Charity Registration No. 20025335

Company Registration No. 185795

DYSLEXIA IRELAND

(A company limited by guarantee, without a share capital)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

DYSLEXIA IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Gráinne O'Rourke (Chairperson)	
	Barbara Moran	
	Majella Goss	
	Bruce Tait Curtis	
	Gareth Williams	
	Joanne Ui Chrualaoich	
	Aoife O'Reilly	
	David Deighan	
	David Crinion (Treasurer)	(Appointed 20 April 2023)
	Ellen Reynor	(Appointed 19 October 2023)
Secretary	Gareth Williams	
Charity number	20025335	
CHY Number	10044	
Company number	185795	
Principal address	Office Suite, Block B The Windmill Windmill Lane Dublin 2 Ireland	
Registered office	Office Suite, Block B The Windmill Windmill Lane Dublin 2 Ireland	
Auditor	UHY Farrelly Dawe White Limited Unit 4A Fingal Bay Business Park Balbriggan Co. Dublin Ireland	
Bankers	Allied Irish Bank 9 Terenure Road Rathgar Dublin 6 Ireland	
	Bank of Ireland 39 St. Stephens Green East Dublin 2 Ireland	

DYSLEXIA IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Solicitors	Ryans Solicitors LLP 46 Harrington Street Portobello Dublin 8 Ireland

DYSLEXIA IRELAND

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DYSLEXIA IRELAND

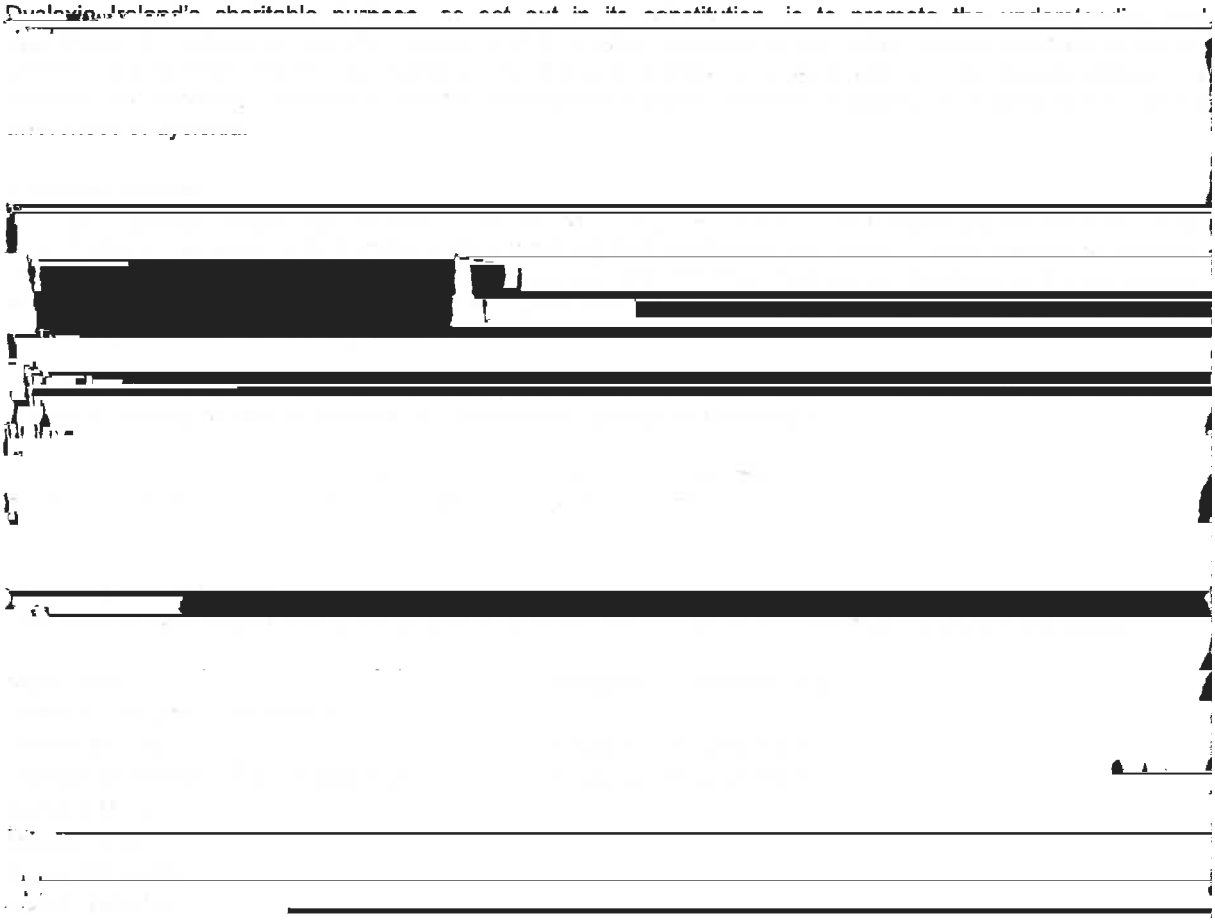
DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The directors present their annual report and financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. The company has applied the recommendations contained in Charities SORP (FRS 102) effective since 1 January 2019.

Objectives and activities



awareness of dyslexia across Irish society and to provide educational and other support services to adults, children and families affected by dyslexia. Our principal activity is to work with and for people affected by dyslexia, by providing information, offering appropriate support services, engaging in advocacy and raising awareness of dyslexia.

Financial Review

In 2023, Dyslexia Ireland had income of €1,297,047 (2022: €1,291,432) and expended €1,309,438 (2022: €1,277,606) on services for its members and supporting their needs and the needs of those affected by dyslexia. Of the total raised, €375,148 was from statutory sources, €38,770 from fundraising, donations and other income, €87,460 from membership fees, €267 from investments and €795,402 was income generated from service provision associated with our charitable purpose.

Structure, Governance and Management of Dyslexia Ireland
Dyslexia Ireland is a company limited by guarantee without a share capital. Its purpose and objects and how it conducts its business is set out in its constitution. The constitution of the company is posted on Dyslexia Ireland's website and is publicly available from the Companies Registration Office (CRO) website (www.cro.ie) and also the Charities Regulatory Authority (CRA) website (www.charitiesregulatoryauthority.ie).

Dyslexia Ireland continues to adhere to the principles of the Charities Governance Code and the board regards the charity as being fully compliant with the code and has fulfilled our annual reporting requirements with the CRA.

Dyslexia Ireland is governed by a board of directors with a maximum number of 15 people, all of whom are current members of the company.

Every year at the AGM, the board is elected from among the company's members. The board will ideally be comprised of a mix of relevant expertise, skills, and backgrounds. The board conducts an annual review and a skills audit, and targets needed skill sets when recruiting new board members.

Where a vacancy occurs during the year, the board may co-opt additional board members. All co-opted board members must also be members of Dyslexia Ireland before they take up their board position.

People may put themselves forward for nomination and election after their term of office is up. Rotation provisions are detailed in the latest version of the company's governance handbook.

Board sub-groups
Dyslexia Ireland had five standing board sub-groups (sub-committees) during 2023:

- Finance & Audit Sub-Committee
- Governance & Risk Sub-Committee
- Remuneration Sub-Committee
- Nominations Sub-Committee
- Sub-Committee Review Group

All sub-groups are advisory in nature to the board and all have written terms of reference. Each sub-group is made up of board members, people from amongst the company's membership and staff (in an ex-officio role), and some non-members who bring particular expertise. These sub-groups have proven to bring valuable insights and knowledge to the deliberations of the board.

Policies and procedures for the induction and training of board members
All new board members receive access to a folder of relevant information/documents when they become a board member. This contains all the information and documentation that a board member requires including Dyslexia Ireland's governing documents, the current strategic plan and annual work plans, board minutes from the previous 12 months, operational reports from the previous 12 months, organisational budget and other relevant policy documentation. Board members are also given training on relevant legislation and policy, e.g. Guidance for Charity Trustees from the Charities Regulatory Authority, and Child Protection eLearning from Tusla.

Organisational structure and how decisions are made
Dyslexia Ireland has a staff team based in the national office in Dublin and headed by a Chief Executive Officer (CEO) who reports to the board and who attends board meetings. The Head of Education and Policy, the Finance Manager, the National Workshop Manager, the Service Coordinator, the Senior Educational Psychologist, the Senior Adult Dyslexia Coordinator, and the Communications Coordinator all report directly to the CEO. All other staff report to their immediate line manager.

The board has responsibility for the following decisions:

- The company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Business acquisitions and disposals;
- Litigation;
- Appointment/Removal of Sub-group Chairs and Members;
- Appointment/Removal of Chief Executive Officer;
- Appointment/Removal of Auditors;
- Approval of Borrowing/Finance Facilities;
- Annual Review of Risk and Internal Control; and
- Approval of new staff positions.

Although the board of directors is ultimately responsible for Dyslexia Ireland and for the matters included in the above list, certain duties and responsibilities are delegated from the board of directors to the Chief Executive Officer and, through her, to the staff team. These include; implementation of the strategic plan; leading and managing the organisation's staff and volunteers, programmes, projects, financial management, pricing and all other administrative functions so that Dyslexia Ireland's ongoing mission, vision, and strategies are fulfilled within the context of the organisation's values as approved by the board of directors and membership. The CEO is also responsible for preparing policy and development proposals for board consideration.

From time to time, Dyslexia Ireland agrees to cooperate formally with other organisations on specific projects or in specific work areas. These agreements are generally determined by a 'Memorandum of Understanding' or form of written agreement which may be approved by the board of directors.

A Conflict of Interest and Conflict of Loyalty policy is in place and observed by the board and its sub-groups.

Governance Code for Charities
Following extensive ongoing review of governance policies and practice, Dyslexia Ireland can confirm that it remains fully compliant with the Charities Governance Code laid down by the Charities Regulatory Authority (CRA). The Governance & Risk sub-committee conducts annual reviews on our governance and compliance, which are reviewed and approved by the board annually, ahead of the submission of our annual reporting to the CRA.

Internal Controls
Dyslexia Ireland has a risk register in place which is reviewed regularly by the Governance and Risk sub-committee, all with full board oversight. The development and management of the risk register involves the ongoing identification and review of the major risks that the organisation is exposed to, an assessment of their impact and likelihood and identification of risk mitigation action(s) for each risk where possible. Risk is a standing agenda item for the Governance & Risk sub-committee, and the Finance & Audit sub-committee, who report on risk status to the board at each subsequent board meeting. Training on risk management has been provided to the board. The finance policy and procedures are also reviewed periodically and updated as required. Annual plans, budgets and periodic reporting enable oversight of finances and organisational activities. A comprehensive suite of policies is in place to support both operations and governance.

Objectives and Activities
Dyslexia Ireland's governing documents and Strategic Plan (2018-2022) set out that its mission is to work with and for people affected by dyslexia. We empower individuals by providing information, offering support services, engaging in advocacy and raising awareness of dyslexia. The Strategic plan 2018-2022 was extended to 2023, while the new Strategic Plan 2024-2028 was being developed.

Our vision is a society that values and meets the needs of people with dyslexia, and where dyslexic individuals reach their full potential in all aspects of life.

Our strategic plan lists five goals, each with related actions and activities that are central in working towards achieving our mission over the coming years.

- Goal One: Formalise a learning pathway for young people, adults, parents and families, teachers and other educators.
- Goal Two: Further develop our model for service delivery in our workshops and develop a new toolkit and quality standard process.
- Goal Three: Develop an advocacy strategy that promotes (1) equity of access to identification and assessment of dyslexia and (2) mandatory training for teachers at all levels.
- Goal Four: Support the adult education sector to develop and adopt inclusion policies in relation to current good practice.
- Goal Five: Further develop organisationally to respond to emerging challenges and the needs of our clients and members.

Transparency and public accountability
The board believes that Dyslexia Ireland should be fully accountable to the general public, providing detailed information as to the sources of its funds and how these are spent. We provide substantial information in the Directors' Report and in our annual reporting. We also publish our accounts on our website (www.dyslexia.ie). We welcome any suggestions on improving the user-friendliness and public access to our information as transparency and accountability are key values underpinning our work.

Achievements and Performance in 2023
Dyslexia Ireland's 2023 Annual Impact Report illustrates our actions, achievements and performance for the year. Our 2023 Annual Impact Report will be published in mid-2024.

Financial Performance
The core income from all sources into Dyslexia Ireland's Income and Expenditure account over 2023 was €1,297,047 with expenditure of €1,309,438 over the same period, thus leading to a deficit of €12,391 in 2023, as compared with an operational surplus of €13,826 in 2022.

Income Diversification
While statutory income is a significant source of funds, comprising 28.92% of our income in 2023, the board is satisfied that Dyslexia Ireland's overall income is reasonably diversified.

The principles which underlie Dyslexia Ireland's generation of funds are:

1. The membership of Dyslexia Ireland gives the organisation its mandate, as well as some unrestricted core funding via annual subscriptions. Sustaining and growing our membership base is therefore an important focus.

2. Core, sustainable funding for Dyslexia Ireland's day-to-day operations needs to be generated from both our membership base and the day-to-day repeatable services and supports we provide in connection with our charitable purpose (i.e. services we provide to earn income). Services are offered on a not-for-profit basis, with reduced rates available to disadvantaged individuals and families.

3. Dyslexia Ireland aims to work in partnership with government and state agencies in the provision of necessary, extended and new services for those affected by dyslexia. Dyslexia Ireland therefore continues to seek additional statutory funding to support our current and potential future activities.

Principal Funding Sources
In 2023, the principal funding sources for Dyslexia Ireland's core operations were as described in the following tables. The table following provides a narrative description and explanation as to the primary sources:

Income from Statutory sources

Source	Funding	Amount	Remarks
Department of Rural and Community Development's Scheme to Support National Organisations (SSNO) which is administered by Pobal	Restricted	€88,219	The SSNO scheme distributes funds allocated by the Department of Rural and Community Development and is administered by Pobal. Dyslexia Ireland receives funding under this three-year scheme which runs July 2022-June 2025. This grant partially funds the salaries of the CEO, Head of Education and Policy, Finance Manager and National Workshop Manager.
SOLAS	Restricted	€189,337	Dyslexia Ireland's 2023 SOLAS grant was towards our adult services including: • Subsidised educational psychology assessments for disadvantaged adults • Information, training and outreach work for adult dyslexia including training on dyslexia for the FET sector and workplaces. • Continued development and promotion of a new online learning site on adult dyslexia (www.adultdyslexiahub.ie). The grant funds the salaries of our Adult Dyslexia team members and partially funds the salaries of the CEO, an Information Officer, and our team of Educational Psychologists (who deliver our subsidised adult assessments).
Department of Education (Grant Aid from the Special Education Section)	Restricted	€63,500	Dyslexia Ireland received grant aid from the Special Education Section towards our national office information service, and towards the provision of some subsidised educational psychology assessments for children from financially disadvantaged families. (This grant, despite repeated requests for a review, has remained static for 20+ years). This grant aid partially funds the salaries of the CEO, Information Team staff, and Educational Psychology team (who deliver our subsidised child assessments).
Erasmus + Project income	Restricted	€31,770	During 2023, Dyslexia Ireland was a partner in 1 European Erasmus+ project, the SASLED project (a 24-month project running from January 2023 to December 2024). As well as SASLED project income, Dyslexia Ireland also received final payments for two previous Erasmus projects following the completion of those projects (Dyslexia@Work, and TuDOrs)
Other Grants	Restricted	€1,150	County council grants
Other Income	Unrestricted	€1,172	VAT refund scheme

Income from Non-Statutory sources

Source	Funding	Amount	Remarks
Membership fees	Unrestricted	€87,460	Income from membership fees which contributes towards the cost of providing our member benefits including our information and advocacy services.
Income earned from activities associated with our charitable purpose	Unrestricted	€795,402	Income from a range of activities arising from our charitable purpose run on a non-profit basis, including educational psychology assessments, workshop classes, training courses, information seminars, and bespoke training.
Fundraising, donations and bequests	Unrestricted	€38,460	Includes income from various fundraising events such as the Dublin Marathon and sponsored skydives, as well as individual and company donations.
Other miscellaneous income	Unrestricted	€310	Other income
Investment income	Unrestricted	€267	Interest earned on deposit accounts

Reserves Policy and Level
The board of the Dyslexia Ireland has set a reserves policy which requires Dyslexia Ireland to maintain reserves in order to ensure the following:

- That 6 months' expenditure can be funded in the event of a company wind-up. Should the reserve fall below this level, Dyslexia Ireland will endeavour to rebuild to the set level.
- That any major capital requirement or repairs to Dyslexia Ireland property or assets can be funded.
- That a proportion of reserves is maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the company's annual planning, budget and forecast cycle. The level of reserves is kept under review through ongoing financial reporting and production of annual audited accounts.

At the end of 2023, unrestricted general funds available to the organisation amount to €675,475 (2022: €666,211) which is broadly in line with our set reserve threshold.

Investments
Included in the cash at bank balance at year end is €348,453 of reserves that are held in low-risk, fixed term deposit accounts. The balance of funds are held in our current account and prize bonds in the amount €5,000.

Remuneration Policy
A remuneration policy is in place and was updated in February 2024. The Remuneration sub-group is responsible for reviewing remuneration levels annually within the organisation and from time to time to recommend increases. Any increases are in line with the organisation's budget and means, aligned with sector norms where possible, and subject to board approval.

Pensions
Dyslexia Ireland does not have a pension scheme in operation, but does facilitate staff wishing to enter into their own PRSA arrangements. Provision has been made within the organisation's 2024 budget for the introduction of the new auto-enrolment government pension scheme expected to commence in mid-2024.

Political Donations
There have been no donations made to any political party or organisation. The CEO and senior staff do engage with relevant politicians and officials (meetings and other communications) as part of Dyslexia Ireland's advocacy work highlighting the needs of individuals with dyslexia. All relevant meetings and/or correspondence is registered with the Lobbying Register as per the requirements of the Lobbying Act 2013.

Principal Risks and Uncertainties
In common with all charitable and voluntary organisations, the company has uncertain income streams. In addition, the company faces the same economic pressures on costs as any other company in Ireland. The directors are satisfied that the major risks facing the organisation have been identified and are being managed in so far as possible through the risk register review process previously described in this report.

Health and Safety
The welfare of the company's employees and clients is safeguarded through adherence to health and safety standards and relevant legislation. The Safety, Health & Welfare at Work Act 2005 imposes certain obligations on employers; the company is taking appropriate action to ensure compliance with this Act, including the adoption of appropriate safety standards and work practices. The directors are satisfied that the Health and Safety statement was reviewed during 2023 and that all staff members are aware and understand it and are provided with appropriate training.

Staff well-being continues to remain a priority. An Employee Assistance programme and other supports are in place to assist staff in this regard.

Future Developments
2023 has seen the further development of our Readable Project, an online reading group for children. This was piloted in Spring 2021 during the pandemic and has now been mainstreamed into our service provision.

Our online learning resource for parents and children with dyslexia, the Dyslexia Hub (dyslexiahub.ie) which launched in late 2022 has been further developed and additional content will be added in 2024. The development of the Dyslexia Hub was made possible thanks to funding from Community Foundation Ireland and RTE's Toy Show Appeal.

Our online learning resource on adult dyslexia, the Adult Dyslexia Hub (adultdyslexiahub.ie) was launched in 2023 and further content is being developed for release in 2024. The ongoing development of the Adult Dyslexia Hub is supported by our annual SOLAS grant.

Following an extensive consultation process over the past 18 months, a new strategic plan for 2024-2028 has been agreed which will be launched in 2024. To support the development of Dyslexia Ireland's work and aligned with the new strategic plan's development goals, two new national office roles were established in 2023 – a Communications Coordinator and a Training and Development Coordinator.

Events after the reporting date
There have been no significant events affecting the company since the year end.

Auditor
In accordance with the company's constitution, a resolution proposing that UHY Farrelly Dawe White Limited be reappointed as auditor of the company will be put at a General Meeting.

Payment of Creditors
The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Accounting Records
The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Acts 2014 to keep proper books and records for the company. The directors have discharged this responsibility by appointing professionally qualified accounting personnel with appropriate expertise and have provided adequate resources to the finance function.

The accounting records are located at the company's registered office at Office Suite, Block B, 107-110 The Windmill, Windmill Lane, Dublin 2.

Disclosure of information to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

The directors' report was approved by the Board of Directors.

Gráinne O'Rourke (Chairperson)
Director
Dated: 27 June 2024

David Crinion (Treasurer)
Director
Dated:27 June 2024

DYSLEXIA IRELAND

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:
- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Gráinne O'Rourke (Chairperson)
Director
Dated: 27 June 2024

David Crinion (Treasurer)
Director
Dated:27 June 2024

DYSLEXIA IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF DYSLEXIA IRELAND

Opinion

We have audited the financial statements of Dyslexia Ireland (the 'company') for the year ended 31 December 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 27 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

Other information

The directors are responsible for the other information in the annual report. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in directors' report, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF DYSLEXIA IRELAND

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charitable company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Thomas McDonagh
for and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants
Statutory Auditor
Unit 4A
Fingal Bay Business Park
Balbriggan
Co. Dublin
Ireland

27 June 2024

DYSLEXIA IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds general 2023 €	Unrestricted funds designated 2023 €	Restricted funds 2023 €	Total 2023 €	Unrestricted funds general 2022 €	Unrestricted funds designated 2022 €	Restricted funds 2022 €	Total 2022 €
Income from:									
Donations and fundraising	2	38,460	-	-	38,460	35,999	-	-	35,999
Charitable activities	2	884,344	-	373,976	1,258,320	833,642	-	421,762	1,255,404
Investments	2	267	-	-	267	29	-	-	29
Total income		923,071	-	373,976	1,297,047	869,670	-	421,762	1,291,432
Expenditure on:									
Raising funds	3	3,560	-	-	3,560	5,218	-	-	5,218
Charitable activities	4	930,827	1,075	373,976	1,305,878	844,831	5,795	421,762	1,272,388
Total resources expended		934,387	1,075	373,976	1,309,438	850,049	5,795	421,762	1,277,606
Net income/(expenditure)		(11,316)	(1,075)	-	(12,391)	19,621	(5,795)	-	13,826
Transfers between funds		20,580	(20,580)	-	-	15,393	(15,393)	-	-
Net movement in funds		9,264	(21,655)	-	(12,391)	35,014	(21,188)	-	13,826
Reconciliation of funds									
Fund balances at 1 January 2023		666,211	164,938	7,985	839,134	631,197	186,126	7,985	825,308
Fund balances at 31 December 2023	19	675,475	143,283	7,985	826,743	666,211	164,938	7,985	839,134

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

DYSLEXIA IRELAND

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 €	€	2022 €	€
Fixed assets					
Tangible assets	**10**		12,276		23,772
Investments	**11**		5,000		5,000
			17,276		28,772
Current assets					
Stocks	**12**	200		200	
Debtors	**13**	42,736		38,102	
Cash at bank and in hand		913,013		908,740	
		955,949		947,042	
Creditors: amounts falling due within one year	**14**	(146,482)		(136,680)	
Net current assets			809,467		810,362
Total assets less current liabilities			826,743		839,134
Income funds					
Restricted funds	**17**		7,985		7,985
Designated funds	**18**		143,283		164,938
Unrestricted funds			675,475		666,211
			826,743		839,134

The financial statements were approved by the Directors on 27 June 2024

Gráinne O'Rourke (Chairperson)
Director

David Crinion (Treasurer)
Director

Company Registration No. 185795

DYSLEXIA IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 €	€	2022 €	€
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**25**		4,006		(51,683)
Investing activities					
Investment income received		267		29	
Net cash generated from investing activities			267		29
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			4,273		(51,654)
Cash and cash equivalents at beginning of year			908,740		960,394
Cash and cash equivalents at end of year			913,013		908,740

1 Accounting policies

Charity information

Dyslexia Ireland is a private company limited by guarantee incorporated in the Republic of Ireland. The registered office is Office Suite, Block B, The Windmill, Windmill Lane, Dublin 2, Ireland. The nature of the company's operations and its principal activities are set out in the Directors' Report.

1.1 Accounting convention

The financial statements have been prepared on a going concern basis in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. The company has applied the recommendations contained in Charities SORP (FRS 102) effective since 1 January 2019. The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in euros, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest €.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the directors in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the directors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income from donations, gifts and legacies is recognised where entitlement, certainty of receipt is and the amount can be measured with sufficient reliability. This includes donations, gifts, bequests, income from donation of assets and membership income.

Income from charitable activities also includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependent on the conditions included in each agreement.

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Income from workshops, assessments, and membership fees are recognised as and when received.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants which are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that result in the payment being an avoidable commitment.

The charity recognises and accepts that it is liable for the authorised financial obligations of its respective workshops.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Cost includes prime cost, overheads and interest incurred in financing the construction of tangible fixed assets. Capitalisation of interest ceases when the asset is brought into use.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20% Straight line
Computer equipment	20% Straight line

The company's policy is to review the remaining economic lives and residual values of property, plant and equipment on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated life and residual value.

Fully depreciated property, plant & equipment are retained in the cost of property, plant & equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Financial Activities.

Items valued less than €2,000 are expensed in the year of purchase.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or

1 Accounting policies **(Continued)**

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Taxation

As a result of the company's charitable status, no charge to corporation tax arises under the provisions of Section 207 of the Taxes Consolidation Act, 1997.

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1 Accounting policies **(Continued)**

1.14 Reserves policy

As stated in the Director's Report, in line with the best practice in accounting and reporting by charities, the Board of Directors have adhered to the requirement by the Statement of Recommended Practice (SORP) which requires a charity to state its reserve policy.

The board of the Dyslexia Ireland has set a reserves policy which requires Dyslexia Ireland to maintain reserves in order to ensure the following:

- That 6 months' expenditure can be funded in the event of a company wind-up. Should the reserve fall below this level, Dyslexia Ireland will endeavour to rebuild to the set level.
- That any major capital requirement or repairs to Dyslexia Ireland property or assets can be funded.
- That a proportion of reserves is maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the company's annual planning, budget and forecast cycle. The level of reserves is kept under review through ongoing financial reporting and production of annual audited accounts.

2 Incoming resources

	Unrestricted funds 2023 €	Designated funds 2023 €	Restricted funds 2023 €	Total 2023 €	Total 2022 €
Income from donations and legacies					
Donations and fundraising	38,460	-	-	38,460	7,999
Corporate donations	-	-	-	-	28,000
Total income from donations	38,460	-	-	38,460	35,999
Income from charitable activities					
Earned Income					
Membership, workshops, assessments & other activities	884,344	-	-	884,344	833,642
Grant Income					
Dept of Rural & Community Development (via Pobal): SSNO grant	-	-	88,219	88,219	69,524
Department of Education	-	-	63,500	63,500	63,500
SOLAS	-	-	189,337	189,337	166,894
Other grant income	-	-	32,920	32,920	121,844
Total income from charitable activities	884,344	-	373,976	1,258,320	1,255,404
Investment income	267	-	-	267	29
Total incoming resources	923,071	-	373,976	1,297,047	1,291,432

3 Raising funds

	Unrestricted funds 2023 €	Designated funds 2023 €	Restricted funds 2023 €	Total 2023 €	Total 2022 €
Fundraising costs	3,560	-	-	3,560	5,218
	3,560	-	-	3,560	5,218

4 Expenditure on charitable activities

	Unrestricted Funds 2023 €	Designated Funds 2023 €	Restricted Funds 2023 €	Total 2023 €	Total 2022 €
Direct costs	10,054	-	-	10,054	4,838
Staff costs	677,251	-	362,114	1,039,365	983,793
Staff training	1,653	-	-	1,653	3,972
Rent and room hire	80,740	-	2,891	83,631	75,732
Insurance	12,804	-	-	12,804	12,369
Light and heat	4,007	-	-	4,007	7,977
Repairs and maintenance	3,462	-	-	3,462	3,590
Printing, postage and stationery	6,157	-	-	6,157	7,357
Advertising	890	-	-	890	811
Telephone	8,267	-	-	8,267	8,449
Computer costs	23,739	1,075	74	24,888	36,534
Travelling and subsistence	5,325	-	8,384	13,709	13,437
Legal and professional	-	-	-	-	20,661
Consultancy	15,866	-	-	15,866	25,692
Audit	8,830	-	-	8,830	5,799
Bank, credit card and other fees	13,845	-	-	13,845	18,055
Bad debts	1,750	-	-	1,750	850
Canteen, cleaning and PPE	10,864	-	-	10,864	13,098
General expenses	28,306	-	-	28,306	12,684
Subscriptions	5,522	-	513	6,035	5,195
Depreciation	11,495	-	-	11,495	11,495
	930,827	1,075	373,976	1,305,878	1,272,388

5 Funding from Governmental Sources

The following information is in relation to grant information required as per the Department of Public Expenditure and Reform circular 13/2014;

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
Dept of Rural & Community Development (via Pobal)	SSNO (Scheme to Support National Organisations 2022 to 2025	Salary Support	88,219
Income deferred as at 01/01/2023			-
Cash received			88,219
Income deferred as at 31/12/2023			-
Income recognised			88,219
Expenditure Incurred			(88,219)
Surplus held in restricted funds			-

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
Department of Education	Special Education Section	Salary Support	63,500
Income deferred as at 01/01/2023			-
Cash received			63,500
Income deferred as at 31/12/2023			-
Income recognised			63,500
Expenditure incurred			(63,500)
Surplus held in restricted funds			-

5 Funding from Governmental Sources **(Continued)**

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
SOLAS	Adult Education Services	Salary and overhead support	189,337
Income deferred as at 01/01/2023			-
Cash received			191,000
Unspent funds repayable (included in other creditors)			(1,663)
Income deferred as at 31/12/2023			-
Income recognised			189,337

Opening surplus held in restricted funds	7,504
Income recognised	189,337
Expenditure incurred	(189,337)
Closing surplus held in restricted funds	7,504

The Board confirms that the funding was used in accordance with the conditions outlined in the letters of offer and that there are adequate financial controls in place to manage grant income.

The grants are restricted and used solely for salary and overhead support costs in Ireland by Dyslexia Ireland.

Tax clearance: Dyslexia Ireland Company Limited by Guarantee is compliant with the relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".

6 Activities by funder

	SOLAS 2023 €	SSNO 2023 €	Dept. of Education 2023 €	Other Grants 2023 €	Total 2023 €
Grants					
Cash received	191,000	88,219	63,500	32,920	375,639
Expenditure					
Wages and salaries	182,920	88,219	63,500	27,475	362,114
Travel costs	4,089	-	-	4,295	8,384
Other expenses	2,328	-	-	1,150	3,478
Total expenditure	189,337	88,219	63,500	32,920	373,976
Unspent funds at year end	1,663	-	-	-	1,663

SOLAS: Funding of €191,000 was received in 2023. €1,663 of this grant remained unspent at year end and was repaid to SOLAS on 5th April 2024. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

SSNO: Funding of €88,219 was received in 2023. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

Dept. of Education: Funding of €63,500 was received in 2023. €49,750 was used to fund salaries to assist in the provision of the national office information services and €13,750 was used to fund salaries of our educational psychology team towards the delivery of assessments to children from disadvantaged backgrounds. All grant income was spent in 2023. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

7 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year.

No out of pocket travel expenses were reimbursed to directors during the year (2022: €Nil).

8 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Management	1	1
Finance	2	2
Communication / information	7	7
Technical	6	6
Workshops	66	60
	82	76

Employment costs	2023 €	2022 €
Wages and salaries	944,165	894,156
Social security costs	95,200	89,637
	1,039,365	983,793

The number of employees whose annual remuneration was €50,000 or more were:

	2023 Number	2022 Number
€50,000 - €60,000	1	2
€60,001 - €70,000	-	-
€70,001 - €80,000	1	1
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-

9 Key management personnel

Key management includes the board of directors, all members of the company management, the CEO and the company secretary. The compensation paid or payable to key management for employee services is shown below:

	2023 €	2022 €
Key management compensation:		
Salaries and other short-term employee benefits	71,484	71,484

10 Tangible fixed assets

	Leasehold improvements	Computer equipment	Total
	€	€	€
Cost			
At 1 January 2023	53,577	3,900	57,477
At 31 December 2023	53,577	3,900	57,477
Depreciation and impairment			
At 1 January 2023	32,146	1,560	33,706
Depreciation charged in the year	10,715	780	11,495
At 31 December 2023	42,861	2,340	45,201
Carrying amount			
At 31 December 2023	10,716	1,560	12,276
At 31 December 2022	21,432	2,340	23,772

11 Fixed asset investments

	Unlisted investments
	€
Cost or valuation	
At 1 January 2023 & 31 December 2023	5,000
Net book value	
At 31 December 2023	5,000
At 31 December 2022	5,000

12 Stocks

	2023	2022
	€	€
Finished goods and goods for resale	200	200

The net replacement cost of inventories is not to be materially different from that shown above.

13 Debtors

	2023	2022
Amounts falling due within one year:	€	€
Trade debtors	7,617	10,403
Prepayments	35,119	27,699
	42,736	38,102

14 Creditors: amounts falling due within one year

	Notes	2023	2022
		€	€
Other taxation and social security	**15**	91,876	78,462
Deferred income	**16**	13,700	15,897
Trade creditors		4,038	1,196
Other creditors		4,460	27,677
Accruals		32,408	13,448
		146,482	136,680

15 Taxation

	2023	2022
	€	€
Payables:		
Payroll taxes	91,876	78,462

The board confirm that the charity held an active tax clearance certificate for the duration of 2023.

16 Deferred income

	2023	2022
	€	€
Other deferred income	13,700	15,897

Deferred income from government grants at year end was €Nil (2022: €Nil).

Other deferred income relates to workshop fees €13,700 (2022: €15,897) paid in advance in 2023 for events in 2024.

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 January 2023	Income	Expenditure	Transfers	Balance at 31 December 2023
	€	€	€	€	€
Dept of Rural & Community Development (via Pobal) - SSNO	-	88,219	(88,219)	-	-
Department of Education	-	63,500	(63,500)	-	-
SOLAS	7,504	189,337	(189,337)	-	7,504
Donations and other grants	481	32,920	(32,920)	-	481
	7,985	373,976	(373,976)	-	7,985

18 Designated funds

In 2017, the workshops were amalgamated into the charity. It was agreed that these funds would be designated for use for specific activities for each respective workshop. An outline of the figures are set out below:

	Balance at 1 January 2023	Resources expended	Transfers	Balance at 31 December 2023
	€	€	€	€
Workshop funds	164,938	(1,075)	(20,580)	143,283
	164,938	(1,075)	(20,580)	143,283

During the year €20,580 was transferred to unrestricted funds to cover the cost of subsidised workshop tuition.

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19 Analysis of net assets between funds

	Unrestricted funds 2023	**Designated funds 2023**	**Restricted funds 2023**	**Total 2023**	Unrestricted funds 2022	Designated funds 2022	Restricted funds 2022	Total 2022
	€	**€**	**€**	**€**	€	€	€	€
Fund balances at 31 December 2023 are represented by:								
Tangible assets	12,276	-	-	12,276	23,772	-	-	23,772
Investments	5,000	-	-	5,000	5,000	-	-	5,000
Current assets/(liabilities)	658,199	143,283	7,985	809,467	637,439	164,938	7,985	810,362
	675,475	143,283	7,985	826,743	666,211	164,938	7,985	839,134

20 Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.00.

21 Financial commitments, guarantees and contingent liabilities

The company had no contingent liabilities at the year ended 31 December 2023.

22 Capital commitments

The company had no material capital commitments at the year ended 31 December 2023.

23 Events after the reporting date

There have been no significant events affecting the company since the year end.

24 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

25 Cash generated from operations

	2023 €	2022 €
(Deficit)/surplus for the year	(12,391)	13,826
Adjustments for:		
Investment income recognised in statement of financial activities	(267)	(29)
Depreciation and impairment of tangible fixed assets	11,495	11,495
Movements in working capital:		
(Increase)/decrease in stocks	-	200
(Increase)/decrease in debtors	(4,634)	11,774
Increase in creditors	11,999	40,750
(Decrease) in deferred income	(2,197)	(129,699)
Cash generated from/(absorbed by) operations	4,006	(51,683)

26 Lobbying and political donations

There were no political donations in 2023 or 2022, and as a result no disclosures are required under the Electoral Act, 1997.

As required under the Regulation of Lobbying Act 2015, Dyslexia Ireland now records all lobbying activity and communications with Designated Public Officials (DPOs). It has made the returns and submissions required by the Act.

27 Non-audit services provided by auditor

In common with many charities of our size and nature we use our auditor to assist with the preparation of the financial statements.

28 Approval of the financial statements

The financial statements were approved and authorised for issue by the board of directors on 27 June 2024.

DYSLEXIA IRELAND

SUPPLEMENTARY INFORMATION

(not part of the audited financial statements)

FOR THE YEAR ENDED 31 DECEMBER 2023

DYSLEXIA IRELAND

ATTENDANCE RECORD - BOARD MEETINGS 2023

FOR THE YEAR ENDED 31 DECEMBER 2023

Director Name	2023 Board Attendance Record	Notes
Gráinne O'Rourke	6/6	
David Deighan	6/6	
David Crinion	2/4	
Gareth Williams	5/6	
Majella Goss	3/6	
Barbara Moran	4/6	
Aoife O'Reilly	6/6	
Joanne Uí Chrualaoich	4/6	
Bruce Tait Curtis	4/6	
Mark Harty	4/6	Resigned 7 December 2023
Thérèse McPhillips	2/3	Resigned 27 June 2023
Gerry McCoy	2/3	Resigned 27 June 2023
Ellen Reynor	1/1	Appointed 19 October 2023