
Deferred during the year	198,832	144,044
At 31 December 2025	**207,226**	**147,820**

Deferred income relates to: Grants and funding received which do not meet the criteria for recognition as income as terms and conditions attaching to the income have not yet been met. This income has therefore been deferred to future years in accordance with Charities SORP.

Deferred income contains grant income of €35k (2024: NIL) from The Ireland Funds received in 2025 that had not yet been spent by year end.

14. CREDITORS (Amounts falling due after more than one year)

	2025 €	2024 €
Department of Social Protection - Redundancies	12,420	20,061
	12,420	**20,061**

An arrangement was made with the Redundancy & Insolvency Payments Section of the Department of Employment Affairs and Social Protection in 2018 to repay this creditor over 120 monthly instalments. The monthly instalments are in the amount of €637 and are being paid over a 10 year period.

Notes to the Financial Statements

For the year ended 31 December 2025

15. FUNDS OF THE CHARITY

15.1 Analysis of Movements on Funds

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Restricted Income	1,171,358	3,960,390	(3,868,141)	1,263,607
Unrestricted Income	454,425	140,324	(61,904)	532,845
Total Funds	**1,625,783**	**4,100,714**	**(3,930,045)**	**1,796,452**

15.2 Analysis of Net Assets

	Unrestricted Funds €	Restricted Funds €	Total Funds €
Tangible Assets	-	725,360	725,360
Current Assets	532,845	971,407	1,504,252
Current Liabilities	-	(420,740)	(420,740)
Non-current Liabilities	-	(12,420)	(12,420)
	532,845	**1,263,607**	**1,796,452**

16. FINANCIAL INSTRUMENTS

	2025 €	2024 €
Financial Assets		
Financial assets measured at transaction value	**1,383,605**	**1,115,978**
Financial Liabilities		
Financial liabilities measured at transaction value	**355,000**	**245,607**

Financial assets measured at transaction value comprise cash, amounts due from government grants and contributions receivable, fees due and other debtors.

17. RECONCILIATION OF NET CASH MOVEMENTS IN NET FUNDS

17.1 Operating Activities

	2025 €	2024 €
Net movement in funds	170,669	34,000
Depreciation	51,095	52,934
Disposal of fixed and other assets	4,893	-
Increase in debtors	(22,927)	178,354
Decrease in creditors	113,663	5,109
Net cash flow from operating activities	**317,393**	**270,397**

Notes to the Financial Statements

For the year ended 31 December 2025

17.2 Investing Activities	2025 €	2024 €
Payments to acquire tangible fixed assets	(14,681)	(14,413)
Net cash outflow from financing activities	**(14,681)**	**(14,413)**

17.3 Analysis of Changes in Net Funds	01 Jan 2025 €	Cash Flows €	31 Dec 2025 €
Cash and cash equivalents	**908,654**	**302,712**	**1,211,366**

18. COMMITMENTS

At 31 December 2025 the charity had annual commitments under non-cancellable operating leases as follows:

	2025 €	2024 €
Not later than 1 year	19,688	16,808
Later than 1 year and not later than 5 years	20,296	10,556
Later than 5 years	76	77
	40,059	**27,441**

19. CAPITAL COMMITMENTS

There were no capital commitments at the balance sheet date.

20. RELATED PARTY TRANSACTIONS

There were no transactions between the charity and the directors, or between any related parties other than the key management remuneration as disclosed in note 7.

21. POST BALANCE SHEET EVENTS

There has been no significant events affecting the company since the balance sheet date.

22. PROVISIONS AVAILABLE FOR SMALLER ENTITIES

In common with many other businesses of our size and nature, we use our auditors to assist in the preparation of the financial statements.

23. PRIOR YEAR COMPARATIVES

Certain prior year comparatives have been reclassified for consistency and comparability.

24. LEGAL STATUS OF THE CHARITY

The charity is a public benefit entity and operates as a charity limited by guarantee without share capital. At 31 December 2025, there were 4 members (2024: 4), whose guarantee is limited to €1.27 each.

25. ULTIMATE CONTROLLING PARTY

The members of The Shanty Educational Project Limited Company Limited by Guarantee are considered to be the ultimate controlling party.

26. OVERVIEW OF GRANT INCOME DURING THE YEAR

The below is an overview of grant activity from exchequer funds during the year in compliance with the requirements of the DPER circular 13/2014.

Non-Capital Grants

Name of Grantor	Name of Grant	Restricted / Unrestricted	Purpose of Grant and how the use is restricted
Tusla (Child and Family Agency)	Section 56	Restricted	Core and Programme and Funding
	FSS	Restricted	Counselling Services
	FSS ADD	Restricted	Additional One Off Counselling Services (2026)
SOLAS (Further Education and Training Authority)	Digital Transformation Programme – Community Education	Restricted	Digital Transformation Programme - Community Education (Pay 359,048 and Non-Pay €170,520)
	Building An Cosán's core organisational capacity	Restricted	Building An Cosán's core organisational capacity (Pay €154,566)
Department of Social Protection	Community Employment Scheme	Restricted	Community Employment
Pobal (Department of Rural and Community Development)	Community Services Programme	Restricted	To provide a range of community education and training opportunities to people who are living on low incomes in highly disadvantaged areas
DDLETB (Department of Further and Higher Education, Research, Innovation and Science)	Community Grant – BTEI	Restricted	Back to Education Initiative Programme Delivery
	Community Grant – ALCE	Restricted	The provision of Community Education programmes to the area of Tallaght West
SOLAS/DDLETB (Further Education and Training Authority)	Reach Funding 2025	Restricted	Renewal / Update / Purchase of Learner Support equipment
Department of Social Protection	School Meals Programme (Local Project) Scheme 2024/2025 and 2025/2026	Restricted	School Meals
Department of Rural and Community Development – Rethink Ireland	Urban Uplift Fund Accelerator Programme	Restricted	Workability – Providing Transferrable Skills for Flexible Employment
	Mná na hÉireann, Women of Ireland Fund	Restricted	Women's Education Programme
Higher Education Authority (Dept. of Further and Higher Education, Research, Innovation and Science)	Performance Funding Project	Restricted	Higher Education delivery, Participatory Action Research
CUAN (The Domestic, Sexual and Gender-Based Violence Agency)	Provision of Services Supporting Victims of Domestic, Sexual and Gender-Based violence in the Criminal Justice System	Restricted	Provision of professional one to one counselling for victims of crime, and a peer support group
Pobal (Department of Children, Disability and Equality)	Core Funding	Restricted	To improve affordability, quality, inclusion and sustainability of early years services
	National Childcare Scheme (NCS)	Restricted	Provides financial support to help parents to meet the costs of childcare
	Access and Inclusion Model (AIM)	Restricted	To create a more inclusive environment in pre-schools, so all children, regardless of ability, can benefit from quality early learning and care
	Early Childhood Care and Education (ECCE)	Restricted	Provides early childhood care and education for children of pre-school age
	Community Childcare Subvention Plus (CCSP)	Restricted	To support parents / guardians on a low income to avail of reduced childcare costs at participating childcare services
South Dublin County Childcare Committee	Parent and Toddler Initiative Grant (Kiltipper)	Restricted	To support the delivery of the Parent and Toddler Group
	Parent and Toddler Initiative Grant (St. Annes)	Restricted	To support the delivery of the Parent and Toddler Group
Age and Opportunity Ireland	National Grant Scheme for Sport and Physical Activity for Older People	Restricted	To increase the participation of older people in recreational sport and physical activity
European Union Erasmus +	STARS: Self-Regulated Learning Tool for Academic Success	Restricted	To co-create with students and teachers an open-source tool that supports the systematic development of academic writing skills over time
South Dublin County Council	Active South Dublin	Restricted	Equipment for Older Person's group
Capital Grants			
Pobal (Department of Children, Disability and Equality)	Equal Start Staffing Support	Restricted	To provide a specific staffing subvention to ELC / SAC services in disadvantaged areas to facilitate the recruitment of additional staff or to increase existing staff hours
	Equal Start Bia Blasta	Restricted	To provide targeted funding to ECCE services in disadvantaged areas to support the delivery of daily nutritious meals to the children
	Equal Start Bia Blasta (Capital)	Restricted	To provide a one-off capital allocation to eligible ECCE services for the purchase of essential catering equipment to support the delivery of the Equal Start Bia Blasta programme
	Improved Ventilation Grant	Restricted	Capital Grant to improve ventilation services
Social Inclusion & Community Activation Programme (SICAP), Dublin Northwest Partnership	Community Grant 2025	Restricted	Capital Grant to enhance outdoor play area for early years service

27. COMMUNITY SERVICES PROGRAMME INCOME AND EXPENDITURE DURING THE YEAR

Community Services Programme	CSP Income	Other Grant Income	Traded Income
	392,268	1,614,327	159,221

28. APPROVAL OF FINANCIAL STATEMENTS

The Board of Directors approved these financial statements for issue on 17 June 2026.

Term of grant	Total amount of grant awarded €	Amount of grant deferred / (receivable) at 1 Jan 2025 €	Amount recognised as income in 2025 in line with Charities SORP €	Amount of grant deferred / (receivable) at 31 Dec 2025 €	Expenditure during the year €	Cash received in 2025 €	Outstanding cash balance €
1 Jan 2025 to 31 Dec 2025	748,118	62,343	748,118	-	748,118	685,775	-
1 Jan 2025 to 31 Dec 2025	30,617	-	30,617	-	30,617	30,617	-
1 Jan 2025 to 31 Dec 2025	35,000	-	-	35,000	-	35,000	-
1 Jan 2025 to 31 Dec 2025	529,568	-	529,568	-	529,568	529,568	-
1 Jan 2025 to 31 Dec 2025	154,566	-	154,566	-	154,566	154,566	-
July 2024 - July 2025 & July 2025 - July 2026	288,068	21,993	288,068	12,683	288,068	278,759	12,683
1 Jan 2023 to 31 Dec 2027	2,011,545	44,504	392,268	37,706	392,268	385,470	37,706
1 Jan 2025 to 31 Dec 2025	27,134	(28,033)	24,654	(28,053)	24,654	24,634	-
1 Jan 2025 to 31 Dec 2025	129,000	(130,348)	120,244	(127,037)	120,244	123,555	-
1 Jan 2025 to 31 Dec 2025	17,234	-	17,234	-	17,234	17,234	-
Expires 31 Aug 2026	Eligible to claim up to a max of €10k	665	3,007	678	3,007	3,020	678
March 2023 to June 2025	127,939	-	38,382	-	40,121	38,382	-
Dec 2024 to May 2025	4,352	-	-	-	4,352	-	-
1 Jan 2024 to 31 Dec 2026	420,250	-	140,070	-	140,070	140,070	-
1 Jan 2025 to 31 Dec 2025	10,779	-	10,779	-	10,779	10,779	-
Sept 24 to Aug 25 & Sept 25 to Aug 26	235,859	(17,650)	235,859	-	235,859	253,509	-
Sept 24 to Aug 25 & Sept 25 to Aug 26	193,334	-	193,334	-	193,334	193,334	-
Sept 24 to Aug 25 & Sept 25 to Aug 26	103,812	-	103,812	-	103,812	103,812	-
Sept 24 to Aug 25 & Sept 25 to Aug 26	258,570	-	258,570	-	258,570	258,570	-
12 Aug 2024 to 8 Aug 2025	2,430	-	2,430	-	2,430	2,430	-
Expires 30 June 2025	800	369	1,074	-	1,074	800	95
	1,000	-	817	-	817	1,000	183
Expires 31 May 2026	310	-	310	-	114	310	196
1 Oct 2024 to 30 Nov 2026	49,700	-	19,880	-	19,880	19,880	-
2025	110	-	110	-	110	110	-
Sept 25 to Aug 26	10,534	-	10,534	-	10,534	10,534	-
Sept 2025 to 13 July 26	2,632	-	2,632	-	2,632	2,632	-
Expires 31 Dec 25	1,967	-	1,967	-	1,967	1,967	-
Dec 2021 to May 2022	10,500	-	(1,500)	-	-	-	-
Expires 30 Nov 2025	1,500	-	1,500	-	1,500	1,500	-

Other Income	Total Income of CSP service 2025	Total Expenditure of CSP service 2025	Surplus of CSP service 2025
10	2,165,826	2,048,337	117,489

Acknowledgements and Thanks

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Intact Insurance join us for a volunteering day! They rolled up their sleeves and did an absolutely fantastic job helping to decorate the Children's Garden

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The Shanty Educational Project Limited
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Charity Regulator Number 20021528

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