

National Educational Welfare Board Annual Report

2012



National Educational Welfare Board
Annual Report

2012

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Overview of the National Educational Welfare Board

The National Educational Welfare Board (NEWB) is an independent statutory agency, established under the Education (Welfare) Act, 2000 with responsibility for ensuring that every child in the State, either attends school, or otherwise receives an education. In particular, the Board has a key role in responding to instances where children are not attending school regularly, or where there is concern about the child's educational welfare.

In mid-2009 a Government decision led to a widening of the remit of NEWB to incorporate responsibility for the operational management of the Home School Community Liaison Scheme (HSCL) and the School Completion Programme (SCP) in a single strategic approach to the delivery of integrated services in socially disadvantaged communities supported by the Department of Education and Skill's DEIS initiative.

Statutory Remit and Functions of the Board

The Education (Welfare) Act, 2000, establishes a comprehensive framework for promoting school participation, retention and regular attendance, as well as tackling the causes of absenteeism and early school leaving.

The Act provides the legislative framework for the extended remit of the NEWB regarding responsibility for developing an integrated strategic approach to attendance, retention and participation, building on the work and experience of the Home School Community Liaison Scheme, the School Completion Programme and the Educational Welfare Service.

The Act requires the NEWB to exhaust all welfare interventions before considering taking legal action against parents, who are failing in their duty to have their children attend school regularly.

The Act also charges the Board with responsibility for children who are being educated outside of recognised schools, for example at home, as well as 16 – 17 year olds, who leave school to take up employment.

Mission

The underlying mission of the NEWB is to maximise the level of educational participation of children and young people, by ensuring that each child is attending school, or otherwise participating in an appropriate education.

NEWB Vision for Children

The vision of the NEWB is for a society where all children receive entitlement to an education, so that they can enjoy their childhood, realise their full potential and gain maximum benefit from education.

Chairperson's Statement



2012 was a challenging year for the NEWB, which presented opportunities for the service to further its work in delivering our statutory remit with regard to attendance, participation and retention.

To begin with, our proposed practice model for integrated working - *One Child, One Team, One Plan* - underwent considerable development and refinement. Draft guidance documents for staff and schools were developed and widespread consultation took place with our own staff, schools and partners in education. The feedback from this extensive communications process will be used to shape the final practice mode, which will be tested in 2013.

It is envisaged that the practice model will facilitate a standardisation of service delivery for NEWB generally and especially for the Education Welfare Service (EWS), Home School Community Liaison Scheme (HSCL) and the School Completion Programme (SCP) working together with DEIS schools, resulting in better outcomes for children and young people.

Significantly, in 2012 it was announced by the Minister for Children and Youth Affairs, Ms Frances Fitzgerald T.D., that the Government has decided to proceed with the drafting of a Bill to establish the Child and Family Agency. The Board was advised that the new Agency '*will have service responsibility for..... the National Educational Welfare Board which...currently operates as a separate body under the Department of Children and Youth Affairs and will be merged into the new Agency*'. Therefore, the functions currently within the remit of the NEWB will be transferred to the new agency upon establishment.

The Child and Family Agency will take on the Board's remit for a single strategic approach to attendance, participation and retention and for the continued development and implementation of the practice model, '*One Child, One Team, One Plan*'.

Importantly, the Minister has advised the NEWB that the strategic vision of the Board with regard to educational welfare '*will be carried through and enhanced with the new organisation arrangements*'. We welcome this commitment and look forward to the greater potential

for further improvement in working practices and better outcomes for children.

In 2012, I was delighted to be offered the opportunity to become Chairperson of the NEWB, having in previous years held the role of Director of Educational Welfare Services and Interim Chief Executive Officer. I am, as always, impressed by the dedication and commitment of the staff of the NEWB, who continue to put children first in their work despite the growing strains of cutbacks in an ever challenging economic climate. I commend each and every one of them and sincerely thank them for their efforts to ensure that children's rights to education are safeguarded.

Finally, I would like to thank the Board of the NEWB whose time, input and expertise is greatly valued by the executive and underpins all of our strategic decisions.

A handwritten signature in black ink that reads 'Nuala Doherty'.

Nuala Doherty
Chairperson

Chief Executive Officer's Review



This annual report for the NEWB provides an overview of the work undertaken in 2012 by the three service strands, the Educational Welfare Service (EWS), Home School Community Liaison Scheme (HSCL) and the School Completion Programme (SCP). Our work centres on responding to the complexity of issues that impact on attendance, participation and retention and by doing so, improves outcomes for children and young people. It impacts on the lives of children and their families and is provided in homes, schools and community settings.

In 2012 alone, the EWS recorded over 20,000 interventions with young people. The SCP worked with 36,147 and the HSCL, being universal and preventative in nature, put in place a range of interventions in the DEIS schools, where the service is centered, in order to minimise the throughput of students to the EWS. In addition, all DEIS schools show evidence of specific interventions to targeted pupils, designed to bring about improved learning outcomes.

This report also provides an overview of how our work around the development of an integrated service practice model entitled *One Child, One Team, One Plan* is progressing towards the implementation of a single strategic approach to maximising student attendance, participation and retention. Integrating and aligning the work of our service strands is a direct response to the Board's remit which was extended in 2009 to include the HSCL and the SCP in addition to the existing EWS.

Our work to date is centred on the requirement to build a unified education support service, guided and informed by evidence-based research, policy and the experience of our service strands, teachers, parents and students. I thank everyone who has been involved and supportive of the journey so far – in particular, staff of the three service strands who are committed to integrated working and better outcomes for young people.

As we move into 2013 and beyond, a greater challenge lies ahead as the functions of the NEWB are transferred to the Child and Family Agency upon the enactment of the legislation. The Board of the NEWB is committed to working closely with the management of the Child and Family Agency so that the development work on the 'One

Child, One Team, One Plan' practice model continues and is aligned with the service offering of the new agency. It is envisaged that the establishment of the Child and Family Agency will bring a dedicated focus to child protection and welfare, family support and other key children's services for the first time in the history of the State.

Finally, having served as a Board member and a member of the Board's Audit and Risk Committee of the NEWB for over 5 years, before being appointed Interim CEO in October 2012, I appreciate the time, commitment and responsibility that the role of Board member entails. In this regard, I want to sincerely thank the Chairperson and the Board of the NEWB whose expert advice has guided the development of our integrated approach thus far. Most importantly, I want to thank the staff of the three service strands for their commitment to high quality service delivery and pursuit of excellence in these challenging times and during this transition period. In particular I wish to acknowledge the very professional support and assistance of the NEWB's corporate team whose diligence and application has ensured the day-to-day business of the organisation is carried out to the highest standards.

Pat Mac Sitric
Chief Executive Officer (Interim)

The Board



Ms Nuala Doherty[^]
Chairperson, NEWB



Mr Pat McSitríc*
CEO (Interim), NEWB



Mr Don Myers
National Parents Council
Post Primary



Mr Brendan Broderick**
President, ASTI



Ms Anne Mc Donnell
School Management Bodies



Ms Marie-Claire McAleer
Community and
Voluntary Pillar



Mr Eamonn Flynn
EWO, NEWB



Mr Bob Dowling
Nominated by the
Minister for Health



Mr Ruairi Gogan
Department of Justice



Ms Mary Donnelly
Department for Social
Protection



Ms Catherine Connery
Nominated by the
Minister for Environment,
Community and Local
Government



Ms Marian Jennings
Nominated by the
Minister for Children and
Youth Affairs

[^] Replaced Mr Cathal Flynn whose term ended in April 2012

* Replaced Ms Clare Ryan who returned to her substantive post in August 2012

** Resigned from the Board in August 2012

Review of 2012



Introduction

The NEWB was established in 2002 under the Education (Welfare) Act, 2000 and mandated to ensure that *'each child attends a recognised school or otherwise receives a certain minimum education'*. The legislation establishes a framework for promoting regular school attendance, participation and retention.

Since its establishment, the Board has undergone many changes. Three years ago the Board's remit was extended to include the HSCL and the SCP in addition to the existing EWS. This presented the Board with a unique opportunity to develop an integrated approach, which could respond to the complexity of issues that impact on attendance, participation and retention and by so doing improve outcomes for children, young people and their families, schools and communities.

In June 2011, responsibility for the functions of the NEWB transferred from the Department of Education and Skills (DES) to the newly established Department of Children and Youth Affairs (DCYA). The new Department is charged with leading the development of policy to ensure quality integrated service delivery for children and young people across a range of sectors, including health, education, youth justice, sport, arts and culture.

In November 2012, following the Report of the Task Force on the Child and Family Support Agency, the Minister for Children and Youth Affairs, Ms Frances Fitzgerald T.D. announced the Government decision to proceed with the drafting of a Bill to establish the Child and Family Agency. The Government decided that the proposed Agency would have service responsibility, inter alia, for child welfare and protection services currently operated by the HSE including family support and alternative care services.

The Board was advised that the new Agency will also assume responsibility for the functions and services currently within the remit of the NEWB.

The following section of this report outlines the NEWB's progress in 2012 with regard to the development and implementation of a single strategic approach to attendance, participation and retention. It also provides details of the work of the NEWB's service strands (EWS, SCP and HSCL) and other important aspects of our statutory remit, including education outside of recognised schools and our work regarding the development of school attendance strategies. Preparatory work undertaken in 2012 in advance of the Board's transfer into the new Child and Family Support Agency is also outlined.



Progress on Strategic Direction

Integrated Model of Practice Project

The NEWB's practice model, *One Child One Team One Plan*, is being developed in order to fulfil the requirements of the NEWB's extended remit in accordance with Ministerial direction and is designed to facilitate a standardisation of service delivery among the three service strands (HSCL, SCP and EWS) in their work with children, families, schools and other services in socioeconomically disadvantaged communities.

The model is designed to facilitate the integrated working of NEWB services with the school and the home where individual children/families require support around school attendance, participation and/or retention. Critically, however, it also fully recognises the particular contribution of the individual services working independently where that is the focus of intervention.

Key features of the model include:

- Referral pathway
- Assessment process
- Planning intervention
- Review process
- Outcomes framework
- Standardised recording

During the design phase of the project, a draft guidance document for both DEIS and non-DEIS schools was developed in 2012. This document provided an overview of the proposed practice model. Consultation workshops were held with key stakeholders, including staff of the three service strands. Relevant trades unions, school management and parent representative bodies were consulted to ascertain their views and provide valuable input from their own unique perspectives.

Feedback from the consultation was used to refine the practice model. During the consultation phase, it became evident to the NEWB that given the complexity of the environment in which the practice model and service strands operate and the multiplicity of stakeholder input to be considered, the timeline and form of implementation needed to be extended to allow for testing and refinement of the model in 2013/2014.

Schools, school management, teacher unions and parental representative organisations are recognised by the NEWB as essential partners. NEWB is committed to continuing to build and consolidate strong relationships with these stakeholders. In 2012, consultation with this group continued through the Education Partners Advisory Group (EPAG) and membership of the group was extended to include IPPN (Irish Primary Principals' Network) and NAPD (National Association of Principals and Deputy Principals). The EPAG provides a positive forum for sharing relevant information, as well as offering on-going advice and counsel to the NEWB as we develop and implement significant change to improve outcomes for children.



Educational Welfare Service

The Educational Welfare Service (EWS) operates through a number of regional teams, each of which is headed by a Regional Manager (RM) leading a number of Senior Educational Welfare Officers (SEWOs), who in turn manage teams of Educational Welfare Officers (EWOs). The NEWB's educational welfare service was provided from 31 locations nationwide in 2012. EWS comprises a staffing complement of 90, including corporate support staff.

The EWS has a national remit. Consistent with Government policy, EWOs are mandated to prioritise children who are out of school and who have no school place. The Delivering Equality of Opportunity in Schools (DEIS) programme of the Department of Education and Skills for schools serving socially disadvantaged communities provides a key policy context for the work of the NEWB.

The EWOs' remit concentrates on finding solutions within a collaborative intervention framework involving children and their families, schools and other relevant agencies. Key aspects of the EWO role include:

- Monitoring of school attendance in cases of children with whom they are actively working and taking a range of measures where children do not attend school regularly and where parents breach their legal obligations in relation to school attendance.
- Engaging with children and families to try to ensure that children attend school.
- Working with NEWB strands and other statutory and voluntary agencies to support children's attendance, participation and retention in schools.
- Encouraging and advising schools in developing school attendance strategies, codes of behaviour and other policies designed to create an environment that encourages children to attend school regularly and participate fully.

Casework

When a young person is referred to the NEWB by a school, parent or another agency, the initial work of the EWO is to assess the nature, scope and depth of the problem. This work falls into two key categories.

The first category involves brief interventions by an EWO, which are designed to resolve a school attendance issue

before it escalates. This work includes assistance with finding a school place and advice and support around Section 29 Appeals, suspensions and expulsions. In 2012, the NEWB's EWOs worked with 17,591 children, by providing assistance through brief Interventions.

In the second category, problems of poor school attendance that are the manifestation of more complex and deep rooted issues require intensive intervention involving significant time and on-going support from the EWO to ensure progress. Work involves developing a plan with the family, young person and school to address the various barriers to school attendance identified. Wider family support may be required with the assistance of other statutory and voluntary agencies to adequately address issues. In 2012, a total of 2,420 children received an intensive intervention from Educational Welfare Officers.

The Legal Process

Court proceedings are a core component of the Educational Welfare Service's work. Taking legal proceedings against a parent or guardian for failing to ensure that their child receives an education is a serious matter for the EWS. Prior to taking this action, EWOs must have established that all welfare interventions have been considered and that the parent has failed to engage with the NEWB.

A School Attendance Notice (SAN) is the first step in enforcing the law. When a SAN is issued, the EWO then begins a formal monitoring process of the child's situation, and the parent or guardian is afforded extensive opportunity to address the underlying issues with the EWO and the school. Occasionally, the involvement of other agents and services, offering additional support to the family can be sufficient to bring about change.

The imposition of sanctions on parents or guardians for their child's non-attendance is the responsibility of the court, further to normal court proceedings. The law provides that upon conviction, either a fine or up to one month's imprisonment, or both, can be imposed.

From January to end December 2012, 468 SANs were issued in respect of 301 children. 132 new summonses were issued by the NEWB in respect of 97 children.

Recognising and rewarding good attendance

Research demonstrates that children who attend school regularly are more likely to stay in school and thus are more likely to be emotionally, financially and socially secure in later life. Section 10 of the Education (Welfare) Act, 2000 charges the NEWB with '*promoting and fostering an environment that encourages children to attend school and participate in school life.*' Consequently, the NEWB promotes regular school attendance in a variety of ways, including providing sample certificates commending achievement in attendance.

An annual school attendance awards ceremony in Cork city, which has been a tradition now for over a century, is organised annually by the Educational Welfare Service in conjunction with Cork City Council.

In 2012, six outstanding pupils received awards for fourteen years unbroken school attendance. These pupils never missed a day in primary or post primary school. Twenty further pupils ranging from 8 to 14 years received awards for other unbroken school attendance. Over 1600 other pupils throughout Cork City also received certificates for unbroken attendance over periods ranging from 1 year to 7 years.

Unbroken school attendance is a considerable achievement but it is not simply a result of good health. It is only possible in a school environment where young people feel secure and fulfilled and where there is a strong foundation of family support and encouragement.

In 2012 the NEWB held a National Attendance Awards event designed to accredit school attendance achievements. Details of this initiative are outlined later in this section on page 14.

Children's Services Committees

The National Children's Strategy Implementation Group (NCSIG) was established in 2006 to oversee the implementation of strategic plans and policies already published in relation to children's services in Ireland. The Chief Executive of NEWB is a member of NCSIG.

As part of this process, the NCSIG oversees the establishment of Children's Services Committees (CSCs) across the country. These committees are charged with improving the lives of children and families at local and community level through integrated planning, working and service delivery.

The CSCs are established under County Development Boards in existence across the country. Their aim is to map existing services for children and families in the area, consider the wellbeing of children and families in that

area, and develop a work plan identifying priority actions to develop and strengthen interagency working.

The NEWB is represented on the Limerick, South Dublin, Fingal, Dublin City and Kildare CSCs by a Regional Manager from the Educational Welfare Service.

The NEWB not only participates in strategic planning at Committee level, but is also engaged at sub-group level developing interagency initiatives that respond to the needs of children and families in collaboration with other local service providers.



The Home School Community Liaison Scheme

Vision and Objectives of HSCL

The Home School Community Liaison Scheme (HSCL) was established in the Autumn of 1990 and is now a mainstream Department of Education and Skills (DES) initiative to help combat educational disadvantage. The clear vision of the scheme is the promotion and development of partnership between parents, teachers and community in order to enhance pupils' learning opportunities and assist their retention and participation in the educational system. The HSCL Scheme works at the preventative and universal level by enabling parents to become active participants in their children's education, thus acknowledging them as the primary educator.

Structure of HSCL

The HSCL Scheme is managed and coordinated by a team of Regional Co-ordinators, employed by the NEWB. Their role supports more than 400 HSCL Co-ordinators, serving 605 schools and develops the HSCL Scheme at school, family and community level to ensure that service delivery is prioritised in accordance with the DEIS (Delivering Equality Of Opportunity In Schools). The team assist with DEIS planning and in developing integrated work practices between the three service strands of the NEWB. A key support mechanism in the HSCL Scheme is a cluster model, where coordinators meet regularly at local level to share best practice. In addition, coordinators receive and share training and professional development, which focuses on integrated working as well as practical exemplars of good practice.

The HSCL Scheme also operates Local Education Committees comprising parents, other agencies, community groups, teachers and students. The Local Education Committee identifies and addresses issues in the community that impinge on children's learning and life in the community. The involvement of parents is the cornerstone of the Local Education Committee. Parents who might not otherwise participate in the school are provided with an opportunity to be involved in their child's education through community initiatives, designed to support literacy, numeracy and positive engagement.

Scheme Activity HSCL

Initiatives currently operated by HSCL coordinators, in conjunction with Local Education Committees, for students and parents include:

- Literacy and numeracy initiatives (e.g. Maths for Fun, Maths Eyes, Science for Fun Reading for Fun, One Book One Community, Storysacks)
- Structured information briefings/courses pertinent to the life of the child in school e.g. transfer from primary to post-primary, cyber-bullying and health issues etc
- Supports and courses such as parenting skills, speech therapy and FETAC accredited courses, e.g. Maths, Irish Language, IT, Child Care

Continuous Professional Development (CPD) HSCL

A comprehensive programme of Continuous Professional Development (CPD) is essential to ensuring that each HSCL Co-ordinator is fully equipped to implement local initiatives that deliver best practice and integrated working in accordance with the vision and objectives of HSCL. Regional Co-ordinators plan and deliver a comprehensive programme of continuous professional development for all HSCL coordinators.

During 2012 a comprehensive 4 day programme of CPD was held for 80 newly appointed HSCL coordinators. The objectives of the CPD sessions were to:

- impart the core vision and principles of HSCL;
- equip new coordinators with the skills and confidence to work in a collaborative way with parents, schools and communities;
- ensure an integrated approach to working in accordance with the NEWB's single strategic approach to attendance, participation and retention; and
- develop coordinators at a personal and professional level to be agents of change in school and community.

Outcomes from HSCL Activities

HSCL continues to work towards improved attendance, participation and retention in line with the strategic vision of NEWB. Several outcomes at home, school and community level were evident in the 2011/2012 school year. Among these were more involvement of parents in school structures such as Parents Council, Boards of Management, increased levels of literacy among marginalised parents as a result of HSCL interventions, involvement of parents in classroom activities and in family learning programmes. In addition, many schools have demonstrated a marked improvement in literacy and numeracy levels, following various interventions.





The School Completion Programme

Vision and Objectives of SCP

The SCP aims to have a significant positive impact on levels of young people's retention in primary and second level schools and on numbers of pupils who successfully complete the Senior Cycle, or equivalent. SCP is a component of the Department of Education and Skills (DES) DEIS Strategy – Delivering Equality of Opportunity in Schools. 2012 was a particularly challenging year for the SCP to maintain frontline service delivery in the context of budget reductions of 6.5%.

Structure of SCP

The SCP programme predominantly serves school communities participating in the DEIS strategy but is also available in a number of non-DEIS schools. To date, the SCP has been implemented in 470 primary schools and 224 post-primary schools. There are 124 local SCP projects employing 248 full-time, 627 part-time and 2,211 sessional and other staff. Each of the 124 local SCP projects are led by management committees comprising school principals, HSCL co-ordinators, parents and voluntary and statutory agencies.

At a national level, SCP is supported by a team of three Regional Co-ordinators and a Research and Development Manager employed by the NEWB. The Regional Co-ordinators provide support to local projects and their role includes:

- development and monitoring of local retention plans which outline a targeted programme of work for each project outlining the range of educational interventions to be provided to young people at risk of early school leaving;
- supporting Local Management Committees (LMC) to develop policies and financial governance arrangements in accordance with SCP guidance;
- ensuring an integrated approach to working in accordance with the NEWB's single strategic approach to attendance, participation and retention;
- advising on policy development at local, national and international level; and
- compilation, analysis and dissemination of research undertaken by SCP.

Scheme Activity SCP

SCP provides educational interventions and supports to young people identified to be most at risk of early school leaving and involves:

- targeting and supporting children at risk of not reaching their potential in the educational system because of poor attendance, participation and retention via initiatives such as breakfast clubs, homework clubs, afterschool supports, mentoring programmes and therapeutic interventions;
- ensuring that schools have in place the appropriate procedures to monitor, identify and respond to attendance, participation and retention issue;
- working in an integrated way with NEWB service strands, voluntary and statutory agencies;
- transfer programmes to support young people transitioning from primary to post-primary school; and
- working in partnership with statutory, community and voluntary groups.

Continuous Professional Development (CPD) SCP

As with the HSCL, CPD is essential to ensuring that the SCP projects deliver a service in accordance with SCP best practice. In 2012, CPD focused on the following areas:-

- SCP project planning in the context of resource constraints;
- child protection training in accordance with revised national guidelines - Children First 2011;
- introduction of a new system of cluster meetings to enhance project work co-ordination; and
- progress overview on the development of an integrated practice model involving the three strands of the NEWB.

The Department of Children and Youth Affairs (DCYA) has signalled a review of the SCP service in 2013.

Education Outside of Recognised Schools

Section 14 (1) of the Education (Welfare) Act, 2000 obliges the NEWB to establish and maintain a register of all children in receipt of an education in a place other than a recognised school including the home.

A Senior Educational Welfare Officer (SEWO), in conjunction with an EWO oversees this service. A panel of expert assessors are commissioned to carry out assessments throughout the country. The number of home educated children registered has grown from 17 in 2004 to 810 at the end of 2012. Similarly, the number of children registered as in receipt of education in a non-recognised school has increased to 8,290 at the end of 2012.

Review of the Guidelines for the Assessment Education in Places Other than Recognised Schools

In 2012, work commenced on the review of Guidelines for the Assessment of Education in Places Other Than Recognised Schools. The original Guidelines were completed in 2003, fulfilling a requirement of section 16 of the Education (Welfare), Act 2000.

The review process was established to take account of the NEWB's experience of applying the guidelines over a ten year period and to update them to reflect best practice with regard to current education related policy and legislation. An expert group was established to oversee the review, it is chaired by the CEO and includes representatives from the NEWB, the National Council for Curriculum and Assessment (NCCA), the Department of Education and Skills (DES) Inspectorate and Social Inclusion Unit and the Department of Children and Youth Affairs (DCYA), under the guidance of an external consultant. To date the review process has also captured the experience of the NEWB Assessors and analysed good practice assessment methodologies and pedagogies in other jurisdictions.

In 2013, the review process will continue and a consultation process is planned with key stakeholders including schools, home education representative bodies and home educators.

No. of children registered for Home School
Education in 2012

810

Increase over 2011

16%

Other Work of the Board

School Attendance Strategies

In 2012, work continued on the development of Guidelines for schools and on the preparation of Attendance Strategies as outlined in Section 22 of the Education (Welfare) Act, 2000. Formal guidance will provide clarity to schools in terms of their responsibilities under the Act and will provide practical support towards enabling children to maximise their attendance, participation and retention in schools. During the year, an Advisory Group of experts, supported by consultants RSM McClure Watters, was established to oversee the development of the guidelines.

In 2013, draft guidelines will be quality assured and benchmarked with reference to a number of indicators including: compliance with statutory provisions, alignment with a range of relevant education policies and practices, NEWB experience and evidence informed good practice, alignment with NEWB's Code of Behaviour Guidelines, and with the *One Child, One Team, One Plan Practice Model*.

National Attendance Awards

In the year under review, the NEWB initiated National Attendance Awards for the academic year 2011/12 to acknowledge the outstanding achievement of children whose attendance was deemed by schools as worthy of formal recognition. These awards also acknowledged the enormous contribution made by schools and parents in supporting children to attend and participate in school.

Schools were issued with gold and silver certificates to affirm outstanding attendance. In addition, over 500 individual children were nominated by schools and each received a commemorative medal from the NEWB to mark their achievement.

Working with the Travelling Community

The NEWB participates on the Traveller Education Strategy Advisory and Consultative Forum (TESACF). This forum is chaired by the Social Inclusion unit of the DES and is charged with monitoring the implementation of the Traveller Education Strategy.

The NEWB convened a working group under the auspices of the TESACF to develop collaborative working arrangements between the NEWB and Traveller Support Organisations (Pavee Point, Irish Traveller Movement, Traveller Women's Forum and Traveller MABS). The objective of the group is to ensure traveller parents are supported in fulfilling their responsibility to ensure their children attend school. This initiative is a direct response to the removal of the Visiting Teacher Service for Travellers (VTST).

The SCP also supports Traveller students through the key pillars of the programme: in-school, after school, holiday and out of school supports. In particular, Traveller students participate in homework and after school clubs in partnership with local youth services or Pavee Point.



Annual Attendance Data

Since the commencement of the Education (Welfare) Act, 2000, schools are obliged by law to submit an Annual Attendance Report (AAR) on the levels of school attendance each year. These data are sent to the NEWB by schools at the end of each school year, and undergo a series of rigorous validation checks, are analysed and a report produced by the Educational Research Centre (ERC).

The annual attendance information has been gathered from schools each year since 2003/2004. The information provides valuable high level national and county information in relation to the number of days lost through student absence, number of students who were absent for 20 days or more during the school year, number of students expelled and the number of students suspended.

The data for 2010/11 indicate the following:-

- The percentage of student/days lost through absence is running at just over 6% in primary schools and around 8% in post-primary schools.
- Approximately 56,000 students miss school each day, consisting of approximately 31,100 primary and 24,800 post-primary students. This equates to a loss of 11 school days per student per year in primary school and 13 days per year in post-primary school.
- About 11% of primary school students and 16.5% of post-primary students were absent for 20 days or more during the school year. Based on population numbers this is approximately 56,500 primary school students, and 52,500 post-primary students.
- In the primary school sector non-attendance is substantially higher in special schools and in ordinary schools with special classes.
- Rates of non-attendance in primary schools are higher in towns and cities than they are in rural areas. This is particularly apparent in terms of the percentage of pupils absent for twenty days or more where rates of 20-day absences are almost double the rural rate. This pattern remains stable year-on-year.
- In primary schools non-attendance is generally higher in schools involved in the School Support Programme (SSP) – commonly known as DEIS schools. However, there is an important urban/rural dimension in non-attendance. General non-attendance and twenty-day absences are higher in non-disadvantaged urban schools than they are in disadvantaged rural schools. This pattern is stable year-on-year.

- In post-primary schools all forms of non-attendance were higher in disadvantaged schools. In the region of 30% of students in disadvantaged schools are absent for twenty days or more.
- Rates of non-attendance are higher in vocational and community/comprehensive schools than in secondary schools.
- Only 10 expulsions were reported in primary schools in 2009/10 and 16 in 2010/11. The corresponding figures in post-primary schools were 148 and 136, accounting for less than 0.05% of students.
- Less than 5% of post-primary students were suspended in 2010/11. This is the lowest percentage reported across the five year period 2006/07 – 2010/11. Just 0.2% of primary pupils were suspended in 2010/11.
- Confirmation that the percentage of student days lost through absence has remained stable over the last eight years and that absenteeism rates are in line with the UK's figures.

The full report is available on www.newb.ie

AAR response rate at Post-Primary School level

96%

AAR response rate at Primary School level

97%

Organisational Information

Transfer of NEWB to the Child and Family Agency

In late 2012, significant progress was made in the preparation for the transfer of NEWB functions under the Education (Welfare) Act 2000 to the Child and Family Agency, when established. The following is a summary of key work undertaken in this regard during 2012.

Development of Child and Family Agency Legislation

The Department of Children and Youth Affairs (DCYA) commenced the process of drafting legislation to give effect to the Child and Family Agency in 2012. In the context of the development of the “*Heads of Bill*” and at the request of the DCYA, the NEWB emphasized the importance of maintaining the core functions of the NEWB under the Education (Welfare) Act, 2000 within the new agency’s legislation. The Board of the NEWB has been assured that the strategic vision of the Board with regard to educational welfare “*will be carried through and enhanced with the new organisation arrangements*”. The Board welcomes this commitment.

NEWB Operational Arrangements for the transfer to the Child and Family Agency

A project governance structure has been established so that the transfer of Educational Welfare Services (EWS) to the new Child and Family Agency can take place in a planned and unified way. The CEO represents the NEWB on the Child and Family Agency high level project group and an internal NEWB project team has also been established to support the transitioning process.

In the context of the proposed transition and given that the NEWB is a state agency governed by statute, the Board remains mindful of the direction that is proposed and maintains an appropriate governance and operational environment whilst not pre-empting the final decision of the Oireachtas on the establishment of the Agency.

Proposed Amendments to the Education (Welfare) Act, 2000

The NEWB has had operational experience of applying the Education (Welfare) Act, 2000 since the establishment of the NEWB in 2002. In 2012, a review of the operational experience was carried out and a number of potential amendments have been considered and identified. The NEWB will liaise with the DCYA to advance these proposals, when appropriate.

Board

The Board of the NEWB was established under the Education (Welfare) Act, 2000 and comprises a Chairperson and 12 ordinary members, including the CEO. The Board members are appointed by the Minister for Children following consultation with Departments and bodies prescribed in the Act as having a special interest and expertise in matters that relate to the functions of the Board and represent children, young people, families, schools and education partners.

The role of the Board of the NEWB is to provide strategic leadership, direction, support and guidance for the organisation and promote commitment to its core values, policies and objectives. As the governing body, the Board is also responsible for ensuring effective systems of internal control, statutory and operational compliance and risk management.

Specifically, under a schedule of reserved functions, the Board is obliged to:-

- Meet regularly and ensure that collective responsibility is safeguarded
- Comply with all statutory obligations
- Confirm annually the adequacy of internal financial controls
- Oversee major items of expenditure
- Establish and monitor procedures for post-retirement employment of directors and employees
- Establish and monitor procedures for managing potential conflicts of interest
- Publish annual report and accounts
- Maintain appropriate relationship with external auditor
- Have a proper constituted audit committee and other committees, as appropriate
- Establish a procedure for ‘confidential reporting’ and meaningful follow-up of matters raised
- Prepare a strategic plan within the requirements set down
- Review the board’s operation and effectiveness

Audit and Risk Committee

Under the Code of Governance for State Bodies, the NEWB is required to have in place an Audit and Risk Committee. Due to capacity issues in 2012, the Board assumed the role of the Audit and Risk Committee. Given the imminent transfer of Board functions to the new Child and Family Agency, it was agreed that the Board would continue to act as the Audit and Risk Committee in 2013.

Internal Audit Programme

The Board of the NEWB commissioned an internal Financial Controls Review in 2012 and monitored progress on previous recommendations. No significant issues were identified.

External Audit Programme

The Comptroller and Auditor General's external audit on the NEWB's Internal Financial Control Environment was completed for 2012 and is incorporated in the NEWB's Annual Report.

Budget and Staffing

NEWB

The NEWB budget for 2012 was €9,622,000, comprising €6,500,000 pay and €3,122,000 non-pay. The staffing ceiling for the NEWB under the Employment Control Framework (ECF) is as follows:-

End 2012	End 2013	End 2014
100	98	97

In 2012, the NEWB had a staffing complement of 90. The NEWB received sanction to fill 3 Educational Welfare Officer (EWO) posts in 2012 and a recruitment campaign commenced on 9th November 2012. The process will be concluded in 2013.

SCP

In 2012, the SCP budget allocation from DCYA was €28,256,000, covering the 124 local projects located in 470 primary schools and 224 post-primary schools, employing 248 full-time, 627 part-time and 2,211 sessional and other staff. Projects were directed to reduce costs by 6.5% per year for the years 2012 – 2014 which equates to an overall reduction of €4.5 million.

HSCL

HSCL is funded out the DES vote and the budget comprises circa €25,000,000 in salary costs. There are just over 400 HSCL Co-ordinators. The HSCL is not affected by the Government moratorium on staffing as it is a frontline teaching service.

Freedom of Information and Data Protection

Eight requests for information under Freedom of Information were received in 2012, six of which were fully granted, one part granted and one refused. One internal review and one Appeal to the Information Commissioner were also managed by Communications. Three access requests were made under Data Protection legislation in 2012.

Health & Safety

NEWB is committed to complying with all aspects of the Safety, Health and Welfare at Work Acts, 2005 and 2007. In 2012, the Health and Safety Committee met as required and addressed a structured work programme including the development of two key Health & Safety policies, the Personal Safety Policy and the Driving for Work Policy.



NEWB Report and Financial Statements



Information

Board Address:

16-22 Green Street, Dublin 7

Members of the Board:

Mr. Cathal Flynn (Chair) (Ceased 4 April 2012)
Ms. Nuala Doherty (Chair) (Appointed 31 July 2012)
Ms. Clare Ryan (Ceased 31 August 2012)
Ms. Marie-Claire McAleer
Mr. Pat McSitric (Ceased 29 August 2012, Appointed as Interim CEO 12 October 2012)
Mr. Ruairi Gogan (Reappointed 2 March 2012)
Ms. Michele Clear (Ceased 15 January 2012)
Mr. Don Myers
Mr. Eamonn Flynn
Mr. Brendan Broderick (Ceased 31 October 2012)
Ms. Anne McDonnell
Mr. Bob Dowling (Appointed 2 March 2012)
Ms. Mary Donnelly (Appointed 23 April 2012)
Ms. Marian Jennings (Appointed 21 May 2012)
Ms. Catherine Connery (Appointed 21 May 2012)
Dr. Deirdre Mathews (Appointed 16 January 2013)

Chief Executive:

Mr. Pat McSitric (Interim Chief Executive) (Appointed 12 October 2012)
Ms. Clare Ryan (Ceased 31 August 2012)

Bank:

National Irish Bank
Business Sales, International House, 3 Harbourmaster Place, IFSC, Dublin 1

Solicitors:

Legal Panels appointed in 2011

Auditors:

The Comptroller and Auditor General
Dublin Castle, Dublin 2

Website:

www.newb.ie

Solicitors:

Educational Welfare Services Legal Panel appointed in 2011:

Name of Firm	Address
Tom O'Grady, Solicitors	Market Square, Mountrath, Co. Laois
Ian J. Foley & Company	18 Sandyfort Business Centre, Bohermore, Galway
John Feaheny & Company	Unit 7, Stewart Hall, Ryder's Row, Parnell St., Dublin 1
Hegarty & Armstrong, Solicitors	Top Floor, Millenium House, Stephen's St., Sligo.
Nolan Farrell & Gough	Newtown, Waterford
Coughlan Kelly Solicitors	Trinity Chambers, South Street, New Ross, Co. Wexford
Ronan Daly Jermyn	12 South Mall, Cork
Murphy Boyce Solicitors	Unit 7, Crescent Court, St. Nessans Rd., Dooradoyle, Limerick
Ensor O'Connor	4 Court St., Enniscorthy, Co. Wexford
Binchy Solicitors	Quay House, Clonmel, Co. Tipperary
Arthur Cox, Solicitors	Earlsfort Centre, Earlsfort Terrace, Dublin 2
Dermot G. O'Donovan, Solicitors	Floor 5, RiverPoint, Lower Mallow St., Limerick
Conway O'Hara/Brendan Maloney & Company	Kilbride Cottage, Killarney Rd., Bray, Co. Wicklow
Patrick Tallan & Company	The Haymarket, Drogheda, Co. Louth
Donal Reilly & Collins	20 Manor St., Dublin 7
John J. Quinn & Company	Earl St., Longford
Mason Hayes & Curran	South Bank House, Barrow St., Dublin 4

Solicitors:

Corporate Services Legal Panel appointed in 2011:

Name of Firm	Address
Ronan, Daly Jermyn	12 South Mall, Cork
Maxwell Solicitors	19 Herbert Place, Dublin 2
O'Brien Ronayne	5A Main Rd., Tallaght, Dublin 24
Mason Hayes & Curran	Barrow St., Dublin 2
Arthur Cox	Earlsfort Terrace, Dublin 2
Philip Lee	Wilton Tce., Dublin 2

Statement of Responsibilities of the Board

Section 33 Education (Welfare) Act, 2000, requires the Members of the Board to prepare financial statements in such form as may be approved by the Minister for Children and Youth Affairs after consultation with the Minister for Finance. In preparing those financial statements, the Board is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Board will continue in operation.

The Board is responsible for keeping proper books of account, which disclose in a true and fair manner at any time the financial position of the Board and which enable it to ensure that the financial statements comply with Section 33 of the Act. The Board is also responsible for safeguarding the assets of the Board and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

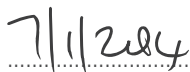
On behalf of the Board:



Nuala Doherty, Chairperson



Pat McSitric, Interim Chief Executive Officer



Date

Report of the Comptroller and Auditor General for presentation to the Houses of the Oireachtas

I have audited the financial statements of the National Educational Welfare Board for the year ended 31 December 2012 under the Education (Welfare) Act, 2000. The financial statements, which have been prepared under the accounting policies set out therein, comprise statement of accounting policies, the income and expenditure account, the statement of total recognised gains and losses, the balance sheet, the cash flow statement and the related notes. The financial statements have been prepared in the form prescribed under section 33 of the Act, and in accordance with generally accepted accounting practice in Ireland.

Responsibilities of the Board

The Board is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view of the state of the Board's affairs and of its income and expenditure, and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

My responsibility is to audit the financial statements and report on them in accordance with applicable law.

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation.

My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements, sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of

- whether the accounting policies are appropriate to the Board's circumstances, and have been consistently applied and adequately disclosed.
- the reasonableness of significant accounting estimates made in preparation of the financial statements, and
- the overall presentation of the financial statements.

I also seek to obtain evidence about the regularity of financial transactions in the course of the audit.

In addition, I read the Board's annual report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

Opinion on the Financial Statement

In my opinion, the financial statements, which have been properly prepared in accordance with generally accepted accounting practice in Ireland, give a true and fair view of the state of the Board's affairs at 31 December 2012 and of its income and expenditure for 2012.

In my opinion, proper books of account have been kept by the Board. The financial statements are in agreement with the books of account.

Matters on which I Report by Exception

I report by exception if

- I have not received all the information and explanations I required for my audit, or
- my audit noted any material instance where money has not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the information given in the Board's annual report is not consistent with the related financial statements, or
- the statement on internal financial control does not reflect the Board's compliance with the Code of Practice for the Governance of State Bodies, or
- I find there are other material matters relating to the manner in which public business has been conducted.

I have nothing to report in regard to those matters upon which reporting is by exception.



Andrew Harkness

For and on behalf of the
Comptroller and Auditor General
17 January 2014

Statement on Internal Financial Control

Responsibility for the System of Internal Financial Control

On behalf of the members of the National Educational Welfare Board, we acknowledge our responsibility for ensuring that an effective system of internal financial control is maintained and operated.

The system can only provide reasonable, and not absolute, assurance that the assets are safeguarded, transactions authorised and properly recorded, and that material error or other irregularities are either prevented or would be detected in a timely manner.

Key Control Procedures

The Board was established under the Education (Welfare) Act, 2000 and commenced on 4 March 2002. Since then the Board has taken steps to ensure an appropriate control environment by:

- Clearly defining management responsibilities in a defined organisational structure with clear segregation of duties; and
- Establishing formal procedures for reporting significant control failures and ensuring appropriate corrective action.

The system of internal financial control is based on a framework of monthly management information, administrative procedures including segregation of duties, authorisation limits and a documented procedures manual, and a system of delegation and accountability. In particular it includes:

- a comprehensive budgeting system with an annual budget, which is reviewed and agreed by the Board prior to presentation to the Department of Children and Youth Affairs;
- regular review by the Executive and the Board of periodic and annual financial reports which indicate financial performance against both budget and prior period;
- setting targets to measure financial and other performance;
- clearly defined capital investment control guidelines;
- formal project management disciplines.

The Board acted as the Audit & Risk Committee during 2012. The work of Internal Audit Services Provider is informed by analysis of the risk to which the Board is exposed. The Internal Audit Services Provider undertook a review of the effectiveness of the system of internal financial controls and provided a professional and independent opinion on the adequacy and effectiveness of the system of internal financial control.

The Board's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the Internal Audit Services Provider and the executive management team who have responsibility for the development and maintenance of the financial control framework and comments made by the Comptroller and Auditor General in his management letter or other reports.

Annual Review of Controls

I can confirm that the Board conducted a review of the effectiveness of the system of internal financial controls in respect of the year ended 31 December 2012.

Signed on behalf of the Board:

.....

Nuala Doherty, Chairperson
National Educational Welfare Board

.....

Date

Statement of Accounting Policies

1. General

The general functions of the Board are to ensure that each child attends a recognised school or otherwise receives a certain minimum education, and to assist in the formulation and implementation of policies and objectives of the Government for the time being concerning the education of children.

2. Basis of Accounting

The financial statements are prepared on the accruals basis of accounting in accordance with generally accepted accounting principles in Ireland and under the historical cost convention and comply with the financial reporting standards of the Financial Reporting Council.

3. Accounting Period

The financial statements cover the year 1 January 2012 to 31 December 2012.

4. State Grants

State Grants shown in the Income and Expenditure Account reflect the amounts received by the Board from the Department of Children & Youth Affairs in respect of the year.

State Grants include funding for staff seconded from the Department of Education and Skills.

5. Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided on a straight line basis at rates which are estimated to write down the value of the assets over their expected useful lives as follows:-

Furniture & fittings	4 years
Office equipment	4 years
Computer equipment	3 years
Leased Premises *	10, 20 and 25 years

* Leased Premises include refurbishment which is being written off over the shorter of the period of the related lease or 10 years, and capitalised VAT on leases which is being written off over the 20 and 25 year periods of the related leases respectively.

6. Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated into Euro at the exchange rates ruling at the Balance Sheet date. Transactions in foreign currencies are translated into Euro at the exchange rates ruling at the dates of the underlying transactions. The resulting profits or losses are dealt with in the Income and Expenditure Account.

7. Leases

Rentals payable under operating leases are charged to the Income and Expenditure account on a straight line basis over the lease period.

8. Capital Account

The Capital Account represents the unamortised value of the income used to finance fixed assets.

9. Pensions

The Board operates a defined benefit pension scheme which is funded annually on a pay-as-you-go basis from monies received from the Department of Children & Youth Affairs. A defined benefit pension scheme is a pension plan that defines an amount of pension benefit to be provided, usually as a function of one or more factors such as age, years of service and basic pay.

Pension liabilities represent the present value of future pension benefits earned by staff at 31 December 2012. The pension liabilities are calculated annually by independent actuaries using the projected unit actuarial cost method. The pension liabilities are determined by discounting the estimated future cash outflows using interest rates of high quality corporate bonds that have terms to maturity approximating the terms of the related pension liabilities.

Deferred pension funding represents the corresponding asset to be recovered in future accounting periods from the Department of Children & Youth Affairs.

Pension costs reflect pension benefits earned by employees in the accounting period and are shown net of staff pension contributions which are refunded to the Department of Children & Youth Affairs in accordance with the Board's financing arrangements. The pension costs comprise the current service cost, past service cost and the interest on the pension scheme liabilities. An amount corresponding to the pension costs is recognised as income to the extent that it is recoverable, and offset by grants received in the accounting period to discharge pension payments.

Actuarial gains or losses arising from changes in Actuarial assumptions and from experienced surpluses and deficits are recognised in the Statement of Total Recognised Gains and Losses and a corresponding adjustment is recognised in the amount recoverable from the Department of Children & Youth Affairs.

In accordance with the requirements of *FRS 17 – Retirement Benefits*, the Income and Expenditure Account, Statement of Total Recognised Gains and Losses and the Balance Sheet recognise pension transactions, movements and balances.

Income and Expenditure Account for the Year Ended 31 December 2012

	Notes	2012 €	2011 €
Income			
State Grants	1	7,972,210	8,391,041
Net Deferred Funding for Pensions	6	1,760,000	1,860,000
Transfer (to)/from Capital Account	10	84,527	(47,516)
		9,816,737	10,203,525
Other Income		5,864	8,288
		9,822,601	10,211,813
Expenditure	2	(10,027,723)	(10,407,016)
Deficit for the year		(205,122)	(195,203)
Accumulated Surplus at the 1 January		552,131	747,334
Accumulated Surplus at the 31 December		347,009	552,131

The Statement of Accounting Policies and Notes 1 to 19 form part of these financial statements.

On behalf of the Board:

Nuala Doherty

Nuala Doherty, Chairperson

Pat McSitric

Pat McSitric, Interim Chief Executive Officer

7/1/2014

Date

Statement of Total Recognised Gains and Losses for the Year Ended 31 December 2012

	Notes	2012 €	2011 €
Deficit for the year		(205,122)	(195,203)
Experience losses/(gains) on pension scheme liabilities	6	340,000	(1,160,000)
Change in assumptions underlying the present value of pension scheme liabilities	6	–	–
Actuarial (Gains)/Losses on Pension Liabilities		340,000	(1,160,000)
Adjustment to Deferred Pension Funding	6	(340,000)	1,160,000
Total Recognised (Losses)/Gains for the year		(205,122)	(195,203)

The Statement of Accounting Policies and Notes 1 to 19 form part of these financial statements.

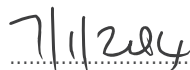
On behalf of the Board:



Nuala Doherty, Chairperson



Pat McSitric, Interim Chief Executive Officer



Date

Balance Sheet as at 31 December 2012

	Notes	2012 €	2011 €
FIXED ASSETS			
Tangible assets	7	368,968	453,495
CURRENT ASSETS			
Debtors & Prepayments	8	214,095	59,407
Cash at Bank and in Hand		1,176,822	1,719,668
Total Current Assets		1,390,917	1,779,075
CREDITORS (amounts falling due within one year)	9	(1,043,908)	(1,226,944)
NET CURRENT ASSETS		347,009	552,131
Total Assets less Current Liabilities Before Pensions		715,977	1,005,626
Deferred Funding Asset for Pensions	6	21,900,000	19,800,000
Pension Liabilities	6	(21,900,000)	(19,800,000)
		715,977	1,005,626
FINANCED BY			
Capital Account	10	368,968	453,495
Accumulated Excess Income over Expenditure		347,009	552,131
		715,977	1,005,626

The Statement of Accounting Policies and Notes 1 to 19 form part of these financial statements.

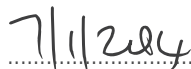
On behalf of the Board:



Nuala Doherty, Chairperson



Pat McSitric, Interim Chief Executive Officer



Date

Cash Flow Statement for the Year Ended 31 December 2012

Reconciliation of operating deficit to net cash (outflow)/inflow from operating activities

	Notes	2012 €	2011 €
Deficit for the year		(205,122)	(195,203)
Movement on Capital Account	10	(84,527)	47,516
Depreciation	7	100,221	75,854
Interest Earned		(5,273)	(8,175)
(Increase)/Decrease in Debtors		(154,688)	76,705
Increase/(Decrease) in Creditors		(183,036)	305,144
Net Cash (Outflow)/Inflow from Operating Activities		(532,425)	301,841

CASH FLOW STATEMENT

Net Cash (Outflow)/Inflow from Operating Activities		(532,425)	301,841
Returns on Investment and Servicing of Finance			
Interest Received		5,273	8,175
Capital Expenditure			
Payments to acquire fixed assets	7	(15,694)	(123,370)
(Decrease)/Increase in Cash		(542,846)	186,646

The Statement of Accounting Policies and notes 1 to 19 form part of these financial statements.

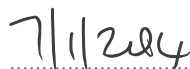
On behalf of the Board:



Nuala Doherty, Chairperson



Pat McSitric, Interim Chief Executive Officer



Date

Notes to the Financial Statements for the Year Ended 31 December 2012

1. INCOME	2012	2011
	€	€
State Grants paid by the Department of Children & Youth Affairs	8,252,683	8,690,136
Refund of Employees' Pension Contributions	(280,473)	(299,095)
	7,972,210	8,391,041

The State grants above include funding in respect of the salary of the Chief Executive, who was seconded from the Department of Education and Skills to 31 August 2012, which was paid directly by that Department.

2. EXPENDITURE	2012	2011
	€	€
Chairperson's Fees (Note 3)	5,000	5,000
Wages, Salaries & Pension Costs (Notes 3 & 6)	7,422,298	7,664,793
Training, Travel & Subsistence Expenses (Note 5)	451,478	479,762
Meeting Expenses	4,180	5,280
Recruitment & Organisational Support Expenses	22,791	7,622
Rent & Rates	681,582	693,875
Utilities	41,046	48,533
Repairs, Maintenance & Service Charges	225,677	231,136
Insurance	40,337	12,618
General Expenses	98	100
Telephone & Telecommunications	133,674	141,303
Information Technology	128,834	241,584
Printing, Postage and Stationery	79,723	82,152
Translators and Interpreters	9,944	8,913
Publications and Promotion	74,751	49,903
Professional Fees	595,279	647,778
Audit Fee	10,810	10,810
Depreciation	100,221	75,854
Total Expenditure	10,027,723	10,407,016

3. WAGES AND SALARIES

Chairperson's Fees €5,000 per annum.

Wages, Salaries & Pension Costs	2012 €	2011 €
Gross Salaries	4,811,610	5,009,625
Employer PRSI	417,321	404,210
Pension Costs (Note 6)	2,019,527	2,050,905
	7,248,458	7,464,740
Other Temporary Staff Costs	173,840	200,053
	7,422,298	7,664,793
Pension levy deducted*	310,346	323,064

The average number of persons employed by the Board during the year was 91 (2011 - 97), including staff seconded from the Department of Education and Skills.

*Pension levy of €309,176 (2011 - €315,025) was paid over to the Department of Department of Children & Youth Affairs.

4. CEO SALARY

The Chief Executive Officer and the interim Chief Executive Officers salary were as follows:

	Interim CEO €	CEO €	Total 2012 €	Total 2011 €
Salary	11,431	75,839	87,270	111,872

The Chief Executive Officer left on 31 August 2012. A new interim Chief Executive Officer was appointed on 12 October 2012.

The CEO's pension entitlements are the standard entitlements in the model public sector defined benefit superannuation scheme. The interim Chief Executive Officer's pension entitlements are nil.

5. BOARD MEMBERS EXPENSES

Training, Travel & Subsistence expenses of €451,478 include Travel & Subsistence paid to Board members as follows:

	2012 €	2011 €
Cathal Flynn	2,844	6,187
Clare Ryan (CEO 1 May 2011 to 31 August 2012)	7,375	4,653
Nuala Doherty (Interim CEO 2011)	–	2,334
Anne McDonnell	1,305	–
Don Myers	3,838	791
	15,362	13,965

6. PENSION COSTS

a) Analysis of pension costs charged to Expenditure

	2012 €'000	2011 €'000
Current Service cost	1,200	1,300
Interest on pension scheme liabilities	1,100	1,050
Employee contributions	(280)	(299)
	2,020	2,051

b) Movement in Net Pension Liabilities during the year

	2012 €'000	2011 €'000
Pension liabilities at 1 January	19,800	19,100
Current service cost	1,200	1,300
Interest cost on pension scheme liabilities	1,100	1,050
Actuarial (gains)/losses	340	(1,160)
Pensions paid during the year	(540)	(490)
Pension liabilities at 31 December	21,900	19,800

c) Deferred funding asset for pensions

The Board recognises amounts owing from the State for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation scheme and the policy and practice in relation to funding public service pensions including the Annual Estimates process. The Board has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for Pensions recognised in Income and Expenditure Account was as follows:

	2012 €'000	2011 €'000
Funding recoverable in respect of current year Pension costs	2,300	2,350
State grant applied to pay pensions	(540)	(490)
	1,760	1,860

The deferred funding asset for pensions as at 31 December 2012 amounted to €21,900,000 (2011 - €19,800,000).

6. PENSION COSTS (continued)

d) History of defined benefit obligations	2012	2011	2010	2009
	€'000	€'000	€'000	€'000
Defined Benefit Obligation	21,900	19,800	19,100	14,424
Experience (gains)/losses on liabilities:				
Amount	340	(1,160)	(1,000)	3,415
Percentage of scheme's liabilities at year end	2%	(6%)	(5%)	24%

The cumulative actuarial loss recognised in the Statement of Total Recognised Gains and Losses amounts to €4,160,000 (2011 €3,820,000).

e) General Description of the Scheme

The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday, and pre-2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation.

The principal actuarial assumptions were as follows:

	2012	2011
Discount rate for liabilities of the scheme	5.50%	5.50%
Rate of increase in salaries	4.00%	4.00%
Rate of increase in pensions in payment	4.00%	4.00%
Rate of increase in pensions in deferment	4.00%	4.00%
Inflation rate	2.00%	2.00%

The mortality basis adopted allows for improvements in life expectancy over time, so that life expectancy at retirement will depend on the year in which a member attains retirement age (age 65). The table below shows the life expectancy for members attaining age 65:

Year of attaining age 65	2012	2011
Life expectancy – male	87	87
Life expectancy – female	90	90

7. FIXED ASSETS

Cost	Leased Premises €	Office Equipment €	Furniture & Fittings €	Computer Equipment €	Total €
At 1 January	588,139	232,326	315,724	650,985	1,787,174
Additions	–	–	–	15,694	15,694
Disposals	–	–	–	–	–
At 31 December	588,139	232,326	315,724	666,679	1,802,868
Accumulated Depreciation					
At 1 January	(275,594)	(222,329)	(312,294)	(523,462)	(1,333,679)
Disposals	–	–	–	–	–
Charge for the year	(36,007)	(4,042)	(2,595)	(57,577)	(100,221)
At 31 December	(311,601)	(226,371)	(314,889)	(581,039)	(1,433,900)
Net Book Value					
At 31 December 2012	276,538	5,955	835	85,640	368,968
At 31 December 2011	312,545	9,997	3,430	127,523	453,495

8. DEBTORS & PREPAYMENTS

Amounts falling due within one year	2012 €	2011 €
Prepayments and deposits	214,095	59,407

9. CREDITORS

Amounts falling due within one year	2012 €	2011 €
Trade Creditors	486,390	526,789
PAYE/PRSI/USC/Income Levy	–	108,711
Salaries Deductions	2,940	19,214
Pension Deductions	585	5
Accruals and sundry liabilities	553,993	572,225
	1,043,908	1,226,944

10. CAPITAL ACCOUNT

	2012 €	2011 €
Opening Balance	453,495	405,979
Income used to acquire Fixed Assets	15,694	123,370
Amortisation in line with asset depreciation	(100,221)	(75,854)
Transfer to Income and Expenditure Account	(84,527)	47,516
Closing Balance	368,968	453,495

11. ANALYSIS OF CHANGES IN CASH AND BANK

	2012 €	2011 €
Cash at Bank and In Hand at 31 December	1,176,822	1,719,668
Cash at Bank and In Hand at 1 January	1,719,668	1,533,022
Change in the year	(542,846)	186,646

12. LATE PAYMENTS

The Board is aware of its responsibilities under the Late Payments Legislation and has established appropriate procedures and processes to ensure that payments are made in accordance with the legislation. No late payment interest was paid by the National Educational Welfare Board during the year.

13. CONTINGENT LIABILITY

There are 172 legal proceedings (2011:186) ensuing from the Education (Welfare) Act, 2000. The amounts of the liabilities, if any, cannot yet be determined. The legal expenses of the Board in relation to these cases are recognised as they arise and no provision has been made for future costs or possible future recoveries in the case of proceedings initiated before the balance sheet date.

14. OPERATING LEASE COMMITMENTS

At 31 December 2012, the National Educational Welfare Board was committed to making payments during 2013 under operating leases which expire –

	2012 €	2011 €
- within one year	–	37,248
- between two and five years	–	–
- after five years	367,966	398,096
Total committed operating lease payments	367,966	435,344

All operating leases are in relation to land and buildings. The leases on Head Office run for a 25 year period, subject to five year reviews.

The total operating lease rentals charged in the Income and Expenditure Account for 2012 was €686,992 (2011 - €693,583) and includes payments to the OPW and other Government bodies.

15. PREMISES

The NEWB occupied 31 offices in 2012. 21 offices were located in premises of the OPW and other Government bodies. The remaining 10 offices were leased. The period of the lease for Head Office, Green St. is 25 years and terminates in 2028. The NEWB has exercised its break clause option in 2013 and will be vacating the Head Office in Green St. Due to the moratorium on staff recruitment, there was one vacant office rented in 2012 at a cost of €11,870.

16. RELATED PARTY TRANSACTIONS

In the normal course of business, the National Educational Welfare Board may enter into contractual arrangements with undertakings in which Board members are employed or otherwise interested. The Board adopts procedures in accordance with the Department of Finance's Code of Practice for the Governance of State Bodies, the Ethics in Public Office Act 1995 and the Standards in Public Office Act 2001, in relation to the disclosure of interests of Board members. These procedures have been adhered to by Board members and the Board during the year. No such transactions occurred during the year.

17. POST BALANCE SHEET EVENTS

No circumstances have arisen or events occurred, between the balance sheet date and the date of approval of these financial statements by the Board, which would require adjustment or disclosure in the financial statements.

18. PROPOSED MERGER

The Child & Family Agency Bill 2013 provides for the dissolution of the National Educational Welfare Board and the establishment of the Child & Family Agency. The functions of the National Educational Welfare Board will transfer to the Child & Family Agency (CFA) when the Child & Family Agency Bill is enacted. It is envisaged that this will happen on 01 January 2014.

18. PROPOSED MERGER (continued)

The Board is not aware of any intention to amend the functions of the Authority and it assumes that its existing activities will continue to be carried out by the amalgamated body and its assets, liabilities and staff will be transferred to that body. In these circumstances it does not believe that any adjustment is needed to the financial statements to reflect any possible restructuring and it has prepared these accounts on a going concern basis

19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Board on 7 January 2014.