



**Childcare
Committee**
County Kildare

Coiste Cúram Páistí Chontae Chill Dara

ANNUAL REPORT 2021



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



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government supporting communities

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Glossary of Terms

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| AIM | Access and Inclusion Model; AIM is a model of supports designed to ensure that children with disabilities can access the ECCE Programme in mainstream pre-school settings |
| Better Start | Better Start National Early Years Quality Development is a national initiative established by the Department of Children, Equality, Disability, Integration and Youth and hosted by Pobal. Better Start promotes quality and inclusion in Early Learning and Care (ELC) settings for children from birth to six years of age in Ireland |
| CAPA | Corrective Actions and Preventive Actions; are the defined actions necessary for a Registered Provider to take in order to address the non-compliances, identified in their Inspection Report, and prevent the non-compliances reoccurring in order to meet the regulatory requirements defined by The Child Care Act 1991 (Early Years Services) Regulations 2016 |
| CCSP | Community Childcare Subvention Plus Programme; under CCSP disadvantaged parents and parents in training, education or low-paid employment can avail of childcare at reduced rates. The subvention is available to children going to a participating Tusla registered community childcare service. Disadvantaged parents and parents in training, education or low-paid employment can avail of childcare at reduced rates |
| CHICK | Child Identifier Code Key; a unique code received when an application for the NCS is approved |
| Core Funding | Recommended by an Expert Group and approved by Government, Core Funding introduces a strategic way of funding the sector and begins the transformation of the sector to one that is increasingly publicly funded and publicly managed, delivering a service for the public good, through a partnership between the State and providers, to the benefit of children, parents, educators and practitioners, and society overall |
| COSP | COVID-19 Operating Support Payment (COSP); a payment intended to support services that are reliant on parental fees to remain sustainable during the period of high-level restrictions and meet the condition of not charging fees for families whose children are not attending the service |
| Covid-19 Capital Grant | Department funding to contribute towards the capital costs associated with the reopening of Early Learning and Care (ELC) and School Age Childcare (SAC) Services because of the easing of some of the government restrictions imposed as a result of the pandemic |
| DCEDIY | Department of Children, Equality, Disability, Integration and Youth (formerly DCYA); its mission is to lead the effort to improve the outcomes for children and young people in Ireland |
| Early Years Hive | The dedicated early years programme portal for service providers |
| EYSP | Early Years Sector Profile; a report produced by Pobal on behalf of the DCEDIY and it provides a detailed overview of the ELC and SAC sector in Ireland. The report is a very important monitoring |

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| | instrument, assessing the impact of programme and policy change in the sector |
| AEYSPS | Annual Early Years Sector Profile Survey; a comprehensive survey of all ELC and SAC settings in the country and is the primary data source on this sector. It is developed and published by Pobal on behalf of the DCEDIY |
| ECCE | Early Childhood Care and Education Scheme; the ECCE scheme provides early childhood care and education for children of pre-school age. Children can start ECCE when they are 2 years and 8 months of age and continue until they transfer to primary school (provided that they are not older than 5 years and 6 months at the end of the pre-school year). The normal pattern for the free pre-school year is 3 hours a day, 5 days a week, over the school year. The State pays a capitation fee to participating playschools and day care services that provide a pre-school service free of charge to all children within the qualifying age range |
| ELC | Early Learning and Care; a setting providing early learning and care to children aged from birth to six years |
| EWSS | The Employment Wage Subsidy Scheme (EWSS) replaced the Temporary Wage Subsidy Scheme (TWSS) from 1 September 2020. Under the EWSS scheme, employers and new firms in sectors impacted by COVID-19 whose turnover has fallen 30% get a flat-rate subsidy per week based on the number of qualifying employees on the payroll, including seasonal staff and new employees |
| EYPC | The Early Years Provider Centre; the designated point of contact for service providers to direct queries regarding existing Department of Children, Equality, Disability, Integration and Youth funded childcare programmes |
| KCCC | Kildare County Childcare Committee; one of 30 City and County Childcare Committees (CCCs) who operate as local agents of the DCEDIY and support the delivery of early education and childcare programmes at a local level |
| LINC | Leadership for Inclusion in the Early Years; LINC is a free higher education programme designed for early childhood teachers working in early learning and care, to promote the inclusion of all children. After completing the programme, graduates will carry out the role of Inclusion Coordinator |
| NAPC | National Action Plan for Childminding (2021 - 2028); a pathway to be developed over the next 8 years that sets out steps towards regulation, support and subsidies, for all paid, non-relative childminders. The Action Plan will involve change and significant benefits for childminders, children and the families using their services. The aim of the Action Plan is to provide greater recognition for childminding and to support childminders in their work of providing high quality early learning and care and school age childcare, thus supporting child development and learning outcomes and helping families |

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| NCS | National Childcare Scheme; the first ever statutory entitlement to financial support for childcare. It establishes an equitable and progressive system of universal and income-related subsidies for children up to the age of 15. It also provides an innovative and user-friendly online application process to access those subsidies |
| PIP Portal | Programmes Implementation Platform (PIP) Portal; an online administration system for the national DCEDIY Childcare Funding Programmes |
| Pobal | Pobal works on behalf of Government, and in conjunction with communities and local agencies, to support social inclusion and local and community development. It undertakes an oversight and financial management role with the CCCs and works collaboratively with these organisations to deliver on the DCEDIYs annual priorities |
| PSP | Programme Support Payment; a payment to services offering state supported childcare in recognition of the time required for the administrative work associated with the scheme |
| RSP | Reopening Support Payment; Department funding available to ELC and SAC providers to support them in meeting the reopening guidelines, to support children to remain in ‘play pods’ to reduce the potential for COVID-19 to spread, and to meet additional staffing needs during the reopening period. |
| SAC | School Age Childcare; a centre-based service for school going children aged 4-15 years |
| TEC | A childcare programme funded by the DCYA and is specifically designed to support parents/guardians on eligible Education and Training Board training courses, as well as certain categories of parents/guardians returning to work, by providing subsidised childcare places. |
| Tusla | The Child and Family Agency; the dedicated State agency responsible for improving wellbeing and outcomes for children. |
| TWSCS | Temporary Wage Subsidy Childcare Scheme; a DCYA supplement to the Revenue-operated Temporary Wage Subsidy Scheme to support ELC and SAC services |
| TWSS | Temporary COVID-19 Wage Subsidy Scheme; Revenue operated the TWSS from 26 March 2020 to 31 August 2020. It enabled employees, whose employers were affected by the pandemic, to receive significant supports directly from their employer. The TWSS replaced the Employer COVID-19 Refund Scheme. |

Company Information

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| Address: | Unit 21 Thompson Enterprise Centre Clane Business Park Clane Co. Kildare W91 E6NY Web: www.kccc.ie Email: info@kildarechildcare.ie Tel: 045 861307 | |
| Company Registration Number: | 355991 | |
| Charitable Status Number: | 15585 | |
| Registered Charity Number: | 20054175 | |
| Revenue Employers Number: | 6375991Q | |
| Directors: (*date resigned) | Albert Perris *07.10.2021 Edel Smyth Réiltín McCall Patricia O'Connor | Kathleen Cash Anthony Egan Kathryn Brennan David McCarthy |
| Auditors: | Keith Traynor Accountants Pinewood Lodge Courtown Little Kilcock Co. Kildare Web: https://ktaccountants.ie Email: info@ktaccountants.ie Tel: 01 6303048 | |
| Solicitor: | Eugene Smartt Solicitors Newlands Retail Centre Newlands Cross Dublin 22 D22 K590 Web: https://smarttlaw.com Email: info@smarttlaw.com Tel: 01 4037340 | |
| Bank: | Allied Irish Bank 41 South Main Street Naas Co. Kildare Tel: 045 879136 | |

A Foreword from our Interim Chairperson



I am pleased to present the 2021 Kildare County Childcare Committee's Annual Report. The report looks at the KCCC's activities during the year and demonstrates the critical role the Committee plays in quality childcare provision in the county.

Our mission is to promote quality and accessible childcare for all children (0-14 years) in Co Kildare, in partnership with our stakeholders. This report

sets out the actions of the KCCC to deliver on that mission. Of course, we do not operate alone. Good engagement with childcare providers across the county is a priority for the KCCC and while the last year was challenging in this space, we continued to enhance our engagement with these key stakeholders, participating in (mostly virtual) events across the county, training staff, listening to a range of views and learning from their different perspectives.

Our Statement of Work is closely aligned to *First 5*, a whole-of-Government strategy to improve the lives of babies, young children and their families. The performance of our team, based on set objectives and actions to deliver on this strategy, contributed strongly to ensure all children have positive early experiences and get a great start in life. Through 2021 we also continued to progress the implementation of the Charities Governance Code, and remained committed to the ongoing review of our policies and procedures.

At the KCCC, we can only deliver our mission through our people. I want to take this opportunity to thank the staff of the organisation for their dedication, professionalism and commitment to serving their community during another extraordinary year. Our CEO and staff have facilitated and supporting a high quality of service delivery in the childcare sector which is valued throughout our county.

Finally, I would like to thank the Board members of the KCCC. With their diverse backgrounds and expertise, they provided invaluable support to the organisation during the year. Due to public health restrictions in place, we were unfortunately not in a position to meet in person for most of the year, but even with those challenges, all members contributed fully to the discussions and decisions that were taken. Our previous Board Chairperson, Albert Perris, resigned late in 2021 and I would like to take this opportunity to thank him for his commitment to the KCCC over the years.

A lot has been achieved in 2021, working together toward our common vision, and I look forward to another fruitful year ahead.

Sincerely,

Edel Smyth

Interim Chairperson

Message from our CEO



Welcome to Kildare County Childcare Committees 2021 Annual Report. 2021 was a challenging year for the Early Years Sector and KCCC. However, it also provided opportunities for both the sector and the KCCC staff team to demonstrate our resilience and commitment to children and their families in County Kildare, keeping them at the centre of all that we do.

Covid-19 continued to present challenges throughout 2021. In January 2021 it was announced that Early Years Services were to close again, with exceptions for essential workers, due to Covid-19. During this period KCCC supported the sector through weekly phone calls and email supports and in March 2021, KCCC provided reopening support. Over the course of 2021, advice and guidance on Public Health requirements evolved rapidly, including testing and isolation requirements and mask wearing. Services and parents were supported in how to respond to suspected/confirmed cases of Covid 19. KCCC updated all

services through weekly bulletins, social media posts and, as required, through email and phone calls. As Covid-19 cases increased, the closing months of 2021 saw reduced staffing levels in services having to close pods, rooms and in some cases whole services, as they were short staffed due to staff following the testing / isolation requirements. 189 childcare services were supported with Covid-19 queries, with a total of 1567 interactions. Many of these interactions were from services who were upset, concerned or frustrated and KCCC responded with understanding and empathy and offered clear concise advice, directly from official guidance, to help support them. KCCC also supported 78 parents, through 107 interactions, with questions and queries they had about Covid-19.

In 2020, KCCC supported 1 family to avail of the NCS sponsor referral process. Through 2021, KCCC continued to strengthen relationships with local organisations and sponsoring agencies through our representation across all Child and Family Networks. In 2021 KCCC supported 11 families to avail of the scheme. Unfortunately, due to the lack of availability of childcare in some parts of Kildare there have been cases where KCCC have not been able to place children. These have included families experiencing homelessness and others who are receiving intensive supports from Tusla social workers. The subsidy provided is lower than charged by childcare services which has also created difficulties for services wishing to accommodate these children.

Kildare has over 177 services participating in the ECCE Programme with over 6,500 children registered in 2021.

KCCC delivered 3 Pobal Compliance workshops in 2021 to support services identify, prepare and familiarise themselves to what was required to ensure their service had a positive compliance outcome. These workshops were attended by managers and staff of 69 childcare services in Kildare.

Kildare CCC is committed to the full delivery of the National Always Children First Plan as it is imperative to ensure better outcomes for children. It is Kildare CCC's aim to have all Early Years services trained in safeguarding, developing a safeguarding culture and developing robust policies and procedures. In 2021 KCCC worked in partnership with Tusla to facilitate 4

online briefing sessions. These were 2 Designated Liaison Person Online Briefing Sessions with 66 in attendance and 2 Mandated Person Online Briefing sessions with 49 in attendance. Once restrictions were eased KCCC delivered 2 in-person Child Protection workshops that were held in the Springfield and Kaeden hotels to allow for social distancing requirements. Both training sessions were well attended by 34 childcare practitioners.

In 2021 KCCC held two Community of Practice events, both of which were held virtually, Supporting Families remotely during Covid closures and Outdoor Play. The two events were very well received by the services and provided much needed guidance and reassurance to services in challenging times.

As part of the response to covid-19 and our overall goals to support services with quality development, and to support children's wellbeing, KCCC hosted a series of events and programmes in 2021 focusing on Outdoor play. KCCC initiated the Let's Grow Together programme, providing vegetable and flower seeds to participating services, as well as a series of support packs to help children to get out and learn about nature and the environment more in Kildare Childcare Services. Follow-up training events included talks from Tim Gill, risky play specialist and advocate, and Eanna ni Lamhna who entertained and inspired childcare professionals to bring children outdoors and enjoy nature where possible.

Grants were awarded to 7 Parent and Toddler groups totalling €5,590, Learner Fund Bursary was awarded to 14 graduates €10,500. 18 applications for FAR reimbursement were approved, totalling €3,919. There were 22 successful applicants in Kildare for the Fire Safety Capital Grant.

The National Action Plan for Childminders was launched in April 2021. A monthly bulletin was sent to Childminders including information, advice, support, invitations and opportunities to complete an expression of interest to sit on working groups and share their opinions and views in surveys. KCCC 15 Childminders who were unknown to KCCC or new to childminding. Throughout 2021, Childminders were invited to attend a host of different KCCC events, some were specifically for childminders and others were suitable for both childcare services and childminders including 2 in person childminding networking events, an online Music

Generation workshop, a Childminders Storytelling workshop with renowned storyteller Liz Weir and a Paediatric First Aid course.

Throughout 2021, KCCC have worked very closely with the Childminding Development Officer (CMDO), engaging in one-to-one meetings, working in collaboration on actions and taking part in regional Childminding Meetings with other counties. KCCC ensured to keep the CMDO updated on the progress of actions and completed the monthly data sheet.

Our Communications strategy involves using online and electronic media to communicate with our target groups, Childcare Services, parents and childminders. In 2021 we sent out 37 Childcare Bulletins to services in Kildare. We promoted a Department campaign 'Let's Get Ready 2021' in order for services to assist children transitioning to Primary School during the pandemic and distributed the transition packs to services. We maintained a strong social media presence on our social media channels including our [website](#), [Facebook](#), [Twitter](#) and [Instagram](#). We shared 269 Facebook posts in 2021 and we have 2.3k people following our page. We published 5 blogs on our website in 2021 and had 89,900 hits on our website.

Due to the ongoing crisis in recruitment and retention of staff in the sector in Ireland, and Kildare, KCCC has set up its own Jobs Board on our website. This commenced in February 2021, advertising vacancies on behalf of the Childcare Services in the County. In 2021 we advertised 81 vacancies on the KCCC jobs board.

The recruitment crisis is also paired with the lack of availability of premises for Childcare services in Kildare, an issue which has forced the closure of several services and is putting pressure on others to close. KCCC is now working with CYPSC (Children and Young People's Services Committee), the County Council and Tusla on addressing these issues in the county - KCCC also contributed to the Draft County Development plan.

KCCC is the key stakeholder in Kildare in relation to Early Learning and Care at both a local, regional and national level. We worked closely with our colleagues in Childcare Committee's Ireland, Kildare Young Peoples Children's Services Committee, Pobal, Better Start, DCYA and the National Childcare Voluntary Organisations, particularly Early Childhood Ireland, who have worked with us collaboratively throughout the year. KCCC are represented on CCI, Kildare Roma/Traveller Interagency forum, Kildare/West Wicklow Parenting Forum and Tusla Child and Family networks.

The above summary of the work delivered by the staff team in 2021 gives an indication of the length and breadth as well as the diversity of the work undertaken. Although 58 Actions were contained in our Statement of Work, KCCC delivered an additional 11 actions namely Covid 19 supports and interagency collaborative work. KCCC's key strength is our experienced, dedicated and passionate staff team and we were delighted to welcome a fourth Development Officer to the team in 2021.

As the CEO, the well-being of our staff is a key priority and the team were offered flexible working arrangements in order to meet the demands placed on them due to school and childcare closures. When restrictions allowed outdoor and safe team building events were held. A temporary remote working policy has been implemented and a Flexible Working & Work Life Balance policy was ratified by the Board in 2021.

The team at KCCC are continuously inspired by the staff, owners and Boards of Management of Early Learning and Care services in Kildare who, every year, but particularly over the past two years have gone over and above to support children and families to access childcare during these extremely challenging times, keeping the child at the centre and demonstrating their passion, endless commitment and dedication to the children and families in their care.

In 2022, KCCC will reach its 20th year of advancing our mission to promote quality, accessible childcare for all children from birth to fourteen years in partnership with our stakeholders and we look forward to continuing to do this over the coming years to ensure the early childhood experiences of children in Kildare are of the highest quality standards.

Julie McNamara

CEO

About Kildare County Childcare Committee

Our Vision

Kildare County Childcare Committee is the co-ordinating body for childcare throughout Co. Kildare, providing advice, advocacy, support and a child-centred approach to the provision of quality childcare in Kildare.

Our Mission



Our mission is to promote quality and accessible childcare provision for all children from birth to 14 years in Co. Kildare, in partnership with all stakeholders.

Our Values



Kildare County Childcare Committee (KCCC) have agreed the following Organisational Values

As a member of KCCC, directors should promise to abide by the fundamental values that underpin all the activities of this organisation. These are:

- ◆ **Accountability** – everything KCCC does will be able to stand the test of scrutiny by the public, the media, the Office of the Minister for Children, Equality, Disability, Integration and Youth, Pobal, Government and the courts.

- ◆ **Integrity and Honesty** – these will be the hallmarks of all conduct when dealing with colleagues within KCCC and equally when dealing with individuals and institutions outside it.
- ◆ **Transparency** – KCCC strives to maintain an atmosphere of openness throughout the organisation to promote the confidence of the public, the Office of the Minister for Children, Equality, Disability, Integration and Youth, Staff, Pobal and Government.

Our Structure

We are operated as a not-for-profit organisation, governed by a Board of Directors.

Our Board of Directors

Our Board is made up of stakeholders with appropriate skills sets in governance such as HR, Finance, Organisational Development with representation from the community and voluntary sectors, parents and childcare providers, who sit in a voluntary capacity.

See [Board report 2021](#) and Appendix 1 – [KCCC Organisational Chart 2021](#)

Our Funding



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Oige
Department of Children, Equality,
Disability, Integration and Youth



We are funded directly by Pobal, a government agency (www.pobal.ie), with close operational links with the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). <http://www.gov.ie/en/organisation/department-of-children-equality-disability-integration-and-youth>

Our Staff

We employ five full-time and two part-time staff members. Full information about our staff is available at: <https://www.kccc.ie/Our-Members> See Appendix 2 – [KCCC Salary Scales](#)

Our Governance

Kildare County Childcare Committee has adopted the Charities Governance Code.

See <https://www.charitiesregulator.ie/en>

We seek to offer transparency on all aspects of our organisation. Full information on all of the following areas is available on our website (click to follow links):

Our Board & Staff: <https://www.kccc.ie/Our-Members>

Our Financial Records and Annual Reports: <https://www.kccc.ie/Governance/>

Our Complaints Procedure: <https://www.kccc.ie/Governance/Complaints>

Our Privacy Policy: <https://www.kccc.ie/Privacy-Policy>

Our Programme of Work

Our programme of work is set out in our Statement of Work, provided by Pobal/ DCEDIY. KCCC work to complete this programme in line with our own principles and those of First 5, the government strategy to improve the lives of babies, young children and their families. We also have scope to perform additional actions as the need arises.

In 2021 KCCC supported 191 ELC, SAC, and Tusla registered childminders in Co. Kildare. Many other parents, childminders, parent & toddler groups and childcare practitioners were also supported.

Our work includes:

- ◆ Administration of Government Childcare Schemes
- ◆ Quality, Child Protection & Equality and Diversity Training for the childcare sector in the county
- ◆ Grant administration
- ◆ Networking and development locally and nationally
- ◆ Parent Supports in relation to Government Childcare Schemes and Access and Inclusion Model, parent and toddler groups



2021 – the year that was...

Our work for 2021 can be divided into the following categories:

- ◆ [Covid-19](#)
- ◆ [Administration of Government Childcare Schemes](#)
- ◆ [Quality, Child Protection & Training](#)
- ◆ [Grants](#)
- ◆ [Childminder Supports](#)
- ◆ [Communications](#)
- ◆ [Local and National Networks](#)
- ◆ [Finance](#)
- ◆ [Board of Directors report](#)

Covid-19



Covid-19 continued to present challenges throughout 2021.

KCCC staff had already adapted well to remote working utilising some of many online meeting platforms available, such as Zoom and Google Meet. These platforms continued to facilitate the continuation of our regular staff meetings. Our internet telephone system enabled us to continue offering support to services and parents to continue to contact us in the usual manner.

In January 2021 it was announced that Early Years Services were to close again, with some exceptions, due to Covid-19. KCCC undertook work involving weekly phone calls to all services to determine their open / closed status - data which was then forwarded to DCEDIY. In the opening months of 2021, FAQ Documents for Early Years and School Aged Childcare services were released by DCEDIY, and updated regularly. KCCC disseminated these guidance documents to all services and supported services to understand and follow the information. Phone and email support was a huge part of the work of KCCC at this time, with many services having queries about how the guidance impacted their service. KCCC also offered support to services who remained open during these initial months and directed them to appropriate information and guidance.

In March 2021, as all services began opening again, KCCC provided reopening support, and phone and email support continued as required. As Public Health guidance changed, KCCC updated all services through weekly bulletins, social media posts and, as required, through email and phone calls. Over the course of 2021, advice and guidance on Public Health requirements evolved rapidly, including testing and isolation requirements and mask wearing. In the latter half of 2021, the Early Years Sector was advised to follow the HPSC Guidance, specifically for Early Years and School Aged Childcare Settings. KCCC familiarised themselves with the guidance and ensured that they were referencing the most up to date version. Phone and email support was in high demand from services with suspected / confirmed cases of Covid-19 who wanted support in what actions they should take. There was also an increase in the number of parents requiring support to understand the HPSC Guidance and what actions they should take with regards to their children. As guidance changed and Covid-19 cases increased, the closing months of 2021 saw a huge impact on staffing levels in services. Many services had to close pods or several rooms as they were short staffed due to staff following the testing / isolation requirements. In some instances, whole services had to close due to Covid-19. KCCC provided support to services including advising on changes to Guidelines and also programme support and Force Majeure for closures. KCCC also carried out weekly phone surveys in December, on behalf of DCEDIY, to ascertain the impact of Covid-19 on staffing levels. Throughout 2021, services were also advised of any changes to EWSS, which was introduced in 2020.

For the year 2021, all 189 childcare services were supported with Covid-19 queries, with a total of 1567 interactions. Many of these interactions were from services who were upset, concerned or frustrated and KCCC responded with understanding and empathy and offered clear concise advice, directly from official guidance, to help support them. KCCC also supported 78 parents, through 107 interactions, with questions and queries they had about Covid-19.

Administration of Government Childcare Schemes

National Programmes

Kildare County Childcare Committee, on behalf of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), administer the following National Programmes:

National Childcare Scheme



The National Childcare Scheme was introduced to the Childcare sector in 2019. The National Childcare Scheme (NCS) provides financial support to help with your childcare costs.

There are two types of childcare subsidy for children over 6 months of age:

A universal subsidy for children under 3. Children over 3 who have not yet qualified for the ECCE are also eligible. It is not means tested.

An income-assessed subsidy for children up to 15. This is means tested.

NCS / CCSP

KCCC continues to administer the National Childcare Funding programmes on behalf of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). KCCC supports all existing services through the process on the early years hive, particularly during the summer months with for the programme readiness requirements, further support is given to any new services looking to access the Early Years Hive for the first time.

There has been an increase in the numbers of children availing of the NCS. KCCC promotes the programme at all events attended. There has been a reduction in the number of CCSP registrations as children grow out of the programme or move to NCS. CCSP children who were registered this programme are known as "savers" this arrangement was extended to ensure that no one loses out in the initial transition to the National Childcare Scheme. Additional funding was secured to extend the CCSP. This means that if a child is registered for CCSP before the programme closed, they can retain their eligibility, and can remain on scheme indefinitely, for example, until they no longer require early learning and care or school age childcare.

From September, when the services all reopened, KCCC continued to work with services to register children on the NCS and CCSP funding programmes.

NCS Sponsor Referrals

The legislation that underpins the National Childcare Scheme details the five statutory bodies:

- Minister for Education and Skills
- Minister for Justice and Equality
- Minister for Justice and Equality
- Child and Family Agency (Tusla)
- Kildare County Council

This means that the parent(s)/carer(s) of a sponsored child will pay no fees to the childcare provider. There is no income assessment involved.

Each Sponsor has an agreement with the Department of Children, Equality, Disability, Integration and Youth as to the grounds for making a referral, the hours that may be referred and rates per hour to be paid to the Provider. To refer a child, the Referral Officer on behalf of the Sponsor, completes a Sponsor Referral form. The Referral form may be posted directly to the Administrator (Pobal) or given to the parent to submit as a scanned copy through the Parent Portal.

Once received by Pobal, it is converted to a Sponsor Application and processed the same day. The result is a Sponsor CHICK (Child Identifier Code Key) that is used to register the child in the usual way, depending on availability of a place at a childcare service.

In 2021, KCCC supported 11 families to avail of the sponsor referral process. KCCC created better connections with local organisations and agencies through network meetings where information on this process was provided. KCCC has established a good relationship with Tusla as one of the referring agencies which increased the places under this programme.

Due to the high demand for childcare in Kildare there have also been cases where KCCC have unfortunately not been able to place children who are applying for sponsored NCS places, due to lack of availability of childcare in the county. These have included families experiencing homelessness and others who are receiving intensive supports from Tusla social workers. The subsidy provided is lower than charged by childcare services which has also created difficulties for services wishing to accommodate these children.

ECCE Programme

This programme, funded by the DCEDIY provides free preschool for children for 2 years before they begin school, it is provided for three hours per day, five days per week over 38 weeks per year and the programme runs from September to June. Childcare services taking part must provide an appropriate pre-school educational programme which adheres to the principles of Síolta and Aistear, the national frameworks for early years care and education. ECCE is only available through participating early year's services.

The role of Kildare County Childcare Committee is to support participating services with assistive visits and advice around the administration of the programme. We also provide parents and members of the public with information and advice on the ECCE.

The ECCE programme was closed at the start of 2021 due to covid restrictions with services resumed on the 8th March 2021. During this time KCCC worked with both services and parents to support them until full provision return. Kildare has over 177 services participating in the ECCE Programme with over 6,500 children registered in 2021.

Compliance



Pobal is contracted by the DCEDIY to conduct compliance visits with participating childcare service providers who operate one or more of the national childcare programmes. Compliance visits are unannounced. KCCC provides support to services in both preparing and responding to these visits. In the first quarter of 2021 KCCC received the outcomes on the visits for Pobal and supported services with minor or major non-compliance outcomes by both one-to-one phone support and outreach visits to the services.

During the covid restrictions on-site compliance visits to services had to be postponed temporarily. The DCEDIY (Department of Children, Equality, Disability, Integration and Youth) requested compliance activity continue and it was agreed that Compliance desk-based checks will be undertaken by Pobal compliance staff to verify the accuracy of registrations on PIP and the Hive. KCCC supported services with this new format both post the inspections and afterwards in line with the outcomes.

In the latter half of 2021 and the easing of restrictions, onsite compliance inspections from the 15th November 2021. Inspections commenced initially with the NCS and inspections and other schemes over the coming weeks. As an interim measure, onsite visits were announced

and the Primary Authorised User of the service received an email at least 2 days in advance of a scheduled onsite inspection.

KCCC delivered 3 Pobal Compliance workshops in 2021 to support services identify, prepare and familiarise themselves to what was required to ensure their service had a positive compliance outcome. These workshops were attended by managers and staff of 69 childcare services in Kildare.

Quality, Child Protection & Training

National Aistear Síolta Initiative



Aistear 0-3's – In 2021, The National Council for Curriculum and Assessment (NCCA) began a process to update Aistear, the Early Childhood Curriculum Framework (NCCA, 2009) and that consultation is currently underway. See <https://ncca.ie/en/early-childhood/early-childhood-education-developments/updating-aistear> for more information.

A special focus group for those working with younger children (birth to 3 years) was held, so that views on what is working well with Aistear and what needs to be updated in the Framework is heard by all relevant and interested parties.

Aistear training is on hold while the consultation takes place.

Quality Support

KCCC continued to support childcare services in Kildare during 2021. Visits to services were suspended from February due to Covid-19 and all support was conducted virtually.

KCCC worked virtually to support 5 services with their CAPA response to Tusla Inspections and also collaborated with Better Start Quality Development Programme to support 2 services.

KCCC also supported all services in the county by providing information on Tusla Re-Registration and SAC Registration. 35 services received one to one support on Registration/CIC.

Children First Training



Kildare CCC is committed to the full delivery of the National Always Children First Plan as it is imperative to ensure better outcomes for children. It is Kildare CCC's aim to have all Early Years services trained in safeguarding, developing a safeguarding culture and developing robust policies and procedures.

Following the introduction of Mandatory reporting in 2018, KCCC continued to offer updated training to childcare services.

Services were continued to be advised, by way of our regular email bulletins, to refresh their knowledge through repeating the online e-learning programme.

KCCC also worked in partnership with Tusla to facilitate 4 online briefing sessions. These were 2 Designated Liaison Person Online Briefing Sessions with 66 in attendance and 2 Mandated Person Online Briefing sessions with 49 in attendance.

In 2021 KCCC delivered 2 in-person Child Protection workshops that were held in the Springfield and Kaeden hotels to allow for social distancing requirements. Both training sessions were well attended by 34 childcare practitioners.

Community of Practice



In 2021 KCCC held two Community of Practice events, both of which were held virtually, *Supporting Families remotely during Covid closures* and *Outdoor Play*. The two events were very well received by the services and provided much needed guidance and reassurance to services in challenging times.

In 2021 KCCC hosted 2 Communities of Practice that were attended by 30 childcare practitioners.

Outdoor Play Events



As part of the response to covid-19 and our overall goals to support services with quality development, and to support children's wellbeing, KCCC hosted a series of events and programmes in 2021 focusing on Outdoor play.

Outdoor play is an area requiring further development in some childcare services, and the outdoors can sometimes be overlooked / not recognised for the learning potential which it holds in both the early years and school aged childcare.

KCCC initiated the Let's Grow Together programme, providing vegetable and flower seeds to participating services, as well as a series of support packs to help children to get out and learn about nature and the environment more in Kildare Childcare Services. This was very well received.

Follow-up training events included talks from Tim Gill, risky play specialist and advocate, and Eanna ni Lamhna who entertained and inspired childcare professionals to bring children outdoors and enjoy nature where possible.

AIM



The Access and Inclusion Model (AIM) is a model of supports designed to ensure that children with disabilities can access the ECCE Programme. Its goal is to empower pre-school providers to deliver an inclusive pre-school experience, ensuring that every eligible child can meaningfully participate in the ECCE Programme and reap the benefits of quality early years care and education. AIM is a child-centred model, involving seven levels of progressive support, moving from the universal to the targeted, based on the needs of the child and the pre-school service. KCCC have responsibility under their AIM budget to deliver actions under the Universal supports aspect of the model to include the following:

- ◆ the provision of information on AIM, including leaflet distribution, mailshot and the provision of information sessions to providers/parent's associations and other local networks where requested,
- ◆ the Provision of phone support for parents and providers and support with applying for supports through the PIP system,
- ◆ co-ordination and delivery of the Diversity, Equality and Inclusion Training,
- ◆ the provision of support to Pobal, as required, in relation to levels 5 and 7, and
- ◆ to engage with the level 3 training, as required, including the co-ordination of training and the delivery of some training.

In 2021, we hosted 5 information sessions in relation to AIM. We promoted AIM supports to all parents on our mailing list and we supported 13 parents who had difficulty in accessing AIM places.

We promoted AIM supports to all childcare providers in Kildare, assisting 2 services to engage with AIM for the first time and supporting 44 services to understand the AIM rules.

Grants



In 2021 KCCC facilitated applications for the following:

- **The Childminding Development Grant** is designed to assist Childminders, already providing a childminding service in their own homes, to enhance safety/quality in the service through the purchase of small capital items, equipment, toys or minor adaptation costs. In 2021, the CMDG application process was administered centrally by Meath CCC. The grant was promoted locally by Kildare CCC on Facebook, Website. All childminders contacting Kildare CCC were supported with their application.
- **The Parent & Toddler Grant** was awarded to 7 Parent and Toddler groups, totalling €5,590
- **Learner Fund Bursary** – a payment of €750 to reimburse recent graduates for an amount towards their 3rd level fees – was awarded to 14 graduates.
- **First Aid Responder (FAR) funding scheme**
This scheme allows one staff member from each service to apply for reimbursement of up to €225 towards the cost of First Aid Responder training or a refresher course.

In 2021 18 applications for FAR reimbursement received were approved, totalling €3919.

- **Capital Grants**

- **Fire Safety Capital Grant** - This grant was offered to services to ensure Compliance with building fire safety regulations and standards will assist services to meet Tusla re-registration requirements -KCCC offered one to one support and hosted a virtual workshop attend by 21 services in Kildare - there was 22 successful applicants in Kildare for the Fire Safety Capital Grant.
- **Playing Outside Grant 2021** - On the 1st of June 2021, the Minister for Children, Equality, Disability, Integration and Youth announced a major funding package for Early Learning and Care (ELC) and School-Aged Childcare (SAC) services. The Playing Outside Grant 2021 will provide €5.5 million in funding for ELC and SAC services as part of the Summer of Play initiative for ELC and SAC Services. The objective of the Playing Outside Grant 2021 was to support services to facilitate greater outdoor activities and/or create a new or develop an existing outdoor learning and play space that would support an increase in provision of early learning and childcare outdoors and improve natural ventilation indoors in line with the current National Public Health Strategy.
- **Grant Programme for Improved Ventilation and Outdoor Play 2021** - The Minister announced a programme of further support in December 2021 as a Covid Response for Early Learning and Care and School Age Childcare. The Minister has secured funding to support services to improve indoor ventilation and provide mobile HEPA air filtration systems The grant covered services to purchase Mobile HEPA Filtration Equipment CO2 Monitors. • Outdoor wear for children and staff. • Toys for use outside such as blocks, balls and games • FFP2 grade Face Masks. All services were encouraged to apply for this grant and KCCC contacted services to remind and support them through the process.

Childminder Supports



Having worked closely with childminders in 2020, KCCC phoned all childminders on the database in January 2021 to check in, offer support, determine their open / closed status and check that their data was up to date. The National Action Plan for Childminders was launched in April 2021 and Childminders in Kildare received invitations from KCCC to attend the virtual event. A monthly bulletin was sent to Childminders with information and resources that were relevant to childminding, including information on the National Action Plan, Covid-19 and local and national events and opportunities. Through these bulletins, Childminders also received invitations and opportunities to complete an expression of interest to sit on working groups and share their opinions and views in surveys. KCCC were available to Childminders for phone and email support as required. As well as supporting Childminders known to us, KCCC also supported new Childminders - those who were previously unknown to KCCC and those who were new to Childminding. In 2021, a total of 15 new Childminders became known to KCCC. In December 2021, DCEDIY issued a new flyer for CCC's to promote in order to engage with new services. KCCC shared this promotional material in the monthly bulletin, on social media and in a local newspaper.

Throughout 2021, Childminders were invited to attend a host of different KCCC events, some were specifically for childminders and others were suitable for both childcare services and childminders. The events that were specifically for childminders included 2 in person childminding networking events, an online Music Generation workshop, a Childminders Storytelling workshop with renowned storyteller Liz Weir and a Paediatric First Aid course.

Throughout 2021, KCCC have worked very closely with the Childminding Development Officer (CMDO), engaging in one-to-one meetings, working in collaboration on actions and taking part in regional Childminding Meetings with other counties. KCCC ensured to keep the CMDO updated on the progress of actions and completed the monthly data sheet.



A flyer developed to promote our childminding supports

Communications



Our Communications strategy involves using online and electronic media to communicate with our target groups, who are mainly Childcare Services, including managers and childcare staff. Parents and childminders are also target groups.

Regular communication with services, regarding compliance, funding and support, was conducted through our usual email bulletins and Facebook posts.

- In 2021 we sent out 37 Childcare Bulletins to services in Kildare.

- **We promoted a Department campaign ‘Let’s Get Ready 2021’ in order for services to assist children transitioning to Primary School during the pandemic and distributed the transition packs to services.**

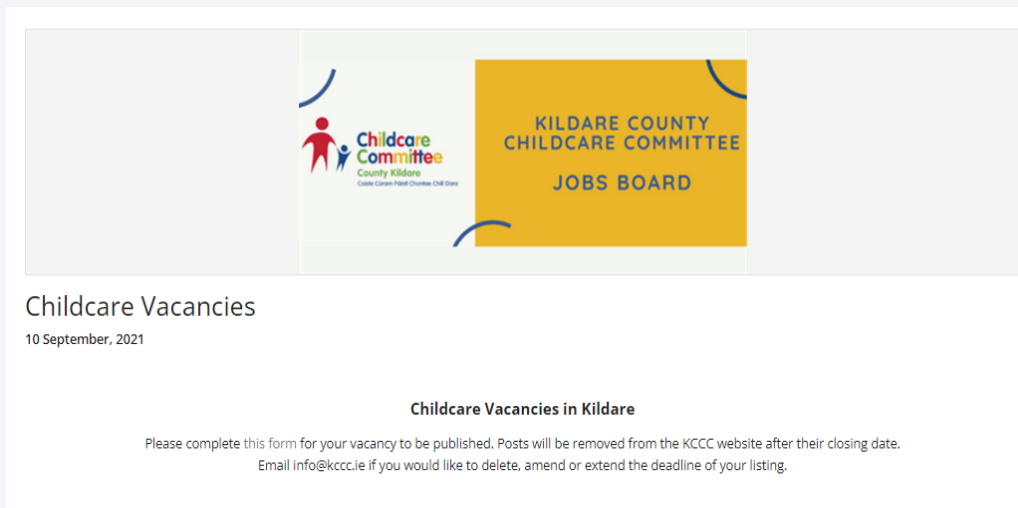
We maintained a strong social media presence on our social media channels including our [website](#), [Facebook](#), [Twitter](#) and [Instagram](#).

- **We shared 269 Facebook posts in 2021 and we have 2.3k people following our page.**
- **We published 5 blogs on our website in 2021 and had 89,900 hits on our website.**

Recruitment Support

Due to the ongoing crisis in recruitment and retention of staff in the sector in Ireland, and Kildare, KCCC has set up its own Jobs Board on our website. This commenced in February 2021, advertising vacancies on behalf of the Childcare Services in the County.

In 2021 we advertised 81 vacancies on the KCCC jobs board.

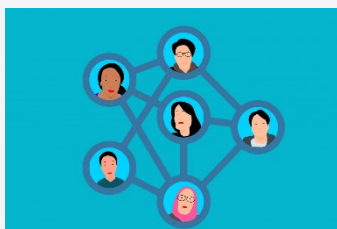


A screenshot of our Jobs Board

Planning / Premises Issues

The recruitment crisis is also paired with the lack of availability of premises for Childcare services in Kildare, an issue which has forced the closure of several services and is putting pressure on others to close. KCCC is now working with CYPSC (Children and Young People's Services Committee), the County Council and Tusla on addressing these issues in the county - see Childcare Infrastructure Group below. KCCC also contributed to the Draft County Development plan.

Collaborations with Local and National Networks



In 2021 KCCC collaborated with the following local and national agencies;

- ◆ **Childcare Committees Ireland (CCI)**, the National representative group of the 30 County and City Childcare Committees
- ◆ **Infant Literacy**- this collaborative programme was completed in 2021, with support videos now available for parents and professionals in English and Roma languages.
- ◆ **Parenting Forum & parentingsupport.ie**, providing information on parenting supports and services in Kildare and West Wicklow.
- ◆ **Social Inclusion and Community Activation Programme (SICAP)**, administered by Pobal SICAP provides funding to tackle poverty and social exclusion through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies.
- ◆ **Children and Young People's Services Committees Kildare (CYPSC)**, county level committees that are key structures identified by Government to plan and co-ordinate services for children and young people in every county in Ireland. The overall purpose

is to improve outcomes for children and young people through local and national interagency working.

- ◆ **National Traveller and Roma Inclusion Strategy, KCCC is a member of steering group.**
- ◆ **Riverbank Arts Centre**, the county arts centre based in Newbridge, Co. Kildare, funded by The Arts Council and Kildare County Council
- ◆ **Department of Employment Affairs and Social Protection (DEASP)** and Intreo centres in Kildare.
- ◆ **Early Childhood Ireland (ECI)**, the largest organisation in the early years sector representing 3,800 childcare members, who support over 100,000 children and their families through preschool, afterschool, and full day-care provision nationwide. Their work includes quality enhancement, publications, advocacy, training, business support & information for the ELC and SAC sector.
- ◆ **Infant Mental Health Network (IMH)**, a network that provides a reflective practice space to support expertise and knowledge in the area of IMH to practitioners and managers working with infants, young children and their families.
- ◆ **Tusla**, the Child and Family Agency that is the dedicated State agency responsible for improving wellbeing and outcomes for children.
- ◆ **Barnardo's**; Ireland's children's charity.
- ◆ **Kildare and Wicklow Education and Training Board (KWETB)**, who provide a comprehensive range of education services throughout Kildare and Wicklow.
- ◆ **Childcare Infrastructure Group**, a collaboration with CYPSC, KCCC, Kildare County Council and Tusla to try and address the problems around lack of availability of childcare provision and premises in Kildare.

Additional Work of KCCC

KCCC completed much additional work and tasks outside our Statement of Work. These tasks arose from both requests from the DCEDIY and from local needs identified by KCCC as requiring attention.

Some of the additional work completed by KCCC during the year includes:

- Grandfathering declarations, calls to support all affected services
- Open/Closed status calls to all services
- Assisting with Force Majeure applications in the event of service closures due to Covid-19
- Data Collections on behalf of the DCECIY; e.g., impact of Covid-19 on SAC services survey
- First Aid Responder Reimbursement Fund; promoting and administering the end of the FAR Reimbursement Scheme that closed at the end of 2021
- Jobs Board; advertising and maintaining KCCC jobs board for ELC and SAC services in Kildare
- Programme Support Payment; reminder calls to services

Finance



KCCC's main funder is the Department of Children, Equality, Disability, Integration and Youth (DCEDIY): In 2021 KCCC received DCEDIY Core funding of **€443,990**. The total Salary costs for 2021 were **€309,562**, our Administration Overheads amounted to **€89,667** and Core Work Programme Costs amounted to **€9,684**. There was a core underspend for 2021 of **€35,077***.

- ◆ The AIM budget for 2021 was **€29,950**. **€19,950** was spent on Administration of AIM and **€0** was spent on the delivery of EDI training. There was an underspend of **€10,000***.
- ◆ **€10,500** was received and awarded to successful applicants under the Learner Fund bursary.

- ◆ **€23,395** was received under FAR (First Aid Response). **€3,919** was reimbursed to successful applicants.
- ◆ **€5,590** was received under the Parent and toddler grants. **€5,590** was allocated to successful applicants.
- ◆ **€2,000** was received under the National Childminding Action Plan. **€1,528** was spent.

*It should be noted that the underspends in 2021 were directly related to the Covid-19 pandemic and EDI training cancelled due to Covid.

The various budgets were monitored monthly and were included in the financial report at each board meeting. The financial report for the board includes:

- Actual expenditure against planned budgets is compared on a monthly budget report
- Financial Impact report
- Master List of Grants received, spent and remaining
- Bank reconciliation
- Credit Card spending report

Compliance with all legal and funder reporting requirements are adhered to and form part of the CEO report to the Board.

An appraisal committee assessed applications for small grants before being brought to the board of directors for final approval.

Financial returns (mid-year and end of year) were submitted to Pobal within the designated time frame.

KCCC's full unabridged accounts for 2021 were given in draft form to the Finance, Audit and Risk Sub-Committee before being presented to the full Board of Directors at the AGM.

The audited financial statements are submitted to the Companies Registration Office alongside the annual return.

KCCC is registered with the Revenue Commissioners and operates PAYE/PRSI/USC in respect of all employees. Travel and Subsistence current rates are in line with Civil Service rates and included in our internal financial procedures.

Remuneration of all Staff is aligned to the Local Authority Grades 6 to 3. A defined pension scheme is provided by Zurich Life Assurance plc.

KCCC makes an employer's contribution of 10% to staff pensions.

An apportionment policy was adopted in 2019 and continues to be implemented in 2021.

A comprehensive analysis of KCCCs funding is available in the company's audited financial statements. These statements are available on our website www.kccc.ie/Governance.

Board of Directors Report



Top: Edel Smyth (Interim Chair & Company Secretary) **Middle L-R:** Kathleen Cash, Réiltín McCall, Kathryn Brennan **Bottom L-R:** Anthony Egan, Patricia O'Connor, David McCarthy

The Board is the governing body of KCCC. It is required to satisfy that the appropriate systems, procedures and practices are in place and for the management of the performance of the CEO.

The Board is required to act on a fully informed and ethical basis, in good faith, with due diligence and care and in the best interest of KCCC, having due regard to its legal

responsibilities and objectives. It is the responsibility of the CEO to ensure that the Board is provided with the necessary information to enable it to perform its functions.

In 2021, board members attended various training events; Online Financial Governance Course for Non-Finance Trustees, Understanding Governance & the Board’s Role and A Practical Guide to Risk Management.

Board of Directors Attendance 2021

| BOARD OF DIRECTORS 2021 - ATTENDANCE RECORD | | | | | | | | | | |
|---|---------|-------|-----|-------|------|------|------|-----|-----|---|
| NAME | January | March | AGM | April | June | July | Sept | Oct | Dec | |
| Kathleen Cash | 1 | | 1 | 1 | 0 | 1 | 0 | 0 | 1 | |
| Anthony Egan | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 | 1 |
| Réiltín McCall | 1 | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Albert Perris | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | R | R |
| Kathryn Brennan | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 |
| Edel Smyth | 0 | 1 | 1 | 1 | 1 | 0 | 1 | 1 | 1 | 1 |
| Patricia O'Connor | 0 | 0 | 1 | 1 | | 1 | 0 | | | |
| David McCarthy | | | | 1 | 1 | 1 | 0 | 1 | 1 | 1 |
| | 5 | 5 | 6 | 7 | 5 | 7 | 5 | 5 | 5 | 5 |

1 = Attended

0= Apology non-attendance

Blank space = no apology rcd

Resigned(R) - Date notified

Kildare County Childcare Committee held its most recent AGM on 19th May 2021.



KCCC Organisational Structure

Kildare County Childcare Committee CLG is a company limited by guarantee and not having a share capital. The company has charitable status for tax purposes and is registered as an employer.

| List of Directors and relevant experience | | |
|--|-----------------------------|--|
| Albert Perris* | Chairperson | Governance & Organisation Development |
| Edel Smyth | Company Secretary | PR & Quality Assurance |
| Réiltín McCall | Director - Vice Chairperson | HR & Governance |
| Anthony Egan | Director | Community and Voluntary Forum |
| Patricia O'Connor | Director | Community & Childcare |
| Kathryn Brennan | Director | Compliance |
| Kathleen Cash | Director | Private Childcare |
| David McCarthy | Director | Finance |

*Albert Perris held the position of Chairperson from May 2019 and resigned on 7th October 2021. Edel Smyth has held the position of Company Secretary since May 2019 and is the interim Chairperson since 7th October 2021.

The Board has established two Sub-Committees in order to provide it with assistance and advice in relation to the performance of its functions.

Sub-Committees reporting to the Board

- ◆ General Purpose established 07/07/2016
- ◆ Audit Finance & Risk established 10/05/2018

Health, Safety and Wellbeing

- ◆ Health, Safety and Wellbeing is an agenda item at meetings of the Board of Directors
- ◆ The Kildare County Childcare Committee Safety Statement is reviewed annually and updated to ensure it remains fit for purpose.

- ◆ A risk assessment is in place.

Staff training for 2021 included; First Aid Responder Refresher trainer for First Aid Officer; Manual handling training as required. Our CEO completed training on Leading Remote teams.

STAFF PROFILE



Feedback from our Stakeholders

— “ —

Thank you for an enjoyable hour and for reminding me why I do what I do. I found this lockdown quite hard so tonight has lifted me

— ” —

— “ —

It's such a tough job at times, but on the plus side, I know we have KCCC there for support on anything no matter how stupid the question sounds so thank you to you and your team. You know you are all a valued part of our society and we would be lost without you and your team, so thank you

— ” —

— “ —

Very good and well thought out presentation given. I fully enjoyed the webinar and learned quite a few tips thank you

— ” —

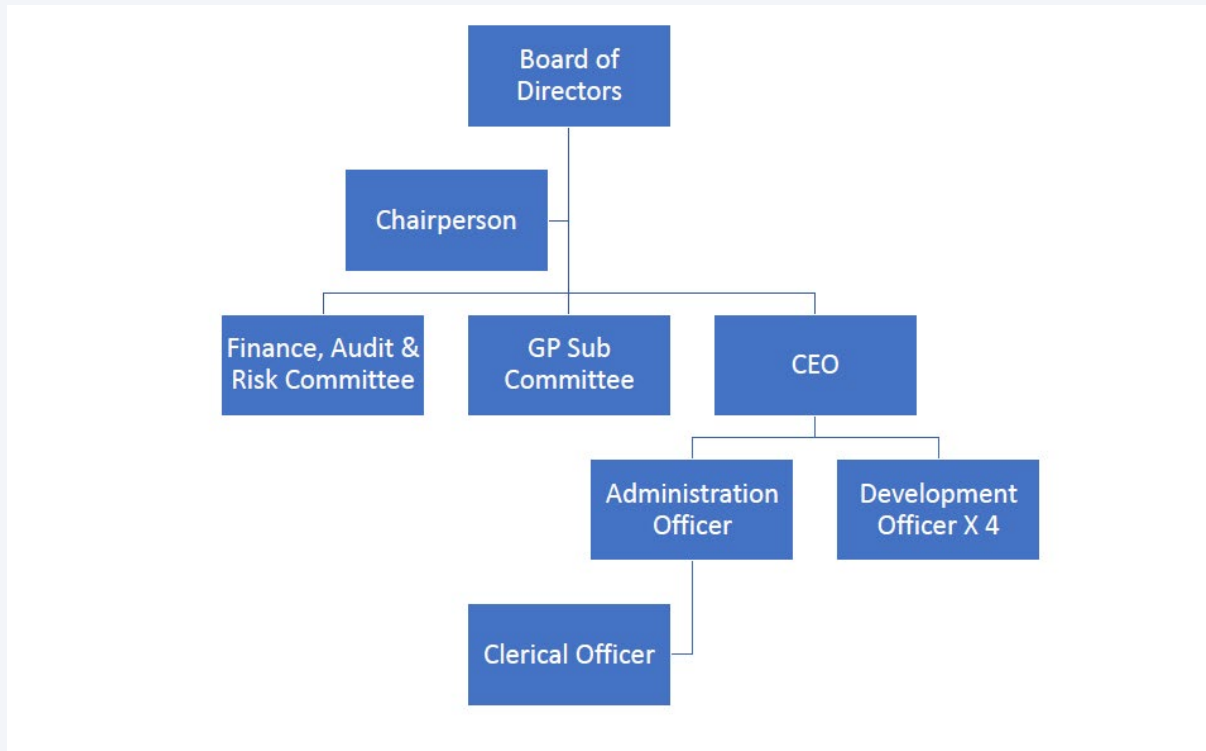
— “ —

The workshop facilitator was very knowledgeable and the fact she had worked on the ground meant she had the insight of how it is for staff who are new to a setting. Very helpful!

— ” —

Appendices

Appendix 1 – KCCC Organisational Chart 2021



Appendix 2 – KCCC Salary Scales

Childcare Committee Salary Scales are aligned to local authority salary scales, which were as follows as at January 2021; source Forsa.ie.

Grade 6 – Senior staff officer/executive librarian/senior legal assistant/clerk of works/building inspector
48,540 – 49,711 – 51,124 – 53,780 – 55,365 – LSI 1 57,337 – LSI 2 59,320

Grade 5 – Staff officer/librarian/legal assistant
43,633 – 45,020 – 46,409 – 47,798 – 49,185 – LSI 1 50,794 – LSI 2 52,401

Grade 4 – Assistant staff officer/senior library assistant
28,753 – 30,718 – 33,507 – 35,339 – 36,942 – 38,491 – 40,582 – 42,096 – 43,633 – LSI 1 45,046 – LSI 2 46,465

Grade 3 – Clerical officer/library assistant/branch librarian*
24,602 – 26,218 – 26,618 – 27,425 – 28,604 – 29,786 – 30,968 – 31,826 – 32,799 – 33,926 – 34,726 – 35,845 – 36,969 – 39,086 – LSI 1 40,589



facebook.com/kildarechildcare



instagram.com/kildareccc



twitter.com/KildareCCC



www.kccc.ie



info@kccc.ie



045 86130

Kildare County Childcare Committee

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Eircode: W91 E6NY

RCN: 20054175 **CRO:** 35591 **CHY:** 15585

Chairperson: Albert Perris

Directors: Anthony Egan, Kathleen Cash, Réiltín McCall, Kathryn Brennan, Edel Smyth, Patricia O'Connor, David McCarthy

Company Secretary: Edel Smyth



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



pobal

government supporting communities