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 2024

DYSLEXIA IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Gráinne O'Rourke (Chairperson)	
	Bruce Tait Curtis	
	Joanne Ui Chrualaoich	
	Aoife O'Reilly	
	David Deighan (Vice Chairperson)	
	David Crinion (Treasurer)	
	Ellen Reynor	
	Robert Grimes	(Appointed 22 February 2024)
	Gráinne Gleeson	(Appointed 22 February 2024)
Secretary	Robert Grimes	
Charity number	20025335	
CHY Number	10044	
Company number	185795	
Registered office and principal address	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	
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 2024

The directors present their annual report and financial statements for the year ended 31 December 2024.

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

The main objective for which Dyslexia Ireland was established is to promote the understanding and awareness of dyslexia across Irish society and to provide educational and other support services to adults, children, and families affected by dyslexia. In addition, Dyslexia Ireland works to:

- Promote the establishment of local units which work to advance the main object of the charity.
- [redacted]

needs of adults, children, and families affected by dyslexia.
- Provide a national information, advisory, and advocacy service.
- Undertake advocacy work with, and on behalf of, people affected by dyslexia.
- Provide specialised educational psychology, training, and assessment services.
- Engage with volunteers, relevant professionals, schools, and other voluntary and statutory bodies in advancing the main and subsidiary objects of Dyslexia Ireland.

Vision:

Our vision is a dyslexia friendly society where all people with dyslexia and dyscalculia are enabled to fulfil their potential, where every dyslexic individual has access to appropriate identification and support to achieve their full potential in education, training, employment and all aspects of life.

Mission:

We work with and for people affected by dyslexia. We empower individuals and families by providing information, offering support services, engaging in advocacy, and raising awareness of dyslexia.

Goals:
To deliver on our aims and in line with our charitable purpose, we focus on the following core areas of work:

Information and awareness raising
Our national office, located in central Dublin, provides comprehensive information to the public about dyslexia and dyscalculia. Dyslexia Ireland maintains an active online presence on Facebook, Instagram, LinkedIn, and YouTube. We also offer talks, webinars, podcasts, and videos to deepen understanding of dyslexia and dyscalculia. Much information is also provided via the organisation's 3 websites – **Dyslexia.ie** is the main website, and we also run two online learning hubs, **DyslexiaHub.ie** (for parents and young people) and **AdultDyslexiaHub.ie** (for those who want to learn about adult dyslexia).

Educational psychology assessments
Dyslexia Ireland offers dyslexia and dyscalculia assessments at our national office in central Dublin and via online assessments. The service is available to children (aged six years or older), young people, and adults seeking diagnosis and support. We also offer a reduced fee for people who are on social welfare or low wages, so all people who need an assessment can access this important service.

Training on dyslexia
Dyslexia Ireland offers a diverse range of courses tailored to different audiences, including parents, teachers, education support staff, educators in further and higher education, and adults in a workplace setting.

Tuition for individuals with dyslexia
Dyslexia Ireland operates a range of tuition and training options for individuals with dyslexia, including:

- Workshops which offer group-based weekly tuition workshops for dyslexic students to help with developing literacy skills and self-confidence.
- Readable Project online book clubs, where participants enjoy stories together and learn to improve their reading skills.
- Practical Strategies in the Workplace course for dyslexic adults, to explore strategies and technology to meet their needs.

Advocacy and campaigning
Dyslexia Ireland actively engages in advocacy work with a variety of government departments, agencies, and other relevant organisations. We work to raise awareness about the needs of people with dyslexia and advocate for changes to create a more dyslexia friendly society.

Following an extensive period of consultation and development, our new **Strategic Plan 2024-2028** was formally launched at our 2024 AGM. It outlines the following goals over this five-year period:

Goal One: Advocacy and Awareness Raising
1.1 Develop the capacity of Dyslexia Ireland to run advocacy campaigns on issues directly affecting dyslexic individuals.
1.2 Further develop our communications through the use of videos, podcasts, and other innovative information resources to deepen public awareness of dyslexia.

Goal Two: Developing Innovative Services
2.1 Pilot an online course for second-level dyslexic students.
2.2 Pilot 'Dyslexia & Me' seminar for senior cycle students and young adults in further and higher education.
2.3 Develop Irish-language educational resources for dyslexic students.
2.4 Further develop resources for young people and adults with dyscalculia and dyslexia related maths difficulties.

Goal Three: Enhancing our Organisational Capacity
3.1 Explore funding opportunities to help Dyslexia Ireland's sustainable income generation.
3.2 Ensure consistent and high-quality information service delivery across Dyslexia Ireland's team.
3.3. Recruitment of a training and development coordinator.

Achievements and performance

Information and awareness raising
Dyslexia Ireland runs Ireland's only dedicated, accessible information service for dyslexia and dyscalculia. Our national team handles around 38,000 queries a year via phone, email, social media, and post. Local workshops, led by staff and volunteers, offer support in communities across the country. We also reach wider audiences through seminars, webinars, and video content.

In 2024, we sent out monthly eNewsletters to over 4,000 subscribers. Our online reach continued to expand, with 462,000 page views, a 14% increase from 2023 visitors. Social media engagement also grew in 2024: Facebook followers rose to over 31,000, and Instagram followers increased by 10% to over 10,000. Our YouTube channel recorded 40,000 views in 2024, a 25% rise from 2023. We added new resources and videos to our learning platforms, DyslexiaHub.ie and AdultDyslexiaHub.ie, which together received 54,000 views throughout the year.

We launched a new Adult Dyslexia booklet and, in partnership with Cork ETB, created guidance for adult literacy tutors; this resource explores the science of reading and shows how to use AdultDyslexiaHub.ie to support adult learners.

Educational psychology assessments
We provide an educational psychology-led, high-quality assessment service for children and adults with queried dyslexia and/or dyscalculia. In 2024, we also reviewed and updated our working definitions of dyslexia and dyscalculia to ensure that we align with the evidence base while taking a person-centred, rights-based approach. Our assessments are client-centred and evidence-based, with an emphasis on practical recommendations to address identified needs. Feedback on our educational psychology service in 2024 was very positive, with 97% of clients very satisfied and 3% satisfied.

In 2024, we performed 641 assessments, compared to 542 in 2023; this 18% growth was linked to increased staff levels as we work to meet demand. 411 child assessments were completed, of which 21% were done at subsidised rates for children from financially disadvantaged families. 230 adult assessments were completed using our low-cost model of adult assessment, of which 17% were done at subsidised rates for financially disadvantaged adults. Despite this growth in activity in 2024, our waiting lists remain very long due to high demand.

We also began a collaboration with Cork ETB in 2024 for a pilot dyslexia assessment project offering psychology assessment for dyslexia within ETB centres.

Training on dyslexia & tuition for individuals with dyslexia
In 2024, Dyslexia Ireland delivered a wide range of impactful training and education supports for individuals with dyslexia and dyscalculia, as well as for parents, teachers, and workplaces looking to better understand and support them.

We ran weekly after school dyslexia workshops in 22 locations nationwide, helping children build literacy, learning skills, and self-esteem. Attendance grew from 735 in spring to 871 in autumn. As part of our Readable Project, 199 young people joined 27 themed book club groups, and 275 took part in 13 'Dyslexia and Me' self-empowerment seminars around Ireland.

We trained 1,116 primary and secondary teachers through webinars and courses, including two events with international literacy expert Lyn Stone. We also piloted a new advanced level 2 course.

856 parents joined our dedicated courses for parents to strengthen their understanding of dyslexia and how to best advocate for their children.

Our adult dyslexia team reached over 2,100 individuals through 64 training events in education and workplace settings, covering:

- Dyslexia awareness and inclusion for FET staff.
- Evidence-based strategies for adult literacy tutors.
- 24 workplace-specific dyslexia sessions.

As a partner in the SASLED Erasmus+ project, we delivered training on dyslexia inclusion in sports and promoted the SASLED online resources.

Finally, we continued to expand our free learning platforms - DyslexiaHub.ie and AdultDyslexiaHub.ie - publishing new resources and videos, with both hubs receiving a combined 54,000 views in 2024.

Advocacy and campaigning
Dyslexia Ireland continues to champion the needs of people with dyslexia and dyscalculia through advocacy, public awareness, and policy engagement. Our work is grounded in regular consultation with members and stakeholders to ensure we're addressing real and current needs.

In 2024, key advocacy actions included:

- Campaigning for the introduction of extra time in state exams for students with dyslexia, dyscalculia, and other learning differences to align with international standards. We engaged with politicians, the Minister for Special Education, the Oireachtas Petitions Committee, and launched a grassroots pledge campaign. A review of the RACE scheme is now promised by the SEC, and the new programme for government includes a commitment to explore a mechanism to allow additional time.
- Engaging political parties ahead of the general election, trying to ensure that dyslexia and dyscalculia are reflected in their manifestos.
- Promoting evidence-based literacy interventions in schools, including publishing expert guidance on selecting effective supports for dyslexic learners.
- Pressing the Department of Education for an update to the Assistive Technology (AT) grant scheme to improve access in schools.
- Making submissions on key policy areas, including the new Literacy, Numeracy and Digital Literacy Strategy, EPSEN Act review, and National Disability Strategy.
- Raising awareness through media and PR during Dyslexia Awareness Week, including an Oireachtas briefing. There was also a documentary on RTE in September.
- Working with SOLAS and ETBs to advocate for the rights and support needs of adult learners with dyslexia in further and adult education, as well as at work.
- Collaborating with DCU researchers to assess teacher knowledge of dyslexia, to inform future teacher training advocacy.
- Continuing active participation with the European Dyslexia Association to strengthen collaboration and policy impact across Europe.

Financial review
In 2024, Dyslexia Ireland recorded a surplus of €59,208 (2023: Deficit €12,391). The charity had income of €1,480,566 (2023: €1,297,047) and expended €1,421,358 (2023: €1,309,438) on services for its members and supporting their needs and the needs of those affected by dyslexia. Of the total raised, €373,971 was from statutory sources, €39,526 from fundraising and donations, €95,063 from membership fees, €340 from investments and €971,666 was income generated from service provision (run on a non-profit basis) associated with our charitable purpose.

The major elements of expenditure in 2024 were on staffing costs related to member services, information provision, our assessment service, delivery of training / tuition, and advocacy.

At the end of the year the company has assets of €1.019,331 (2023: €973,225) and liabilities of €133,380 (2023: €146,482). The net assets of the company have increased by €59,208. Overall performance in 2024 was ahead of the charity's projected budget for 2024.

Principal funding sources
In 2024, the principal funding sources for Dyslexia Ireland's core operations were as described in the following tables. The tables that follow provide a narrative description and explanation of 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	€89,539	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 from July 2022 to June 2025. This grant partially funds the salaries of 4 core national office posts, namely the CEO, Head of Education and Policy, Finance Manager and National Workshop Manager.
SOLAS	Restricted	€196,000	Dyslexia Ireland's 2024 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 our online learning site on adult dyslexia (AdultDyslexiaHub.ie). • A pilot dyslexia assessment project run in collaboration with Cork ETB. The grant funds the salaries of our Adult Dyslexia staff and partially funds the salaries of other staff involved in delivering these services.
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 national office staff involved in delivering these services.
Erasmus + Project income	Restricted	€10,500	During 2024, Dyslexia Ireland was a partner in one EU-funded Erasmus+ project, the SASLED project (a 24-month project running from January 2023 to December 2024).
Workability project income from Specialisterne Ireland	Restricted	€12,500	During 2024, Dyslexia Ireland provided dyslexia consultancy and training to Specialisterne Ireland as part of their Workability project (funded by Pobal).
Other Income	Unrestricted	€1,932	VAT refund scheme

Income from non-statutory sources

Source	Funding	Amount	Remarks
Membership fees	Unrestricted	€95,063	Income from membership fees contributes towards the cost of providing our member benefits, including our information and advocacy services. Membership increased by 27% compared to 2023 levels.
Income earned from activities associated with our charitable purpose	Unrestricted	€971,666	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. This increased by 22% compared to 2023 levels.
Fundraising, donations and bequests	Unrestricted	€39,526	Includes income from various fundraising events such as the Dublin Marathon and sponsored skydives, as well as individual and company donations.
Investment income	Unrestricted	€340	Interest earned on deposit accounts

Reserves policy and level

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

- That at least 6 months' expenditure can be funded in the event of a company wind-up. Should the reserves fall below this level, Dyslexia Ireland will endeavour to rebuild to the set level.
- That any major capital requirement or repairs to Dyslexia Ireland's 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 organisation'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 2024, unrestricted funds available to the organisation amount to €761,211 (2023: €675,475), which is broadly in line with our set reserve threshold.

Investments

Included in the cash at bank balance at year end is €348,752 of reserves that are held in low-risk, fixed-term deposit accounts. The balance of funds is held in our current account, and prize bonds to the amount of €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 company pension scheme in operation but does facilitate staff wishing to enter into their own PRSA arrangements. Provision has been made within the organisation's budget for the introduction of the new auto-enrolment government pension scheme, expected to commence in 2025.

Structure, governance and management

Dyslexia Ireland is a company limited by guarantee without a share capital. Its purpose and objects, and how it conducts its business, are 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 and the Charities Regulatory Authority (CRA) website.

Dyslexia Ireland continues to adhere to the principles of the Charities Governance Code. Following extensive ongoing review of governance policies and practice, the board regards the charity as being fully compliant with the code and has fulfilled our annual reporting requirements with the CRA (annual return filed in October 2024).

Dyslexia Ireland was formerly known as the Dyslexia Association of Ireland. Following approval of the members, and pre-approval from the Charities Regulator, the association officially shortened its name to Dyslexia Ireland in February 2024. The new name, Dyslexia Ireland, has been filed with the Charities Regulator and with the Companies Registration Office.

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 the association 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.

The directors who served during the year and up to the date of signature of the financial statements were:

Gráinne O'Rourke (Chairperson)	
Barbara Moran	(Resigned 27 June 2024)
Majella Goss	(Resigned 5 September 2024)
Bruce Tait Curtis	
Gareth Williams	(Resigned 27 March 2025)
Joanne Ui Chrualaoich	
Aoife O'Reilly	
David Deighan (Vice Chairperson)	
David Crinion (Treasurer)	
Ellen Reynor	
Robert Grimes	(Appointed 22 February 2024)
Gráinne Gleeson	(Appointed 22 February 2024)

The company secretary who served during the year was Gareth Williams who resigned on 27 March 2025 and Robert Grimes was appointed company secretary.

In accordance with the company constitution, and company handbook, the directors retire by rotation, and being eligible, may offer themselves for re-election. The record of attendance at board meetings is found in the supplementary information.

Board sub-committees

Dyslexia Ireland had five board sub-committees during 2024:

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

All sub-committees are advisory in nature to the board, and all have written terms of reference. Each sub-committee 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 relevant expertise. These sub-committees 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. In May 2024, a detailed governance training session was provided to board members.

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 services coordinator, the head of educational psychology, 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.

Transparency and public accountability
The board believes that Dyslexia Ireland should be fully accountable to the public, providing detailed information as to the sources of its funds and how these are spent. We provide substantial information in this 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.

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 are registered with the lobbying register as per the requirements of the Regulation of Lobbying Act 2015.

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 as far as is possible through the risk register review process.

Risk register, risk management and internal controls
Dyslexia Ireland has a risk register in place which is reviewed regularly by the Governance and Risk sub-committee, as well as the Finance and Audit sub-committee (for financial risks), 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 relevant sub-committees and the board. The Governance & Risk sub-committee and the Finance & Audit sub-committee, where appropriate, report on risk status and risk mitigation actions to the board at each subsequent board meeting. Training on risk management has been provided to the board. The risk register was last updated by the board on January 16th, 2025.

The finance policy and procedures are consistently implemented and also reviewed periodically and updated as required; these outline how the organisation manages its finances and the controls in place to manage financial risk throughout the organisation. Annual plans, budgets and periodic reporting enable oversight of finances and organisational activities.

Dyslexia Ireland has a comprehensive set of regularly reviewed policies and procedures to support effective operations, strong governance, and robust internal controls. These cover key areas such as compliance, finance, fundraising, service delivery, child protection, HR, health and safety, and data protection. Staff and board members receive ongoing governance training, and efforts are made to maintain adequate staffing levels to prevent burnout.

The organisation actively monitors regulatory changes and adopts best practices to manage risks, including reputational risk. An agreement with an IT provider ensures appropriate security systems are in place to mitigate IT-related risks.

Income diversification
While statutory income is a significant source of funds, comprising 25% of our income in 2024, the board is satisfied that Dyslexia Ireland's overall income is reasonably diversified.

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

- 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.
- 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.
- 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 current and potential future activities.

Plans for future periods
Future development plans will be aligned with our strategic plan 2024-2028. Some key growth activities in 2025 will include:

- Advocacy work on priority areas, especially our ongoing campaign for extra time to be introduced in state exams for students with dyslexia, dyscalculia and other learning differences, in line with international standards.
- Following the recent publication of our Guidance on Effective Interventions, we will continue to advocate for quality, evidence-informed literacy education both in mainstream classrooms and in SET support settings, and to support teachers to upskill on the science of reading.
- Training course development will include the rollout of our advanced Level 2 course for teachers, which was piloted in November 2024, and the development of new webinars for parents.
- We will continue to develop new resources for both of our online hubs, including sharing additional levels of our structured literacy video lessons, and on DyslexiaHub.ie we are developing new resources on dyslexia at second level and on dyscalculia and maths difficulties.
- In 2025, we will pilot an adult dyslexia coaching service. This service is being developed in response to the real need for practical, strengths-based support to help adults with dyslexia navigate challenges, whether in education, work, or daily life.

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: 15 May 2025

David Crinion (Treasurer)
Director
Dated:15 May 2025

DYSLEXIA IRELAND

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

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 (as modified by Charities SORP) "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: 15 May 2025

David Crinion (Treasurer)
Director
Dated:15 May 2025

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 2024 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 2024 and of its net income 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 (as modified by Charities SORP); 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 30 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.

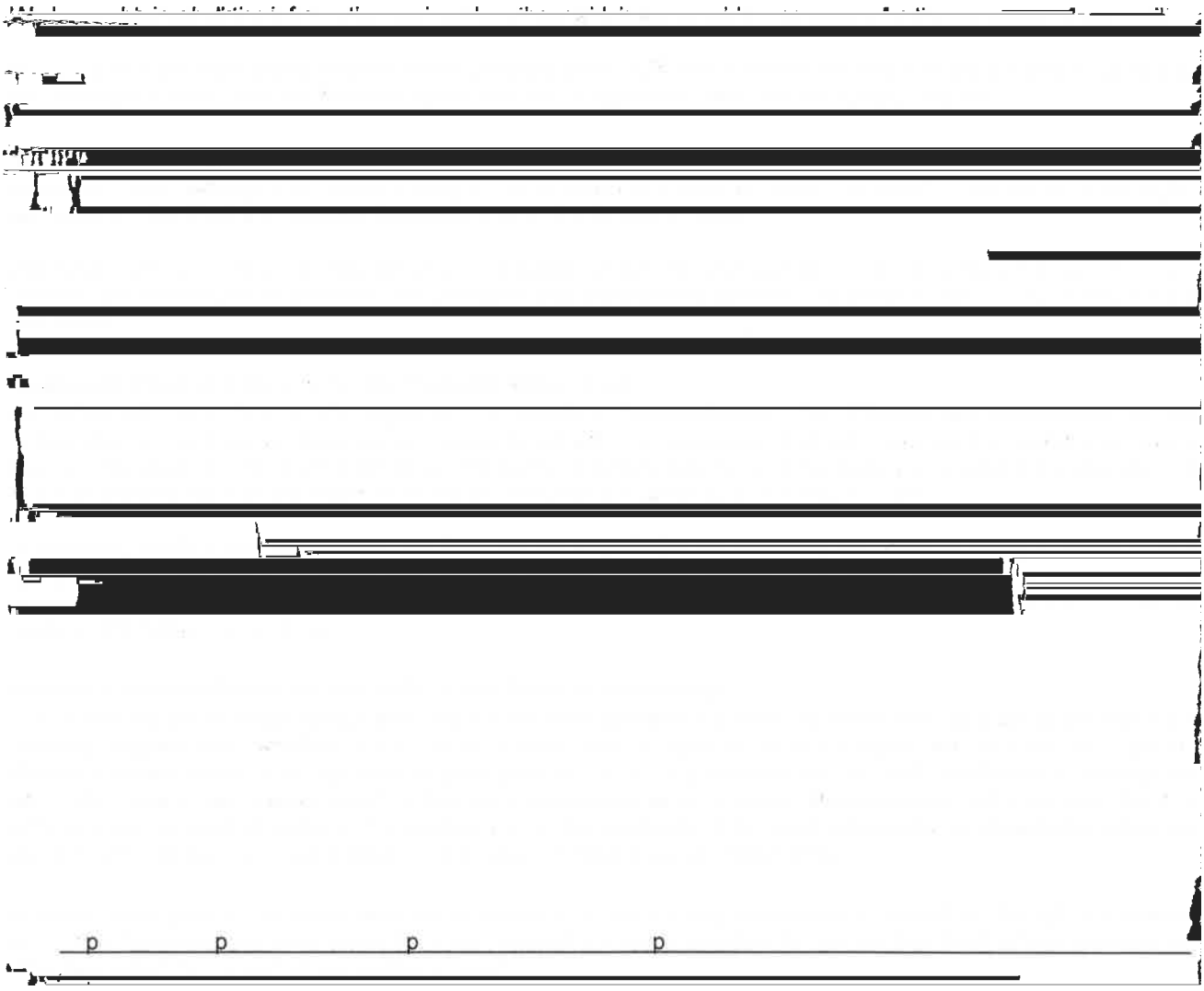
Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies 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.

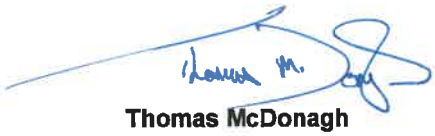


INDEPENDENT AUDITOR'S REPORT (CONTINUED)

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

15 May 2025

DYSLEXIA IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds general 2024 €	Unrestricted funds designated 2024 €	Restricted funds 2024 €	Total 2024 €	Unrestricted funds general 2023 €	Unrestricted funds designated 2023 €	Restricted funds 2023 €	Total 2023 €
Income from:									
Donations and fundraising	2	39,526	-	-	39,526	38,460	-	-	38,460
Charitable activities	2	1,068,661	-	372,039	1,440,700	884,344	-	373,976	1,258,320
Investments	2	340	-	-	340	267	-	-	267
Total income		1,108,527	-	372,039	1,480,566	923,071	-	373,976	1,297,047
Expenditure on:									
Raising funds	3	7,785	-	-	7,785	3,560	-	-	3,560
Charitable activities and other costs	4	1,041,534	-	372,039	1,413,573	930,827	1,075	373,976	1,305,878
Total resources expended		1,049,319	-	372,039	1,421,358	934,387	1,075	373,976	1,309,438
Net income/(expenditure)		59,208	-	-	59,208	(11,316)	(1,075)	-	(12,391)
Transfers between funds		26,528	(26,528)	-	-	20,580	(20,580)	-	-
Net movement in funds		85,736	(26,528)	-	59,208	9,264	(21,655)	-	(12,391)
Reconciliation of funds									
Fund balances at 1 January 2024		675,475	143,283	7,985	826,743	666,211	164,938	7,985	839,134
Fund balances at 31 December 2024	22	761,211	116,755	7,985	885,951	675,475	143,283	7,985	826,743

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 2024

	Notes	2024 €	€	2023 €	€
Fixed assets					
Tangible assets	**12**		780		12,276
Investments	**13**		5,000		5,000
			5,780		17,276
Current assets					
Stocks	**14**	200		200	
Debtors	**15**	47,273		42,736	
Cash at bank and in hand		966,078		913,013	
		1,013,551		955,949	
Creditors: amounts falling due within one year	**16**	(133,380)		(146,482)	
Net current assets			880,171		809,467
Total assets less current liabilities			885,951		826,743
Income funds					
Restricted funds	**21**		7,985		7,985
Designated funds	**20**		116,755		143,283
Unrestricted funds	**19**		761,211		675,475
			885,951		826,743

The financial statements were approved by the Directors on 15 May 2025

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 2024

	Notes	2024 €	€	2023 €	€
Cash flows from operating activities					
Cash generated from operations	**27**		52,725		4,006
Investing activities					
Investment income received		340		267	
Net cash generated from investing activities			340		267
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			53,065		4,273
Cash and cash equivalents at beginning of year			913,013		908,740
Cash and cash equivalents at end of year			966,078		913,013

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 euro, 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 or grantors 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 nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

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 2024 €	Designated funds 2024 €	Restricted funds 2024 €	Total 2024 €	Total 2023 €
Income from donations and legacies					
Donations and fundraising	39,526	-	-	39,526	38,460
Income from charitable activities					
Earned Income					
Membership, workshops, assessments & other activities	1,068,661	-	-	1,068,661	884,344
Grant Income					
Dept of Rural & Community Development (via Pobal): SSNO grant	-	-	89,539	89,539	88,219
Department of Education	-	-	63,500	63,500	63,500
SOLAS	-	-	196,000	196,000	189,337
Other grant income	-	-	23,000	23,000	32,920
Total income from charitable activities	1,068,661	-	372,039	1,440,700	1,258,320
Investment income	340	-	-	340	267
Total incoming resources	1,108,527	-	372,039	1,480,566	1,297,047

3 Raising funds

	Unrestricted funds 2024 €	Designated funds 2024 €	Restricted funds 2024 €	Total 2024 €	Total 2023 €
Fundraising costs	7,785	-	-	7,785	3,560
	7,785	-	-	7,785	3,560

4 Charitable activities and other costs

	Unrestricted Funds 2024 €	Designated Funds 2024 €	Restricted Funds 2024 €	Total 2024 €	Total 2023 €
Direct costs	6,717	-	-	6,717	10,054
Staff costs	800,093	-	363,201	1,163,294	1,039,365
Staff training	588	-	-	588	1,653
Rent and room hire	77,232	-	-	77,232	83,631
Insurance	12,750	-	-	12,750	12,804
Light and heat	6,692	-	-	6,692	4,007
Repairs and maintenance	3,504	-	-	3,504	3,462
Printing, postage and stationery	11,779	-	2,212	13,991	6,157
Advertising	124	-	-	124	890
Telephone	8,603	-	-	8,603	8,267
Computer costs	29,835	-	140	29,975	24,888
Travelling and subsistence	10,244	-	5,836	16,080	13,709
Legal and professional	-	-	-	-	-
Consultancy	6,077	-	-	6,077	15,866
Audit	7,130	-	-	7,130	8,830
Bank, credit card and other fees	20,749	-	-	20,749	13,845
Bad debts	-	-	-	-	1,750
Canteen, cleaning and PPE	7,939	-	-	7,939	10,864
General expenses	14,326	-	-	14,326	28,306
Subscriptions	5,656	-	650	6,306	6,035
Depreciation	11,496	-	-	11,496	11,495
	1,041,534	-	372,039	1,413,573	1,305,878

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	89,539
Income deferred as at 01/01/2024			-
Cash received			89,539
Income deferred as at 31/12/2024			-
Income recognised			89,539
Expenditure Incurred			(89,539)
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 01/01/2024			-
Cash received			63,500
Income deferred as at 31/12/2024			-
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: - Specialist support for learners with dyslexia €191,000 - Pilot Educational Psychology Assessment Service €5,000	Salary and overhead support	196,000
Income deferred as at 01/01/2024			-
Cash received			196,000
Income deferred as at 31/12/2024			-
Income recognised			196,000
Opening surplus held in restricted funds			7,504
Income recognised			196,000
Expenditure incurred			(196,000)
Closing surplus held in restricted funds			7,504

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
Specialisterne Ireland	Workability project	Salary and overhead support	12,500
Income deferred as at 01/01/2024			-
Cash received			12,500
Income deferred as at 31/12/2024			-
Income recognised			12,500
Opening surplus held in restricted funds			-
Income recognised			12,500
Expenditure incurred			(12,500)
Closing surplus held in restricted funds			-

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 Net movement in funds

	2024	2023
	€	€
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	11,496	11,495

7 Activities by funder

	SOLAS 2024	SSNO 2024	Dept. of Education 2024	Other Grants 2024	Total 2024
	€	€	€	€	€
Grants					
Cash received	196,000	89,539	63,500	23,000	372,039
Expenditure					
Wages and salaries	190,397	89,539	63,500	19,765	363,201
Travel costs	2,601	-	-	3,235	5,836
Other expenses	3,002	-	-	-	3,002
Total expenditure	196,000	89,539	63,500	23,000	372,039
Unspent funds at year end	-	-	-	-	-

SOLAS: Funding of €196,000 was received in 2024. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

SSNO: Funding of €89,539 was received in 2024. 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 2024. €48,500 was used to fund salaries to assist in the provision of the national office information services and €15,000 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 2024. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

Other Grants - Specialisterne Ireland: Funding of €12,500 was received in 2024. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

Other Grants - Erasmus+ + Project income: €10,500 represents the final balance of 30% of the remaining grant due to Dyslexia Ireland at year end. This amount was paid in Q1 2025 following submission of the final project report by the lead partner. All income and expenditure on this grant was restricted and in line with the funder grant agreement.

8 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 (2023: €Nil).

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Management	1	1
Finance	2	2
Communication / information	8	7
Technical	7	6
Workshops	73	66
	91	82

Employment costs	2024 €	2023 €
Wages and salaries	1,055,017	944,165
Social security costs	108,277	95,200
	1,163,294	1,039,365

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

	2024 Number	2023 Number
€50,000 - €60,000	-	1
€60,001 - €70,000	1	-
€70,001 - €80,000	1	1
€80,001 - €90,000	-	-
€90,001 - €100,000	-	-

10 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:

	2024 €	2023 €
Key management compensation:		
Salaries and other short-term employee benefits	74,343	71,484

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Tangible fixed assets

	Leasehold improvements	Computer equipment	Total
	€	€	€
Cost			
At 1 January 2024	53,577	3,900	57,477
At 31 December 2024	53,577	3,900	57,477
Depreciation and impairment			
At 1 January 2024	42,861	2,340	45,201
Depreciation charged in the year	10,716	780	11,496
At 31 December 2024	53,577	3,120	56,697
Carrying amount			
At 31 December 2024	-	780	780
At 31 December 2023	10,716	1,560	12,276

13 Fixed asset investments

	Unlisted investments
	€
Cost or valuation	
At 1 January 2024 & 31 December 2024	5,000
Carrying amount	
At 31 December 2024	5,000
At 31 December 2023	5,000

14 Stocks

	2024	2023
	€	€
Finished goods and goods for resale	200	200

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

15 Debtors

	2024	2023
Amounts falling due within one year:	€	€
Trade debtors	2,547	7,617
Prepayments and accrued income	44,726	35,119
	47,273	42,736

16 Creditors: amounts falling due within one year

	Notes	2024	2023
		€	€
Other taxation and social security	17	107,688	91,876
Deferred income	18	5,530	13,700
Trade creditors		806	4,038
Other creditors		2,776	4,460
Accruals		16,580	32,408
		133,380	146,482

17 Taxation

	2024	2023
	€	€
Payables:		
Payroll taxes	107,688	91,876

The board confirm that the charity held an active tax clearance certificate for the duration of 2024.

18 Deferred income

	2024	2023
	€	€
Other deferred income	5,530	13,700

Deferred income from government grants at year end was €Nil (2023: €Nil).

Other deferred income relates to workshop fees €5,530 (2023: €13,700) received in advance in 2024 for events in 2025.

19 Unrestricted funds- General

The general unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	€	€	€	€	€
General funds	675,475	1,108,527	(1,049,319)	26,528	761,211

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	€	€	€	€	€
General funds	666,211	923,071	(934,387)	20,580	675,475

20 Unrestricted funds - designated

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:

	At 1 January 2024	Resources expended	Transfers	At 31 December 2024
	€	€	€	€
Designated	143,283	-	(26,528)	116,755

Previous year:	At 1 January 2023	Resources expended	Transfers	At 31 December 2023
	€	€	€	€
Designated	164,938	(1,075)	(20,580)	143,283

During the year €26,528 (2023: €20,580) was transferred to unrestricted funds to cover the cost of subsidised workshop tuition.

21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Balance at 1 January 2024	Income	Expenditure	Transfers	Balance at 31 December 2024
	€	€	€	€	€
Dept of Rural & Community Development (via Pobal) - SSNO	-	89,539	(89,539)	-	-
Department of Education	-	63,500	(63,500)	-	-
SOLAS	7,504	196,000	(196,000)	-	7,504
Donations and other grants	481	23,000	(23,000)	-	481
	7,985	372,039	(372,039)	-	7,985

22 Analysis of net assets between funds

	Unrestricted funds 2024	**Designated funds 2024**	**Restricted funds 2024**	**Total 2024**	Unrestricted funds 2023	Designated funds 2023	Restricted funds 2023	Total 2023
	€	**€**	**€**	**€**	€	€	€	€
Fund balances at 31 December 2024 are represented by:								
Tangible assets	780	-	-	780	12,276	-	-	12,276
Investments	5,000	-	-	5,000	5,000	-	-	5,000
Current assets/(liabilities)	755,431	116,755	7,985	880,171	658,199	143,283	7,985	809,467
	761,211	116,755	7,985	885,951	675,475	143,283	7,985	826,743

23 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.

24 Financial commitments, guarantees and contingent liabilities

The company had no contingent liabilities at the year ended 31 December 2024.

25 Events after the reporting date

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

26 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

27 Cash generated from operations

	2024 €	2023 €
Surplus/(deficit) for the year	59,208	(12,391)
Adjustments for:		
Investment income recognised in statement of financial activities	(340)	(267)
Depreciation and impairment of tangible fixed assets	11,496	11,495
Movements in working capital:		
(Increase) in debtors	(4,537)	(4,634)
(Decrease)/increase in creditors	(4,932)	11,999
(Decrease) in deferred income	(8,170)	(2,197)
Cash generated from operations	52,725	4,006

28 Analysis of changes in net funds

The charity had no material debt during the year.

29 Lobbying and political donations

There were no political donations in 2024 or 2023, 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.

30 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.

31 Approval of the financial statements

The financial statements were approved and authorised for issue by the board of directors on 15 May 2025.

DYSLEXIA IRELAND

SUPPLEMENTARY INFORMATION

(not part of the audited financial statements)

FOR THE YEAR ENDED 31 DECEMBER 2024

DYSLEXIA IRELAND

ATTENDANCE RECORD - BOARD MEETINGS 2024

FOR THE YEAR ENDED 31 DECEMBER 2024

Director Name		2024 Board Attendance Record	Notes
Gráinne O'Rourke	(Chairperson)	6/6	
Gareth Williams	(Company Secretary)	5/6	
David Deighan	(Vice Chairperson)	4/5	
David Crinion	(Treasurer)	5/6	
Bruce Tait Curtis		6/6	
Aoife O'Reilly		6/6	
Joanne Uí Chrualaoich		5/6	
Ellen Reynor		6/6	
Gráinne Sheila Gleeson		4/5	Appointed 22 February 2024
Robert Michael Grimes		2/5	Appointed 22 February 2024
Majella Goss		2/4	Resigned 5 September 2024
Barbara Moran		2/4	Resigned 27 June 2024