

ddletb



Átha Cliath agus Dún Laoghaire **Bord Oideachais agus Oiliúna**
Dublin and Dún Laoghaire Education and Training Board

Dublin and Dun Laoghaire Education and Training Board

Annual Report 2019



DDLETB Annual report 2019
Contents

1) Message from the Cathaoirleach of Dublin and Dun Laoghaire ETB	page 2
2) Foreword by the Chief Executive Officer of Dublin and Dun Laoghaire ETB	page 3
3) Function of the Board	page 4
4) Members of the ETB Board and Committees to the Board	page 5
5) Organisation Services	page 7
6) Financial Summary	page 7
7) Key relationships	page 8
8) Schools – Primary	page 9
Schools - Post-Primary	page 10
9) Further Education and Training	page 12
10) Youth and Sports Development Services	page 16
11) Psychological Support Services	page 20
12) Appendices	page 21
A. Senior Management	page 21
DDLETB Schools and Centres	page 21
Support Roles and Services	page 23
B. ETB Committees	page 23
C. Community Schools where Dublin and Dun Laoghaire ETB is on the Board of Management as Joint Patron	page 23
D. Code of Governance adoption and compliance	page 24
E. Statement of Board Responsibilities	page 24
F. The Board confirmation of the organisation adherence and compliance	page 24
13) Abbreviations	page 25



1. Message from the Cathaoirleach of Dublin and Dun Laoghaire ETB

This annual report provides a summary of provision in the area across the wide range of activity in schools, centres and services. Our strategy is built on five values which animate the work of the organisation. They are: Equality, Professionalism, Integrity, Collaboration and Innovation. Each is really important to us and helps guide decision-making especially when it comes to looking at our goals. Our first two goals are about providing high quality programmes and experiences for the learner or student. Our second set of goals support these through effective communications and collaboration underpinned by organisational and staff development.

What we do for our students, learners and clients is central to our purpose and there have been clear improvements over the year. We were happy to meet all of our statutory requirements. Our new board was established following the local elections and that has meant a change of membership to a large degree. Training for the board has helped guide members to becoming as effective as they can be in attending to their responsibilities. Risk Management has developed so that the risk register has become a tool to address gaps and ensure that mitigation of risk is a core activity. The building programme is always a challenge and no more so than in 2019. There was a big need for temporary accommodation in a large number of schools. Unfortunately, a number of large building projects suffered from some delays. Two schools were established: Rivervalley Community National School in Swords and Danu Special Community National School in Hansfield, Dublin 15.

The report shows the range of impact of the services provided by the board directly and through the funded services supported by the board. In all the budget of over 200 million euro provided education and training for over 20000 students in schools and over 30000 participants in education and training. A further 45000 young people benefitted from youth services provided, supported and monitored by the ETB Youth Service.

Cllr John Walsh
Cathaoirleach
DDLETB





2. Foreword by the Chief Executive Officer of Dublin and Dun Laoghaire ETB

This Annual Report for 2019 captures the sincere efforts of staff across the ETB to match the goals and priorities in our Strategy Statement. The board has received reports during the year of the activity in schools, centres and services which have detailed the work done against the goals. The ETB measures its progress in relation to the first and second goals; High Quality Education and Training Programmes and High Quality Experience for Learners.

In Further Education and Training in 2019, DDLETB delivered education and training to 30,686 learner beneficiaries. A strategic review of our Agreement took place with SOLAS in November 2019 which evidenced strong progress and innovation on the part of DDLETB. The FET strategy targets are being met through the dedicated work of our staff in FET. A significant development is the Quality Assurance Unit which is to develop a common Quality Assurance system for all DDLETB FET services, in compliance with QQI's reengagement requirements. A suite of common procedures to ensure the quality assured delivery and monitoring of all assessments within the FET sector have been developed and approved by the relevant QA Governance Unit. CPD especially in the area of Middle Management and Digital Learning continued apace during 2019.

In schools, student numbers have again grown. Post primary schools have 17855 students in 29 schools including four Gaelcholáistí. Community National Schools have 2955 students in seven Primary Schools, Two Special Care Unit Schools, one Special Community National School, and one Children's Detention Centre school. The work is proceeding across the schools network to ensure support from the ETB and from the networks of Principals, Deputy Principals, Special Education, DEIS, Guidance Counsellors, Digital Learning and other Continuing Professional Development activities. Our schools at primary and post-primary are adapting to the requirements of new curricula, School Self-Evaluation, Child Protection and Safeguarding and other changes in a professional and considered manner. Youth Services continue to manage, fund and support services to 45,000 young people in the three counties of Fingal, South Dublin and Dun Laoghaire-Rathdown. Our new Community National Schools of Rivervalley and Danú Special CNS opened for students in 2019 and are now providing an excellent service for their children.

It is a privilege to witness the great work of almost 4,000 staff who continue to bring new ideas to their engagement with students, learners and clients. We are grateful for the support of the board in working to ensure the best possible service for the community of this ETB.

Paddy Lavelle
Chief Executive Office





3. Functions of the ETB Board

The functions of the Board are either executive or reserved. Executive functions are carried out by the Chief Executive and reserved functions are carried out by the Board. Reserved functions are set out in Section 12 (2) of the ETB Act 2013 and are summarised as follows:

1. A request to the Minister for a name by which the board may describe itself for operational purposes
2. The appointment of a chief executive
3. The suspension of a chief executive
4. The establishment of a scholarship
5. The giving of an opinion as to persons with whom the Chief Executive must consult in the preparation of a strategy statement.
6. The adoption of a strategy statement
7. The adoption of an annual report
8. The acceptance of gifts or being constituted as a trustee
9. A decision to authorise the attendance by a member at a conference, seminar, meeting or event
10. In relation to an ETB committee
 - (i) the establishment or dissolution of the Committee
 - (ii) the determination of the terms of reference and the regulation of the procedures of the Committee
 - (iii) the appointment or removal from office of a member (including the chairperson) of the Committee, and
 - (iv) the confirmation of an act of the Committee
11. In relation to a Finance Committee and an Audit and Risk Committee:
 - (i) the establishment of those committees
 - (ii) the appointment and removal of a member (including the chairperson) of those committees, and
 - (iii) the receipt of a report prepared by each of those committees and the determination of what action (if any) should be taken as a result of the findings of any such report;
12. The adoption of an annual service plan
13. The power to borrow money
14. The keeping of accounts
15. The acquisition, holding and disposal of land, or any interest in land 53 Subject to regulations made by the Minister.



4. Members of the ETB Board and Committees to the Board

DDLETB Members' attendance at meetings in 2019

Member	Nominating Body	Duration	Mar	Apr	Aug	Sep	Oct	Nov
CLlr Kazi Ahmed	Dun Laoghaire Rathdown County Council	Aug - Dec	N/A	N/A	✓	✓	✓	✓
CLlr Michael Clark	Dun Laoghaire Rathdown County Council	Aug - Dec	N/A	N/A	✓	✓		✓
CLlr Yvonne Collins	South Dublin County Council	Aug - Dec	N/A	N/A	✓	✓	✓	✓
CLlr Mick Duff (Cathaoirleach)	South Dublin County Council	Jan - Jul	✓	✓	N/A	N/A	N/A	N/A
Ken Farrell	Irish Congress of Trade Unions	Aug - Dec	N/A	N/A		✓	✓	✓
Anne Genockey	AONTAS	Jan - Dec	✓	✓				✓
Karen Gleeson	National Parents Association	Jan - Jul			N/A	N/A	N/A	N/A
CLlr Pat Hand	Dun Laoghaire Rathdown County Council	Jan - Jul	✓	✓	N/A	N/A	N/A	N/A
Daneve Harris	National Parents Association	Aug - Dec	N/A	N/A	✓	✓	✓	✓
Barry Hempenstall	Staff	Jan - Jul	✓		N/A	N/A	N/A	N/A
CLlr Peter Kavanagh	South Dublin County Council	Aug - Dec	N/A	N/A	✓	✓	✓	
CLlr Pamela Kearns	South Dublin County Council	Aug - Dec	N/A	N/A	✓	✓	✓	✓
Colm Kilgallon	AONTAS	Aug - Dec	N/A	N/A		✓	✓	
CLlr Eithne Loftus	Fingal County Council	Jan - Jul	✓	✓	N/A	N/A	N/A	N/A
CLlr Grainne Maguire	Fingal County Council	Jan - Dec	✓		✓			
CLlr Howard Mahony	Fingal County Council	Jan - Jul			N/A	N/A	N/A	N/A
CLlr Brigid Manton	Fingal County Council	Aug - Dec	N/A	N/A	✓	✓	✓	
Claire Markey	Staff	Jan - Dec	✓	✓	✓	✓	✓	✓
CLlr Cora McCann	South Dublin County Council	Jan - Jul			N/A	N/A	N/A	N/A
Gerard McCaul	Joint Managerial Board	Jan - Jul	✓	✓	N/A	N/A	N/A	N/A
Gerry McGuire	Chambers Ireland	Jan - Dec	✓	✓		✓	✓	✓
CLlr Conor McMahon	South Dublin County Council	Jan - Jul			N/A	N/A	N/A	N/A
Paul McNally	National Parents Association	Jan - Dec		✓	✓	✓		✓
CLlr Joe Newman	Fingal County Council	Aug - Dec	N/A	N/A	✓	✓	✓	✓
CLlr Sorcha Nic Cormaic	Dun Laoghaire Rathdown County Council	Jan - Jul	✓	✓	N/A	N/A	N/A	N/A
CLlr Ed O'Brien	South Dublin County Council	Aug - Dec	N/A	N/A	✓		✓	
CLlr Roderic O'Gorman	Fingal County Council	Jan - Dec	✓			✓		✓
Brendan O'Halloran	Staff	Aug - Dec	N/A	N/A	✓	✓	✓	✓
CLlr Liona O'Toole	South Dublin County Council	Jan - Jul		✓	N/A	N/A	N/A	N/A
Olive Phelan	NALA	Jan - Jul	✓	✓	N/A	N/A	N/A	N/A
CLlr Una Power	Dun Laoghaire Rathdown County Council	Aug - Dec	N/A	N/A	✓	✓		
CLlr Duncan Smith	Fingal County Council	Jan - Jul			N/A	N/A	N/A	N/A
CLlr Ossian Smyth	Dun Laoghaire Rathdown County Council	Jan - Jul			N/A	N/A	N/A	N/A
CLlr John Walsh (Leas Cathaoirleach/ Cathaoirleach)	Irish Congress of Trade Unions/ Fingal County Council	Jan - Dec	✓		✓	✓	✓	✓



Audit and Risk Committee Members' attendance at meetings in 2019

		Duration	18 Feb 19	10 May 19	10 Jun 19	16 Dec 19
Thomas Stone (Chairperson Jan - Jun)	External Member	Jan - Jun	√	√	√	N/A
Alan Connolly	External Member	Jan - Dec	√		√	√
Mary Troy	External Member	Jan - Dec		√	√	
Gerry McGuire	Internal Member	Jan - Jun	√	√		N/A
Pat Hand	Internal Member	Jan - Jun				N/A
Gillian Doherty (Chairperson Sep-Dec)	External Member	Sep - Dec	N/A	N/A	N/A	
CLlr Kazi Ahmed	Internal Member	Sep - Dec	N/A	N/A	N/A	√
CLlr Joe Newman	Internal Member	Sep - Dec	N/A	N/A	N/A	√
Daneve Harris	Internal Member	Sep - Dec	N/A	N/A	N/A	√

The Board maintains oversight of risk management and confirms that it has carried out an assessment of DDLETB's principal risks, associated mitigation measures and assurances of the effectiveness of these measures in 2019.

The Board manages risk for the organisation through a structured risk management programme. The Board has delegated risk management oversight to the Audit and Risk Committee.

The Audit and Risk Committee assists the Board and gives an independent view in respect of its Risk Management responsibilities.

Finance Committee Members' attendance at meetings in 2019

		Duration	27 Feb 19	13 Mar 19	11 Nov 19	16 Dec 19
Gerry McGuire (Chairperson)	Internal Member	Jan - Dec	√	√	√	√
Catherine Doran	External Member	Jan - Dec	√		√	√
Catherine Bruen	External Member	Jan - Dec	√	√	√	
CLlr Liona O'Toole	Internal Member	Jan - Jun		√	N/A	N/A
Colm Kilgallon	Internal Member	Sep - Dec	N/A	N/A	√	√
Claire Markey	Internal Member	Jan - Dec	√	√	√	√





5. Organisation Support & Development (OSD)

The OSD strand of DDLETB continues to support the organisation in providing services in the functional areas of Finance, HR, ICT and Corporate Services. Each of the functions consists of experienced staff who have extensive expertise and a wide range of skills. The demand of the support services is ever increasing with the continued growth of the organisation. During 2019, the programme of improvements within the OSD strand continued and included the following:

- DDLETB was the first ETB to migrate to the national payroll solution run by the Education Support Business Service (ESBS), which was set up as a shared service for the ETB sector, with responsibility for payroll.
- Shared Service Finance did not progress in 2019 but an amount of work was done to prepare for the change
- Considerable progress towards full compliance with procurement regulations
- Administrative and technical support to the Board's large building/capital programme
- Enhanced and more time efficient recruitment process
- Development of a new learner payment system
- Enhancement of the governance framework
- Participation in a wide range of sectoral and public sector networks

DDLETB remains committed to the continuous improvement of its services through the revision of existing, and the identification of new, business processes and systems.

6. Financial Summary

Dublin and Dun Laoghaire ETB is funded primarily by the Department of Education and Skills (DES) for the delivery in its primary and second level schools. SOLAS and DES fund further education and training programmes. In 2019, funding for particular projects was also provided by other Government Departments and Agencies including:

- Department of Children and Youth Affairs (DCYA)
- Department of Employment Affairs and Social Protection (DEASP)
- Department of Health
- State Examinations Commission
- South Dublin County Council
- Higher Education Authority
- POBAL
- Leargas

The Annual Financial Statement for the year ended on 31st December 2019 is subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2019. DDLETB will publish the audited financial statements within one month of receipt of the C&AG.

Financial data in relation to the following is included in the Annual Financial Statement:

- Non Salary-related fees paid in respect of Committee members;
- Salaries and short-term employee benefits;
- Post-employment benefits;
- Termination benefits;
- Key management compensation if any;
- The number of employees whose total employee benefits were between €0 to €59,999;
- The number of employees whose total employee benefits were between €60,000 to €69,999 and within each pay band of €10,000; and
- Overall figure for employer pension contributions.



7. Key relationships

During 2019, DDLETB has continued working towards its priorities (Strategic Goal 4.2) of strategic networking and partnerships with key stakeholders. These stakeholders comprise statutory and public bodies, local authorities, other providers of education and training including advocacy, community, not-for-profit, voluntary and youth groups. DDLETB also has strategic partnerships with employers and local enterprise networks to support and facilitate upskilling and reskilling programmes for the local/regional labour market, including supports to employers of apprentices.

Stakeholder working undertaken in 2019 included reporting to and collaboration with the Department of Education and Skills (DES), Department of Children and Youth Affairs (DCYA), and SOLAS across the range of schools, further education and training and youth programmes and services. The interagency agreement between DDLETB and the Department of Employment Affairs and Social Protection for the provision of education and training opportunities for individuals not active in the labour market continued in 2019.

DDLETB also continued its work as a stakeholder contributing to the economic, cultural and social development of DDLETB's administrative area, namely Dun Laoghaire-Rathdown, Fingal and South Dublin County Councils: DDLETB are members of the Local Community Development Committees (LCDC) of all three councils and support the work of local area partnerships through local inter-agency working and Board membership of the various local development companies including Empower, Southside Partnership and South County Dublin Partnership.

Other stakeholder contributions from DDLETB in 2019 to developments in the education and training sector included having representation on the governing bodies of the Technological University Dublin, the Institute of Art, Design and Technology in Dun Laoghaire and collaboration with Quality and Qualifications Ireland (QQI), particularly in the development of new awards in the childcare sector.

In 2019, Dublin and Dun Laoghaire ETB co-operated with a large number of other organisations and institutions through the provision of teaching hours or financial assistance, including:

- Benin Casa Special School
- Central Mental Hospital, Dundrum
- Dun Laoghaire Community Training Workshop
- Deonach Project, West Tallaght
- Fingal Educational Resource Group
- Fingal Training Workshop
- Parish of the Travelling People
- Ronanstown Community Training Workshop
- St Augustine's Special School
- St Ita's Hospital, Portrane
- Tallaght Traveller Project
- Tivoli Project, Dun Laoghaire
- Tower Programme, Co. Dublin
- Youth Horizons



8. Schools

Primary

Dublin and Dun Laoghaire ETB is patron to nine Community National Schools.

- Scoil Choilm, Porterstown
- Scoil Ghráinne, Phibblestown
- Scoil Chormaic, Balbriggan
- Citywest & Saggart CNS, Citywest
- Scoil Aoife CNS, Citywest
- Lucan CNS, Lucan
- Rivervalley CNS, Swords, Co. Dublin
- Broadmeadow CNS, Swords, Co. Dublin
- Danú CSS, Clonee, Dublin 15

Founded in local communities, our schools are child-centred, inclusive, multi-belief, state supported primary schools providing a high quality primary education for every child in line with the National Primary School Curriculum laid down by the Department of Education & Skills. The schools enrolled 2995 pupils in 2019/2020.

2019/2020 Enrolment Figures Community National Schools	
School	19/20
Scoil Choilm	875
Scoil Chormaic	555
Scoil Ghrainne	660
Citywest and Saggart	414
Scoil Aoife	219
Lucan	224
Broadmeadow – Swords North	0
Rivervalley – Swords South	14
Danu Special	24
Crannog Nua	5
Ballydowd	5
	2995

Our Community National Schools benefit from their incorporation into DDLETB through the support network of Principals organised by Nichola Spokes, Director of Schools. Finance, HR, Corporate Services and ICT all play a role in helping our Community National Schools benefit from involvement with the ETB. Each school also contributes to the ETBI CNS network which helps schools build their identity nationally. We appreciate the support of ETBI in this provision.



Post-Primary

The number of pupils in our Second level Schools continued to grow during the 2019 school year to 17,861. The year also saw DDLETB awarded the patronage of two new second level schools, one in the Blanchardstown area and one in the Citywest and Saggart area bringing the total number of Second Level Community Colleges to 31. These new schools, Ériú Community College in Blanchardstown and Coláiste Pobail Fóla in Citywest & Saggart, are due to open their doors to students in 2020.

In 2019 DDLETB had 29 Second Level Community Colleges, four of which are Gael Choláistí, covering a large area of Dublin from Balbriggan to Lucan, Tallaght and Firhouse. Our Community Colleges form an essential part of life and living throughout their local communities. They are inclusive and enable young people to meet their full potential in society. They empower students, teachers and parents to achieve educational progress in a positive and encouraging atmosphere.

Programmes being offered in our Community Colleges include –

- Junior Cycle/Certificate
- Junior Certificate Schools Programme
- Transition Year
- Leaving Certificate
- Leaving Certificate Applied Programme
- Leaving Certificate Vocational Programme

The DEIS (Delivering Education Equality in School) programme was offered in 10 of our schools.

A full range of subjects including languages, the humanities, arts, technologies and science were offered at both Junior and Senior cycle. Students were encouraged to take part in all aspects of school life including extra-curricular activities like drama, music, debating, and sport.

In order to ensure the highest quality of teaching and learning and the best possible educational experience for its students, supports were offered by DDLETB to all schools in the areas of Continuing Professional Development, Teacher Induction, Language Literacy and Numeracy, Special Education, Technology Enhanced Teaching and Learning, Teacher and Leadership programme, English as an Additional Language as well as Leadership Development and Support Programmes for Principals, Deputy Principals and Middle Management post holders.

In addition to the above, support was also offered in the areas of policy-making and governance through ongoing work and training with Boards of Management and school management.

The establishment of a new DDLETB Board saw the formation of new Boards of Management in all DDLETB Schools.



2019/2020 Enrolment Figures Post-Primary		
Schools:	2 nd Level	Actual PLC
Adamstown C.C.	911	
Ardgillan C.C.	953	
Balbriggan C.C.	516	
Castleknock C.C.	1162	
Coláiste Chillian	415	
Coláiste Cois Life	807	
Coláiste de hÍde	299	
Coláiste Pobail Setanta	1053	
Collinstown Park C.C.	569	54
Deansrath C.C.	296	57
Donabate C.C.	762	
Fingal C.C.	854	
Firhouse C.C.	809	
Gaelcholáiste Reachrann	443	
Grange C.C.	280	59
Greenhills College	137	275
Griffeen C.C.	138	
Kingswood C.C.	522	
Kishoge	839	
Lucan C.C.	922	
Lusk C.C.	685	
Luttrellstown C.C.	893	
Mount Seskin C.C.	325	
Riversdale C.C.	252	
Skerries C.C.	974	
St Finian's C.C.	647	
St Kevin's C.C.	373	
Swords C.C.	166	
St MacDara's C.C.	853	
Total	17861	445



9. Further Education and Training (FET)

DDLETB'S Further Education and Training (FET) sector provides for the delivery of courses and programmes to wide range of learners and encompasses learning that is lifelong and life-wide. FET learners are a diverse range of individuals from young adults and school leavers to older adults returning to education and training, and all ages and life stages in-between. Our learners are at the heart of everything that we do and our focus on high quality education and training remained a priority in 2019.

FET provision ranges from training courses and educational programmes and supports to meet the needs and interests of individuals, families, communities, employers, the economy and wider society. Our Training Centres offer upskilling and reskilling opportunities for jobseekers, apprentices, employees and entrepreneurs that meet the skills needs of employers, enterprise and of the wider economy. Through our Colleges we offer professional and occupational qualifications that offer learners an entry route to their chosen career and also an access route to higher education. Of equal importance are the educational programmes and supports targeted towards educationally, economically and socially disadvantaged groups and individuals that are delivered by the Adult Education Services, Community Training Services and Youthreach.





In 2019, a total of 30,686 learners benefited from participation in a FET course. A breakdown of learner numbers in our FET provision in 2019 is shown in Table 1. In addition, a further 4,472 learners participated in self-financed evening courses in our FET centres and premises.

Table 1: Actual FET provision in 2019

Provision Type		Number of learners completing in 2019
Full-time provision		
	Apprenticeship 2016+	88
	Apprenticeship Training	1,434
	Blended Training	391
	Bridging and Foundation Training	156
	Community Training Centres	268
	Justice Workshop	49
	Local Training Initiatives	271
	PLC	5,048
	PLC Pre Apprenticeship	28
	Specialist Training Providers	373
	Specific Skills Training	1,736
	Traineeship Employed	632
	Traineeship Training	807
	VTOS Core	375
	Youthreach	631
TOTAL FULL-TIME		12,287
Part-time provision		
	Adult Literacy Groups	1,969
	BTEI Groups	3,018
	ESOL	3,604
	Evening Training	2,853
	FET Cooperation Hours	350
	ITABE	402
	Other Funding	
	Recognition of Prior Learning	12
	Skills for Work	387
	Skills to Advance	605
TOTAL PART-TIME		13,200
Variable		
	Community Education	5,199
TOTAL LEARNERS IN 2019		30,686



2019 saw an increase in learner numbers overall from 2018. This increase was achieved through the expansion of craft apprenticeship places and the roll-out new 2016+ apprenticeships. PLC Colleges also achieved an increase in learner numbers, following the national PLC review and local implementation of policy recommendations. The English for Speakers of Other Languages (ESOL) programme also showed a significant increase, reflecting curriculum developments in ESOL programmes and courses and the demand of ESOL places in areas of high population growth. The new Skills to Advance programmes for employees to upskill or reskill built successful partnerships and collaboration with local employers, resulting in a high uptake of learners for this programme.

Other achievements in DDLETB's FET provision during 2019 included the opening of the new Microsoft Data Academy in Collinstown Park Community College, which serves the unemployment blackspots of Cappamore and Rowlagh. This is a significant development for DDLETB's FET sector as it is the first Microsoft Data Centre Academy in Europe, providing learners with the opportunity to learn new technologies in the real-world context of a growing field, in partnership with a recognised world leader in IT. There are other unemployment blackspots DDLETB's geographic area; a new programme was delivered in Tyrellstown, offering a high support programme to learners by our Adult Education Service. Successful bid funding applications to SOLAS for both programmes drew additional resources to deliver these new courses.

The first learners to achieve qualifications through the recognition of prior learning (RPL) were presented with their awards in 2019. This was known as the TOBAR project, a national initiative between the Defence Forces and ETBs for serving personnel to recognise specific work skills and life experience and validate them within the National Qualifications Framework, in partnership with QQI. The Irish Air Corps was the branch of the Defence Forces located within DDLETB's catchment area and the partner organisation for this project, the first RPL programme that DDLETB has delivered.

Following the Strategic Performance Agreement with SOLAS in 2018, there was a successful review meeting with SOLAS in the autumn of 2019, to appraise progress to date in achieving the targets set over the three-year period to the end of 2020. This review evidenced strong progress and innovation on the part of DDLETB. A series of regional network meetings of FET managers was held during 2019 to assist the planning of both operational and strategic actions and informed and underpinned an integrated approach in reviewing and evaluating our FET provision and DDLETB's commitment to continuous improvements in FET.

Quality, quality assurance (QA) and innovation continued to be a key feature of all FET provision in 2019: the new QA agreement with Quality and Qualifications Ireland (QQI) was implemented this year. The newly established Course Approval Committee met regularly during 2019 to ensure new courses and programmes met the QA requirements for certification but also that quality and innovation were coherent within the aims of the FET strategic plan. A high number of new awards and modules were approved for delivery within DDLETB in growing or emerging industry sectors.

In other quality-led development, DDLETB agreed with QQI to be the lead ETB in developing the new Early Learning and Care (ECCE) awards at levels 5 & 6 for the FET sector. This is a significant responsibility and will contribute to national developments for the childcare sector. DDLETB have also secured initial formal agreement that our Level 6 Advanced Certificate in Architectural Technology and Design, delivered by Dun Laoghaire Further Education Institute (DFEI) is recognised by The Chartered Institute of Architectural Technologists (CIAT) in the UK, which will allow our graduates to register for membership of CIAT.

During 2019, there has been an increase in learner supports available through the Adult Education Guidance Service in North Fingal to serve a rapidly increasing population. This is the first step in expanding FET provision in this area to meet the needs of a young, growing and diverse population.



The FET sector continued its professional development plan for staff in 2019 by providing CDP opportunities in Technology-enhanced learning (TEL) and also a bespoke Leadership Development programme for FET managers.

In 2019, we hosted a Brexit conference in partnership with the Department of Employment Affairs and Social Protection (DEASP) to network, inform and consult with stakeholders, particularly DDLETB staff, on the likely impact of Brexit in the Dublin region. The conference was well attended and has informed DDLETB's Brexit Contingency plan.





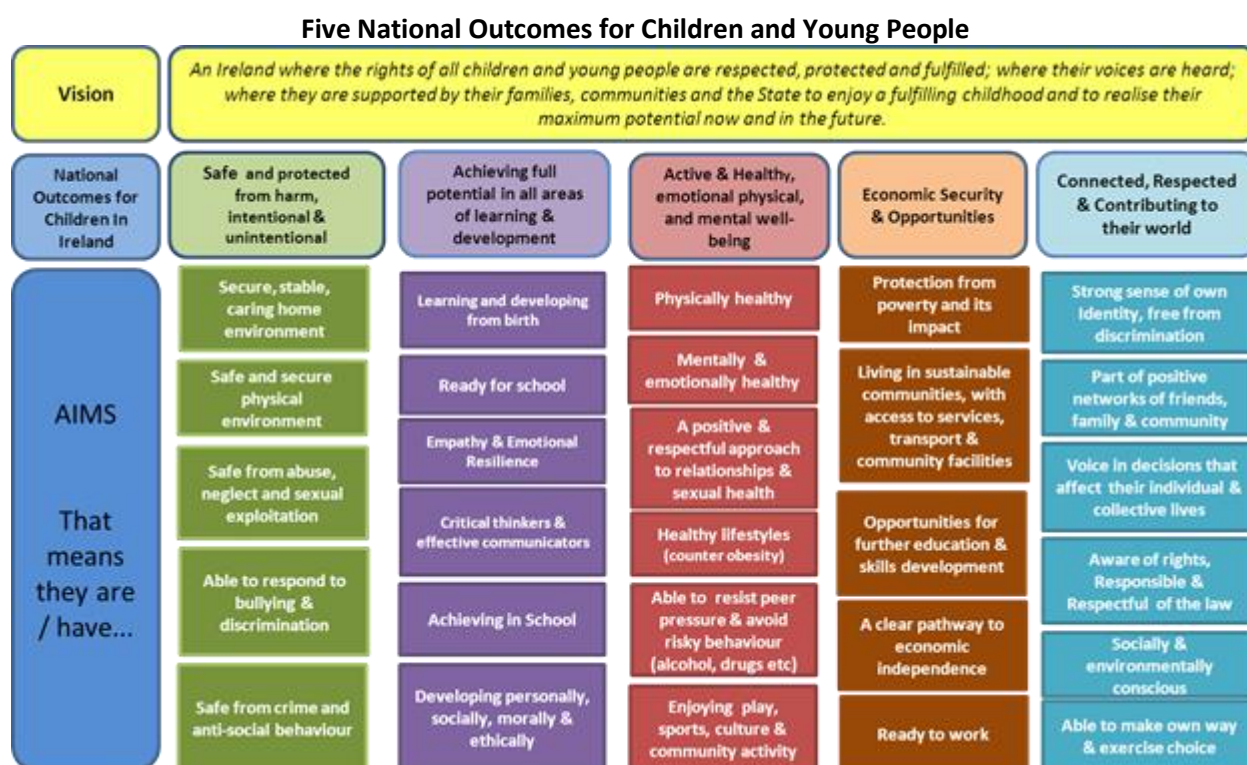
10. Youth and Sports Development Service

Introduction

DDLETB Youth and Sports Development Service provides a wide range of supports that enable the delivery and co-ordination of high quality educational, sporting, recreational and developmental programmes, projects and services to disadvantaged young people. Our operational values in providing our services are Equality, Collaboration, Innovation, Professionalism and Integrity. This is done in partnership with local communities, voluntary groups and voluntary youth organisations such as Crosscare, Foróige and YMCA.

Scope:

Programmes are delivered in line with the five National Outcomes of Better Outcomes Brighter Future (The National Policy Framework for children and young people 2014-2020)



Sample Actions:

Approximately 40,000 young people, 1850 volunteers and 190 staff support the delivery of Youth Work Programmes across the DDLETB Administrative Area

Sample Achievements

- **Alternative Learning Programme (ALP)**

The Alternative Learning Programme (ALP) is an interim educational programme which was developed by Dublin and Dun Laoghaire Education and Training Board in response to a recognition of the limited opportunities available to young people who are currently not engaged in formal education and who are under the age of 16. ALP is currently run over a three-day week and coincides with the academic year and is based in Balbriggan, Swords, Clondalkin, Tallaght and Dun Laoghaire. ALP uses a combination of local Youth Workers provided by Foróige and Crosscare and ETB tutors to deliver the programme. ALP fosters an environment of mutual respect, encouragement, inclusion and personal responsibility. It is designed to



challenge young people and empower them with self-directed achievement and positive outcomes. 68 young people participated in the programme in 2019

Site	Total referrals received	Total numbers engaged
Balbriggan	16	13
Swords	16	13
Clondalkin	8	5
Tallaght	23	13
Dun Laoghaire	28	24

DDLETB Youth Work Programme

- **Mac Uilliam Girls Group**

The Mac Girls began in June 2018 and has eleven female members aged 10-12 years from the Mac Uilliam estate. The group was initially set up in recognition of the lack of services available. Contact with the girls was established through DDLETB Youth Workers providing an outreach service in Mac Uilliam in June 2018. Many issues such as early school leaving, crime, drugs and racial discrimination surround the Mac Uilliam estate. This group provides for a safe place where the girls can attend on a weekly basis free from such issues. The Mac Girls meet on a weekly basis and mid-term and summer provisions are also catered for with the consultation of the young people.

- **Mac Uilliam Street League**

The Mac Uilliam street league was set up to increase awareness of services available to the young people from the Mac Uilliam estate. The league was run in partnership with the DDLETB, the FAI, Barnardo's, South Dublin County Council and the local community Garda. The league ran over 6 weeks and over 90 young people aged 5- 17 years were targeted throughout the league.

- **Breakaways**

DDLETB Youth Workers supported Tallaght Youth Service, Foroige, throughout the summer months. Areas covered where Killinarden, Brookfield, Fettercairn, Kiltalawn, Firhouse, Kiltipper and Old Bawn. Approximately 140 young people aged 10-16 years from these areas attended the breakaways.

- **Sportivate Mentoring Programme**

DDLETB Youth Workers met with Sportivate participants on a weekly basis giving each participant the space to discuss any areas where they might need support. Areas such as literacy, personal issues or issues with other participants. From these meetings plans to support the participant was put in place.

- **Thursday Boys group**

Through a partnership with Foroige, a youth group was set up in recognition of the lack of services available to young people in the Mac Uilliam estate. The aim was to develop a pro social outlet for young males. The group comprised of 12 males aged 12-15 years.

- **Dual Purpose Sports Centres**

The centres are located in Balbriggan, Phibblestown, Palmerstown, Collinstown, Firhouse and Killinarden. Funding for the Dual Purpose Sport Centres is received from the Community Services Programme (CSP) Pobal, South Dublin County Council and Fingal County Council. 897,997 individuals engaged with the Dual Purpose Sports Centres in 2019 with 253 community and voluntary groups using the facilities. Palmerstown provides community based sport camps to children from the local community. These camps run during midterm breaks and summer & approximately 40 young people attend daily. They are an excellent way of engaging with the local community. Strong links have been developed with SDCC and the Sports Partnership. A National Governing Body camp also ran this year offering taster sessions to a group of 20 young people. Local fitness providers, offering programmes at community rates locally, are



renting out the Gym. Killinarden provides programmes to local Traveller young people and their families and works closely with the School Completion Programme. There is a particular focus on engaging young traveller women. 'Footfall for All' engaging young people with disabilities and autism are very successful. The Older person Gym is working well in Firhouse. Collinstown has a well-established relationship with local disability groups. Dóchas Family Support Centre engage with the centre weekly. The centres provide valuable work experience for Tús and CE. A community crèche opened in September in Firhouse. Phibblestown continues to host the large-scale sporting event and international events. The EMS Health and Safety Management system ensures it operates to the highest standard.

- **Sportivate (in conjunction with SDCC)**

SPORTIVATE (South Dublin) Programme caters for participants male / female primarily between the ages of 18 and 25 from the South Dublin County area who are interested in breaking into the sports industry or want to further their education opportunities. The participants will learn many aspects and requirements of the sports industry and will also develop the necessary practical skills to enable them to secure employment in the industry or enhance their prospects of going onto further education. The SPORTIVATE programme runs from Brookfield Youth & Community Centre and Tallaght Leisure Centre on a weekly basis. This programme offers certification to participants in a Level 4 QQI Certificate in Sport and Recreation 4M4966. The overall aim of the programme is to enable the learner to develop the knowledge, skills and competence in a broad range of sport and recreation related activities, contexts and environments allowing them to work under direct supervision and/or to progress to further education and training. There are 8 programme modules the learner may achieve to gain the required 90 credits for the level 4 QQI major award.

Students to date 2019

Jan – May – 6 students completed Sportivate

May – December – 5 students are currently enrolled on Sportivate

DDLETB Youth Sports Programme

- **Summer Workshops**

These are designed specially to meet sports needs of all DDLETB Funded groups. The summer Sports workshop starts in early June and runs to the end of August. All DDLETB funded groups, including some of our sport centres, can sign up to avail of this service. The workshops are run over 2- 3 hour slots for each booking. The workshops consist of providing sports activities / team building sessions to challenge young people at different sports and activities. The Sports provision is a great way to improve social cohesion in the group, and it improves tactical / technical aspects of young people's development. 19 groups participated with approximately 220 young people taking part.

- **Sporting Pathways**

Sporting Pathways programme was over a 12-week period targeted at young people who were out of school and/or those on the fringes of being early school leavers. There were 6 participants from Killinarden Community School. The activities offered were fitness programme, Horse riding and stable management and Rock Climbing

- **Sailing**

The sailing programme was run at Easter and over the summer. It was aimed at young people from disadvantaged areas who might not have had the opportunity of such an experience. The programme was run by DDLETB in partnership with KWETB. The number for the Easter sailing programme was 100 and the number attending the summer programme was approximately 800. The number of participants for the "Taste of Sailing" qualification was 24.



- **Active Youth Challenge**

The Active Youth Challenge held over a 14-week period was to encourage young people to get involved in sport and physical activity for a minimum of 12 hours over a 12-week period. 385 young people registered and took part with 260 completing the challenge.

A recognition evening was organised to present the medals, certificates and awards to successful participants and groups.

- **Griffioen Community College – Induction Day**

This single 3-hour session was held at the request of the school Principal and 75 young people took part. The activities consisted of group cooperation games, fitness circuits, group skipping etc. The aim of the programme was for the first year students to be introduced to the school and to meet and make new friends.

- **Community Addiction Response Project Killinarden (CARP)**

A 6-week sport and physical activity programme. It took place in Killinarden Community Centre and was attended by five participants.

- **Priory Youthreach**

This was a 4-week fitness programme that took place in Priory Youthreach in Tallaght. The programme aimed at introducing physical activity to the young people. 10 young people attended it.

- **Balbriggan Youthreach**

A 6-week sport and physical activity programme with Balbriggan Youthreach. 12 young people attended the sessions. Activities included a fitness circuit, basketball, uni-hoc and adapted soccer.

Programmes delivered in partnership with other agencies

Crosscare

Number of Crosscare projects operated in partnership with DDLETB by region:

Dun Laoghaire (14)	Rathdown (8)	Tallaght (2)
Clondalkin (16)	North County (6)	

Foróige

Number of Foróige projects operated in partnership with DDLETB by region:

Tallaght (9)	Blanchardstown (12)	North County (3)
--------------	---------------------	------------------

Independent Projects

Independent projects include YMCA and a wide range of stand-alone community projects such as Killinarden, Mulhuddart and Southside Travellers Action Group (STAG)

Number of Independent projects operated in partnership with DDLETB by region:

Dun Laoghaire (6)	Tallaght (8)	Clondalkin (6)
Blanchardstown (3)	North County (2)	Rathdown (1)

Local Voluntary Youth Club Grants Scheme

Number of youth clubs by region:

Dun Laoghaire (47)	Rathdown (25)	Tallaght (105)
Clondalkin (47)	Blanchardstown (90)	North County (85)



11. Psychological Support Service

Introduction

The Psychological Support Service (PSS) is available to students in Second Level Schools, Youthreach Centres, and sectors of Further Education within Dublin and Dun Laoghaire Education Training Board (DDLETB). A broad range of psychological supports is provided in response to requests submitted by schools/centres. The PSS also offers short term support to staff working within DDLETB. At a systemic level, the PSS engages in research, training and ETB initiatives.

Scope

Service is provided by the PSS according to the resources available. Interventions by the team are directed towards:

- the provision of both direct and indirect support to students
- the resolution of behavioural, motivational, emotional and cognitive difficulties of individuals, through assessment and therapeutic intervention
- preventative work with target groups
- professional support of teaching staff, e.g. consultation
- in-service training in a range of areas
- staff support

Sample Actions

Approximately 1163 staff engaged with the PSS for a range of purposes including consultation, in-service and support. Requests to the PSS regarding approximately 431 students were addressed through individual or group interventions. The work of the PSS also included collaboration with external agencies such as NEPS, City of Dublin ETB, University College Dublin, FRIENDS Resilience, Honan & Associates, NAYC, as well as participation in the Connecting for Life initiative.

Sample Achievements

- Provided basic and advanced training in Standardised Testing for staff
- Specific training in WIAT III, WRAT 5, and CAT 4
- Critical Incident response and training including Psychological First Aid
- Promotion of good practice in the area of Autistic Spectrum Disorder
- Trained staff as facilitators in the FRIENDS Resilience programme
- Supported delivery of Feuerstein's Instrumental Enrichment cognitive enhancement programme
- Delivered Reflective Practice Initiative
- Supported Guidance Counsellor, Learning Support, and LLN networks
- CAMS training – Suicide management and prevention
- Mental Health inputs for teaching and administrative staff
- Presentation to staff and students on Anxiety and Social Media
- Work with Staff including consultation and psychological support
- A series of In-service Workshops addressing different aspects of special educational need
- Training regarding appropriate professional boundaries within the educational context



12. Appendices

Appendix A

Dublin and Dun Laoghaire ETB Senior Management Team, Schools, PLC Colleges, Education Centres and Support roles & Services

Senior Management Team

Paddy Lavelle, Chief Executive Officer

Paul McEvoy, Director of Organisation Support and Development (January to August 2019)

Debbie Howlett, Acting Director of Organisation Support and Development

Adrian Flynn, Director of Schools

Fionnuala Anderson, Director of Further Education (January to August 2019)

Caitriona Murphy, Director of Further Education (September to December 2019)

Nichola Spokes, Director of Schools (September to December 2019)

Community National Schools

Scoil Choilm

Scoil Chormaic

Scoil Ghráinne

Lucan CNS

Scoil Aoife

Citywest & Saggart CNS

Rivervalley CNS

Designated Community Colleges

Castleknock Community College

Coláiste Cois Life

Collinstown Park Community College (also providing FE)

Deansrath Community College (also providing FE)

Firhouse Community College

Gaelcholáiste Reachrann

Grange Community College (also providing FE)

Griffioen Community College

Kishoge Community College

Mount Seskin Community College (also providing FE)

Riversdale Community College

St. Kevin's Community College (also providing FE)

St. Mac Dara's Community College

Skerries Community College

Non-Designated Community Colleges

Adamstown Community College

Ardgillan Community College

Balbriggan Community College

Coláiste Chillian

Coláiste de hÍde

Coláiste Pobail Setanta

Donabate Community College



Fingal Community College
Greenhills College (also providing FE)
Kingswood Community College
Lucan Community College
Lusk Community College
Luttrellstown Community College
St. Finian's Community College
Swords Community College

Special Schools

Danu Community Special School
Crannog Nua Special Care Unit School
Ballydowd Special Care Unit School

Further Education PLC Colleges

Blackrock Further Education Institute
Dun Laoghaire Further Education Institute
College of Further Education, Dundrum
Sallynoggin College of Further Education
Stillorgan College of Further Education

Education & Training Centres

Loughlinstown Training Centre
Baldoyle Training Centre
Tallaght Training Centre

Detention Centres

Oberstown Education Centre

Adult Education Services

Dublin North East
Dublin North West
Dublin South East
Dublin South West

Youthreach Centres

Balbriggan Youthreach
Blanchardstown Youthreach
Clondalkin Youthreach
Lucan Youthreach
Priory Youthreach
Rathfarnham Youthreach
Rush Youthreach
Sportsreach
Swords Youthreach
Tallaght Youthreach
Youth Support and Training Unit



Support Roles and Services

Adult Guidance Service
County Youth Development Officer
Development Officer for CPD, BTEI and VTOS
Development Officer for English for Speakers of Other Languages (ESOL)
Development Officer for Quality Assurance (QA)
Development Officer for Research and Literacy Services
Psychological Support Service
Regional Co-ordinator of Youthreach Services and Traveller Training Centres.

Full details of all the above are on the Dublin and Dun Laoghaire ETB website: www.ddletb.ie

Appendix B

ETB Committees

Finance Committee
Audit and Risk Committee
Youth and Sports Committee
Youthreach Committees

Appendix C

Community Schools where Dublin and Dun Laoghaire ETB is on the Board of Management as Joint Patron

St. Tiernan's Community School
Ballinteer Community School
Blakestown Community School
St. Aidan's Community School
Cabinteely Community School
Coolmine Community School
The Donahies Community School
Hartstown Community School
Holy Family Community School, Rathcoole
Killinarden Community School
Knocklyon Community School
Malahide Community School
Old Bawn Community School
Palmerstown Community School
Portmarnock Community School
St. Mark's Community School
Tallaght Community School

Comprehensive Schools where the CEO is on the Board

Newpark Comprehensive School



Appendix D

Code of Governance adoption and compliance

The Code of Governance for ETBs is set out in Circular Letter 02/2019, which was issued by the Department of Education and Skills to all ETBs in January 2019. The Code of Governance 02/2019 was adopted by DDLETB at its meeting on 26th March 2019. Prior to the adoption of The Code of Governance 02/2019 DDLETB operated under the Code of Governance 18/2015. The Board confirms that DDLETB complied with the Code of Governance for ETBs.

The Audit and Risk Committee met four times in 2019. The Finance Committee met four times in 2019.

Appendix E

Statement of Board Responsibilities

Dublin and Dun Laoghaire Education and Training Board was established on 1 July 2013 under the provisions of the Education and Training Boards Act 2013.

Section 51 of that Act requires the ETB to keep in such form and in respect of such accounting periods as may be approved by the Minister for Education and Skills with the consent of the Minister for Finance and Public Expenditure and Reform, all proper and usual accounts of the monies received or expended by it.

In preparing those accounts, the Board is required to:

- (a) apply the standard accounting policies for the preparation of ETB financial statements
- (b) make judgements and estimates that are reasonable and prudent
- (c) disclose and explain any material departures from the standard accounting policies

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act 2013. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Appendix F

The Board confirmation of the organisation adherence and compliance

The Board, based on the information available, confirms the following on behalf of Dublin & Dun Laoghaire Education & Training Board, for the year ended 31st December 2019:

1. That the Annual Financial Statement properly present the income and expenditure of the Board and the state of affairs of the Board;
2. That the statement on the system of internal control was included with the Annual Financial Statement;
3. That DDLETB adhered to the relevant aspects of the Public Spending Code;



4. That DDLETB complied with its obligations under tax law in 2019;
5. That DDLETB adopted and implemented a Corporate Procurement Plan; and
6. That a confidential Chairpersons Comprehensive Report was submitted to the Minister.

13. Abbreviations

ALP	Alternative learning Programme
BTEI	Back to Education Initiative
CAMS	Collaborative Assessment & Management of Suicidality
C&AG	Comptroller and Auditor General
CC	Community College
CEO	Chief Executive Officer
Cllr	Counsellor
CNS	Community National School
Co. Co.	County Council
CPD	Continuing Professional Development
CPT	Comhcheangal Príomhoidí agus Príomhoidí Tánaisteacha
CSP	Community Services Programme
DEIS	Delivering Equality of Opportunity in Schools
DES	Department of Education and Skills
DDLETB	Dublin & Dún Laoghaire Education & Training Board
EAL	English as an Additional Language
ESOL	English for Speakers of Other Languages
ETB	Education & Training Board
ETBI	Education & Training Boards Ireland
FE	Further Education
FET	Further Education and Training
HR	Human Resources
ICT	Information Communications Technology
ITABE	Intensive Tuition in Adult Basic Education
LLN	Language Literacy Numeracy
NALA	National Adult Literacy Agency
NEPS	National Educational Psychological Services
OSD	Organisation Support & Development
PLC	Post Leaving Certificate
PSS	Psychological Support Service
QA	Quality Assurance
QQI	Quality & Qualifications Ireland
SDCC	South Dublin County Council
SOLAS	Seirbhísí Oideachais Leanúnaigh agus Scileanna
TEL	Technology Enhanced Learning
YMCA	Young Men's Christian Association

