



Inclusion Ireland










The National Association for People
with an Intellectual Disability.

inclusionireland.ie





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Top Highlights of 2021

1

17 rights based policy submissions to government with feedback from consultations with over 800 people

2

Support, training and information sessions for over 500 people and linked 102 local and national family support groups

3

79,000 people sought information on our website and we provided 13 easy to read guides

4

We supported 1,150 people through our phone information and signposting service

5

Worked with over 120 self advocates



CEO Message

I am delighted to introduce the 2021 Annual report as CEO of Inclusion Ireland.

We have made the report in easy to read format so that as many people as possible can read it. We also have a video summary of the report on our website.

Accessible information is very important to us at Inclusion Ireland.

Covid 19 was still part of our lives very much in 2021 and we know that many people with intellectual disabilities still did not have access the services and supports they needed. Many people still needed to stay at home, not seeing their friends and family as much as they would like to.

Online information, consultations and seminars were a great way to keep in touch in 2021. We know that working online works well for many people to stay connected with each other. We also know it doesn't work for everyone, so we are pleased that we are starting to see people in person again. Our team have been welcoming people back face to face for some months now in working groups and consultations. It is wonderful to see people back together after such a long time.

The different sections of this report talk about our progress on our strategic plan which runs from 2020 to the end of 2022:



- **Strategic Priority 1:** Meet the information needs of people with an intellectual disability.
- **Strategic Priority 2:** Grow and support a diverse community of members and partners.
- **Strategic Priority 3:** Influence change to secure the implementation of the rights of people with an intellectual disability...
- **Strategic Priority 4:** Ensuring good governance and organisational capacity

In this report we also put a spotlight on our work around Housing through "Our Housing Rights" campaign and how through Irish Human Rights and Equality Commission funding we created the "Respect our Rights" report thanks to the work of self-advocates.

Through all of our work, the most important thing to us is that we stay connected to people with an Intellectual Disability and their families. It is through this connection that we understand what is happening for you in your life and how we can advocate for the changes that you need. Many of you will have taken part in our consultations or surveys in 2021.

We are grateful to you for your time and sharing your lived experience with us. We listen to you and we reflect all of what we hear into our policies and into our communication with the government and with people who can make the change happen. Please continue to stay connected with us, we are looking forward to building our movement for change even further in 2022. We can only do that if we stick together.

Thank you to our Board of Directors, our Team, our members, our partners and all of the friends of Inclusion Ireland who help us do our work everyday.



Derval
CEO Inclusion Ireland

Chairperson's Message

My name is Ashley Sands and I am the Chairperson of the Board of Inclusion Ireland.

I would like to tell you some things about 2021.

First, I want to thank Marian McNamara who completed her work as chairperson in 2021.

In 2021, The Board of Inclusion Ireland ensured the organisation met our Charity Code requirements. We also updated the constitution to ensure we met all of our legal requirements. We are now in a good position to bring the organisation forward and to focus on our vision together with our team and our members.

The Board also did important pieces of work to hire both an interim CEO and a permanent CEO towards the end of 2021. Thanks to Lorraine Dempsey for helping the team as Interim CEO. We were delighted to welcome Derval McDonagh to the organisation in September 2021. Derval has shown incredible commitment to the organisation and its members and as an organisation we are in a strong position to move forward together.

The Inclusion Ireland team demonstrated their commitment yet again in 2021, through their high quality of work and their effort to support the membership and wider community. On behalf of the board, we would like to thank them team for all of their hard work. You will see examples of it throughout this report.

Thank you to you all of the members of Inclusion Ireland for your support and engagement during what was a difficult year for many people.

I took on the role of Chair of the Board in 2022 and I am very appreciative of the support of both the team and the board of directors. As a board we will continue to work hard to support both the organisation and you, the members, to make sure the voices of people with an Intellectual Disability are heard and their rights under the UNCRPD are upheld.



Ashley Sands
Chairperson Inclusion Ireland



Strategic Priority 1

Meet the information needs of people with an intellectual disability

Enquiries



In 2021, we supported 1,150 people who contacted us for information and support.

Enquiries came from family members, people with an Intellectual Disability and professionals.

Common questions asked were:

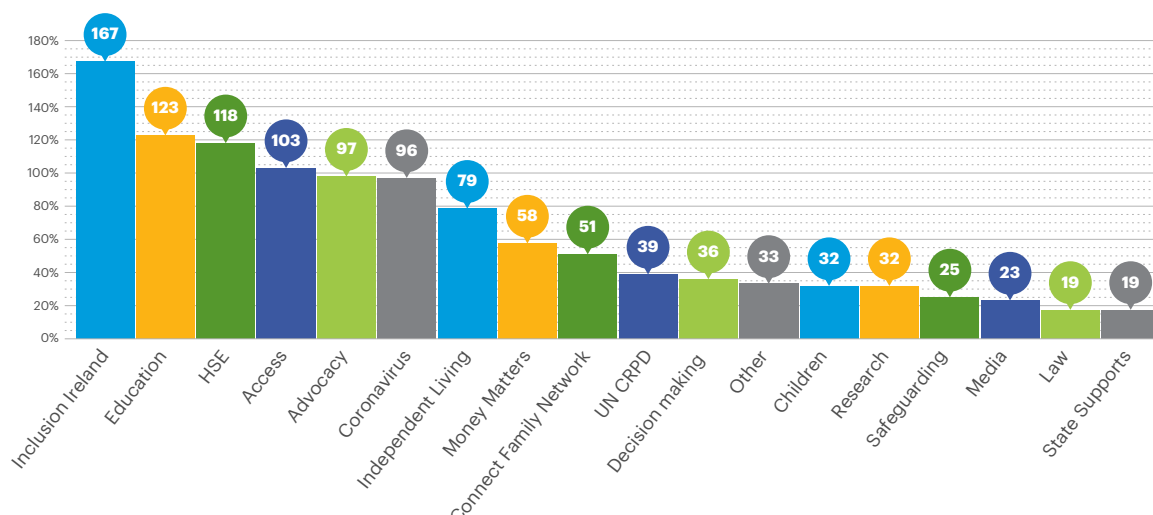
- Information about Inclusion Ireland
- Information about Education
- Information about the HSE and Services
- Information about Advocacy
- Information about access to services
- Covid 19 information and support



You will find a breakdown of the enquiries for the year below.

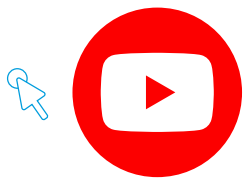
We got queries mostly by phone and email.

100 people with an Intellectual Disability themselves contacted Inclusion Ireland. Most other queries came from parents of people with an Intellectual Disability and people who work in the area of supporting people with an Intellectual Disability.



Who did we reach?

We held online talks about various topics of interest to our members in 2021. 561 people attended the talks as they happened and many people watched them back afterwards.



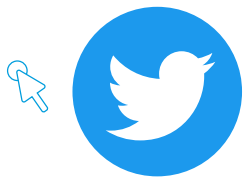
YouTube
7,650

views on videos we made in 2021



Website
79,000

Unique visitors - 79,000 visited our website in 2021 to find information



Twitter
1.8 million

Tweet Impressions - This is the total amount of times that all our tweets were seen by people on Twitter



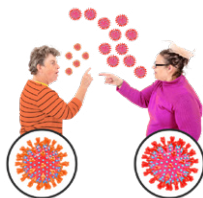
Facebook
227,399

Page Reach - This is the amount of people who saw our information on Facebook




Our connect family network held 13 seminars or information sessions in 2021. We also held 2 specific information sessions on housing and 4 information sessions on Easy to Read information.

We held 4 consultations for the Decision Support Service to make their website portal and information systems as accessible as they can be.



Covid-19 Information

We continued to make easy to read information about Covid 19 in 2021. 

We wrote 12 Easy to Read Guides about Covid 19 and put them on our website.

We covered topics like: Support for staying safe at home - Minding your Mental Health, the Signs of Covid, and going for a Covid test and vaccination.

These documents were used by people who use services, staff in services and the HSE to give people information about Covid 19.





Midlands Conversation Group 2021 Make Way Day

This advocacy group met online nine times in 2021.

The group became quite skilled at meeting online for our monthly conversations.

More people joined the group through these online sessions. Topics that the group discussed throughout the year included the United Nations Convention on the Rights of Persons with Disability, the Scottish Charter for Involvement, the Housing Strategy for Disabled People. The group also participated in two focus group sessions.

One focus group was for the Mental Health Commission on making an accessible website for people with intellectual disability and the second focus group was for the European Union Report called "Hear Our Voices" on how people dealt with Covid- 19. Group members from Offaly also participated in Make Way Day 2021.



Access to justice: Article 13 of UN CRPD: Notice of Rights when you are arrested

When a person is arrested by a Garda, they still have rights. These rights are written down on a form called "The Notice of Rights".

This form has a lot of difficult words and it can be hard for people to read and understand.

This year we helped out on a project to make an easy read version of the Notice of Rights that will be used by the Gardai.

This project involves people from the School of Law and the School of Medicine in the University of Limerick.

We know we have more work to do in this area as access to justice is a big concern for people with an Intellectual Disability.

There are many people with an Intellectual Disability in prison. Many people with an Intellectual Disability find it hard to access their rights in the justice system.





Inclusion Ireland Website

We continued to work on our website information in 2021 to make sure we have good information for people with an Intellectual Disability and family members - including educational supports, decision-making and future planning.



Healthy Ireland Funding/ CYPSC Laois Offaly

Inclusion Ireland partnered with the Children and Young People's Service Committee of Laois Offaly in the creation of programming for people with an Intellectual Disability and for their family members.

The funding for this programming came from Healthy Ireland. People wanted to know more information about things to do after school finishes at 18 years old. These are called post school options.

We held a webinar series about those Post School Options over four weeks.

Over 1,870 people watched the webinars. Recordings of the webinars are now on our website.

We also made a podcast that was about 6 autistic people to raise awareness about life after school.

Inclusion Ireland worked with individuals and organisations to bring together information on Post School Options. This is all available on our website.

- We worked with Caerus Education around life planning.
- On the topic of Education we worked with the Inclusive National Higher Education Forum.
- On the topic of Employment we worked with the Trinity College Pathway program and the Walk Ability Program.
- On Community Living we worked with the Muiriosa Foundation to give a talk about the HSE policy of New Directions. All the information is on our website.



Strategic Priority 2

Grow and support a diverse community of members and partners.



Connect Family Network

Inclusion Ireland continued to support family members and friends of individuals with an intellectual disability through our Connect Family Network.

We had information talks every month.

Popular topics included:

- Education - Advocating for your Child,
- New Directions,
- Financial Supports,
- Making a Will
- Health Passports

Our thanks to Kildare Autism Network, Parent Led Autism Network, Involve Autism D6/D6W, Galway autism Partnership, Bluestack Foundation and IRD Duhallow, The HSE Health Passport Team who all partnered with us to host information talks.

The Connect Family Network is also a place for sharing ideas and views on particular issues. Through meetings, focus groups and surveys, and informed by enquiries we receive, family members were consulted and contributed to policy and reviews on issues such as education, assisted decision-making, the impact of closures due to Covid-19 on day services and a review of the disability allowance application form.

The Connect Family Network e-newsletter and regular email updates shared news and information with 194 individual family members and support groups across the country. The Connect Family Network Map, the online guide to 102 local and national family support groups, was completely revised and updated in 2021 and is live on the CFN webpage.

Public and Patient Involvement in Research (PPI Ignite)



Inclusion Ireland joined an academic team at the University College Cork in Public and Patient Involvement in Research (PPI Ignite). Previously in 2018, Inclusion Ireland worked in research partnership with Trinity College Dublin. The design of the project is to link individuals with intellectual disability to research opportunities. Inclusion Ireland is working closely with University College Cork to identify further opportunities into 2022.



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



Disability Participation and Consultation Network (DPCN)

The Department of Children, Equality, Disability, Integration and Youth asked Inclusion Ireland to be the 'organising member' of the new DPCN in December 2020. Inclusion Ireland continued this into 2021

The DPCN is a cross disability group. The idea behind the DPCN is to increase the participation of disabled people in decisions that impact them at a government and policy level.

Membership of the DPCN includes four grant-funded organisations and over 100 members from around the country which include individuals and disability organisations.

In 2021 the DPCN held 4 consultations

1. Convention on the Rights of People with Disabilities consultations March-April 2021

190 people attended these session and ACE Communication made an Easy to Read report for the Government on this.

2. Third Strategy on Domestic, Sexual and Gender-Based Violence, 8 August 2021

20 members attended this consultation.

3. National Housing Strategy for Disabled People 2022 - 2027, 15 and 22 September

45 members attended consultations about housing.

4. Review of the Equality Acts, October - November 2021

5. Three sessions were organised to support members to make their own

submission on the Equality Acts. The sessions included Understanding the Acts (Centre for Disability Law & Policy, NUI Galway), Using the Acts (BL Marie Burke, DCU) and Making a Submission (ACE Communications). Material from the sessions as well as notes from breakout rooms were circulated to participants. Approximately 60 members attended the sessions.

Children's rights and the Office of the Ombudsman for Children Focus Group on UNCRC and Ireland



Fifteen children, aged 6-16, were supported by Inclusion Ireland to participate either online or by post with the Ombudsman for Children in giving feedback on their experience of children's rights in Ireland. The survey was the result of work done by the Youth Advisory Panel at the Ombudsman for Children. The feedback forms included both writing and drawing

Nearly 5,000 responses were received by the ombudsman and this information will be brought before the United Nations in September 2022 when Ireland reports on United Nations Convention on the Rights of the Child.

It is so important that children's voices are heard, especially children with an Intellectual Disability who are often left out of the conversation. We are proud to have supported this in 2021 and we will continue to find ways to support children to be heard through all of our work.

Strengthening Voices Project



Staff in Sligo, have been working with self-advocates and the HSE to make a survey about Day Services that is easy to use.

Self-advocates in Sligo, Monaghan and Donegal helped us to write the questions and choose pictures.

When you touch a button on this survey you can hear the question out loud. When you answer the question, you can hear your answer out loud.

In 2022, we will test this survey in 10 day services. We want to make sure your voice is heard and that you can have a say in how your service is run.

St Patrick's Centre, Kilkenny Family Forum



We often work on some big projects which support people to move into a home of their own. Our team are experienced facilitators which means they can support conversations and help people to understand what is happening.

De-congregation was completed for St Patrick's Centre, Kilkenny in 2021. From 2015 Inclusion Ireland has been working with family members and the management team at St Patrick's Centre to support the move to community living. Meetings were held online among family members and management of St Patrick's Centre to discuss issues that family members had. Issues centred around daily living in the community, dental care and other access issues to public health services, and the Assisted Decision Making (capacity) law to name a few.

All-Island Restraint Reduction Network



The All-Island Restraint Reduction Network (AIRRN) is a newly formed cross border organisation bringing together experts in restraint reduction across sector and experience. Inclusion Ireland was part of the organising group in 2020 and is a member of the new network development and management team.

In 2021 the AIRRN started planning for the All-Island Restraint Reduction Network conference. We have funding from the Community Foundation of Ireland. Inclusion Ireland with CAUSE Northern Ireland are the lead partners for the project. Dundalk Institute of Technology, Queen's University Belfast and Harry's Law Campaign are also key members of the AIRRN management team.

Restraint and seclusion is a human rights issue at all stages of life and in many different settings. The first event will look at restraint in educational settings; if we get things right early for children, we can stop using restraint throughout their lives. Our ambition is for restraint-free care and support and to make a real difference in the lives of children and adults, particularly those at risk of experiencing restraint. The vision of the group is for "a land and a life without coercion".

Offaly Disability Equality Network

For the last 3 years the Inclusion Ireland Tullamore Office has been an active member of the Offaly Disability Equality Network. Offaly Disability Equality Network (ODEN) is a network of disabled people, disability and educational services, public services, NGOs and business and arts communities in Offaly. ODEN is working to identify barriers and campaigning for better accessibility and inclusion for disabled people in Offaly.

Article 21 of UNCRPD



Freedom of expression and opinion, and access to information tells us that people should be able to communicate in the way they need to. We know that everyone communicates. Some people communicate with words, others through signs, gestures, body language. At Inclusion Ireland we value everyone's right to communicate.



The University of Dublin

Communication Boards

Inclusion Ireland has been working with the Assistive Technology department at Trinity College Dublin to promote the use of Communication Boards in playgrounds and in public spaces Communication Boards.



Inclusion Ireland worked with InterAct, a support for parents, educators, and professionals on aspects of accessibility, to bring greater awareness to the use of communication boards. County Councils across Ireland were contacted to share information on the use of communication boards, particularly in playgrounds. An easy to read was created along with suggested guidelines for installing communication boards. Ten County Councils contacted Inclusion Ireland and InterAct about communication boards. The largest project was in County Meath with the installation of 21 playground communication boards.

Spotlight - Housing



Our Housing Rights Campaign

Following two submissions early 2021 on both the Housing for All Strategy and the National Housing Strategy for People with Disabilities, Inclusion Ireland led a campaign together with Independent Living Movement Ireland (ILMI). The campaign aimed at raising public awareness on the struggle faced by disabled people to find housing and support. First we held consultations on housing and then we wrote a report on the findings,



What do disabled people need to happen to tackle or fix the housing crisis?

Applying for Housing

We need one accessible, way to apply for housing and independent living supports that is the same in every area of the country.

The way to apply must be accessible and easy to understand for disabled people.

We need to have information about waiting lists for housing and independent living supports. It needs to include where people are from and how long they have been waiting.



Accessible Housing

7.5% of all new social housing, and affordable housing must be for disabled people and designed using universal design. This will mean housing will be accessible for disabled people.





Independent Living Supports

The HSE, the Department of Housing, and the Department of Children Equality Disability Integration and Youth must work together to put systems in place that make sure housing and supports are offered to disabled people at the same time. Housing without supports is useless.



The Government must make laws to put personal assistance in place for people who need them.

We need advocacy supports when applying for a house, applying for a support package, or applying for a personal budget.



Affordable Housing

The Government needs to spend enough money on housing and independent living support packages. These need to be available to all disabled people no matter what needs they have.

The rules for the Housing Adaptation Grant must be looked at and changed to make it better so people can change their house to make it more accessible if they need to.

Part M of the building rules need to be looked at and checked so houses are accessible when they are built.



Nursing homes and congregated settings

The Government and the HSE must plan to move people under 65 living out of nursing homes into independent living arrangements in the community.

The Government must make a plan to move residents from congregated settings and residential services into independent living over five years.



During the second half of 2021, Inclusion Ireland, member of the housing agency advisory group on the housing strategy closely engaged with the agency to comment on the draft housing strategy for people with disabilities. We also have a housing subcommittee to the Board of Directors. The committee's main aim was to advise on particular issues for people with an intellectual disability in the housing implementation plan.



Strategic Priority 3

Influence change to secure the implementation of the rights of people with an intellectual disability...



Respect Our Rights Report

Article 29 of UNCRPD talks about participation in political and public life.

This report shows people speaking up and having their voices heard to make change at UN level.

This consultation report reflects the views and lived experience expressed by more than 200 people with an intellectual disability and about 20 of their family members.

The main reason for the consultation was to inform a shadow report that Inclusion Ireland will send to the United Nations Committee on the Rights of Persons with Disabilities. This is a report to tell the committee how Ireland is doing in making rights real for disabled people in Ireland.

What did we do to make sure we made a good report?

We know that how we work is important. We recruited six steering group members, all of whom have an intellectual disability. The group had a good mix of age, gender and geographical location.

After some training with two Inclusion Ireland staff members, the steering group agreed 7 key themes, based on the UNCRPD articles. We made videos about these themes and then had consultations on them.

The themes are:

- Accessibility and Awareness Raising
- Participation in public and political life
- Independent living
- Personal choices and Relationships
- Inclusive education
- Day services
- Employment

The steering group then worked with Inclusion Ireland staff to plan and deliver three online consultation events. The relevant videos were circulated to self advocacy groups, allowing time for each group to discuss topics and prepare in advance of the Zoom consultations. 13 different advocacy groups got involved in the consultations.



Policy Advocacy

Inclusion Ireland worked to change law and policy to make sure people with disabilities have the right supports to live in their community.



We did this by:

- Writing to government departments. This is called making a submission
- Involving people with disabilities in submissions
- Talking to Government and members of the opposition parties.



Inclusion Ireland made 17 policy submissions and reports in 2021.

These submissions included:

We made submissions for both consultations on the Housing for All Strategy and the National Housing Strategy for People with Disabilities. These submissions helped to strengthen these strategies and ensure that they included people with an intellectual disability.





We also engaged with Oireachtas members on a number of topics: Bullying, education and the closure of services due to covid 19. We led a campaign to ensure that schools would reopen as soon as possible to reduce the impact on disabled children.



1. Pre Budget Submissions

We carried out a survey before the Budget 2022. 311 people responded to the survey. The important issues for people were Housing, education and access to services.

Our pre-budget work is very important. We meet with politicians from all parties and we bring your feedback on the most important issues you face directly to them. In total in 2021 we met had 23 meetings with government ministers or officials in prebudget and other areas of work including our housing campaign and meetings on education and cost of disability and social protection forums. We also worked with the Oireachtas Disability Group which includes a number of different advocacy groups who work together to uphold the rights of disabled people



2. Submissions to Oireachtas Committees on education and the impact of Covid 19

We supported self advocates to share their experience about education at the joint Oireachtas Committee.

UNCRPD Committee

Our self advocates presented to the UNCRPD committee in 2021.

They were the only Irish Organisation to do so. They were able to have their voice heard at a committee where it was very important that people with an Intellectual Disability have their voice heard.

You will see a detailed list of our submissions on the pages ahead.

POLICY SUBMISSION	KEY ASKS	IMPACT
Submission to the Oireachtas Disability Matters Committee on schools. + statement	Clear communications from DES and reopening schools for children with additional needs.	Triggered reopening of schools and an awareness of the isolation of children with additional needs.
Submission to the Joint Committee on Education, Further and Higher Education, Research, Innovation and Science. + statement	Commence EPSEN Act 2004 to give the statutory right for children to have an assessment of their education needs and access to the supports identified in such assessments have not been commenced almost 17 years later. Make the EPSEN Act compliant with the UNCRPD.	Triggered discussion on the need to review EPSEN Act before it commences.
General Submission to the Oireachtas Joint Committee on Disability Matters on impact of covid 19 and CRPD implementation. + statement	The general submission focuses on: Anticipation of another lockdown with support plans for children with disabilities. Need for HSE to make a transition of the disability budget towards personalised, community-based services in line with UNCRPD Funding must be increased to accelerate decongregation within the next 5 years. Personalised Budget pilot project must be expanded to give people more control over their funding Increased funding should be made available to the Decision Support Service to fully commence the Assisted Decision Making (Capacity) Act.	Fed into the report of the Oireachtas Joint Committee on Disability Matters.
Submission to Oireachtas Joint Committee on Education, Further and Higher Education, Research, Innovation & Science On Bullying. + statement	Attitudes towards people with disabilities in Ireland need to be improved, specifically when it comes to education. Government must engage in a public awareness campaign on reducing the stigma around disability. Invest in Child and Adolescent Mental Health Services (CAMHS) and Mental Health Intellectual Disability services (MHID).	More involvement in the mental health sector as a result of this work.
Submission for the UNCRPD Committee. General Comment on Article 27.	The Government must continue to invest in and promote inclusive education and provide career guidance services to all students with intellectual disabilities. Day services need to be reformed in line with New Directions and developed to provide more opportunities for people with intellectual disabilities.	UNCRPD took our submission on board to draft its new general comment 8 on article 27 (employment)

POLICY SUBMISSION	KEY ASKS	IMPACT
Paul Alford Statement at UNCRPD day of general discussion on employment.	Paul talked about barriers to employment for people with an intellectual disability during the day of general discussion organised by the UNCRPD Committee.	Only Irish representative during the event. Experience taken into account in the new general comment on employment.
Tómas Murphy statement at UNCRPD day of general discussion on employment.	Tómas talked about the good practices of supported employment for people with an intellectual disability.	Only Irish representative during the event. Experience taken into account in the new general comment on employment.
Inclusion Ireland Submission on Housing For All. To the Department of Housing, Local Government and Heritage.	Local Authorities, Approved Housing Bodies, and HSE Disability Services must work together to introduce a standardised process where people can apply to receive support services, and must record the numbers of people applying. People must be able to receive a full individualised assessment of their 'residential support needs' regardless of their level of disability.	Submission fed into the drafting of the Housing for all Strategy taking into account housing for people with an intellectual disability.
Submission on the new National Housing Strategy for People with Disabilities. To the Housing Agency.	The new National Housing Strategy for Persons with Disabilities must feed into the new national housing strategy – Housing For All. A Cost Rental model to housing should be developed to increase the supply of housing and allow people with intellectual disabilities a pathway to living in affordable long-term housing.	Submission fed into the drafting the new National Housing Strategy for Disabled People.
Video submission to UNCRPD Committee for the discussion on community living.	Steering group members from the 2021 IHREC project shared their experience of living in the community, what it means for them and how the situation could be improved for all.	Submission fed into the new guidelines on DI developed by the UNCRPD and recently released.

POLICY SUBMISSION	KEY ASKS	IMPACT
Pre-Budget submission 2022.	<p>In its prebudget submission, Inclusion Ireland focused on:</p> <ul style="list-style-type: none"> • Accessible and affordable housing with support in the community. • Address poverty and the extra costs of disability: Introduce an individually assessed, non-means tested cost of disability payment. • Inclusive education, teacher's training, class size reduction. • Supported employment, sustainable funding. • Investment into transport services. • Funding the Decision Support Service and fully commencing the Assisted Decision Making (Capacity) Act 2015. 	<p>Fed into budget 2022. Contributed to highlight disability related issues. Budget 2022 implemented measures such as:</p> <p>Increase of disability of Disability Allowance, investment in schools through SNAs etc.</p>
Submission to HSE for the Action Plan for Disability Services 2022-2025.	<p>There is a need for a transition from "service provision" where the person with a disability passively "receives" a service towards a user led approach in the way services are designed, provided, and monitored.</p>	<p>Fed into the process of drafting new action plan for disability.</p>
Submission on the Review of the Equality Acts to the Department of Children, Equality, Disability, Integration and Youth.	<p>The exemption to the remuneration rate of employees with disabilities should be removed from the EEA.</p> <p>Review the Equality Acts to ensure they are as effective as possible in combatting discrimination, comply with EU law and the State's obligations under the UNCRPD.</p> <p>Ensure that discrimination is clearly prohibited in Equality Legislation particularly in the areas of housing, social welfare, education, and healthcare.</p>	<p>Fed into the review process of the Equality Act.</p>

Strategic Priority 4

Ensuring good governance and organisational capacity



Governance is about how an organisation is run.

Good governance is running an organisation well.

Inclusion Ireland made sure it was run well in 2021 by using the Charity Governance Code. We are now fully compliant with the code.



In 2021, there were 12 people on the Board of Directors.

4 members of the board have lived experience of intellectual disability. There is a support worker to assist the 4 directors.



In 2021, like many organisations, Inclusion Ireland had to have its Annual General Meeting online using Zoom.



The Audit and Risk Committee and Board of Directors makes sure that Inclusion Ireland manages and spends its funding in the proper way and is in line with laws saying how charities should be run.



Summary of Financial Statements



All Inclusion Ireland members receive a copy of the 2021 accounts by email. In 2021 we changed our constitution to say most of our communication will be by email.

The accounts say where we got money and how we spent it.



There is a Plain English summary of the accounts for members below.



Inclusion Ireland's audited accounts for 2021 are available on our website www.inclusionireland.ie

Plain English Financial Statements for Inclusion Ireland 2021

This document has information about Inclusion Ireland's financial statements for the year 2021. We made this document in Plain English to explain the important parts of information about our money and finances well. There may be other parts of the information that you would like to know about and you can find that information in the full financial statements.

Inclusion Ireland Board of Directors 2021

DIRECTORS NAME	NOTES
Stephen O’Riordan	Resigned 7th December 2021
David Fraughan	
Sarah Jane Lavin	
Helen Connaughton	Resigned 29th October 2021
Marian McNamara	
Maria Panza	
Marianne Garvey-McMahon	
Glenn Shanley	
Ashley Sands	
Nora Torpey	
Siobhan Bryan	
John Moore	
Martin Rowan	
Tomás Murphy	

Directors' Report

- The Board approved the Financial Statements on 28 June 2022.
- The Audit and Risk Committee proposes the annual budget to the Board and reviews the company's activities and costs during 2021 and provides a regular report to the Board.
- All Board Directors are volunteers and receive no pay or benefit from their position.
- The Directors are satisfied that the company finances are healthy.
- The Directors continue to carry out the processes and reporting required by the Charity Regulator and Charities Act 2009 and Standards in Public Office Act 2001
- The Company's current reserves are equivalent to 99 days trading.

Events since the end of year

Enda Egan was CEO of Inclusion Ireland until February 2021.

Lorraine Dempsey was Interim CEO from February 2021 until September 2021

Derval McDonagh became CEO in September 2021

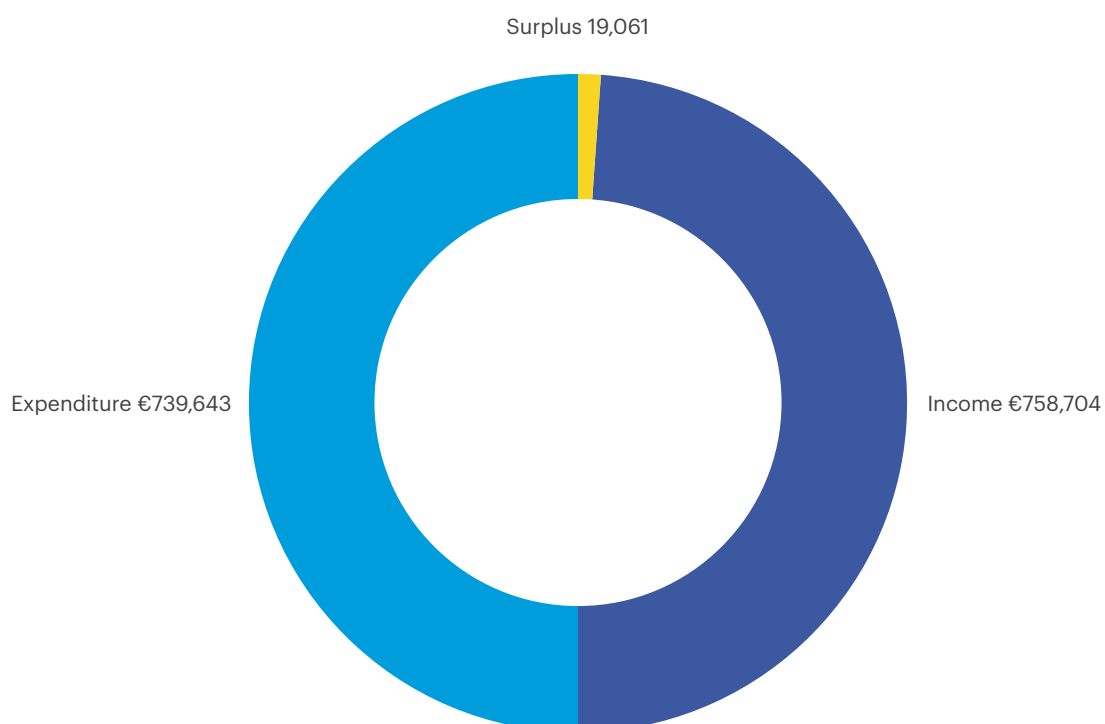
Inclusion Ireland Income Statement Summary

From: 1st January 2021 to 31st December 2021

INCOME (MONEY WE GET)	2021	2020
TOTAL	€758,704	€757,336

INCOME (MONEY WE SPEND)	2021	2020
TOTAL	€739,643	€693,701

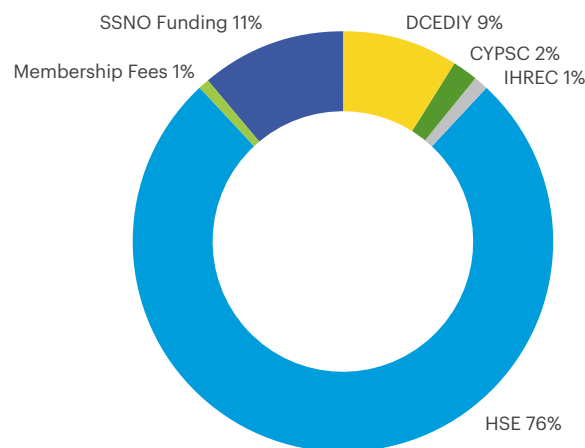
OVERALL SURPLUS FOR 2021	€19,061	€137,618
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Inclusion Ireland 2021 Accounts explained

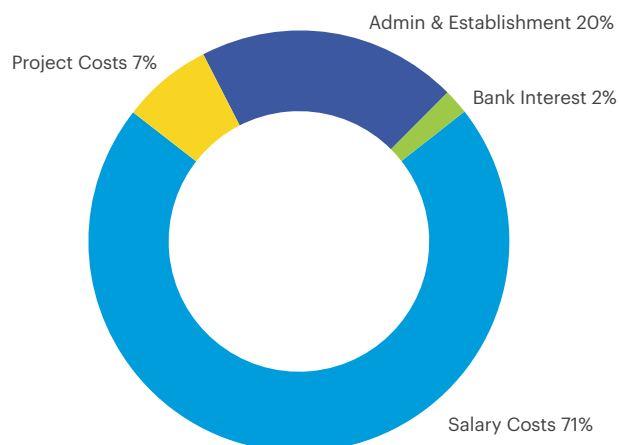
The HSE is our main funder and our funding for 2021. We also receive SSNO funding from Pobal and money from the Department Children, Equality Disability Integration and Youth (DCEDIY) for organising the Disability Participation and Consultation Network (DPCN). We also get some smaller grants for other projects. Inclusion Ireland is always looking at other sources of income to meet our strategic objectives.

Breakdown of Income of €758,704 we get



What we spent our expenditure of €739,643 on

Inclusion Ireland's main expenditure is on staff salaries. We employed 13 staff in 2021 with a mixture of full time, part time and fixed term contracts.



Most of our costs are on wages and salaries. Our Administration and establishment costs are the costs that relate to running the office. These include telephone, postage, water rates, computer costs, service charges, insurance, ESB, repairs and maintenance, motor and travel expenses, auditor fees, professional and legal fees, bank charges and various subscriptions. They also include redundancy costs and depreciation costs. They do not include the salary costs and specific costs relating to the various projects that are listed separately. Our project costs are the costs of the different projects we do throughout the year. These include: SSNO, IHREC, CYPSC, DCEDIY and costs for focus groups with self advocates that inform our project work.

Inclusion Ireland Balance Sheet Summary

As at 31st December 2021

MONEY WE HAVE	
Fixed Assets – Building	€450,800
Fixed assets – computers, desks, etc.	€4,301
Current Assets	€526,312
Current Assets	€12,701
TOTAL	€994,114
MONEY WE OWE	
Mortgage Account	€377,650
Other bills that are not paid yet	€220,653
TOTAL	€598,303
OVERALL ASSETS	€395,811

Acknowledgements



Thank you to all of our members, self-advocacy groups and parent and family groups that we worked with in 2021.



Inclusion Ireland received funding from:

The Health Service Executive, Healthy Ireland Fund, The Government Scheme to Support National Organisations, the Irish Human Rights and Equality Commission, The Community Foundation (RTE People in Need), The Department of Children, Equality, Disability, Integration and Youth and membership fees, The Decision Support Service UCC, CYPSC, Healthy Ireland.

Partners



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Rialtas na hÉireann
Government of Ireland



government supporting communities

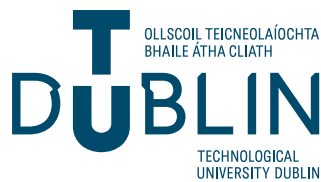


a project of FLAC



Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission





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



Offaly County Council
Comhairle Chontae Uíbh Fhailí



SLIGO COUNTY COUNCIL



Inclusion Ireland receives funding from
Government through the Scheme
to Support National Organisations,
administered by Pobal to do this work.



Rialtas na hÉireann
Government of Ireland





Inclusion Ireland

The National Association for People
with an Intellectual Disability.

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Rialtas na hÉireann
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Coimisiún na hÉireann um Chearta
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