

ECCE & Play Early Childhood Ireland
trading as

Early Childhood Ireland

A company limited by guarantee

Directors' / Trustees'
**Annual Report &
Financial Statements**

Year Ended 31 December 2018

Charity Number: 19987

Charity Registration Number: 20078904

Company Number: 506235

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Directors and Other Information	
DIRECTORS	Jillian van Turnhout Catherine O'Brien Thomas Walsh Catherine Byrne Liam Fahy Paul Gilligan Anne Looney Karen McGovern Breda Joyce Michele Akerlind
Retired Directors who served during the year:	Georga Dowling Naomh O'Dwyer Sally O'Donnell
CHAIRPERSON	Jillian van Turnhout
SECRETARY	Susan Selfridge
SOLICITORS	Crowley Millar 2-3 Lower Exchange Street IFSC Dublin 1
AUDITORS	Gerard O'Rorke and Company Chartered Accountants & Registered Auditors Castle Street Kells, Co Meath
BANKERS	Allied Irish Bank 100/101 Grafton Street Dublin 2
REGISTERED OFFICE	Hainault House Belgard Square South Tallaght, Dublin 24
COMPANIES OFFICE NUMBER	506235
CHARITY NUMBER CHY	19987
REGISTERED CHARITY NUMBER	20078904

Directors Report

The Directors submit their Annual Report and Audited Financial Statements for the year ended 31st December 2018 for consideration at the Annual General Meeting.

As a company limited by guarantee and not having a share capital incorporated in the Republic of Ireland under the Companies Act 2014, these accounts are presented in a form which complies with the requirements of the Companies Act 2014.

Reference and Administrative Details

The organisation is a charitable company with a registered office at Hainault House, Belgard Square South, Tallaght, Dublin 24, D24 RFV0. The legal title of the charity is ECCE & Play Early Childhood Ireland and trades under the name Early Childhood Ireland.

The content of the director's annual report is set out in the following headings:

- A message from our Chairperson and CEO
- Summary of Early Childhood Ireland's Purpose and Activities
- Achievements and Performance
- Financial Review
- Structure, Governance and Management
- Financial Reporting Section

A message from Our Chairperson and CEO



Jillian van Turnhout, Chairperson



Teresa Heeney, Chief Executive Officer

2018 was a busy year for our organisation as we continued to work towards our shared vision that every young child is thriving and learning in a quality early childhood setting. The primary role of our organisation is to support and represent the people who play a role in the development and delivery of Early Learning and Care (ELC) services and policies through: providing pedagogical and governance leadership; supporting new developments and providing opportunities and possibilities for the ELC sector. This report outlines our activities throughout the year that helped us work towards the four goals outlined in our strategic plan.

One of the biggest events in our calendar was our National Annual Conference Weekend held in April. The theme of our Conference in 2018 was “Coming Together in Difference, Leadership in Inclusion, Equality & Diversity”. This event provided members with opportunities to share their collective knowledge, expertise and experience, participate in masterclasses and hear from high-level keynote speakers. Part of the Annual Conference weekend included the National Early Childhood Research Conference which offered participants access to a range of research presentations, poster presentations and self-organised symposiums. This weekend was also host to our National Awards, where quality provision and best practice are recognised and celebrated. This year, we introduced the Educator of the Year Award, which celebrated the exceptional contributions of individuals whose work has had a significant and positive impact on children, families, practitioners and their community.

In March, our National Pyjama Day saw 60,000 children from 1,300 crèches and preschools nationwide raise €280,000 for six charities; Down Syndrome Ireland, Spina Bifida Hydrocephalus Ireland, Irish Neonatal Health Alliance, Temple Street Foundation, AslAm and ReCreate.

An important milestone in terms of governance was achieved in September 2018, after a two-year long journey, when our Board certified compliance with the Governance Code for the Community, Voluntary and Charitable Sector.

In October, we hosted our first ever Meet the Members event and we were delighted to welcome Minister for Children and Youth Affairs Dr. Katherine Zappone TD to the event, which was attended by our members from around the country.

The long-awaited Strategy for Babies, Young Children and their Families was launched in November. The First 5 strategy, as it is now known, envisages a strengthening role and major developments for our sector between now and 2028. It represents the culmination of many years of research, discussion and cooperation as we look to ensure the best possible start in life for all young children and their families in Ireland.

We have many exciting things to look forward to in 2019, one of which is the launch of our Early Years Employers Service (EYES). We have set out a plan to expand our support point team to develop and provide dedicated HR resources for the sector which will be known as Early Years Employers Service (EYES). This is an important development for our sector which will support overall professionalisation of the sector.

We would like to thank our members for their continued support and we look forward to an exciting and productive 2019.



1. Summary of Early Childhood Ireland's Purpose and Activities

Early Childhood Ireland is the largest national representative organisation in the early learning and care (ELC) sector in Ireland with over 3,700 members, representing almost 75% of childcare service provision in the country.

Through our membership, the organisation reaches over 20,000 early childhood educators and 100,000 families daily. As a national organisation Early Childhood Ireland's vision is that every young child is thriving and learning in a quality early childhood setting. This vision is based on the philosophy that early childhood is a critical period for the nurturing of each individual child's curiosity, resilience, creativity, confidence and potential. The vision is also based on a belief that every child has a right to a childhood that is loving, secure and stimulating.

I am a member of Early Childhood Ireland because they provide me with a support system that is anchored by vast experience from within the sector. I would be lost without them.

- Sandra Buckley

Early Childhood Ireland is committed to collaborative working at a national and international level. The primary role of the organisation is to support and represent the people who play a role in the

As a full day care provider, my membership of ECI is hugely beneficial, in particular the accessibility of the team in relation to any issues that I may have is very important to me. I find the team extremely supportive and engaging.

- Gillian Murphy

development and delivery of Early Learning and Care (ELC) services and policies through: providing pedagogical and governance leadership; supporting new developments and providing opportunities and possibilities for the ELC sector.

As a membership-based organisation, we have a solid commitment to a learning partnership with our membership and a close working relationship with a cohort of very engaged and progressive service providers and educators with valued practitioner research.

Early Childhood Ireland represents the interests and needs of ELC providers and advocates on behalf of the ELC sector, children and their families. This is achieved by providing information, advice, support and mentoring and continuing professional learning (CPL) to the sector on practice, pedagogy, governance and operational issues which support legislative compliance and quality in practice. We have a particular focus on highlighting learning from practice and empowering ELC educators as researchers and we have developed a wide range of resources aimed at bringing together research and practice. We are currently developing an online learning hub to meet the needs of members and the ELC sector for training and ongoing CPL. Early Childhood Ireland also offers CPL and accredited training from Level 4 to 9. We are also active partners in five European projects.

Outdoor play is a passion here at Crawford Childcare and the professional networking facilitated by Early Childhood Ireland has been invaluable in developing our outdoor play spaces over the last two years.

- Mary Fenton-Tutty

1.1 Objects of the Organisation

1.1.1 Main Object

The main object for which the Company is established (the "Main Object") is to advance education by promoting childcare and education services that facilitate children's learning, development and wellbeing; to promote, maintain, improve and advance education of parents and families of such children and other appropriate persons, with an emphasis on play experience and to work to increase the quality of early childhood care and education services and after-school settings for children in Ireland.

1.1.2 Subsidiary Objects

As objects incidental and ancillary to the attainment of the Main Object, the Company shall have the following subsidiary objects:

- to promote the welfare of children;
- to increase public awareness of the needs of children and to highlight the need for and the value of Early Years Settings and After-schools;
- to act as an advisory body with statutory authorities with regard to policymaking, finance and other matters ancillary thereto;
- to increase and maintain high standards provided by Early Years Settings and After-schools by developing awareness of the importance of high quality care through the development and dissemination of information, by educating Members, staff, parents and legislators; to inform and educate the public generally about Early Years Settings and After-schools through the medium of internet, information technology, web and by publishing, distributing, buying and selling books, reports, articles, periodicals circulars and other publications containing materials relating to Early Years Settings and After-schools;
- to encourage appropriate parental involvement in promoting Early Years Settings and After-schools;
- to operate and maintain a service for the provision of advice and support on all matters relating to Early Years Settings and After-schools to Members and parents and to collaborate with and assist other organisations, bodies and persons in Ireland and elsewhere in the provision of such advice;
- to organise and hold meetings, discussions, lectures, seminars, conferences, appropriate training courses and study groups relating to the main object of the
- Company and generally to engage in all such publicity as may be deemed expedient for the purposes of promoting the main object of the Company;
- to conduct research, either by its own officers, agents and staff or by other persons and institutions, into the facts relating to Early Years Settings and
- After-schools and matters associated therewith and disseminate the learning to Members and others;
- to partner, collaborate, associate or liaise for educational and/or commercial purposes, with persons and organisations connected with or interested in Early Years Settings and After-schools and/or the activities of the Company in pursuit of the main object of the Company and to disseminate and/or otherwise use the results or information gleaned from such partnerships, collaborations, associations or liaisons in furtherance of the main object;

- to maintain a national support network of Early Years Settings and Afterschools.

1.2 Vision, Mission and Values

Early Childhood Ireland's objects are articulated in our Vision, Mission and Values:

Vision;

Every young child is thriving and learning in quality early childhood settings.

Mission;

Our mission is to inspire and enable members to provide quality experiences for young children and their families in their settings.

Values;

As a membership-based organisation we value:

- Children as competent learners and as citizens with rights
- Parents as champions and as the most important people in the lives of children
- Early childhood professionals, their commitment, dedication and professionalism in working with young children and their families
- Play as a right and as a key learning pathway in the lives of children
- Collaborative working to achieve our aims and bring about change
- Knowledge building and sharing to inform, enrich and empower
- Integrity, respect and ethical behaviour at the heart of how we work

1.3 Our Staff Team

The organisation is managed by a Senior Management Team, headed by the Chief Executive Officer and comprising of the Deputy CEO, Director of Research and Professional Learning and Director of Policy, Advocacy and Communications.

In 2018, Early Childhood Ireland had three core staff teams; Membership and Operations; Policy, Advocacy and Communications; and Research and Professional Learning.

The Membership and Operations team has two core functions. Firstly, to support the membership through the provision of member services such as Garda Vetting, running of the online shop and operation of our Support Point advice service. Secondly to ensure the smooth and effective running of the organisation itself through the provision of ICT support, finance, governance support and office management. The HR manager is an integral part of this team and has a dual role in that they lead the support point team who are the helpline for members all aspects affecting the running of their childcare service, of which HR accounted for 15% of telephone interactions with members during 2018, while also supporting the internal management team with HR issues or concerns within their teams.

The Policy, Advocacy and Communications team is responsible for internal and external communications through our website, weekly ezine, quarterly magazine, other publications, and on digital platforms. This team also advocates for our members and the wider early years sector and undertakes media work to improve public information and awareness about the early years sector. The

team also co-ordinates our representation work with and on behalf of members on a wide range of policy and implementation forums and committees, nationally and internationally.

The Research and Professional Learning team is made up of Early Childhood Specialists who provide training, mentoring and support to our members. This team delivers modules on the BA in Early Childhood Teaching & Learning in Maynooth University and guest lectures in a number of other third level institutions. Team members are active participants on forums and working groups representing the sector, such as QQI, School Age Childcare and Professionalisation of the sector. 2019 will see the team mentoring up to 50 services nationwide for the National Siolta Quality Assurance Program. The team has expertise in the Marte Meo and Reggio inspired approaches as well as in risk rich play, outdoor play and practice with babies and children under 3. Action based research is an integral part of their work. The team is currently working on five European Erasmus funded international projects and Early Childhood Ireland is the lead partner on one of these projects.

For me the most important benefit of membership is access to the quality programmes such as Siolta, QAP, Aistear in Action and the Learning Stories. These help us to stay motivated in developing quality in all our settings.

- Ciara Gallagher

2. Achievements and Performance

The organisation is guided by a Strategic Plan covering 2015 – 2020. This Strategic Plan sets out its broad direction and priorities over the next five years and has four goals;



Within each goal, there are key objectives which are used to support planning and the development of performance indicators. Some of the organisation's key achievements in 2018 have been categorised under the objectives and goals of the strategic plan below.

Goal 1: ECI is the first port of call for supports to early childhood providers, enabling members to deliver quality experiences and outcomes for children and their families

Objectives	Activities to achieve objectives																										
Members' settings are well governed and meet national standards.	<p>Support Point is our dedicated phone line and email for member queries. The team answers queries relating to Regulation, Compliance, Policies and Procedures and best practice. An Early Childhood specialist was reassigned to the Support Point team in November 2018 to give an enhanced focus on our compliance supports for members, including in relation to the Quality and Regulatory Framework.</p> <p>Support Point calls increased in 2018 (2,036) by 6.5% compared to calls in 2017 (1,911).</p> <p><u>Calls 2018 – by category</u></p> <table border="1"> <thead> <tr> <th>Category</th><th>Number of calls</th></tr> </thead> <tbody> <tr> <td>Regulation</td><td>539</td></tr> <tr> <td>Policies and Procedures</td><td>339</td></tr> <tr> <td>Funding</td><td>320</td></tr> <tr> <td>HR</td><td>307</td></tr> <tr> <td>Parents</td><td>188</td></tr> <tr> <td>Qualification</td><td>120</td></tr> <tr> <td>Practice</td><td>81</td></tr> <tr> <td>Inspection</td><td>79</td></tr> <tr> <td>Other</td><td>47</td></tr> <tr> <td>CAPA workshops</td><td>8</td></tr> <tr> <td>Outbound calls campaign</td><td>8</td></tr> <tr> <td>Total</td><td>2,036</td></tr> </tbody> </table> <p>Support Point plays a vital role in terms of our understanding and learning about member issues as they develop in the sector which informs our Advocacy work.</p> <p>We are registered with the Garda Central Vetting Unit in order to process Garda Vetting Application Forms on behalf of our members. Forms are processed on behalf of members and submitted to the Garda Vetting Bureau. This service allows members to comply with the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.</p>	Category	Number of calls	Regulation	539	Policies and Procedures	339	Funding	320	HR	307	Parents	188	Qualification	120	Practice	81	Inspection	79	Other	47	CAPA workshops	8	Outbound calls campaign	8	Total	2,036
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	<p>We developed several supports for members to drive down the number of errors in the Garda vetting forms, resulting in a 40% decrease in errors in 2018, resulting in faster turnaround times for members. In 2018,</p> <ul style="list-style-type: none"> • 30,528 applications were received for processing • 26,554 forms were accepted and processed • 3,974 forms containing errors were returned to members • 1,735 applications were cancelled and resent • 21,623 Disclosures were sent to members <p>The Garda Vetting team also dealt with 4,472 phone queries regarding Garda Vetting applications plus 12,447 email queries. The total number of transactions for 2018 was 126,599 which includes processing applications, processing returns, emails, phone calls.</p>
<p>Members are informed and supported with all relevant developments - legislative, policy and practice.</p>	<p>Throughout 2018, the organisation started to disseminate a monthly 'Advocacy in Action' e-zine which provides updates on our advocacy work, as well as policy developments. This publication our policy and advocacy work more visible to members, builds members' understanding of and capacity to respond to policy developments, and consolidates ECI's leadership role among stakeholders.</p> <p>Throughout 2018, Support Point continued to write for the weekly e-zine focusing on current areas of interest for members such as Capital grants and regulation with a look at areas of non-compliance. The Support Point Team played a major role in developing a suite of GDPR supports for members which includes free template Policies and Procedures, a GDPR Pack including online training for owners and managers and a toolkit plus Training bundles for staff. These supports were backed up by weekly GDPR articles in the ezine, draft parent emails and access to the Support Point Team for any queries. These supports were launched on 3rd May, pre GDPR legislation, and the feedback from members has been very positive.</p> <p>A new HR Manager role was created in mid-2018 and key objective of this role is to develop resources to assist members in compliance and best practice. The Early Years Employers Services (EYES) will launch in April 2019. The initial planning stages included establishing a baseline for members, developing resources, providing advice and rolling out information to our members.</p> <p>The Research and Professional Learning Team worked in collaboration with TUSLA to develop new e-learning programmes on CAPA (Corrective and Preventive Actions) and Unsolicited Information. These new online resources will be launched in 2019.</p>

<p>Members value and provide for play in the daily lives of young children.</p>	<p>A key value of Early Childhood Ireland is <i>Play as a right and as a key learning pathway in the lives of children</i>. As such, much of our work is focused on play and detailed below are a few examples.</p> <p>The Limerick Outdoor Play Project was completed in 2018. Six early childhood education and care settings engaged in continuous professional development on outdoor play which included 24 onsite mentoring sessions.</p> <p>270 children engaged as well as 45 early childhood education and care professionals. A community event took place in the Hunt Museum in Limerick, which gave visibility to this project. A poster on this project was accepted and presented at the European Early Childhood Education Research Association Conference in August.</p> <p>The organisation partnered with Mary Immaculate College in their International Revolutionising Play conference in September which was addressed by Professor Peter Gray. A workshop was also facilitated by ECI staff at the conference on risk rich play.</p> <p>We delivered a keynote on the value of play in ECEC at an event in the Finnish Ambassador's Residence which was attended by 40 guests of the Ambassador.</p> <p>Our Research & Professional Learning Manager presented at the Children's Rights Alliance Symposia – <i>Moving in the Right Direction</i>. A series of five symposia on responding to the needs of refugee children. ECI presented on research carried out in an ECI member setting in Kildare. The research was a collaboration with Kildare County Childcare Committee on how Aistear can support the needs of all children including children with a Refugee background.</p> <p>A number of blog posts written by guest contributors and ECI staff team focused on play opportunities for children were posted throughout 2018. These included blogs on mixed ages from our Cork member Sarah O'Leary, from Evelyn Egan Rainy, a lecturer in the Visuals Arts EYE BA programme at Cork Institute of Technology (CIT) on "Feel the love and from another member, Sarah Twohig, Manager at Crawford Childcare in Glanmire, who wrote about "An end to line-ups'.</p>
<p>Members deliver curricula that are reflective, emergent and support the learning,</p>	<p>The sharing of practice on our social media throughout the year gave visibility to members delivery of curricula supporting children's wellbeing.</p>

<p>development and wellbeing of all children.</p>	<p>Síolta continued to be a big focus of our work in 2018. The new Síolta Quality Assurance Programme began in September 2018 with 50 new services across Ireland beginning their Síolta validation journey.</p>
<p>Early childhood professionals have access to and gain from high quality and relevant learning opportunities provided by qualified and experienced educators, enhancing their work with young children and their families.</p>	<p>The provision of learning and networking events characterises much of the annual workplan and we welcome opportunities to deliver these events in partnership with other organisations. Some of the events in 2018 included</p> <p>A very successful and over-subscribed joint event with the INTO about transitions in June, described by the DCYA's assistant general secretary as 'a seminal event'. The recognition of staff in the sector as valued professionals was a key and repeated message on the day. We are planning more collaboration between the two organisations in 2019. The 2 keynotes- from the Chief Inspector Harold Hislop and Emer Smyth of the ESRI have been reprinted and disseminated widely post the event.</p> <p>A Children's Rights Seminar took place in the Clock Tower on Marlborough street, Dublin 1 on 23rd April. The theme was "Advancing Children's Rights Through Education: from imagination to realization" and the keynote speaker was Jonathan Todres. The seminar was a great example of partnership between Fulbright scholars in Ireland.</p> <p>17 workshops were delivered to 289 participants on preparing for Department of Education and Skills focused inspections and documenting the curriculum.</p> <p>As part of the Babaro Festival, we delivered a partnership workshop on Creativity and Early Years Arts in Early Years Settings. The workshop was coordinated in Druid Theatre for 90 national and international ECEC professionals and artists.</p> <p>A Masterclass on puppetry and storytelling with Clíodhna Noonan in Dublin and Donegal which was attended by artists, DES inspectors and ECI staff.</p> <p>Early Childhood Ireland was delighted to partner with the successful RECEC conferences on Play held in Trinity College.</p> <p>Information sessions on the Governance Code for the Community and Voluntary Sector were held for members in Cork and Galway which were attended by 47 participants from community early years settings.</p>

	Training for early years services in the Dun Laoghaire/Rathdown area on Leadership and Supervision, Policies and Procedures and Preparing for your DES inspection.
Early Childhood Ireland members are connected and learn with and from others.	<p>As a membership-based organisation, we have a solid commitment to a learning partnership with our membership and to disseminating the knowledge of that partnership widely. Some examples of these connections and dissemination include:</p> <ul style="list-style-type: none"> • Three communities of practice/ research circle are convened and supported in Kildare, Cork and Dublin, in conjunction with local organisations; • Three papers were accepted and presented at OMEP 2018 in Cork on Universal design, LINC and Pedagogy; • 2 papers have been accepted at the ELI conference in Dublin on Outdoor Play and Parents & Practitioners Perspectives on Play in Preschool (PPPPP); • 4 papers were presented at the 2018 European Early Childhood Education Research Association (EECERA) Conference in August: <ul style="list-style-type: none"> • Bringing Universal Design to Early Childhood Education; • The emerging role of the Inclusion Co-ordinator, an evaluation of the new Irish leadership for Inclusion (LINC) Programme • Empowering families & settings to build a social movement for quality early years care & education in Ireland • Supporting young children's education and well-being who have experienced displacement. • A poster presentation on "Outdoor Play: How can multi-professional and multi-agency services be enabled to work more collaboratively with young children and families?" was also presented at EECERA.

Goal 2: ECI mobilises its members, parents and others to drive change, as the most prominent and effective advocate for the early years sector and for young children and their families.

Objectives	Activities to achieve objectives
Children's rights and wellbeing underpin policy making on matters affecting young children.	<p>We made a submission to the Central Statistics Office on amending Census questions to include childcare data and we also made a submission to the review of the Childcare Act 1991 and to the Select Committee for Children & Youth Affairs on the Childcare Support Bill.</p> <p><u>Universal Design</u></p>

	<p>We were successful in the bid to develop Universal Design Guidelines for early learning and care settings and that work continued throughout 2018. The project consortium includes Trinity Haus, Mary Immaculate College and Nathan Somers Design and the deliverables include the Design Guidelines, a literature review and a self-audit tool. The work is managed by the Centre for Excellence in Universal Design at the National Disability Authority (CEUD-NDA) on behalf of the DCYA.</p>
<p>Policy makers are informed on and equipped to respond to matters that affect young children, early childhood professionals and the sector.</p>	<p>Policy makers continue to be a target audience for our new 'Advocacy in Action' ezine and received editions of this ezine throughout the year.</p> <p>A number of end-of-year meetings took place with senior officials as well as political advisors. We set up the first of regular meetings with senior officials in Pobal and TUSLA, so that issues of ongoing interest to ECI members can be raised and addressed.</p> <p>We also sent a submission and secured a meeting with Crowe Howarth which is conducting the review of the cost of childcare on behalf of DCYA. We also presented material to Prospectus consultants who are conducting the work on the future skills needs of the sector; and secured a meeting with them for members of the Early Years Forum.</p> <p>ECI's proposals to improve the capital grants' programme, which came from members' feedback and consultation, were fully accepted and have been subsequently announced by DCYA and Pobal.</p> <p>We launched our first national Childcare Barometer, which included the findings of a RedC poll. This received significant media attention and was also quoted in the Dáil during Minister Zappone's recent PQs. It has been circulated widely and to Oireachtas members and other policy makers.</p> <p>Our request at the Early Years Forum in March that the DCYA initiate and resource a Continuous Professional Development infrastructure for early years staff was agreed by the Minister and announced at our conference in April. We are now following up with DCYA and Better Start regarding how best we can contribute to and influence this infrastructure.</p> <p>For the first time, the government's annual Social Inclusion Forum included a workshop on childcare policies, with both the DCYA & ECI invited to give expert inputs.</p>

Providers and staff members attended the two government-convened Open Policy Debates on – Overage Exemption and the Babies, Young Children and Families Strategy.

ECI staff and members represented ECI on multiple fora including at:

- government advisory groups on child poverty, AIM inclusion measures and professionalisation in the early years sector
- local childcare committees and networks,
- the Early Years Forum Professionalisation Sub-group
- Better Outcomes Brighter Futures (BOBF) Child Poverty Sub-group
- Kildare Early Years Professional Development Network
- AIM Project Team and Training Working Group
- AIM Cross Sectoral Implementation Group
- Tipperary County Childcare Committee

To coincide with our Erasmus ‘Child-centeredness’ event on 26 September, we held an international breakfast briefing which was attended by colleagues from England, Wales and Belgium and two senior DCYA officials. The discussion focused on sustainability and professionalisation.

As a member of the child poverty sub-group of the BOBF advisory council, we submitted a paper for consideration, and participated in a pre-budget media event.

We held our first ‘Meet the Members’ event on 4 October, five days ahead of the Budget 2019 announcement. We targeted specific TDs and Senators who are members of the Joint Oireachtas Committee on Children & Youth Affairs, Party leaders and others who have been working on our issues. We were delighted to welcome Oireachtas members from 25 constituencies to meet members from over 50 different settings. We had ‘matched’ our own members with Oireachtas representatives and this worked well on the day. Of note is that the Minister attended and met members and participated in a national photo call. We received significant media coverage before and after the event.

On Budget day itself, we received strong coverage and were the ‘go to’ organisation for the early years section of the announcement. Newstalk FM, the Irish Times and the Irish Independent each undertook major coverage on the early years, with a particular focus on costs during the last few months. In each case Early Childhood Ireland was

	<p>consulted both for background briefing and advice, as well as for formal commentary.</p>
<p>Investment in the early years sector is increased towards the target of 1% of GDP so that it provides the best quality education and care for young children, it is sustainable for providers and staff, and affordable for parents.</p>	<p>Our Childcare Barometer that we commissioned saw huge public agreement for greater support for our sector and will help us to continue to advocate for increased investment for the sector.</p> <p>Our Director of Policy and Advocacy participated in a Panel at the Childrens Rights alliance AGM on the Early Years Strategy and she and our Research Associate attended a Eurochild policy seminar in June in Brussels.</p> <p>Early Childhood Ireland joined the Sustainable Development Goals Stakeholders Forum in 2018, convened by the Department of Communications, Climate Action and Environment. This continues to be an important space to monitor and advocate for increased investment.</p> <p>Our 2019 Budget submission was published and recommended specific asks for the sector.</p>
<p>The early years sector and parents are actively involved as agents in driving policy change on matters affecting young children and the sector.</p>	<p>Early Childhood Ireland has a Policy and Implementation Panel comprised of approx. 30 people drawn from a broad cross-section of ECI's members. The aim of the panel is to take part in discussions and consultations on key policy issues concerning early childhood education and care, and how policy is being implemented. Members of the Panel are asked to attend meetings to discuss issues that arise from time to time, to contribute to ECI's positioning on these issues, and in some circumstances to attend meetings with officials from relevant Government Departments.</p> <p>ECI members continued to be active throughout 2018 on the Early Years Forum, its sub-groups and on a Business Systems Consultative Group set up by DCYA.</p> <p>Having been asked by the DCYA, we nominated eight ECI member reps to attend the Open Policy Debate on the ECCE overage exemption.</p>
<p>Early childhood educators are recognised as professionals</p>	<p>ECI made a submission to the Revenue Commissioners to secure a PAYE tax expense for staff in the early years sector.</p> <p>The Professionalisation sub group of the Early Years Forum, of which Early Childhood Ireland is a member, continued to work on issues relating to the sector. A code of ethics for the sector was agreed by the Early Years Forum.</p> <p>We presented 3 Student awards in 2018 to the best graduates in DIT, in MU and in the LINC programme.</p>

	<p>We made two submissions on pensions and in each, we have emphasized both the need to recognise the low-income nature of the sector's workers, as well as taking account of the pressures on providers to pay for pension contributions.</p>
<p>The early years sector is better understood, recognised and valued across society for the contribution it makes to children's education and development</p>	<p>In September, we led the NGO reaction to the 'Granny Grant's proposal from the Independent Alliance. This provided us with an opportunity to highlight the value of the sector.</p> <p>We set up an internal working group to promote careers in ECEC. As part of this strategy the Research and Professional Learning team will develop and deliver a programme on ECEC for transition year students, piloting the programme in Teresian School, Stillorgan.</p> <p>Pyjama Day Over 1300 creches and preschools nationwide helped to raise almost €280,000 for children's charities across Ireland during Pyjama Day 2018. With help from the Community Foundation for Ireland, the National Pyjama Day fund delivered grants to Down Syndrome Ireland, Spina Bifida Hydrocephalus Ireland, Irish Neonatal Health Alliance, Temple Street Foundation, AsIAm and ReCreate.</p>

Goal 3: ECI is the recognised expert in relation to quality early years practice, sharing learning throughout the sector, among parents and in wider society. With our members and partners, we are a leader of innovation and quality in early years practice, working collaboratively to create and share new knowledge in order to remain at the leading edge of early years practice.

Objectives	Activities to achieve objectives
<p>Early Childhood Ireland is at the cutting edge of early childhood education and care, gaining from and contributing to building expertise through strong partnerships with members, other thought leaders and change agents at home and abroad.</p>	<p>In February 2018 another Erasmus+ study programme visit took place in Tübingen, Germany with 11 tutors and 2 staff members. All the tutors deliver QQI Level 5/6 programmes in 6 ETB'S and 5 private college/institutions.</p> <p>We held several events throughout the year:</p> <p>By the end of 2018, we were involved in 5 international partnership Erasmus Programmes. As a learning organisation, Internationalisation is a key strategic objective for Early Childhood Ireland, building partnerships and extending our professional networks. The organisation's contributions at an International level ensure that Ireland engages in a transnational exchange of ideas that supports and improves quality in practice.</p>

1. Sequences – Self and External Evaluation of Quality to nourish Early Childhood Settings

This project involves the development of a toolkit to support quality in ECEC settings, through self-evaluation informed by the European Quality Framework. This toolkit will be made available through an online platform and will be shared by Early Childhood Ireland with the ECEC sector in 2019.

2. Child in Mind – Self-learning resources for Informal Childminders

This project aims to address the gap in the availability of online educational resources for Childminders. In addressing this gap, the project aims to have a positive impact on the quality of care provided to young children (0-6) in the home. This online course will be made freely available by 2019.

3. Horizon 2020 - Child Centred Diversity in Quality Early Childhood Education and Care project

This project involves an International survey of project countries to identify training needs to support 'child centred' practice. ECI will analyse and report on findings from this survey and a suite of online resources will be developed to support educators in each of the participant countries and made freely available and accessible by 2019.

4. VALCHILD – Validation of non-formal and informal learning in child-minding

This project began in October 2018 and Early Childhood Ireland is the project lead on VALCHILD. The VALCHILD project aims to increase the quality, supply and accessibility of vocational education and training for childminders, providing guidance and resources for personalised learning pathways. The partnership will develop an assessment tool and make recommendations around the development of a certification scheme to facilitate assessment and recognition of prior learning.

5. TRAP – Enhancing Transition Practices in Early Childhood Education

This project began in October 2018. The project aims to enhance and extend understandings of the practice required for transitions from ECEC contexts to primary schools. It will focus on how the primary school can prepare for the child instead of the practice where the preschool prepares the child for school. This partnership will develop a research instrument

	for assessing the quality and existing practice of transitions, then focus on innovative professional development for teachers through a teacher training module and manual.
Early Childhood Ireland learns from and contributes to a growing expertise in the early years, based on focused and relevant research and best practice. Early Childhood Ireland contributes to the dissemination of good practice and works to ensure a bedding in of good practice in all Early Years settings.	We continued to work on the Universal Design Project in 2018. Ten settings engaged with the project. The first draft of the literature review was completed by May. Two stakeholder workshops took place in the summer; in Cork 30 people attended and in Dublin 60 people attended. In August an extremely well attended Stakeholder Workshop took place at the NDA offices on Clyde Road. A first draft of the Guidelines was submitted to DCYA/CEUD/NDA in September for feedback and comment. This work is scheduled for completion in 2019 and the guidelines will be launched in Q2 of 2019.
Ireland's early years sector has easy access to and is informed by relevant and meaningful developments and thinking	Information on the Child Safeguarding Statement was disseminated to members and included a full website page which included an outline of developing a Child Safeguarding Statement within the five sections. Each section included a video, key resources and outline of the section.
Members of Early Childhood Ireland are able to generate, share and celebrate their own best practice and contribute to a growing expertise in the sector	<p>National Annual Awards 2018</p> <p>We introduced a new award category at our National Awards in 2018. The Educator of the Year award was sponsored by WESCO and celebrated the exceptional contributions of individuals whose work has had a significant and positive impact on children, families, practitioners and their community. Mag Coogan from The ABC Club in Meath was the winner of the inaugural Educator of the Year Award. The Awards ceremony gave visibility to and celebrated the value and contribution of quality ECEC provision. National awards for Inspiring Practice and our Learning Stories were also presented on the night.</p> <p>Early Childhood Ireland National Annual Conference</p> <p>Our annual conference was held over the weekend of 13th April 2018 and achieved the highest ever engagement level with over 700 members attending over the two days.</p> <p>The conference included the only sector specific Market Place EXPO with over 30 stands.</p>
Parents are better aware of and value play inside and outside the home and recognise and appreciate	A Playful City held a conference in Dublin. ECI worked in partnership with this project which aims to improve the urban environment for children to make cities more inclusive, culturally aware and playful.

<p>quality in early childhood care and education.</p>	<p>65,000 leaflets were circulated to parents through Early Childhood Ireland member settings in April to provide information to families prior to children transitioning to primary school. The content was developed in partnership with the National Parents Council.</p> <p>Our Research and Professional Learning Manager is involved in the Steering Committee for the Dolly Parton Imagination Library. The Dolly Parton Imagination Library (DPIL) is a book-giving programme whereby registered children receive developmentally appropriate books every month from birth to their fifth birthday. Book giving schemes have been demonstrated as positively impacting on children's educational attainment, and an interdisciplinary approach which will maximise the benefits of the initiative is central to this.</p>
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Goal 4: ECI is a strategic, effective and sustainable organisation, firmly rooted in its membership, with the capacity to achieve the above goals.

Objectives	Activities to achieve objectives
<p>Is a well-governed, strong, sustainable and financially secure organisation</p>	<p>After two years on the journey to compliance with Governance Code for the Community and Voluntary Sector, the Board certified compliance with the Code in September 2018. As part of this work, a Code of Conduct was developed for and signed by each Director and the Directors handbook was reviewed and updated.</p> <p>At the AGM in 2018, a new Constitution was put to our members and they accepted and approved this updated Constitution. The fundamentals of the document remained the same and some changes were made to make the document more relevant to the organisation and how it conducts its business. All regulatory filing deadlines were met in 2018.</p>
<p>Has a dynamic and effective Board to oversee and regularly review and strengthen its governance actively seeking out examples of best practice and ensuring it meets its statutory obligations</p>	<p>Risk Management</p> <p>An ECI risk management committee was formed to input into the risk analysis of the organisation and oversee the risk management strategy. The first meeting took place in March 2018.</p> <p>The governance section on the website was expanded to include the new constitution and terms of references for the sub-committees. The Directors report and audited accounts were also uploaded.</p> <p>We nominated our Chairperson Jillian van Turnhout for Trustee of the Year and she was shortlisted for the award.</p>

	We entered the Good Governance Awards under the Best Improvement Initiative and also in the category for the Annual Accounts.
Has an engaged, growing and diverse membership base who share our Goals	We continued to support ReCreate throughout 2018 providing support to the CEO and chairing the board.
Is a learning organisation, continuously generating and creating knowledge and disseminating that knowledge in the Early Years sector.	18 papers were presented at our National Research seminar in April to 165 attendees on themes including Wellbeing, Curriculum, Quality, Under 3's.
Is an employer of choice that values and invests in its people and provides a stimulating environment for growth and development	<p>A Learning Community was set up as part of the requirement of a staff member's Masters Research. Training and Practice team staff, together with two staff from membership engage with the learning community once a week for one hour. This facility is available to outreach staff through WebEx.</p> <p>Seven staff were supported both financially and with study leave to pursue masters and degree level qualifications.</p> <p>2 staff members attended an Erasmus workshop in Stockholm to further develop international relationships in ECEC.</p>
Early Childhood Ireland invests in its future through continuous review of processes, technological advances and skills requirements.	In July we signed a letting agreement for a basement office at 15 Lower Mount Street, Dublin 2 to facilitate staff with city centre meetings, long commutes and quiet working space. Two members of the policy team are based there for at least 3 days per week.

3. Financial Review

The statement of financial activities, balance sheet, statement of changes in funds and statement of cashflow for the year ended 31 December 2018 are set out on the pages following the directors report.

3.1 Reserves Policy

ECI's Board of Directors has established and implemented a Reserves Policy to ensure the stability of the mission, programs, employment and on-going operations of the organisation and to provide a source of internal funds for organisational priorities. It is intended to support the goals and strategies contained in the governance and financial policies of the organisation. The target minimum operating reserve will be equal to four months of average operating costs of the organisation. The reserves policy is reviewed annually by the Audit Sub-Committee or sooner if warranted by internal or external events or changes. The three reserves that Early Childhood Ireland implements are an Operating Reserve, a Building and Capital Asset Reserve and an Opportunity Reserve.

- The Operating Reserve is intended to provide an internal source of funds for situations such as a sudden increase in expenses, one-time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. The target minimum Operating Reserve Fund is equal to six months of average operating costs. The calculation of average monthly operating costs includes all recurring, predictable expenses such as salaries and benefits, occupancy, office, travel, program, and on-going professional services.
- The Building and Capital Asset Reserve is intended to provide a ready source of funds for repair or acquisition of buildings, leaseholds, furniture, fixtures, and equipment necessary for the effective operation of the organization and programs. The target amount of the Building and Capital Asset Reserve will be determined through the following formula: (Closing balance less (Working Capital + 10%) less Operating Reserves divided by 2).
- The Opportunity Reserve is intended to provide funds to meet special targets of opportunity or need that further the mission of the organization which may or may not have specific expectation of incremental or long-term increased income. The target amount of the Opportunity Reserve will be determined through the following formula: (Closing balance less (Working Capital + 10%) less Operating Reserves divided by 2).

3.2 Principal Risks and Uncertainties

The Risk Management Sub-Committee is a subcommittee of the Board which was established to ensure that appropriate procedures are in place to identify, assess and manage risk from a strategic and operational perspective. The key outputs of the Risk Management Committee are:

- To complete a template of identified risks in the organisation;
- To assess the risks identified and implement a plan of procedures to mitigate those risks;
- To review the activities and associated outcomes of the risk reduction or elimination.

Operational risks are minimised by the implementation of procedures for authorisation of all transactions and projects and the requirements for budgets covering all activities. Procedures are in place to ensure the health and safety of staff.

We are reliant on grants from funders as well as membership fees to have sufficient funding to deliver our mission and vision. Government policy related to the Early Years Sector also impacts on the organisation's work. In recent years the Department of Children and Youth Affairs has published a number of policy documents relating to the Early Years Sector as well as engaging in policy initiatives with stakeholders.

Another key risk of the organisation is reputational damage. This could be caused by an event either within or outside the organisation's control. In order to mitigate this risk, the organisation continues to adopt best practices.

3.3 Funding

The principal funding sources for the organisation are currently grants, tenders, service agreements, membership fees, and earned income from sales of resources and training. A breakdown of funding received from grant making agencies is provided in Note 3 to the accounts.

3.3.1 Early Childhood Ireland's National Pyjama Day Fund

The National Pyjama Day Fund has its own dedicated bank account which is segregated from any other ECI income. Services who participate in PJ Day transfer funds raised, by cheque or bank transfer, to this bank account once they have participated in PJ Day. Once a service transfers their funds to the bank account and these funds are checked and verified, the service is automatically issued with a receipt of payment and a certificate to display in their service. All funds received remain in this dedicated bank account until they are transferred to the Community Foundation of Ireland for distribution to the chosen charities. In 2018, administration costs for PJ day amounted to 23% of the funds raised. These administration costs include balloons, printed materials, postage and staff management of the event.

4. Structure, Governance and Management

Early Childhood Ireland is a charitable company limited by guarantee. The company does not have a share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1). The company was established under a Constitution which established the objects and powers of the charitable company and is governed under its Articles of Association and is managed by a Board of Directors. The company has been granted charitable status under Sections 207 to 208 of the Taxes Consolidation Act 1996, Charity No. CHY 19987 and is registered with the Charity Regulatory Authority. The company makes returns, as appropriate, under the Lobbying Act (2015).

4.1 Our Board

The organisation is governed by a Board of Directors, currently comprised of 10 Directors. The Board of Directors is committed to achieving and maintaining high standards of governance. All Board members work in a voluntary capacity and do not receive any remuneration in respect of their services to the charity. Expenses are reimbursed where claimed.

Each Director has a variety of skills that they bring to their role on the Board. These skills include Audit / Risk Management, Financial knowledge, governance, expertise in training and education, knowledge of policy, organizational development, operational management, income generation/fundraising. Four Directors own or manage an early years' service which helps the Board to consider the impact of its decisions on our membership. Many of the other members of the Board hold roles or have held previous roles in the education and not for profit sector so have extensive knowledge of the external environment within which the organisation is working.

4.1.1 Selection and Induction of Board Members

The Board of Directors of ECI is a body of elected or, in a minority of cases, appointed (co-opted) individuals who jointly oversee and govern the activities of the organisation. In line with the Constitution, the number of Directors shall be no more than fifteen. At every AGM, one third of elected Board members must retire under rotation arrangements according to Articles 88 and 89 of the Constitution. All Board members who retire by rotation are eligible for re-election if they wish to continue on the Board according to Article 97 of the Constitution. A Director may serve for two consecutive terms of three years each and may be subsequently re-appointed to the Board after a period of one year has elapsed. The Board can also co-opt a Director onto the Board. Co-opted Directors will only hold office

until the next AGM after which time they may either be reappointed or vacate the office. The current Chairperson of the Board was re-appointed for a second term at the AGM in 2017.

New directors receive an induction pack in advance of their first Board meeting which includes the Directors Handbook, the Strategic Plan and the Memorandum and Articles of Association. Detailed Policies and Procedures of the organisation are available to Board members on request. The Directors' Handbook includes the following;

- Vision, mission and values of the organisation;
- Organisation overview;
- Function of the Board of Directors;
- Responsibilities of Directors;
- Appointment and rotation of Directors;
- Defined roles on the Board;
- Operation and running of Board Meetings;
- Matters reserved for decision by the Board;
- Conflict of interest;
- Conflict of loyalty;
- Gifts and benefits;
- Directors' expenses;
- Garda Vetting;
- Protected disclosures;
- Lobbying;
- Data Protection;
- Confidentiality;
- ECI's Representation;
- Terms of References of the subcommittees; and
- Directors' Code of Conduct.

4.1.2 Rotation of Directors

In accordance with Articles 88 and 89 of the Constitution, the following Directors resigned at the AGM in 2018 and were re-elected for a further term of three years: Thomas Walsh, Catherine Byrne and Liam Fahy.

In accordance with Article 97 of the Constitution, any Director appointed either to fill a casual vacancy or as an addition to the existing Directors shall hold office only until the next annual general meeting and shall then be eligible for re-election but shall not be taken into account in determining the Directors who are to retire by rotation at such meeting. Karen McGovern, Breda Joyce and Michele Akerlind were re-elected at the AGM on this basis.

4.2 Board Meetings

The Board meets no less than four times per annum. In 2018, the Board met five times and the Board also attended the Annual General Meeting. A Board pack containing all relevant documents is distributed electronically to Directors one week in advance of the Board meeting. The Board also has

access to a confidential online portal where key Board documents are stored and can be viewed at their convenience.

In consultation with the Board and CEO, the Chair maps out and ensures the Board agenda allocates adequate time for future opportunities and challenges facing the organisation. The Board also allocates time during the year to take a deep dive on key areas of work for the organisation.

The Board pack includes an agenda, the minutes of the previous meeting, CEO report, finance report and other documentation relevant to the agenda. The CEO report sets out the goals and outcomes under the organisation's strategic plan and each staff team outlines the activities they have undertaken during the period in relation to each goal. The CEO then presents this report at the Board meeting and answers any queries the Board may have in relation to the organisation's activities.

The CEO's role includes the following key objectives; advise the Board on new policies and updates to existing policies, report to the Board on progress against the strategic and annual operational plans of the organisation; ensure that the Board is given all the information necessary to perform its duties and make decisions; alert the Board to matters that it should consider and decide upon.

The Chair of the Audit Sub-Committee gives the finance report and outlines key discussions that took place at the Audit Sub-Committee meeting. Audit Sub-Committee meetings generally take place one week in advance of a Board meeting. The Risk Management Sub-Committee and the Remuneration Sub-Committee also provide reports to the Board as needed.

4.2.1 Attendance at Board Meetings

Attendance of Directors at Board meetings in 2018 is outlined in the table below:

Name	Jan	March	April AGM	May	Sept	Nov	Total Attendance
Jillian van Turnout (Chairperson)	Y	Y	Y	Y	Y	Y	6/6
Catherine O'Brien (Vice Chairperson)	Y	Y	Y	Y	Y	Y	6/6
Thomas Walsh	N	Y	Y	Y	N	Y	4/6
Catherine Byrne	Y	Y	N	Y	N	Y	4/6
Liam Fahy	Y	N	N	Y	Y (by phone)	Y (by phone)	4/6
Paul Gilligan	N	N	Y	Y	Y	Y	4/6
Anne Looney	Y	Y	Y	Y	Y	Y	6/6
Sally O'Donnell (term ended in January)	N	—	—	—	—	—	0/1
Naoimh O'Dwyer (term ended in January)	N	—	—	—	—	—	0/1
Georga Dowling (term ended in January)	Y	—	—	—	—	—	1/1
Karen McGovern	Y	Y	Y	Y	Y	Y	6/6
Breda Joyce	N	N	Y	Y	Y (by phone)	Y (by phone)	4/6
Michele Akerlind	Y	Y	Y	N	Y	Y	5/6

Teresa Heeney (Chief Executive Officer) and Susan Selfridge (Deputy CEO) were in attendance at all Board meetings.

4.3 Board Structure and Committees

There are currently three formal sub-committees of the Board; the Audit Sub-Committee, the Risk Management Sub-Committee and the Remuneration Sub-Committee.

The Audit Sub-Committee has been established by the Board to ensure: effective review and monitoring of financial risks; reliable management and financial reporting; compliance with laws and regulation; and maintenance of an effective and efficient audit. The sub-committee is currently comprised of 4 members; 3 Directors and 1 external member. In 2018, the sub-committee met five times.

The Remuneration Sub-Committee has been established to set the pay and conditions of the CEO, to support the CEO in setting the remuneration policy for senior management and to consider HR policy and related matters brought to the attention of the sub-committee by the CEO. The sub-committee comprises of the Chairperson, Vice Chairperson and one other member of the board and meets at least once per year.

The Risk Management Sub-Committee has been established for a specific duration in order to complete a Risk Management template and to ensure that appropriate procedures are in place to identify, assess and manage risk from a strategic and operational perspective. The Sub-Committee is made up of 3 members of the Board and meetings are aligned with that of the Board meetings to allow effective reporting to the Board.

4.3.1 Membership of Sub-Committees of the Board

The Board subcommittees and membership at 31 December 2018 was as follows:

Audit Catherine O'Brien (Chair) Liam Fahy Karen McGovern Deirdre Mulligan (External member)	Remuneration Jillian van Turnhout (Chair) Catherine O'Brien Catherine Byrne	Risk Management Michele Akerlind Anne Looney Thomas Walsh
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4.3.2 Attendance at Sub-Committee Meetings

Audit Sub-Committee Attendance 2018						
Name	Jan	March	May	Sept	Nov	Total Attendance
Catherine O'Brien	Y	Y	Y	Y	Y	5/5
Liam Fahy	Y	N	Y	Y	Y	4/5
Georga Dowling (<i>resigned in January 2018</i>)	Y	—	—	—	—	1/1
Deirdre Mulligan (external member)	N	Y	Y	Y	Y	4/5
Karen McGovern	Y	N	Y	N	Y	3/5

Remuneration Sub-Committee Attendance 2018		
Name	July	Total Attendance
Jillian van Turnhout	Y	1/1
Catherine O'Brien	Y	1/1
Catherine Byrne	N	0/1

Risk Management Sub-Committee Attendance 2018			
Name	March	Nov	Total Attendance
Michele Akerlind	Y	Y	2/2
Anne Looney	Y	Y	2/2
Thomas Walsh	N	Y	1/2

Teresa Heeney (Chief Executive Officer) and Susan Selfridge (Deputy CEO) were in attendance at all audit sub-committee meetings. Susan Selfridge was in attendance at all risk management sub-committee meetings.

4.3 Good Governance Standards

Over a two-year period, Early Childhood Ireland worked towards compliance with the Governance Code for Community, Voluntary and Charitable Organisations in Ireland. The Board and staff team have worked methodically through the checklist provided and in September 2018, the Board certified the organisations full compliance with the Code. As the Charities Regulator has now published their own Governance Code, the organisation has started to transfer its activities across to the new Governance Code structure while at the same time reviewing each principle to ensure that each standard is met comprehensively. This task will be complete well in advance of the end of 2019 in order to ensure that the organisation is compliant with the new Code by the recommended deadline of 1 January 2020.

As an organisation, we are constantly monitoring our processes to ensure we are accountable and responsive to changes in the external environment. For example, in advance of the General Data Protection Regulation coming into effect in May 2018, all organisational policies in relation to data protection were updated including our data protection and data retention policies and our privacy statement. In turn we developed resources in this area for our membership database and continue to provide support as required by members. The organisation's audited financial statements are available on our website and we are continuing to work towards full SORP compliance.

This year, we entered the Good Governance Awards for charities and although we were unsuccessful this time around, we have used the feedback from the judging panel to inform the annual accounts for 2018. Our Chairperson, Jillian van Turnhout was nominated and shortlisted for the Trustee of the Year in 2018.

4.4 Effective Controls

The Board may delegate; however, the following matters are specifically reserved for the Board and are laid out in the Constitution:

- Strategic Plan;
- Financial reporting and controls;
- Membership of the organisation;

- Election of Chairperson;
- Executive remuneration and evaluation of performance;
- Delegation of authority;
- Corporate governance matters.

In order to ensure effective controls are in place, the Board has set out the delegated authorities and levels at which staff are authorised to approve not only in relation to financial management but also in relation to other areas of work. Examples of specific procedures in place are as follows:

- The CEO is responsible for the control and monitoring of the organisation's activities and expenditure in line with the annual budget which is approved by the Board. This is then monitored on a regular basis by the Board and the Audit Sub-Committee.
- Re-allocation of resources during the year to meet emerging requirements is the responsibility of the CEO, assessed by the Audit Sub-Committee and approved by the Board. Re-allocation of budgets requires Board approval.
- The CEO is responsible for the formulation and recommendation of the organisation's annual operating plan and budget, this is then assessed by the Audit Sub-Committee and approved by the Board.
- The CEO and Deputy CEO are approved to sign cheques up to the value of €20k.
- The CEO is responsible for approving all contracts up to the value of €49k and Board approval is required for all contracts over €50k. All contracts over €10k are also reviewed by the Audit Sub-Committee prior to signing.
- The Audit-Sub-Committee is responsible for the approval of expenditure for items over €10k which are outside current contracts. This is also overseen by the CEO and Deputy CEO.
- The CEO and Deputy CEO are responsible for the authorisation of statutory and other routine reports to regulatory bodies. This is monitored by the Board.

4.5 Risk Management

Within the board structures a Risk Management Sub-Committee is in place to ensure that Early Childhood Ireland is a strong and compliant organisation, that ensures best practice in the areas of compliance and governance, while being a dynamic and effective organisation which invests in and improves its processes, to enable it to reach and support its members more effectively and remain a financially healthy organisation. The Risk Management Sub-Committee developed a risk register to ensure that appropriate procedures are in place to identify, assess and manage risk from a strategic and operational perspective. The risk register specifies the risk area, potential triggers, possible consequences and mitigating actions to identify the overall level of risk. A risk rating mechanism has been developed to look at likely and consequences of the risk. The likelihood of the risk is ranked on a scale from 1-5, where 1 is rare or very remote and 5 is certain to occur. This score is then multiplied by the potential impact of the risk, which is again rated on a scale of 1-5, where 1 is minor and 5 is catastrophic. This risk register is reviewed by Senior Management on an ongoing basis. Critically, the organisation will ensure that personnel involved in the governance and management of the organisation will have requisite knowledge, skills, experience, expertise, capability and competencies to deliver a high-quality service for our membership.

Accounting Records

To ensure proper books and accounting records are kept in accordance with Section 281 to 285 of the Companies Act 2014, the company has established appropriate books to adequately record the transactions of the company. The company also ensures that the company retains the source of documentation for these transactions. The books of account are maintained at the company's registered office at Early Childhood Ireland, Hainault House, Belgard Square South, Tallaght, D24 RFV0.

Statement on Relevant Audit Information

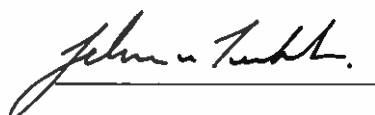
In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a director at the date of approving of this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware; and
- 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 information and to establish that the auditor is aware of that information.

Auditors

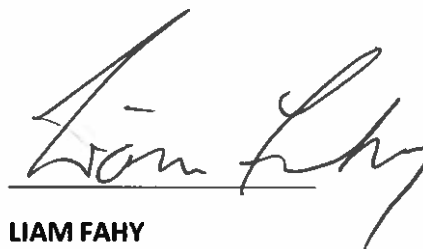
The Auditors, Gerard O'Rorke and Company, Chartered Accountants & Registered Auditors, will continue in office in accordance with Section 383(2) of the Companies Act 2014.

ON BEHALF OF THE BOARD



JILLIAN VAN TURNHOUT

DIRECTOR



LIAM FAHY

DIRECTOR

DATE: 20 MARCH 2019

Directors' Responsibility Statement

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

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

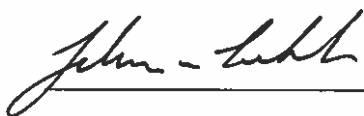
In preparing those financial statements the directors are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards and note the effect and the reasons for any material departure from those standards
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

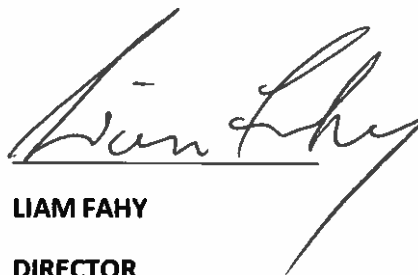
The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

ON BEHALF OF THE BOARD



JILLIAN VAN TURNHOUT

DIRECTOR



LIAM FAHY

DIRECTOR

DATE: 20 MARCH 2019

Independent Auditors Report to the Members of ECCE & Play Early Childhood Ireland T/A Early Childhood Ireland for the Year Ended 31st December 2018

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies 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.

Opinion on other matters prescribed by the Companies Acts 2014

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

- we have obtained all the information and explanations which we consider necessary for the purposes of our audit;
- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited;
- the financial statements are in agreement with the accounting records;
- the information given in the director's report is consistent with the financial statements; and
- the Director's Report has been prepared in accordance with the Companies Act 2014.

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

Responsibilities of directors for the financial statements

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

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operation, or have 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 the users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of financial statements is located on the IAASA website. This description forms part of our audit report.

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

This 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.


Gerard O'Rorke

For and on behalf of:

GERARD O'RORKE & COMPANY

CHARTERED ACCOUNTANTS & REGISTERED AUDITORS

DATE: 20 MARCH 2019

CASTLE STREET

KELLS, CO. MEATH

Statement of Financial Activities for the year ended 31 December 2018

		2018			2017		
		Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	Note	€	€	€	€	€	€
Income	3	1,502,644	1,441,755	2,944,399	1,308,116	1,397,465	2,705,581
Expenditure		1,374,257	1,441,755	2,816,012	1,168,554	1,397,465	2,566,019
		-----	-----	-----	-----	-----	-----
Operating Surplus		128,387	-	128,387	139,562	-	139,562
Interest Earned		175	-	175	150	-	150
		-----	-----	-----	-----	-----	-----
Surplus/ (Deficit)	4	128,562	-	128,562	139,712	-	139,712
		=====	=====	=====	=====	=====	=====

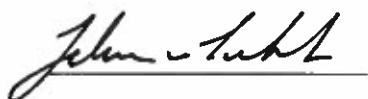
Balance Sheet as at 31st December 2018

	Note	2018	2017
		€	€
<u>Fixed Assets</u>			
Tangible assets	7	154,677	132,889
		-----	-----
<u>Current Assets</u>			
Stock	8	51,769	35,080
Debtors	9	151,488	139,576
Cash at Bank and on Hand		2,612,090	2,356,784
		-----	-----
		2,815,347	2,531,440
		-----	-----
Creditors (Amounts falling due within 1 year)	10	798,750	621,617
		-----	-----
Net Current Assets		2,016,597	1,909,823
		-----	-----
Net Assets		2,171,274	2,042,712
		=====	=====
<u>Financed By:</u>			
Unrestricted Funds	11	329,950	201,388
Capital Reserves	12	1,841,324	1,841,324
		-----	-----
		2,171,274	2,042,712
		=====	=====

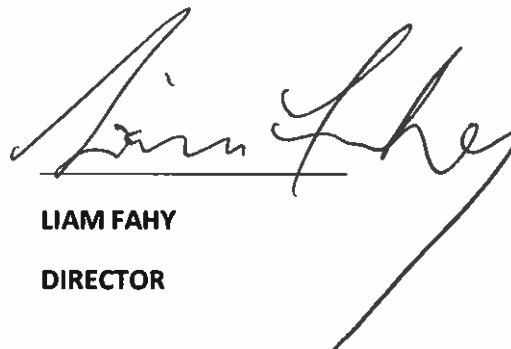
These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The financial statements were approved by the Board of Directors on 20 March 2019 and authorised for issue on 20 March 2019.

ON BEHALF OF THE BOARD



JILLIAN VAN TURNHOUT
DIRECTOR



LIAM FAHY
DIRECTOR

DATE: 20 MARCH 2019

Statement of Changes in Funds for the year ended 31st December 2018

	Unrestricted Funds €	Restricted Funds €	Total €
Opening Balance 01/01/17	61,676	-	61,676
Surplus / (Deficit) for year	139,712	-	139,712
	-----	-----	-----
Balance at 31 st December 2017	201,388	-	201,388
	-----	-----	-----
Balance at 1 st January 2018	201,388	-	201,388
Surplus / (Deficit) for year	128,562	-	128,562
	-----	-----	-----
Balance at 31 st December 2018	329,950	-	329,950
	=====	=====	=====

Statement of Cashflows for the year ended 31st December 2018

	Note	2018 €	2017 €
Net Cashflow from Operating Activities	18	<u>338,802</u>	<u>156,735</u>
Cash flows from investing activities			
Purchase of property, plant and equipment		-83,671	-5,566
Net cash generated/used in investing activities		<u>-83,671</u>	<u>-5,566</u>
Cash flows from financing activities			
Interest received		175	150
Net cash generated/used in financing activities		<u>175</u>	<u>150</u>
Net increase/(decrease) in cash and cash equivalents		255,306	151,319
Cash and cash equivalents at beginning of year		2,356,784	2,205,465
Cash and cash equivalents at end of year		<u>2,612,090</u> =====	<u>2,356,784</u> =====

Notes to the Financial Statements

NOTE 1 – ACCOUNTING POLICIES

ECCE & Play Early Childhood Ireland is a nationwide voluntary organisation that supports early years providers and parents in the provision of quality early childhood education and care. The company's registered office is at Hainault House, Belgard Square South, Tallaght, Dublin 24.

The company is a company limited by guarantee incorporated in the Republic of Ireland and its company registration number is 506235.

The significant accounting policies adopted by the company and applied consistently as follows:

(a) Basis of Preparation

The Financial Statements are prepared on the going concern basis under the historical cost convention and comply with the financial reporting standards of the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Companies Act 2014.

The company is reliant on the support of funding from the Department of Children and Youth Affairs and Tusla, the Child & Family Agency, as well as membership income, in order to continue providing its services on an ongoing basis. The company has prepared the Financial Statements on a going concern basis and have not taken account of any adjustment that may be necessary should this funding be significantly reduced or discontinued.

The financial statements are prepared in Euro which is the functional currency of the company.

(b) Fund Accounting

The following funds are operated by the company:

Restricted Funds

Restricted Funds represent grant, donations and sponsorships received which can only be used for particular purposes specified by the donors or sponsorship programme binding on the directors. Such purposes are within the overall aim of the company. These are subject to verification checks by the fund providers.

Unrestricted Funds

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

Designated Funds

Designated Funds are unrestricted funds earmarked by the directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose only and do not legally restrict the Board's discretion in applying the funds.

Endowment Funds

Endowment Funds represent those assets which must be held permanently by the company, principally investments. Income arising on endowment funds can be used in accordance with the objects of the company and is included in unrestricted income.

(c) Tangible Fixed Assets

Tangible Fixed Assets are recorded at historic cost. The company undertakes a review for impairment of a fixed asset if events or changes in circumstances indicate that the carrying amount of the fixed asset may not be recoverable.

(d) Depreciation

Depreciation is calculated on the original cost to write off the assets over their useful lives at the following annual rates: -

Renovations Hainault House	- 25% Straight Line
Office Fit-out	- 20% Reducing Balance
Fixtures and Fittings	- 20% Reducing Balance
Computer Equipment	- 20% Reducing Balance
Computer Software	- 20% Straight Line
Website	- 20% Straight Line

(e) Stock

Stocks and work in progress are stated at the total of the lower of standard cost and estimated selling price less costs to complete and sell.

(f) Income

Income consists of amounts received from Pobal, the Department of Children & Youth Affairs, Tusla, Child & Family Agency, Membership fees, training income, events and other miscellaneous income. Income is included in the financial statements only when realised or when the ultimate cash realisation of which can be assessed with reasonable certainty.

(g) Expenditure

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

(h) Taxation

The company is limited by guarantee under the Companies Acts 2014 and is not established for the profit or gain of its members. The company is solely trading for the mutual benefit of its members and accordingly is not liable to Corporation Tax in the current period.

(i) Government Grants

Grants are recognised when there is reasonable assurance that the grant will be received, and all attaching conditions have been complied with. Grants awarded to assist with capital expenditure are credited to deferred income and are released to the profit and loss account on a straight line over the expected useful life of the related. Grants awarded to assist with revenue expenditure are realised to the profit and loss account as the related expenditure is incurred.

(j) Leased Assets

Assets held under leasing arrangements that transfer substantially all the risks and rewards of ownership to the company are capitalised.

The capital element of the related rental obligations is included in creditors. The interest element of the rental obligations is charged to the profit and loss account so as to produce a constant annual charge.

Rentals in respect of operating leases are charged to the profit and loss account as incurred.

(k) Pensions

Pension benefits are met by payments to a defined contribution pension fund. Contributions are charged to the income and expenditure in the year in which they fall due. The assets are held separately from those of the company in an independently administered fund. Differences between the amounts charged in the income and expenditure account and payments made to the pension fund are treated as assets or liabilities.

(l) Reserves

The Board of Early Childhood Ireland has set aside reserves in order to ensure the stability of the mission, programs, employment and on-going operations of the organisation. These reserves will provide a source of internal funds for organisational priorities such as the ongoing operations of the organisation and an opportunity reserve to provide funds to meet special targets of opportunity or need that further the mission of the organisation. The target minimum operating reserve will be equal to four months of average operating costs.

NOTE 2 – CRITICAL ACCOUNTING JUDGEMENTS AND ESTIMATES

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 company 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

The annual depreciation charge of assets depends primarily on the estimate lives of each asset and the estimates of residual value. The company's policy is to review the remaining economic lives and the residual value of assets on an on-going basis and to adjust the depreciation charge when necessary. Details of depreciation rates are included in the accounting policies.

(b) Stock

When calculating the value of stock, the company has to consider the net realisable value of all stock including stock that is slow moving or obsolete in its estimations.

(c) Providing for doubtful debts

The company makes an estimate of the recoverable value of trade and other debtors. The company uses estimates based on objective evidence of the level of debt, which the company believe, will not be collected. The level of the provision required is reviewed on an on-going basis.

NOTE 3 – INCOME

The Department of Finance Circular 13/2014 requires grantees to disclose, in their financial statements, all income received from grant making agencies. The Income has been arrived at after including the following:

Funder	Programme	Purpose/Restriction	Income	Deferred	Received
TUSLA	Section 56 Service Arrangement Structure	Tusla Child and Family Agency.	122,000		122,000
DCYA	Garda Vetting	Staffing and associated overheads relating to delivering Garda vetting services to our members.	220,774		220,774
DCYA	Universal Design Guidelines	Research in relation to how universal design can support and enhance the design of early childhood settings to enable independence and social participation of all stakeholders.	82,708	30,000	B/F 44,683 Rec'd 68,025
POBAL	Grant Agreement	National Childcare Investment Programme, (NCIP).	1,190,000		1,190,000
POBAL	Pobal Funding Train The Trainer	Delivery of training 2019.		16,000	B/F

NOTE 4 – OPERATING SURPLUS

The Surplus of Income over Expenditure has been arrived at after charging the following items:

	2018	2017
	€	€
Depreciation: Owned Tangible fixed assets	61,883	49,263
	=====	=====

NOTE 5 – EMPLOYEES

	2018	2017
Average number of employees		
Permanent Staff	34	33
Fixed Term Contracts	5	6
	-----	-----
	39	39
	=====	=====

Employees Earning Over €60,000:

	2018	2017
€60,000 to €69,999	1	1
€70,000 to €79,999	1	1
€80,000 to €89,999	1	1
€90,000 to €99,999	0	0

NOTE 6 – DIRECTORS REMUNERATION AND TRANSACTIONS

No member of the Board of Directors received any remuneration during the year. Travel costs amounting to €nil (2017: €2,778) were reimbursed to members of the Board of Directors.

No director or other person related to the company had any interest in any contract or transaction entered into by the company during the year.

NOTE 7 - TANGIBLE FIXED ASSETS

	<u>HH Reno- vations</u>	<u>Office Fitout</u>	<u>Fixtures & Fittings</u>	<u>Computer</u>	<u>Computer Software</u>	<u>Website</u>	<u>Total</u>
Cost	€	€	€	€	€	€	€
Cost 1/1/18	-	90,911	196,239	148,046	183,157	131,178	749,531
Additions	75,000	-	-	8,671	-	-	83,671
Disposals	-	-	-	-	-	-	-
	-----	-----	-----	-----	-----	-----	-----
Cost 31/12/18	75,000	90,911	196,239	156,717	183,157	131,178	833,202
	-----	-----	-----	-----	-----	-----	-----
Aggregate Depreciation							
1/1/18	-	66,109	176,007	115,740	128,718	130,068	616,642
Charge for year	18,750	4,960	4,046	8,195	24,821	1,110	61,883
Disposals	-	-	-	-	-	-	-
	-----	-----	-----	-----	-----	-----	-----
Agg. Dep. 31/12/18	18,750	71,069	180,053	123,935	153,539	131,178	678,525
	-----	-----	-----	-----	-----	-----	-----
Net Book Value							
31/12/18	56,250	19,842	16,186	32,782	29,618	-	154,677
	=====	=====	=====	=====	=====	=====	=====
31/12/17	-	24,802	20,232	32,306	54,439	1,110	132,889
	=====	=====	=====	=====	=====	=====	=====

There were no assets held under finance lease included in the tangible fixed assets.

NOTE 8 - STOCK

	2018 €	2017 €
Stock	51,769	35,080
	-----	-----
	51,769	35,080
	=====	=====

The net replacement cost of stock is not expected to be materially different from that shown above. Inventories are stated after provisions for impairment of €nil (2017: €nil).

NOTE 9 - DEBTORS

	2018 €	2017 €
Debtors	68,454	85,012
Prepayments	83,034	54,564
	-----	-----
	151,488	139,576
	=====	=====

NOTE 10 - CREDITORS**Amounts Falling Due Within 1 Year**

	2018 €	2017 €
Creditors	129,658	22,649
Accruals	136,678	35,972
Taxation & Social Security	41,156	40,757
Deferred Grant Income	25,301	26,223
Deferred Course Income	16,001	16,001
Deferred Project Income	42,050	61,788
Deferred Membership Income	407,906	418,227
	-----	-----
	798,750	621,617
	=====	=====

NOTE 11 – UNRESTRICTED FUNDS

	2018 €	2017 €
Opening Balance 01/01/18	201,388	61,676
Surplus/ (Deficit)	128,562	139,712
	-----	-----
Closing Balance 31/12/18	329,950	201,388
	=====	=====

NOTE 12 - ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Capital Reserves	Total
	€	€	€
Opening Balance 01/01/18	201,388	1,841,324	2,042,712
Surplus/ (Deficit) for year	128,562	-	128,562
	-----	-----	-----
Closing Balance 31/12/18	329,950	1,841,324	2,171,274
	=====	=====	=====

	Unrestricted Funds	Capital Reserves	Total
	€	€	€
Opening Balance 01/01/17	61,676	1,841,324	1,903,000
Surplus/ (Deficit) for year	139,712	-	139,712
	-----	-----	-----
Closing Balance 31/12/17	201,388	1,841,324	2,042,712
	=====	=====	=====

NOTE 13 – LIMITED BY GUARANTEE

The company is limited by guarantee not having a share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

NOTE 14 – RELATED PARTY TRANSACTIONS

ECCE & Play Early Childhood Ireland is a member of the Recreate Partnership. The Chief Executive Officer of ECCE & Play Early Childhood Ireland is also the chairperson of Recreate. Recreate is considered to be a related party as the chairperson of ECCE & Play Early Childhood Ireland is in a position to exert influence on the decisions taken in Recreate. ECCE & Play Early Childhood Ireland provided services to Recreate up to the 30th September 2017. There was a charge of €nil in 2018 [2017: €3,600] in respect of services.

NOTE 15 - CAPITAL COMMITMENTS

There were no capital commitments at the year end.

NOTE 16 - PENSION INFORMATION

	2018	2017
	€	€
Contribution to Pension Scheme	98,625	98,366
	-----	-----
	98,625	98,366
	=====	=====

NOTE 17 - POST BALANCE SHEET EVENTS

There have been no significant events affecting the company since the year-end.

NOTE 18 - RECONCILIATION OF OPERATING PROFIT TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2018	2017
	€	€
Operating Profit/ (Loss)	128,387	139,562
Depreciation	61,883	49,263
(Increase)/Decrease in Stock	(16,689)	12,629
(Increase)/ Decrease in Debtors	(11,912)	69,904
Increase/ (Decrease) in Creditors / Provisions	177,133	(114,623)
	-----	-----
Net cash inflow from operating activities	338,802	156,735
	=====	=====

NOTE 19- APPROVAL OF THE FINANCIAL STATEMENTS

The directors approved the financial statements on the 20 March 2019.