



Inclusion Ireland

The National Association for People
with an Intellectual Disability.

Annual Report 2024



Easy-to-Read Version



About Us



Inclusion Ireland works towards the full inclusion of people with intellectual disabilities.

We do this when we:

1. Support people to have their voices heard.
2. Advocate for rights under the United Nations Convention on the Rights of People with Disabilities (UNCRPD).



Our Values explain our goals as a team and for Ireland. They are Respect, Inclusion, Equality, Voice, and Choice. We want to make sure all people with intellectual disabilities are valued, treated fairly, and listened to.



We will continue to work every day for people with intellectual disabilities and their families until we achieve a more inclusive Ireland.

Our members are a mix of people with intellectual disabilities, their family members and supporters, professionals and groups.



Derval McDonagh

Chief Executive Officer, Inclusion Ireland



Welcome to our Annual Report 2024.

I am proud to highlight the work of our team and board as we work together to achieve a more inclusive Ireland.



I am very lucky that I get to work with a team of hard-working, skilled, and compassionate people. We work hard every day to highlight the barriers people experience and the responsibility of the state to remove those barriers.



We were delighted that our membership increased in 2024. This shows that we are making an impact. We would like to say thank you to people who have joined our movement for change in 2024.



In 2025, we will continue to support your voices to be heard as we help to shape a fairer and more inclusive Ireland for us all.

Ashley Sands

Chairperson Inclusion Ireland



We invite you to read about Inclusion Ireland's work in 2024.



Inclusion Ireland has a CEO and Board of Directors who make sure that we work well. The Board members all come from different backgrounds and they bring a lot of experience to their roles.

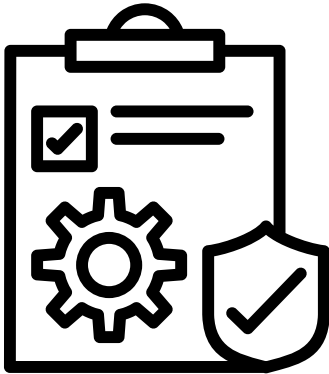


In 2024, we looked at how well the board is working. This helped us see that our work is making a difference and helping us work better together.



In 2024, we also selected our new Co-Chair, Tomás Murphy. We will work together as Co-Chairs in 2025.

Triple Lock Certification



Inclusion Ireland was thrilled to become a Triple Lock member of Charities Institute Ireland in 2024. The Triple Lock status means we are trustworthy and meet high standards in 3 important areas:



1. **Good Governance** – We follow strong rules to make sure our organisation is run properly.



2. **Financial Reporting** – We use clear and accurate methods to report how we manage money.



3. **Fundraising Guidelines** – We follow ethical rules to ensure all donations are handled with care and respect.

Strategic Plan



A strategic plan is a plan that talks about what we want to see happen and why. It then looks at how we can help to make these things happen.

These are our three key goals:

Goal 1:

Campaigning

We campaign for real change in people's lives. We promote change in society so that people with intellectual disabilities are treated as equal and valued citizens.



Goal 2:

Self Advocacy and Participation

We support people with intellectual disabilities to be valued and to participate in society. People with intellectual disabilities in Ireland are often left out of important conversations that affect their lives.



Goal 3:

Accessible Communication

We are leaders in accessible information and communication. Clear and accessible information empowers individuals to understand their rights, make informed decisions, and take control of their lives.

The work we did in 2024



Budget 2025 submission



The Budget is a yearly event where the government decides what to do with its money.



Our budget submission told the government what we think they need to do in Budget 2025 to improve the lives of people with disabilities.



In 2024, lots of people filled out our survey to help us make our Budget submission.

Pre-Budget forum

Inclusion Ireland attended an event to advocate for the needs of people with intellectual disabilities in the Budget.





Inclusive Education

We want every child to thrive at school but we know many children with extra support needs feel school is not working for them. We spoke to the Minister for Special Education about our concerns.



Work and Access Scheme

The Work and Access Scheme makes it easier for people with intellectual disabilities to get job supports.



Planning for 2025

After the election in November 2024, we told the new leaders what people with disabilities need. We hope the government will include these needs in their plans in the new Government.



Inclusion Ireland took part in discussions to help shape the new National Disability Strategy.

Sharing experiences: Lydia Fisher



Hi, my name is Lydia Fisher. I am a self-advocate.



In 2024, I was proud to be invited to speak to the UN Committee on the Elimination of Discrimination against Women (CEDAW).



CEDAW is a group of 23 experts from around the world who check on the work countries are doing to end discrimination against women.



In my presentation, I spoke about women with intellectual disabilities making important decisions. I deserve to have choices.





Progressing financial Inclusion

Inclusion Ireland worked with The Irish Banking Culture Board to support people with intellectual disabilities towards financial independence.



Europe in Action

Inclusion Ireland attended the 20th Europe in Action Conference to discuss moving people out of institutions and into the community.



Overcoming barriers to inclusive education

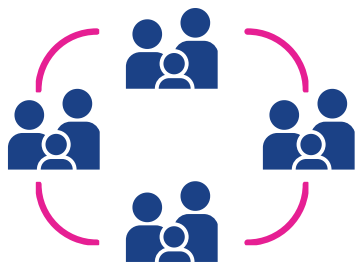
Self-advocate Tamara Byrne presented at the Universal Design for Learning Symposium.

Tamara spoke about her own education story and how we can work together to create a fully inclusive education model.



Decision Support Service Feedback Fora

In 2024, the Decision Support Service worked with a group of people with lived experience of disability to understand how to improve their services.



Connect Family Network

Throughout 2024, we supported families, friends, and supporters of people with intellectual disabilities through our Connect Family Network.



Speak Up, Speak Out!

In 2024, we launched our self-advocacy training guide, Speak Up, Speak Out!



This training aims to support inclusive spaces where people with intellectual disabilities can express themselves and feel valued.



 **Inclusion Ireland**
The National Association for People
with an Intellectual Disability
Assisted Decision Making (Capacity) Act 2015
Train the Trainer

InclusionIreland.ie

Assisted Decision Making Act

In 2024, we launched our 'Assisted Decision Making (Capacity) Act 2015 Train the Trainer Guide and Resources'.



This guide was created with the help of people with intellectual disabilities to make information about their rights easier to understand.

Sharing Experiences:

Midlands Conversation Group



In 2024, members of the Midlands Conversation Group talked about making decisions with the Assisted Decision Making (Capacity) Act 2015 and the Decision Support Service.

Here is what they said:



Stuart O'Mahony

‘We learned to use our voices. It’s good to know the different sources for help that are out there if we need them’.



Anthony Shoer

‘I liked working with the Assisted Decision Making training materials. They helped me to understand and remember. It is a relief to know that this support is there for me if I need it’.



David King

‘It is important for people with disabilities to have voices and to speak up. A lot of other people take that away from us and speak for us. They don’t really represent what we want’.



Accessible Communications efforts in 2024



Throughout 2024, we worked to make sure that people with intellectual disabilities have access to important information.



We have been working together on lots of projects to make information more accessible. These include work with Mental Health Reform, The Housing Agency and Disability Service Providers across Ireland.



Inclusion Ireland
The National Association for People
with an Intellectual Disability
Annual Report
Easy-to-Read

inclusionireland.ie

All of our Inclusion Ireland documents have been co-produced with our easy-to-read experts. These include our:

- Pre-Budget Submission
- Annual Report
- An Easy-to-Read Guide to Voting



We presented the research we did with partners from all over Europe about the best ways to teach Easy-to-Read.

Sharing experiences: Paul Alford



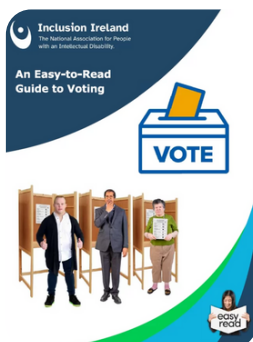
Hi, my name is Paul Alford. I am a Self-Advocacy Worker at Inclusion Ireland.



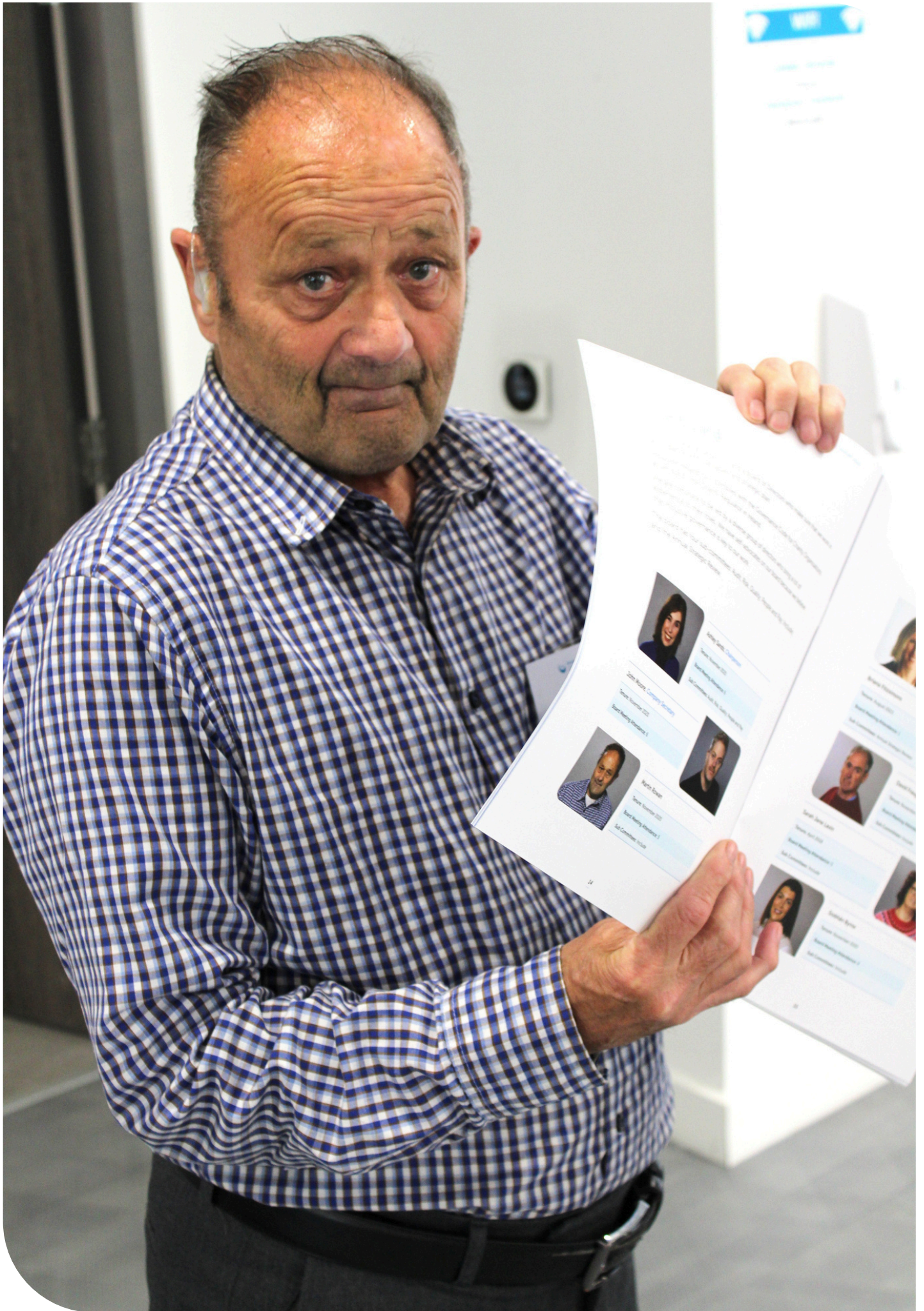
In 2024, we had a lot of elections - local, European, and National. It was an important time for people to have their say.



Voting can be confusing. I want to help make it more accessible for people with intellectual disabilities.



I worked with my colleague Angela in Inclusion Ireland to create an easy-to-read voting guide to support people with intellectual disabilities.





Finances



Inclusion Ireland accounts

All Inclusion Ireland members receive a copy of the 2024 accounts by email. The accounts say where we got money and how we spent it.

Income (money we got).....€ 1,013,434

Expenditure (money we spent).....€ 1,017,762

Deficit spend (extra costs).....€ 4,328

Assets (money we have)

Fixed Assets - Building.....€ 423,200

Fixed Assets - Computers, desks etc.....€ 278

Current Assets (money in the bank).....€ 211,914

Current Assets (debtors).....€ 88,694

Total.....€ 724,086



Finances

Money we owe

Mortgage account.....	€ 314,016
Other bills that are not yet paid.....	€ 113,833
Total.....	€ 427,849
Overall Assets.....	€ 296,237



Thank you!

Thank you to all of our members, self-advocacy groups and parent and family groups that we worked with in 2024.

Thank you to our Funders



Rialtas na hÉireann
Government of Ireland



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

The Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development



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





Inclusion Ireland

The National Association for People
with an Intellectual Disability.

Unit C2, The Steelworks, Foley Street, Dublin 1, DO1 HV25

+353 1 855 9891

info@inclusionireland.ie

inclusionireland.ie

