



Inclusion Ireland

The National Association for People
with an Intellectual Disability.



Annual Report 2025

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[InclusionIreland.ie](https://inclusionireland.ie)

Our purpose

We work towards the full inclusion of people with intellectual disabilities by supporting people to have their voices heard and advocating for rights under the United Nations Convention on the Rights of People with Disabilities (UNCRPD).

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About Inclusion Ireland

Inclusion Ireland works towards the full inclusion of people with intellectual disabilities by supporting people to have their voices heard, and by advocating for rights under the United Nations Convention on the Rights of People with Disabilities (UNCRPD).

Since it was founded nearly 65 years ago, Inclusion Ireland has brought people with intellectual disabilities and their families into supportive networks, provided clear and helpful information, and stood beside them in the fight for equal rights and full inclusion in society.



CEO Derval McDonagh with Co-Chairs Tomás Murphy and Ashley Sands at Inclusion Ireland's AGM in 2025

Our vision and our values

Our vision is an inclusive Ireland where people with intellectual disabilities are supported to live and participate as an equal member within the community.

Respect

Respect is about valuing the life of every person with an intellectual disability. It is also about respecting different people's opinions and ways of living.

Inclusion

Inclusion is about people with intellectual disabilities taking part in all parts of Irish life. We believe that it's a better world when we are all in it together. We don't think that people with intellectual disabilities should be separate.

Equality

Equality is about a fairer society where disabled people have equal rights. We work towards a time when every person with an intellectual disability is treated fairly and has the same rights as every other citizen.

Voice

Voice is about people with an intellectual disability having their say and being heard in Irish society. This includes people who communicate in different ways.

Choice

Choice is about supporting and respecting people with an intellectual disability to live lives that they want to live, with the support they need.

A message from our CEO



Derval McDonagh
CEO, Inclusion Ireland

A warm welcome to the 2025 Inclusion Ireland Annual Report.

As CEO of Inclusion Ireland, it is my privilege to present our 2025 Annual Report and to reflect on another year of determined advocacy, collaboration, and resilience across our movement for equality and rights for people with intellectual disabilities and their families.

This year has been one of both progress and profound challenge. Across Ireland, individuals and families continue to face unacceptable barriers in accessing housing, education, healthcare. The cost-of-living crisis and increasing pressure on underfunded public services have deepened inequalities already experienced by many in our community.

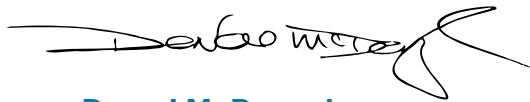
Despite these realities, 2025 has also demonstrated the strength, determination, and collective voice of our members and supporters. Throughout the year, Inclusion Ireland continued to advocate strongly for the rights set out in the UN Convention on the Rights of Persons with Disabilities, ensuring that the lived experiences of people with intellectual disabilities remained at the centre of national policy discussions. We worked to change how systems listen, decide, and are held responsible.

We were appointed to a number of the monitoring structures under the new Human Rights Strategy for Disabled People and we advocated in the strongest terms for you. We spoke up about Grace together, as a community we said ‘never again’. I was proud of the team to publish the report on access to justice for our community. Putting our report on public record in the Dáil and having it shape the next commission of inquiry is important. For the first time, planned packages of support were put in place for people to move out of their family home and into their own home in 2026. Of course, it was not enough and we will need to push hard together to ramp this up in Budget 2027, making sure that we move out of crisis management mode and into planning better with people in communities.

I would like to sincerely thank our Board of Directors, particularly our Co-Chairs Ashley Sands and Tomás Murphy, for their leadership and commitment throughout the year. Their guidance and dedication have been invaluable in helping steer the organisation through a complex and demanding environment. I also want to acknowledge the extraordinary contribution of our members, self-advocates, families, and partner organisations whose voices and experiences shape everything we do. Your courage, persistence, and advocacy continue to drive change across Irish society.

Most importantly, we have continued to stand firmly by our vision of an Ireland where people with intellectual disabilities are fully included in all aspects of community life, are respected as equal members of the community, and can exercise choice and control over their own lives.

While significant work remains ahead, I remain hopeful because of the passion and determination shown every day by our members, staff, volunteers, and supporters. Together, we will continue to challenge inequality, hold decision-makers to account, and work toward a society that truly values inclusion, dignity, and human rights for all.



Derval McDonagh
CEO, Inclusion Ireland

A message from our Co-Chairs



Ashley Sands
Chairperson, Inclusion Ireland



Tomás Murphy
Chairperson, Inclusion Ireland

Welcome to Inclusion Ireland's 2025 Annual Report.

As Co-Chairs of Inclusion Ireland, we are proud to welcome you to our 2025 Annual Report. This year has been one of learning, collaboration, and growth, both for us personally and for the organisation as a whole.

At the start of 2025, Tomás became Co-Chair, having previously served as a board member for many years.

Working together throughout the year has been a rewarding experience. We already had a strong working relationship before becoming Co-Chairs, but stepping into these roles together made that relationship much stronger and more intensive. It required constant communication, listening, and collaboration.

Together, we are especially proud of the work we did to design a clear process around how we co-chaired and how we worked with the Board. We were determined to ensure that co-chairing would succeed and continue beyond our own time in these roles.

As a Board, our aim is always to ensure that Inclusion Ireland remains a strong organisation for people with intellectual disabilities, an organisation that people can be proud of and confident is working for them.

One of our proudest moments of 2025 was leading the AGM together. It was important for us to show members that co-chairing was real and meaningful in practice. Standing together at the AGM demonstrated the power of shared leadership and the value of working collaboratively.

We would like to sincerely thank the board members, the Inclusion Ireland team, and all our members for their support throughout the year. We would also like to give special thanks to CEO Derval McDonagh for her guidance and encouragement over the last year.

Ashley - *As I depart, I particularly want to thank the board, Tomás, Derval, the Inclusion Ireland team and the members for their support in my roles as Chair and Co-chair over the last few years. It has been my privilege to work with every one of you.*

Tomás - *I would like to thank Ashley for all her fantastic support and guidance as co-chair. As first co-chair with lived experience I am very happy to have achieved that position and to be a role model for other people with intellectual disabilities. I really want to encourage other people to become involved in boards.*

Thank you for your continued support of Inclusion Ireland and for being part of our shared journey toward a more inclusive Ireland.



Ashley Sands
Chairperson, Inclusion Ireland



Tomás Murphy
Chairperson, Inclusion Ireland

Our Board of Directors

Inclusion Ireland has a CEO and Board of Directors who make sure that we work in accordance with our values and our Strategic Plan.

All of our directors bring a lot of different experiences to their roles. 1/3 of our board are people with a lived experience of intellectual disability. Their lived experience is a critical skill which is essential in making strategic decisions and staying focused on our values.

In 2025, we welcomed one new director onto the board. We also appointed Tomás Murphy as Co-Chair.



Ashley Sands, Co-Chairperson

Board Meeting Attendance: 5
Audit Risk and Quality, People and Pay Sub-Committee,
Technology Sub-Committee



Tomás Murphy, Co-Chairperson

Board Meeting Attendance: 6
Audit Risk and Quality, People and Pay Sub-Committee



John Moore, Company Secretary

Board Meeting Attendance: 6
Technology Sub-Committee



Rona Bowe

Board Meeting Attendance: 5
Sub Committees: Audit, Risk, Quality



Siobhán Byrne

Board Meeting Attendance: 4
Sub Committees: Include



Christabelle Feeney

Board Meeting Attendance: 3
Sub Committees: Include Sub-Committee



Briana Fitzsimons

Board Meeting Attendance: 5
Sub Committees: Include Sub-Committee



David Fraughan

Board Meeting Attendance: 6
Sub Committees: Include Sub-Committee



Sarah Jane Lavin

Board Meeting Attendance: 6
Sub Committees: Include Sub-Committee



Martin Rowan

Board Meeting Attendance: 3
Sub Committees: Include Sub-Committee



Glenn Shanley

Board Meeting Attendance: 4
Sub Committees: Audit, Risk, Quality

Our impact in numbers

2,523



**Newsletter
subscribers**

700

**people with advocacy
inquiries supported**



18

**Policy
submissions**



13

**Research
contributions**



60,000

**Followers on
social media
(5k increase in 2025)**



Connected and engaged with

163

family support groups



19

**National
Committees**



Inclusion Ireland in the media

2025 Media Engagement and Impact

Print and Digital Media

176

Media mentions

48 million

total impressions

(The number of times our stories were put in front of readers)

A snapshot of some of our national coverage



Irish Examiner

Derval McDonagh:
We cannot say what
happened to Grace will
not happen again



Author - Derval McDonagh
16 July 2025



Irish Examiner

**Children facing 'wall
of indefinite waiting'
for therapies, warns
Inclusion Ireland**



Author - Niamh Griffin
18 November 2025



Irish Examiner

**Lydia Fisher - Budget
2026: 'I just want the
Government to do better
for people with disabilities'**



Author - Lydia Fisher
7 October 2025

Broadcast Media

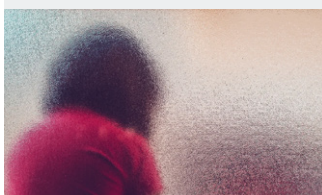
Radio

14.5 million
total impressions

**62 Broadcast
Pieces**

RTÉ RADIO 1

Morning Ireland:
Issues with process of
Farrelly Commission of
Investigation into 'Grace'
case - Report



1 September 2025

RTÉ RADIO 1

Morning Ireland:
Clarity needed on funding
for disability services -
Inclusion Ireland



8 October 2025

Television

1.8 million
total impressions

**3 Broadcast
Pieces**



Inclusion Ireland
National Association for People
with an Intellectual Disability.
**Strategic Plan
2023-2026**

inclusionireland.ie



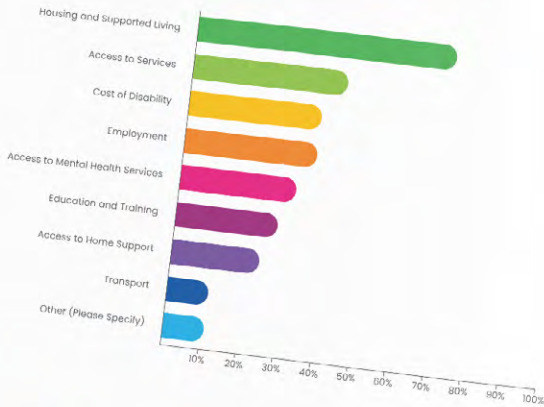
INCLUSION IRELAND

STRATEGIC PLAN 2023-2026

INCLUSION IRELAND

The top three issues facing adults with intellectual disabilities:

- Housing and supported living
- Access to services (including mental health and health and well-being supports)
- Cost of disability
- Employment



Una Coates, Self Advocate

It's important for everyone to have access to services. I see my friends they don't get out much to attend activities in services.



Family Member



Graphic Illustrator Eimear McNally



Attendees at our seminar 'Communicating your voice heard through Alternative and Augmentative Communication'

Strategic goals

In 2023, Inclusion Ireland published a new Strategic Plan to guide the organisation until 2026.

The plan sets clear goals, helps everyone work together, and makes sure time and resources are used wisely.

Inclusion Ireland's Strategic Plan 2023-2026 shaped everything we did this year.

Our Strategic Plan has three key strategic goals.

1. Campaigning

We campaign for real change in people's lives.

2. Self-advocacy and participation

We support people with intellectual disabilities to be valued and effectively participate in society.

3. Accessible communications and information

We are leaders in accessible information and communication.



Click here to read our Strategic Plan 2023-2026 in the 'Publications' section of our website

Goal 1: Campaigning

Campaigning is a core part of Inclusion Ireland's work. We work to drive societal change so that people with intellectual disabilities are recognised and respected as equal members of the community.

Through our campaigns, we raise awareness and support greater understanding of why these changes are essential for improving the lives of people with intellectual disabilities.

We also lobby the government and our elected representatives to influence change across governmental departments through the many committees and monitoring groups we sit on.

In 2025, our campaign work focused on issues like housing and community living, inclusive education, children's advocacy, cost of disability, access to services, and employment.



Co-Chairs Ashley Sands, Tomás Murphy and CEO Derval McDonagh at Inclusion Ireland's AGM in 2025

The “Grace” Report

In April, Norma Foley, Minister for Children, Disability and Equality published the Final Substantive Report of the Farrelly Commission of Investigation.

The Farrelly Commission was set up to investigate the reports of neglect and abuse of “Grace,” a woman with an intellectual disability left in a foster home over many years.

The report detailed a long list of safeguarding failures and missed opportunities, along with the neglect and abuse of Grace.

This report speaks to how Grace’s basic human rights and dignity were utterly ignored.

In response to these systemic failures, Inclusion Ireland called for a complete overhaul of how Ireland designs and delivers public inquiries involving disabled people.

“The story of Grace and what she endured should serve as a watershed moment in Ireland. For too long we have witnessed the cycle of outrage after a scandal followed by silence. We must commit wholeheartedly to this never happening to another intellectually disabled person again.”

- Derval McDonagh, CEO, Inclusion Ireland.

Lessons from the Farrelly Commission

Our findings report, ‘The right to justice and participation: Lessons from the Farrelly Commission’ was directly influenced by the lived experiences and insights of academics, human rights lawyers, families and survivors, all of whom contributed their time and expertise to ensure that the deep flaws in the process were put on public record.

Inclusion Ireland ensured the rights and voice of Grace remained central, challenging the exclusion of her legal submissions and communication rights.

CEO leadership and national media engagement kept public and political focus on accountability, safeguards, and access to justice. Our findings and recommendations have been raised directly with Ministers, elected representatives and senior officials, and Inclusion Ireland has appeared before the Joint Committee on Disability Matters to discuss the report.

While systemic reforms are still at an early stage, the report is clearly shaping discussions on accessible inquiries and adult safeguarding. This is particularly true for the next commission of inquiry on “historic” abuse in schools, where over ¼ of the allegations are about children who attended special schools. Their testimony and voices must be heard.

We also published an Easy-to-Read version of the Farrelly Commission report. There was no accessible version of the report provided by the Farrelly Commission which goes against *‘Nothing about us without us’*. Anything about people with intellectual disabilities should be accessible to people with intellectual disabilities.

Ahead of the report’s publication, we met with Minister Foley to discuss our findings and share our insights and learnings.

On 10th December 2025, our CEO and Policy and Parliamentary Affairs Lead presented our findings to the Joint Committee on Disability Matters, alongside colleagues from Safeguarding Ireland. In May 2026, the Committee Cathaoirleach wrote to six Ministers in the areas of disability, education, health, housing, and justice. The Committee adopted many of our recommendations, including mandating communication intermediaries and designing accessible, co-created public inquiry processes.



CEO Derval McDonagh and Gáibhin McGranghan, Policy and Parliamentary Affairs Lead, address the Joint Committee on Disability Matters



Minister Norma Foley with members of Inclusion Ireland’s team in Leinster House



The right to justice and participation:
Lessons from the Farrelly Commission



Click here to read our findings document in the ‘Publications’ section on our website

Budget 2026

The Budget is the Government’s plan for how it will spend money in the year ahead. Each year, Inclusion Ireland produces a submission to inform the Government about what is needed to support our community.

Before Budget 2026 took place in October 2025, we published ‘1,000 Voices – Invest in Our Rights’ in July 2025. This document followed one of our largest-ever consultations, hearing from more than 1,000 people nationwide.

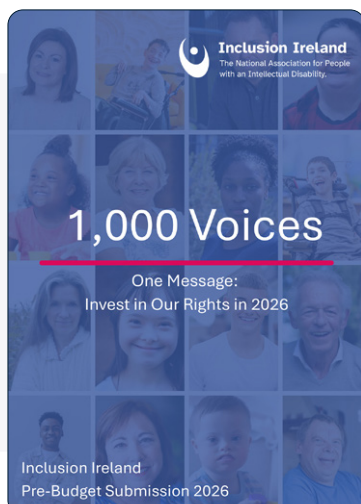
The findings were stark: 66% of adults with intellectual disabilities said their current social welfare supports do not meet their needs.

90% of people we surveyed did not have a plan for their future housing.

Our submission called for targeted action to reduce the cost of disability, greater investment in community-based housing and supports, and delivery on inclusive education and employment pledges.

Our evidence and messaging influenced how opposition parties and Oireachtas committees spoke about disability ahead of the Budget. Media engagement amplified these messages nationally, strengthening public and political pressure. Inclusion Ireland consolidated its role as a credible, rights-based policy influencer, shaping debate even where final decisions rest with Government.

Although we were disappointed by the lack of financial support provided to people with disabilities in Budget 2026, we were pleased to see an increased investment in planned packages of support for people to move out of their family home and into a home of their own. For the last three years we have been calling for a move away from “crisis management” and into planning with people in their own communities. There is a lot more work to be done here to ensure that a transparent, rights-based, community focused housing plan is in place for every adult with an intellectual disability across the country. Budget 2026 was a start - we will need to keep the spotlight on here in the coming months and years.



[Click here to read our Budget 2026 submission in the ‘Publications’ section of our website](#)

Children's voices

Inclusion Ireland made a deliberate shift to deepen engagement with children and young people, establishing a Youth Advisory Panel and learning directly how younger people want to participate in advocacy.

A member of the Youth Advisory Panel was supported to join the National Youth Assembly (2025–2027), extending the influence of young people with intellectual disabilities into national youth decision-making structures.

With support from Inclusion Ireland, self-advocate Tamara Byrne spoke at the EDF General Assembly in Vilnius and at the European Parliament in Brussels, representing the EDF Youth Committee and Inclusion Europe.

At national level, Inclusion Ireland, in partnership with AsIAM, called for schools to end the use of seclusion and restraint.

Children's research

Inclusion Ireland commissioned and launched independent research by the Centre for Disability Law and Policy, University of Galway, examining the need for a Representative Advocacy Service for children with intellectual disabilities. The launch was led by the Ombudsman for Children and attended by families, self-advocates, policymakers, and allies.

The research strengthened the evidence base for systemic advocacy reform and reinforced Inclusion Ireland's long-standing call for representative advocacy for children.



Commissioned by Inclusion Ireland and compiled by the Centre for Disability Law and Policy at the University of Galway, the report examines the current landscape of supports available to children with intellectual disabilities in Ireland.

While the state provides representative advocacy for disabled adults and for some children in the care system, there is no national advocacy service for children.

An independent advocate standing alongside children and families would:

- Amplify children’s voices and challenge discrimination.
- Intervene early to prevent family crises.
- Ensure no child and their family has to walk the path alone.

Every child in Ireland deserves the right to live an ordinary, decent life.

“

We have seen the effect that the National Advocacy Service has had on the lives of disabled adults who access it. We want the same for children. A state-funded, independent advocacy service could at least begin to shine a light where it needs to be shone and may even prevent crisis situations in families occurring. To show children and their families they are not alone, to walk the path alongside them as they navigate complexity and to have hope of some justice in accessing what should be the right of every child in this state; to live an ordinary, decent life as part of a loving, supported family. As the new National Disability Strategy is being finalised, there is an opportunity now to make this a key action in the coming years.

Derval McDonagh, CEO of Inclusion Ireland

”



Click here to read this report in the ‘Publications’ section of our website

Inclusive education

We believe that every child should have a clear, rights-based entitlement to go to their local school and receive an inclusive, high-quality education.

Our vision is for a time when all children get to go to school together with the support they need to flourish.

Coalition for Inclusive Schools

Inclusive education will not be achieved by individual organisations working alone.

The Coalition for Inclusive Schools brings together national organisations, advocates and researchers committed to building an inclusive education system in Ireland.

We are proud to lead the Coalition for Inclusive Schools and bring together organisations to speak with a collective, credible voice, challenging segregation and influencing education policy.

Inclusive Education and Committee on Disability Matters

On 24th September, Inclusion Ireland addressed the Joint Committee on Disability Matters, calling for a complete, rights-based reform of the education system. We advocated for co-design with disabled children and families, better national data on their experiences, and investment in in-school therapy teams, aligning with the State's UNCRPD and UNCRC commitments to inclusive education.



Convention on Education

In 2025 Inclusion Ireland got ready to take part in the National Convention on Education. This will be a key opportunity to shape the future of inclusive education reform.



Attendees at Inclusion Ireland's AGM in 2025



Attendees at Inclusion Ireland's AGM in 2025



Co-Chairs Ashley Sands and Tomás Murphy at Inclusion Ireland's AGM in 2025

Key engagements

In 2025 Inclusion Ireland had 14 meetings with Ministers, appeared at two joint Oireachtas committees, met every political party at least once, and had over 50 engagements with senior department officials. This is all to influence policy and have your voice heard.



Norma Foley, Minister for Children, Disability and Equality, and Hildegard Naughton, Minister of State for Disability as part of the Disability Stakeholder Strategic Advisory Group

Our CEO Derval McDonagh was pleased to meet with Norma Foley, Minister for Children, Disability and Equality, and Hildegard Naughton, Minister of State for Disability as part of the Disability Stakeholder Strategic Advisory Group - a group made up of members of disabled person's organisations, advocacy organisations, service provider umbrella groups and statutory organisations. This group has an advisory and monitoring role for the delivery of specialist disability services including supported living, respite and personal assistance. Inclusion Ireland continues to raise your voice at this forum calling for:

- Better supports for children and families
- Planned, rights-based housing and supported living for people in their local community

We were pleased to see the single biggest uplift in a decade for disability services in Budget 2026. While a high proportion of this budget was to deal with service provider funding challenges, a proportion of it went towards planned supports for people including increase in respite and personal assistance. We will focus our efforts on ensuring a greater proportion of any future uplift goes towards meaningful supports for people.

Stakeholder Consultation with Minister Jerry Buttimer

In July, we were delighted to contribute to the Stakeholder Consultation on the development of a new strategy to support the community and voluntary sector.

This consultation is about making our communities vibrant, healthy, thriving and inclusive places.



Inclusion Ireland CEO Derval McDonagh with Minister Jerry Buttimer

The National Conference for the Inspectorate of the Department

In March, Tamara Byrne and CEO Derval McDonagh delivered two workshops on the importance of values, attitudes and beliefs and the role that school inspectors can and should play supporting inclusive cultures in schools. The conference was attended by school inspectors from all across the country.

Pre-Budget Forum

In May, we attended the Department of Children, Disability and Equality Pre-Estimates Forum, where advocates, service providers, and Disabled Persons' Organisations (DPOs) came together to discuss funding priorities and key issues affecting people with disabilities ahead of the national budget process.



Caoimhe Suipéil, Lydia Fisher and Gáibhín McGranaghan from Inclusion Ireland

National Human Rights Strategy for Disabled People 2025-2030

Inclusion Ireland applied to the monitoring and oversight structures of this strategy and were successfully appointed to the committee.

This ensures lived experience and family perspectives are embedded in how the Strategy is monitored and implemented, not just in its design. Our involvement strengthens accountability at national level, including engagement linked to the Office of the Taoiseach.



Members of the Inclusion Ireland team and the Board of Directors at the Strategy launch



CEO, Derval McDonagh pictured with other Delivery and Monitoring Committee members

Inclusion Ireland is now positioned to influence delivery, flag risks early, and challenge drift from what matters, helping ensure the Strategy leads to real change.

We take our role seriously in monitoring the delivery of the strategy and will look forward to bringing the voices of our members to the highest level in Government.

The new Strategy will shape disability policy and investment for years to come. Without strong oversight and lived-experience input, strategies risk becoming high-level plans with limited impact on people's day-to-day lives. It is our role to ensure that your voice is heard.

Research contributions

In 2025, Inclusion Ireland contributed to a wide range of national research projects and consultations. These contributions help to shape the thinking nationally around what needs to change so that intellectually disabled children and adults can have equal lives and have their rights respected.

PEER4ID - Access to Employment and Education for People with Intellectual Disabilities: Inclusion Ireland partnered with research led by Prof Donatella Camedda at Trinity College Dublin examining access to education and employment for people with intellectual disabilities.

LIFT Research - Mate Crime: CEO Derval McDonagh contributed to stakeholder interviews for research led by Dr Charles O' Mahony on exploitation and abuse experienced by disabled people.

Need for Mediation Services in Ireland - Inclusion Ireland contributed stakeholder input to research by Community Law & Mediation on accessible mediation services, with publication planned alongside the Irish Human Rights and Equality Commission in early 2026.

Growth in Demand for Special Class and Special School Places - Inclusion Ireland participated in stakeholder interviews for research commissioned by the National Council for Special Education and carried out by Hibernia College.

Autism and Disability Crisis Situations Research - CEO Derval McDonagh served on an advisory group for National Disability Authority research exploring crisis supports for autistic and disabled children and families. We call for better preventative, earlier supports for children and their families.

Evaluation of Personalised Budgets - Inclusion Ireland contributed to a National Disability Authority (NDA) advisory group examining personalised budgets and independent living supports. We pushed for better resourcing of personalised budgets and a system wide structure to better support people and their families.

International Comparison of Special and Inclusive Education - Inclusion Ireland participated in interviews for research led by Education and Training Boards Ireland.

HSE Choice & Compatibility in Residential Housing - Petria Malone supported focus groups exploring choice and compatibility in residential services through the Health Service Executive Equality Improvement Team.

NCCA Consultation on Levels 1 & 2 of Senior Cycle - Inclusion Ireland contributed to consultation discussions on curriculum development through the National Council for Curriculum and Assessment.

HSE Relationships & Sexuality Research - Inclusion Ireland participated in focus groups and review work on relationships and sexuality supports within disability services.

Irish Heart Foundation Research - Gayatri Koshi and Petria Malone facilitated focus groups through the Midlands Conversation Group as part of research with the Irish Heart Foundation.

IDS-TILDA Wave 3 - Inclusion Ireland supported participant recruitment for IDS-TILDA, led by Mary McCarron, examining ageing and intellectual disability in Ireland.

European Union Agency for Fundamental Rights ('FRA') - *'Places of care = places of safety? Violence against persons with disabilities in institutions'*. Inclusion Ireland contributed in an interview format.



Committees

In 2025, Inclusion Ireland were part of various national committees, advisory groups, steering groups, stakeholder forums, and working groups.

Participating in the discussions allows Inclusion Ireland to influence disability policy, public services, safeguarding, education, housing, healthcare, and rights-based reform across Ireland.

ADMA Disability Reference Group Meeting: To share knowledge and information, addressing issues arising in relation to implementation of ADMA.

Interim Standards Monitoring System Steering Group: To improve day services. This work has led to the development of peer monitoring structures in day services.

Expert Advisory Group (EAG), Compatibility & Choice Assessment: To review current approach to compatibility and choice for residential placements in view of creating a more person centred, rights based approach.

New Directions Implementation Group: To support the implementation of New Directions framework in day services and focus on the integration of community within New Directions. The delivery of the SUSO! National Advocacy Initiative and collaboration under the Family Partnership Project are informing the shared learnings in this group.

National Clinical Programme for people with disability (NCPPD) Adult and Older person across the lifecourse: To focus on the needs, rights, and wellbeing of adults and older people with disabilities at every stage of life.

SNA Workforce Development Stakeholder working group: To review the role, policies and procedures for SNAs in schools. To contribute to advice on how the role could be expanded to support children better.

Central Bank Civil Society Roundtable Group: To offer insight and guidance to Central Bank on financial inclusion. Through this forum we have provided advice on the development of the new 'Access to Cash' law.

Decision Support Service Feedback Fora: Inclusion Ireland leads this forum on behalf of the Mental Health Commission. To offer insight and guidance to Decision Support Service on quality improvement and accessibility. This forum contributed to the development of an Easy to Read version of Enduring Power of Attorney information.

Dublin and North East Patient and Service User Council: To support the participation of people with lived experience in the improvement of different types of health and social care services in the region. The council have been advising the HSE team on what reasonable accommodations are needed for meaningful participation including Easy to Read information, travel training to venue and support persons in meetings. This guidance has been welcomed and implemented by organisers.

National Safeguarding Advisory Committee (NSAC): To advise on particular issues facing people with intellectual disabilities. We advised on a campaign for National Safeguarding Day 2025 for people who communicate in ways other than words, bringing attention to the importance of communication as a human right.

Disability Consultative Forum: Inclusion Ireland participates in this internal group, advising the Department of Social Protection on disability policy issues. Our contributions highlight three key priorities: a rights-based Cost of Disability payment, ensuring swift, meaningful inclusion of disabled people in its design and implementation, and addressing the higher employment gap for people with intellectual disabilities.

Delivery and Monitoring Committee for the National Human Rights Strategy for Disabled People: Inclusion Ireland were appointed to this group by Minister Foley in December 2025. On this committee, we can push for changes on behalf of our members and shape the strategy.

Disability Strategic Advisory and Monitoring Group: following a successful application to the Department of Children, Disability and Equality, Inclusion Ireland were appointed to this group to focus on delivery of disability services nationally. We influenced change around children's disability services and on better, planned housing supports for adults with intellectual disability. The increase in Budget 2026, although not near enough to address all the issues facing our community, was a start which we intend to build on.

National Council for Special Education consultative committee: To advise on NCSE policy and implementation. Inclusion Ireland offered advice on the relate framework and the inclusion of disabled children in policy.



Attendees at Inclusion Ireland's AGM in 2025

Department of Education and Youth Consultative Forum: To advise on policy shaping the inclusive education experience for children. Inclusion Ireland advocated on seclusion and restraint in schools, on school places and equality of access and participation.

Evaluation of Children's Disability Network Teams: Inclusion Ireland offered advice and support based on lived experience of our members. We referred to our surveys where member voices were captured about therapy delays and the impact on children. We also painted a picture for better wrap around supports - including family support workers, access to short breaks and community-based supports.

National Consultative Committee HSE: To shape disability services and supports nationally. To highlight concerns of our members particularly around access to children's services and access to housing and supported living.

Hub na nÓg: To develop guidelines for effective participation of disabled children.

National Implementation Plan Steering Group: Alongside disability sector colleagues, Inclusion Ireland advises the Housing Agency and Department of Housing on meeting the National Housing Strategy for Disabled People 2022–2027's goals. Progress has not been as rapid as required. Communication must also improve. However, the Group remains vital for collaboration and knowledge-sharing. We have emphasised the need to keep collecting disaggregated data for the annual Summary of Social Housing Assessments. We have also insisted on comprehensive, regular training for Access and Inclusion Officers. This will help them better support applicants with intellectual disabilities and their families.



Attendees at Inclusion Ireland's AGM in 2025

Policy submissions

In 2025, Inclusion Ireland made 18 policy submissions on key issues including inclusive education, employment, housing, and social protection. We supported stronger representation of disability in many aspects of Irish life.

Key highlights include:

National Housing Strategy for Disabled People: Implementation Plan: Our submission reinforces ongoing policy debates on accountability, data, and complex needs.

UNCRPD List of Issues: Our submission positions Inclusion Ireland as a key voice in Ireland's second UNCRPD reporting cycle. Several of the issues we highlighted were reflected in the UN Committee's List of Issues report for Ireland, which was published in December 2025.

Successor to the Roadmap to Social Inclusion 2020–2025: Our submission increased visibility of intellectual disability within broader anti-poverty advocacy.

Pathways to Work 2026–2030: Our submission strengthened disability employment advocacy with an intellectual disability focus.

National Strategy for Improving Community Safety: Our submission helped frame disability as a core community safety issue at agenda-setting stage.

National Guidelines to support the delivery of mental health services for people with intellectual disabilities: Early engagement positioned Inclusion Ireland as a key stakeholder on developing the guidelines.

Policing and Community Safety Authority – Draft Strategy 2025–2028: Our recommendations align with broader civil society calls around hate crime, data and participation, adding a specific intellectual disability dimension.

Sharing experiences: Dublin Advocacy Group

The Inclusion Ireland Dublin Advocacy Group is a group of self-advocates with intellectual disabilities who meet every second month to discuss issues their community are facing, and advocate for change.

The group, supported by Inclusion Ireland staff, goes to consultations, events, or protests to speak up and share their messages.



Members of Inclusion Ireland's team and members of the Dublin Advocacy Group

Their insights are invaluable in the creation of our policy submissions that aim to create national change. In 2025, the group worked on the issue of Cost of Disability. Here is what two of the advocates had to say:

“

Disabled people don't have enough money at the moment. We need more money to pay bills and for food. And we also need money to socialise and travel - some disabled people are stuck inside and they need to get out of the house - socialising and travelling is also part of a good life!

Paul

”

“

Bills like electricity are gone up and that makes it harder for people with intellectual disabilities to live independently, as is their right. The cost of everything is gone up and it's harder for disabled people because they can't afford things with just the money from their disability payment. The payment isn't enough and we need an extra payment.

Una

”



Attendees at Inclusion Ireland’s AGM in 2025

Goal 2: Participation

People with intellectual disabilities are often excluded from fully participating in society.

Goal 2 of our Strategic Plan focuses on empowering people to be active participants in society.

In 2025, self-advocates were at the heart of Inclusion Ireland's work. By sharing their lived experience at numerous events and forums, our self-advocates helped to inform and educate.

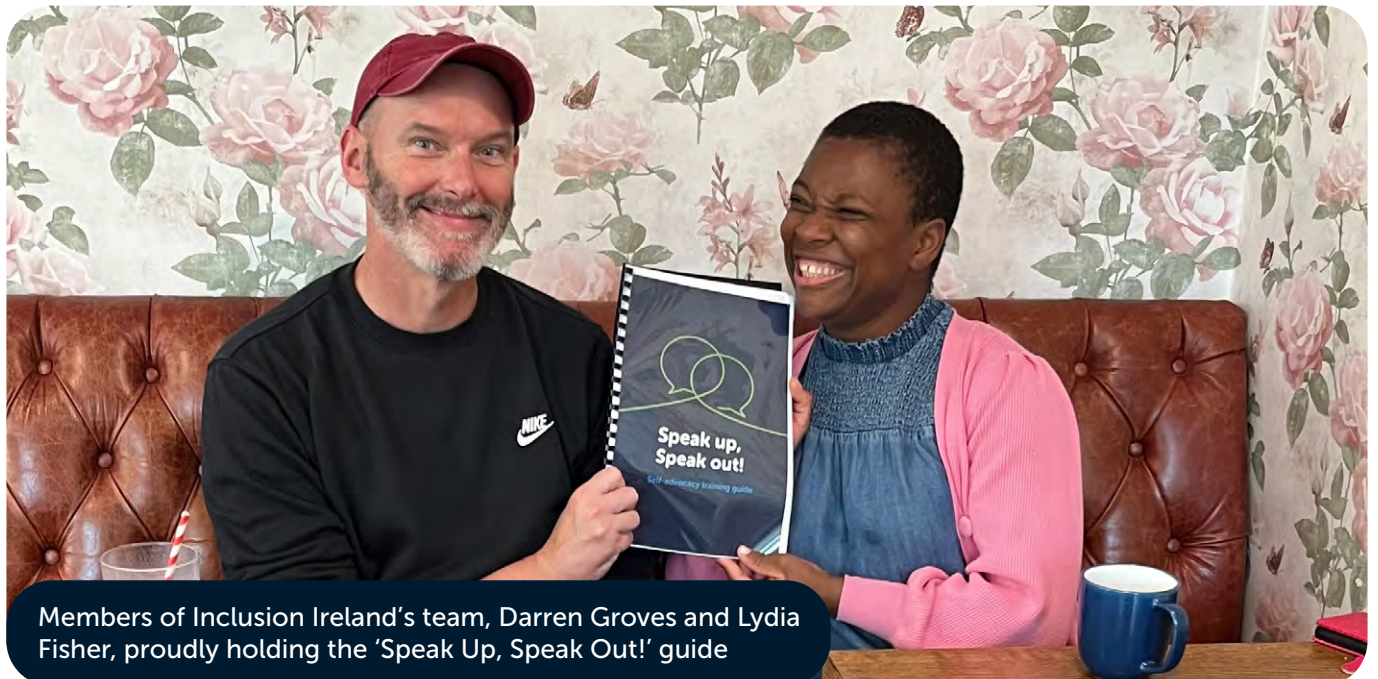
Over the course of the year, Inclusion Ireland partnered with a range of organisations and supported families, helping to ensure that individuals with intellectual disabilities and their families can engage more fully in all aspects of society.

Speak Up, Speak Out!

In 2024, we launched our much-anticipated self-advocacy training guide, 'Speak Up, Speak Out!'.

The guide is a personal development and assertiveness training programme for people with intellectual disabilities.

In 2025, Inclusion Ireland began delivering the 'Speak Up, Speak Out!' (SUSO!) programme. By the end of 2025, we trained 52 staff members and service providers from various organisations to deliver the programme.



Members of Inclusion Ireland's team, Darren Groves and Lydia Fisher, proudly holding the 'Speak Up, Speak Out!' guide

We have received really positive feedback from all participants. All staff who took part are now in the process of delivering the SUSO! programme to people supported within their own services.

We encouraged honest feedback and tried to adapt the programme to reflect any areas that could be improved with each delivery.

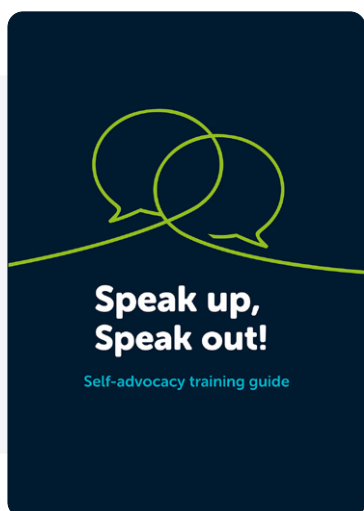
As a result of this programme, people with intellectual disabilities are better supported to express views, raise concerns, and influence decisions that affect their lives.

“

I feel that, at times, there can be a tendency to want to move quickly within advocacy and progress groups at pace. For that reason, it has been very valuable to encourage groups to slow down initially and make use of the games and strategies within the programme to help build strong foundations as they get up and running.

Participant

”



Click here to read the ‘Speak Up, Speak Out!’ guide in the resources section on our website.

Consultation to co-creation

People with intellectual disabilities are often consulted after decisions are made, limiting real influence. Moving from consultation to co-creation shifts power, ensuring services and policies are shaped with people, not for them.

In April 2025, we attended the official launch of the new Meath Disabled Person's Organisation (DPO) supported by Independent Living Movement Ireland (ILMI).

Inclusion Ireland is collaborating with ILMI to support DPOs to build pathways with the HSE so disabled people supported by HSE services can have full decision-making power in the care they receive, making services not just person-centred but person-led.



Financial inclusion

Access to money is fundamental to independence, dignity, and participation.

People with intellectual disabilities face persistent barriers to banking, accessing cash, and being recognised as legitimate financial decision-makers, which undermines autonomy and increases vulnerability.

In 2025, the Irish Banking Culture Board and their three member banks - AIB, Bank of Ireland and PTSB - continued to improve their services.

Using feedback from stakeholder engagement with Inclusion Ireland members, these banks are working to improve the experience of customers in their branches through physical accessibility improvements and inclusive communication efforts. The banks continue to engage with Inclusion Ireland to seek advice on rights-based language and training initiatives.

Our long-term advocacy on Access to Cash legislation

Continuing to work with the Central Bank on financial inclusion, we attended a roundtable to input into the development of Access to Cash legislation. This work represents an important step in addressing digital exclusion within the banking sector.

This demonstrates growing recognition of the need to involve those most affected in shaping financial services policy.



Disability, Equality and Inclusion Training

In 2025, Inclusion Ireland launched Disability, Equality and Inclusion Training, to be delivered to companies and organisations throughout Ireland. The training challenges assumptions about intellectual disability, centres lived experience and demonstrates inclusion in practice.

The co-delivery model prioritises lived experience, and reframes who is seen as an expert.

Participants reported increased confidence, awareness, and practical understanding of disability inclusion.

Testimonials

“

Inclusion Ireland's Disability, Equality and Inclusion Training has made a meaningful impact on our team not just in terms of awareness, but in fostering a genuinely inclusive culture across our stores.

**Edel McSorley, Operations Director,
Mr Price, Branded Bargains**



”

“

We came away from Inclusion Ireland's Disability, Equality and Inclusion Training with practical strategies and a renewed commitment to tailoring inclusive practices, recognising that every individual's needs are unique and that there is no one-size-fits-all solution.

**Gillian Moore, Strategic HR Manager, Early
Childhood Ireland**



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You can read more about our Disability, Equality and Inclusion Training on our website: www.inclusionireland.ie/training

Supporting families

Families are often left to navigate complex systems alone, carrying responsibility without power or influence.

Without support, information, and space to lead, families remain reactive rather than shaping the services and policies that affect their lives.

Equally, families are rarely supported to dream, plan, and shape a hopeful future beyond crisis and service limitations. We want to change that by providing spaces for families to come together, to think about what matters to them, to insist on more hopeful futures.

Connect Family Network

The Connect Family Network works to bring about greater participation of people with an intellectual disability and their family members in the design and delivery of disability services and supports.



CFN Information Sessions

In 2025, the CFN held a number of information sessions for families, professionals and young people.

‘Raising resilience within your family’ webinar

In April, we hosted a webinar for families of children with an intellectual disability (up to 18) to discuss strength within family units. We heard from a professional who works with families to help them build resilience in their household.

Through storytelling and lived experience, this resource offered attendees very practical tools to build resilience within their families.


WEBINAR


Inclusion Ireland
 The National Association for People with an Intellectual Disability.

‘Raising resilience within your family’



Thursday 3rd April 2025, 7.30-8.30pm

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


 Rialtas na hÉireann
 Government of Ireland


pobal
 government supporting communities


WEBINAR


Inclusion Ireland
 The National Association for People with an Intellectual Disability.

Post-School Transition: Learning from the CES Transitions Pilot Project



26th November 2025 - 7.30-8.30pm


Connect Family Network


ncse
 National Council for Special Education


pobal
 government supporting communities



All videos can be viewed on our youtube channel
 Click here to go to www.youtube.com/InclusionIreland

‘Post-School Transition’ webinar

In November, we hosted a webinar to share key insights and early learnings from the Comprehensive Employment Strategy (CES) Transitions Post-School Pilot Project. This initiative supports young people with disabilities as they navigate their post-school pathways.

The session offered practical, actionable guidance for young people, families, and professionals to support a successful transition from school to the next stage of life.

‘Paving our path together: A family journey of vision and legacy’

In October, CFN hosted ‘Paving our path together: A family journey of vision and legacy’ with the Inclusive Living Network.

The event aimed to foster connection and collaboration between families, so they could build a shared vision for their future.

It was a unique opportunity to have adults with intellectual disabilities and their families come together to share experiences and work toward a common goal.

The day featured inspiring guest speakers and breakout sessions on assisted decision making, entitlements, financial and legal arrangements, planning for a good life, and ordinary life changes in our roles and relationships.

Families were provided with a resource pack after the event to strengthen their own knowledge and advocacy.



Attendees at our ‘Paving our path together: A family journey of vision and legacy’ event



Attendees at our ‘Paving our path together: A family journey of vision and legacy’ event

HSE Family Partnership

We worked with the HSE to form a Family Partnership group to bring the voice of family members of disabled people to the table when designing HSE-funded disability day services.

Through this partnership, we wanted to co-design better services and supports for adults with intellectual disabilities.

The 10 family members recruited in an open process, brought such energy, positivity, and openness to the meetings. The group was full of conversation, shared experiences and passion for change from the outset.

Training for HSE Staff on communicating better with children and families

Children and families' experiences of CDNTs are shaped by staff attitudes, communication, and understanding of rights. Inclusion Ireland delivered training to CDNT therapy and administrative teams in Sligo, Cork and Dublin reaching almost 300 people. Training focused on how to better communicate with children and families by taking a strengths and rights-based approach. Feedback was highly positive, with strong engagement and energy from senior staff.



Attendees at our 'Paving our path together: A family journey of vision and legacy' event



Attendees at our 'Paving our path together: A family journey of vision and legacy' event



Attendees at our 'Let's Get Working! Embracing Inclusion in the Workplace' event

Inclusion in the workplace

We were delighted to collaborate with the National Platform of Self Advocates on the event ‘Let’s Get Working! Embracing Inclusion in the Workplace’ in March 2025.

The conference focused on the right to employment for people with intellectual disabilities and brought together self-advocates, employers, and policy makers to talk about how to make workplaces more inclusive for people with intellectual disabilities.

Collaborative and Proactive Solutions (CPS) Conference

Inclusion Ireland were pleased to support the Muiriosa Foundation, in helping to advance a rights-based approach to supporting distress, reaching professionals, families, and advocates.

Responses to distress in disability services are too often restrictive, punitive, or rooted in deficit-based thinking. The CPS approach offers a rights-based, trauma-informed alternative that values the person, preserves dignity, and focuses on collaboration rather than control.

The conference demonstrated that CPS aligns strongly with presumed capacity, participation, and shared problem-solving. Feedback highlighted the value of moving away from approaches which are about reward and punishment and towards understanding and relationship-based practice. Inclusion Ireland strengthened its role in shaping national conversations about ethical, humane, relationship focused support practices.

We would like to express our sincere sympathy to the family of Toby Sachsenmaier, who sadly passed away in November 2025 and who pioneered bringing this approach to Ireland.



Attendees at our ‘Let’s Get Working! Embracing Inclusion in the Workplace’ event

Youth advocacy

Niamh Thornton represented the Inclusion Ireland Youth Advisory Panel and contributed her important ideas and experience at the Ombudsman for Children's Office event 'Get it right!'. We learned a lot from other youth advocates and talked about how to create a world where all our rights are respected, and the need to ensure children's rights are considered when making important decisions



Niamh Thornton at the event 'Get it right!'

Global Disability Summit

Inclusion Ireland was represented at the Global Disability Summit in Berlin by self-advocate Lydia Fisher and Inclusion Ireland's Advocacy Project Worker Fiachra O'Connor.

The Global Disability Summit is an event that brings together leaders, organisations and policymakers from across the world to talk about disability inclusion and development.

Lydia was part of the Inclusion International delegation, and she shared her knowledge on inclusive employment for people with intellectual disabilities. Lydia and Fiachra also attended talks about disabled youth, rights of women with disabilities, how self-advocates influence Parliament, institutionalisation, health and employment.



Lydia Fisher and Fiachra O'Connor

Sharing experiences: Lydia Fisher

Lydia Fisher is a self-advocate with a lived experience of an intellectual disability. She is employed by Inclusion Ireland as a Co-Training Lead on Speak Up, Speak Out! (SUSO!), a programme to support disabled people to learn fundamental self-assertiveness and self-expression skills.

Recently, Lydia delivered training to a group of staff that included two members of Lydia's support staff.

"When they started to support me, they taught me how to do my own cooking, washing, and budgeting my own money... But now, they are coming to training where I will teach them about advocacy and helping other people with a disability to speak up for themselves... I've come full circle!"

Lydia's lived experiences and invaluable insights are what makes her contributions to the training so powerful.



Lydia Fisher at a Speak Up, Speak Out! training session



Lydia Fisher at a Speak Up, Speak Out! training session



Attendee at Inclusion Ireland's AGM in 2025

Goal 3: Accessible communications

We produce clear and accessible information that empowers people to understand their rights, make informed decisions, and take control of their lives.

We provide an accessible information and signposting service for people with intellectual disabilities and family members. This means when people call or email us, look at our website or come to our talks, we help them with information about their rights.

By producing information that everyone can access, we want to break down barriers and promote inclusion.

Throughout 2025, we continued our ongoing commitment to ensuring that people with an intellectual disability have access to important information.



Brand and accessibility refresh

The reason behind our brand refresh

We decided to undertake a brand refresh, so the information we publish aligns with our goal to be a leader in accessible communications and information.

Our goal to be a leader in accessible communication and information is supported by the UNCRPD, which Ireland ratified in 2018. The Convention makes it clear that people with disabilities have the right to accessible information in all areas of life, including health, education, and employment.

The European Accessibility Act requires organisations to ensure their digital products and services are accessible to all users. Accessible information is more than just good practice, it is also a legal and moral responsibility.

How we achieved this

Our brand refresh focused on improving clarity, consistency, and accessibility across all communications.

- **Listening and learning:** We gathered feedback from staff and members involved in accessible communication to identify strengths and areas for improvement.
- **Building consistency:** We aimed to create a unified approach to both internal and external communications.
- **Enhancing support tools:** We improved templates and resources to reduce administrative workload and allow staff to focus on impactful work.
- **Preparing for the future:** We aligned our work with the European Accessibility Act to ensure compliance and best practice.

Key improvements

Design enhancements:

- Updated colour palettes for improved accessibility and consistency.
- Revised typography to enhance readability.
- Reviewed logo accessibility, including colour contrast.
- Audited co-branding and photography assets.

Administrative improvements:

- Standardised internal communications (e.g. email signatures, Zoom backgrounds).
- Centralised photography through an approved asset library.
- Developed clear branding guidelines, including vision, purpose, values, and language use.
- Created branded templates for Microsoft Word and PowerPoint.

Digital and platforms:

- Updated website with new branding, logos, and colour schemes.
- Applied consistent branding across Canva, including logos, colours, and co-branding elements.

Training and implementation:

- Delivered training sessions to support staff in using updated brand and communication tools.
- Integrated brand training into onboarding for all new staff.

Overall, the brand refresh strengthens Inclusion Ireland's commitment to accessible, consistent, and inclusive communication, ensuring that everyone can access and engage with information equally.



Our Easy-to-Read work

Without accessible information, people with intellectual disabilities are excluded from decisions, rights, and public life.

We believe it is important to ensure information is available in ways all people can understand.

Sharing information in Easy-to-Read, also known as Easy Read, is a key step towards disability equality. In 2025, we published multiple different documents in Easy-to-Read:

- Annual Report 2024
- Accounts 2024
- Pre-Budget 2026 Submission
- The Farrelly Commission Report – Inclusion Ireland’s Statement
- Lessons from the Farrelly Commission
- Exploring the need for a Representative Advocacy Service for Children with Intellectual Disabilities in Ireland

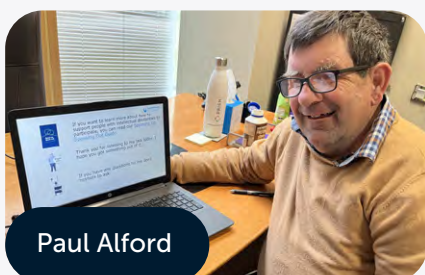
Here is what our Self-Advocacy Project Worker Paul Alford says:

“

Easy-to-read is important for people with intellectual disabilities because if you didn't have easy to read, the document would be hard to understand. People with intellectual disabilities need to understand about their rights so they can make choices, and be listened to more. Many people with an intellectual disability feel they are not listened to and their choices are not taken on board.

Paul Alford, Self-Advocacy Project Worker

”



You can click here to view our wide range of accessible information resources on our website.

www.inclusionireland.ie/resources/accessible-information/

Sharing experiences: Sligo Advocacy Group

The Sligo Advocacy Group is a social group for people with intellectual disabilities that has been meeting regularly for many years. During this time, they have achieved a lot, learned about advocacy, and campaigned on important issues. Group members Leanne Wynne and Heather Lyons told HSE managers that when people with disabilities are left out of decisions about their own services, it can lead to feelings of frustration, anger, and anxiety.

Speaking at a meeting on the “From Consultation to Co-creation” project (a collaboration between the HSE, Inclusion Ireland, and ILMI), they stressed that consultation on its own is not sufficient.

The project encourages a co-creation approach, where people with disabilities are included from the outset and collaborate with decision-makers, rather than having decisions made on their behalf.

“

It was hard to speak up in front of a room full of managers, I was nervous but I was glad I did it, I'm proud of myself. It was easier when the two of us were doing it together, we practised and got support. It was important to speak up, I got more confident after that.

Heather



Leanne Wynne and Heather Lyons

”

“

I think the managers were surprised at us speaking up, they thought they had involved us but it wasn't enough. We told the Managers we want to be involved in the planning of our service from the beginning, be kept involved. We know our own needs. Now, as part of this project we are having meetings with managers which is great, we are working together and making decisions together, they are listening to us.

Leanne

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Finances

[Click here to go to our Audited accounts](#)

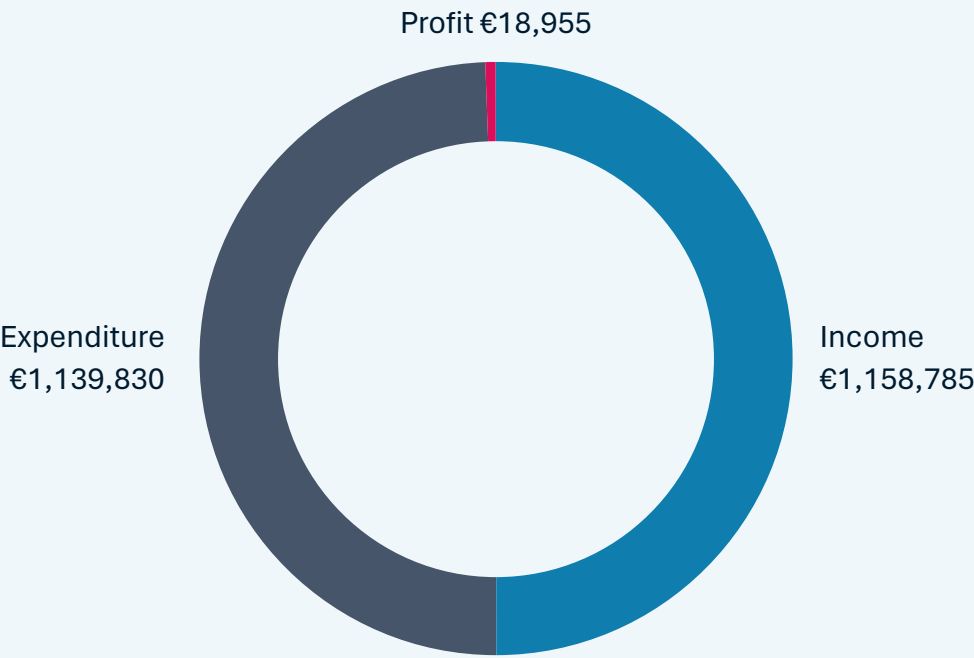
Our auditors have checked our accounts for 2025 and the full Financial Statements for Inclusion Ireland are available on our website.

Our accounts were prepared in line with the standards established by the sector legislation, including The Companies Act 2014 and The Charities SORP (FRS 102).

SORP - A Statement of Recommended Practice, issued in the UK and Ireland, provides recommendations on financial reporting that are in addition to official accounting standards.

From: 1st January 2025 to 31st December 2025

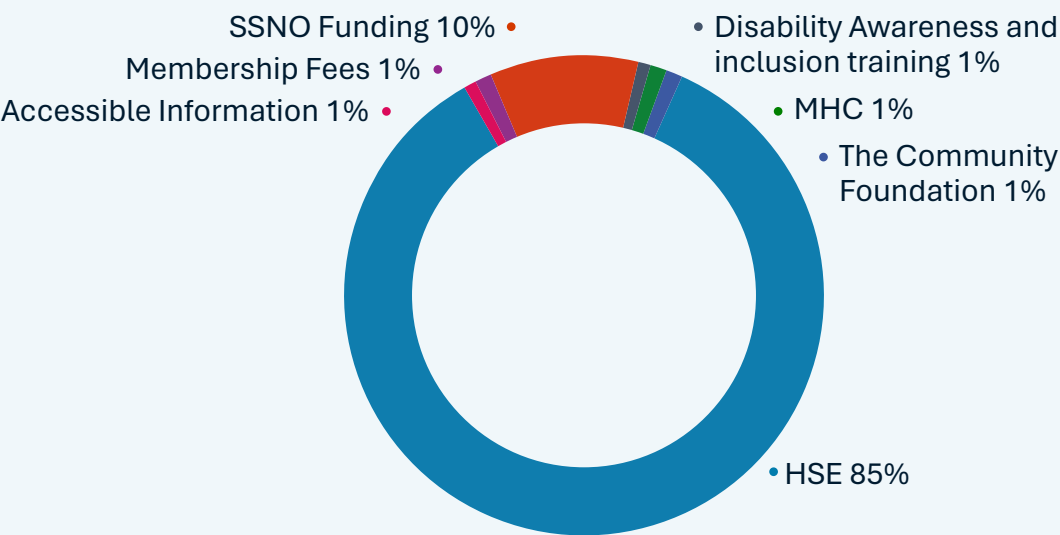
Expenses (Money We Spend)	2025	2024
Total	€1,139,830	€1,017,762



Inclusion Ireland 2025 Accounts explained

The HSE is our main funder. We also receive SSNO (Scheme to Support Voluntary Nationwide Organisations) funding from Pobal, The Mental Health Commission (MHC) and The Community Foundation Ireland. We also get some smaller grants for other projects. Inclusion Ireland is always looking for other sources of income to meet our strategic objectives.

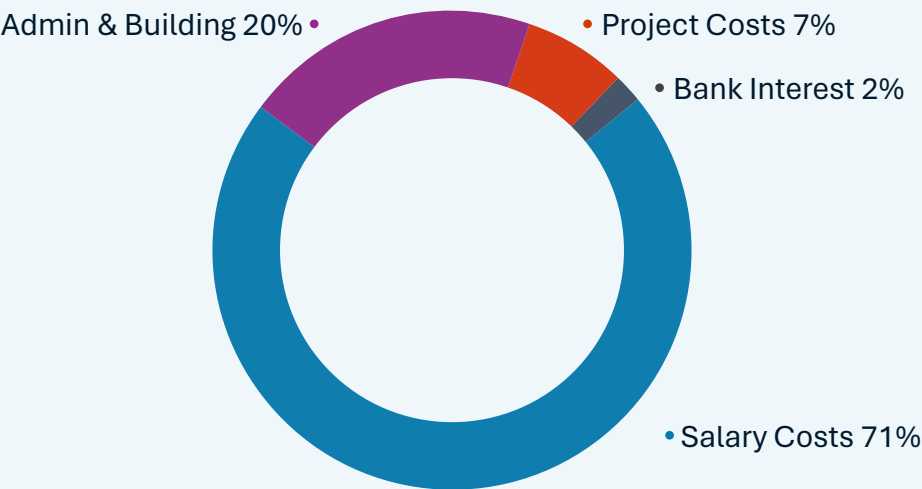
Breakdown of Income of €1,158,785 we received in 2025



- HSE - Health Service Executive
- SSNO - Scheme to Support Voluntary Nationwide Organisations
- MHC - Mental Health Commission
- The Community Foundation
- Disability Awareness and Inclusion Training

What we spent our expenditure of €1,139,830 on in 2025

Inclusion Ireland’s main expenditure is on staff salaries. We employed 20 staff in 2025 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, EBS, 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: HSE, SSNO, MHC and costs for self advocacy.

Inclusion Ireland Balance sheet summary

As at 31st December 2025

Money we have	
Fixed assets - Building	€414,000
Current Assets - Money in bank	€463,252
Current Assets - Debtors	€100,850
Total	€798,102

Money we owe	
Mortgage account	€291,135
Other bills that are not paid yet	€191,775
Total	€482,910

Overall assets	€315,192
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In Memoriam: Mark O'Connor



We remain deeply saddened by the profound loss of our former colleague, Mark O'Connor, his wife Louise, and their son Evan, who passed away in 2025. Their absence is still deeply felt across our community, and we continue to hold their memory close.

Mark dedicated nearly a decade of his career to Inclusion Ireland. He was a deeply valued member of our team, whose unwavering kindness, warmth, and supportive nature left an indelible mark on everyone who had the privilege of working alongside him.

As a fierce and tireless advocate, Mark championed the rights of disabled children and adults, campaigning passionately for a truly inclusive Ireland. His legacy lives on through the countless individuals and families across the country who benefited from his guidance, vital advice, and support in navigating exclusion and discrimination.

Our thoughts and heartfelt condolences continue to be with Mark, Louise, and Evan's extended family, their friends, and Mark's former colleagues at the National Advocacy Service.

May they rest in peace.

Acknowledgements and thank you

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

A particular thanks to our funders who help make our work possible. Together we will make Ireland more inclusive.

Attendees at Inclusion Ireland's AGM in 2025



Our Funders



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



pobal

government supporting communities



Rialtas na hÉireann
Government of Ireland

Community
Foundation
Ireland



mhc
coimisiun meabhair - shláinte
mental health commission

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

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