

ddletb



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

Annual Report 2023

**LEARN
ACHIEVE
SUCCEED**

Table of Contents

| | |
|---|-----------|
| Message by an Cathaoirleach of DDLETB | 2 |
| Foreword by the Chief Executive | 3 |
| Section 1 – Overview and Board | 5 |
| 1.1 Dublin and Dún Laoghaire Education and Training Board Statement | 5 |
| 1.2 Board of Management | 5 |
| 1.3 Finance Committee..... | 10 |
| Section 2 – The Organisation..... | 14 |
| 2.1 Organisation Support & Development (OSD)..... | 14 |
| 2.2 Buildings | 16 |
| 2.3 Corporate Services | 19 |
| 2.4 Human Resources | 20 |
| 2.5 Finance Department | 21 |
| 2.6 Information Technology | 24 |
| 2.7 Financial Summary | 27 |
| Section 3 – Schools, Youth and FET | 28 |
| 3.1 Primary Schools – Community National Schools..... | 28 |
| 3.2 Detention and Special Care Unit Settings..... | 30 |
| 3.3 Post Primary – Community Colleges and Gaelcholáistí | 32 |
| 3.4 Youth and Sports Development Services | 42 |
| 3.5 Further Education and Training..... | 44 |
| 3.6 Psychological Support Services | 51 |
| Section 4 - Key Relationships | 53 |
| APPENDICES..... | 56 |

Message by an Cathaoirleach of DDLETB

As Cathaoirleach, and on behalf of the Board of Dublin and Dún Laoghaire Education and Training Board (DDLETB), I am delighted to introduce the 2023 DDLETB Annual Report which provides an overview of the comprehensive range of activities that were delivered by DDLETB's schools, centres and services throughout 2023. As one of the country's largest ETB's, DDLETB serves a growing population that is ethnically diverse and spanning many cultures. The population of over 865,000 in the catchment area represents over 17% of the national population and over 60% of the population of the Dublin region according to the most recent census data. When reviewing this report, it is apparent that the work of DDLETB in the educational sector is having a very positive impact on the lives of our learners of all ages and backgrounds.

The deliverables that are highlighted in this Annual Report demonstrate the continued growth and evolution of the organisation throughout 2023. Our focus remains on evolving our services in a sustainable way to ensure the emerging education and training needs of our learners and the wider community are met while also providing pathways for our learners to further education and training, higher education and employment. DDLETB looks forward to continuing to play a key role in the development and delivery of innovative, efficient and future focused services and supports to our learners and stakeholders. During 2023, DDLETB delivered a number of strategic objectives from the 2022 – 2026 Strategy and we look forward to delivering further strategic objectives that will benefit our learners during 2024 and beyond.

None of the activities detailed in this report would be possible without the talented, skilled and dedicated staff at DDLETB. As Cathaoirleach, I commend the work carried out on this Annual Report and I wish to thank the members of the Board of DDLETB, the executive and staff throughout the organisation, who continue to deliver an exceptional range of services and supports to all of our amazing learners.

Cllr. Charlie O'Connor

Cathaoirleach

Foreword by the Chief Executive

This 2023 Annual Report captures the sincere efforts and achievements of staff across DDLETB during another exceptional year of growth. The Board has received reports during the year of the activity in schools, colleges, centres and services which have detailed the work done to ensure the excellence of teaching and learning throughout the year in all contexts.

In schools, student numbers have again grown, with 20,647 students in thirty-one (31) post primary schools, including four Gaelcholáistí. In our community national schools, there are 3,299 students in nine (9) primary schools, two (2) special care unit schools, one (1) special community national school, and one (1) children's detention centre school. In 2023, the National Rehabilitation Community hospital school came under the patronage of DDLETB.

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.

Youth Services continue to manage, fund and support services to approximately 9524 young people in the three counties of Fingal, South Dublin and Dun Laoghaire-Rathdown. Our Music Generation application in partnership with stakeholders was continued in 2023.

DDLETB delivered further education and training (FET) to almost 26,112 learners or 39,331 beneficiaries in 2023. Some FET programmes sustained learner numbers or saw an increase, for example, Post Leaving Certificate courses, Apprenticeships and Skills to Advance, due to the demand for educational progression or career upskilling and reskilling. It is a privilege to witness the great work of over 4,500 staff who continue to bring new ideas to their engagement with students, learners and clients.

This report acknowledges the outstanding response of all DDLETB staff to the needs of learners and their commitment to the ethos and best traditions of public service, teaching and learning in 2023.

DDLETB's Statement of Strategy 2022-2026 continues to be implemented to transform lives through learning, development and support enabling our learners to succeed in an ever-changing world. We are grateful for the support of DDLETB's Board in working to ensure the best possible service for the community of this ETB. We pay tribute to Board member Gerry McGuire who passed away on the 12th March 2023. We acknowledge his loyalty, dedication, and hard work during all of the years he served DDLETB and Co. Dublin VEC.

Caitríona Murphy

DDLETB Chief Executive

Section 1 – Overview and Board

1.1 Dublin and Dún Laoghaire Education and Training Board Statement

Dublin and Dún Laoghaire Education and Training Board was established under the Education and Training Boards Act 2013 and is responsible and accountable for the proper direction and control of its functions in the South Dublin Council, Dún Laoghaire Rathdown County Council and Fingal County Council local authority areas. Dublin and Dún Laoghaire Education and Training Board complies with the Code of Practice for Governance of Education and Training Boards, Department of Education and Skills Circular 0002/2019. The purpose of the code is to ensure that the principles of good governance and management are applied by Dublin and Dún Laoghaire Education and Training Board.

1.2 Board of Management

Functions of the ETB Board

Decisions taken by the Board are reserved functions and are set out in Section 12 (2) of the Education and Training Board Act 2013 and in Circular 0002/2019 Code of Practice for the Governance of Education and Training Boards, with a full schedule set out in Appendix A of the Code. Decisions not specified in the Code are deemed to be Executive Functions for the Chief Executive. The Board is satisfied that the Chief Executive delegates functions where appropriate and in accordance with the Education and Training Board Act 2013.

Responsibilities of the Board

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. The Board considers that the Annual Financial Statements properly present the income and expenditure of the Board and the state of affairs of the Board. 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 During 2023, the Board approved the following documentation:

- Adoption of the Annual Report
- Financial Statements
- Adoption of the Service Plan
- Authorised attendance of members at conferences
- Approved the acquisition, holding and disposal of land or interest in accordance with DoE regulations.
- Ensured accurate records were kept of meetings and decisions.

Board Meetings

During the year the Board met on eight occasions, with details of attendance outlined in the table below.

| Composition of ETB Board and Meeting Attendance 2023 | | | | | | | | | | |
|--|---------------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|----------------------------------|---------------------------------|---------------------------------|---|
| Committee Members Name | Nominating Body | 17 th Jan 2023 | 27 th Feb 2023 | 27 th Mar 2023 | 15 th May 2023 | 19 th June 2023 | 18 th Sept 2023 | 16 th Oct 2023 | 21 st Nov 2023 | Total No. of Meetings Attended |
| Cllr Kazi Ahmed | Dun Laoghaire Rathdown County Council | √ | √ | √ | √ | √ | √ | √ | √ | 8/8 |
| Cllr Michael Clark | Dun Laoghaire Rathdown County Council | √ | X | X | √ | √ | √ | √ | √ | 6/8 |
| Cllr Yvonne Collins | South Dublin County Council | √ | √ | √ | √ | √ | √ | √ | √ | 8/8 |
| Ken Farrell | Irish Congress of Trade Unions | √ | √ | √ | √ | √ | √ | √ | √ | 8/8 |
| Anne Genockey | AONTAS | √ | √ | √ | X | √ | √ | √ | √ | 7/8 |

| | | | | | | | | | | | |
|-----------------------|---------------------------------------|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Daneve Harris | National Parents Association | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | X | ✓ | 7/8 |
| Cllr Pamela Kearns | South Dublin County Council | ✓ | ✓ | X | ✓ | ✓ | ✓ | ✓ | X | ✓ | 6/8 |
| Colm Kilgallon | AONTAS | ✓ | ✓ | ✓ | X | X | ✓ | ✓ | ✓ | ✓ | 6/8 |
| Cllr Brigid Manton | Fingal County Council | ✓ | ✓ | X | ✓ | ✓ | ✓ | ✓ | X | ✓ | 6/8 |
| Claire Markey | Staff | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 8/8 |
| *Gerry McGuire | Chambers Ireland | ✓ | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Paul McNally | National Parents Association | X | ✓ | X | X | ✓ | ✓ | ✓ | X | ✓ | 4/8 |
| Cllr Charlie O'Connor | South Dublin County Council | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 8/8 |
| Brendan O'Halloran | Staff | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 8/8 |
| Cllr Una Power | Dun Laoghaire Rathdown County Council | X | X | X | N/A | N/A | N/A | N/A | N/A | N/A | 0/3 |

| | | | | | | | | | | |
|----------------------|---------------------------------------|-----|-----|-----|---|---|---|---|---|-----|
| Cllr Pamela Conroy | Fingal County Council | X | X | √ | √ | X | √ | √ | √ | 5/8 |
| Cllr Cathal Boland | Fingal County Council | √ | √ | √ | √ | √ | √ | X | √ | 7/8 |
| Cllr John Walsh | Fingal County Council | √ | √ | √ | √ | √ | √ | √ | √ | 8/8 |
| Susan Duffy | Joint Managerial Body | √ | X | √ | √ | X | X | √ | X | 4/8 |
| Cllr Liam Sinclair | South Dublin County Council | N/A | N/A | N/A | √ | X | √ | X | X | 2/5 |
| Cllr Siobhan Shovlin | Fingal County Council | N/A | X | √ | √ | X | √ | X | √ | 4/8 |
| Cllr Kate Ruddock | Dun Laoghaire Rathdown County Council | N/A | N/A | N/A | X | √ | √ | √ | X | 3/5 |

*The foreword by the Chief Executive on page 3 pays tribute to our former colleague Gerry McGuire

1.3 Finance Committee

Committee Meetings

During 2023, the Finance Committee met on four occasions, with details of attendance outlined in the table below.

| Composition of Finance Committee and meeting attendance 2023 | | | | | | |
|--|--------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---|
| Member | | 22 nd Feb 2023 | 23 rd Mar 2023 | 24 th May 2023 | 11 th Oct 2023 | Total No. of Meetings Attended |
| *Gerry McGuire (Chairperson – Sep 2019 to Mar 2023) | Internal Member | --- | --- | --- | --- | --- |
| Colm Kilgallon (Chairperson - Mar 2023 onwards) | Internal Member | ✓ | ✓ | ✓ | ✓ | 4/4 |
| Catherine Doran | External Member | ✓ | ✓ | ✓ | ✓ | 4/4 |
| Catherine Bruen | External Member | ✓ | ✓ | X | ✓ | 3/4 |
| Claire Markey | Internal Member | ✓ | ✓ | ✓ | ✓ | 4/4 |

*The foreword by the Chief Executive on page 3 pays tribute to our former colleague Gerry McGuire

Audit and Risk Committee Meetings

During 2023, the Audit and Risk Committee met on six occasions, with details of attendance outlined in the table below.

| Composition of Audit and Risk Committee and meeting attendance 2023 | | | | | | | | |
|---|-----------------|---------------------------------|--------------------------------|---------------------------------|----------------------------------|---------------------------------|---------------------------------|---|
| Member | | 15 th Feb 2023 | 9 th Mar 2023 | 22 nd Mar 2023 | 20 th July 2023 | 22 nd Sep 2023 | 29 th Nov 2023 | Total No. of Meetings Attended |
| Alan Connolly | External Member | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 6/6 |
| Gillian Doherty (Chairperson) | External Member | ✓ | ✓ | ✓ | ✓ | ✓ | X | 5/6 |
| Daneve Harris | Internal Member | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 6/6 |
| Áine Murphy | External Member | X | ✓ | ✓ | ✓ | X | ✓ | 4/6 |
| Cllr Cathal Boland | Internal Member | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 6/6 |
| Cllr Michael Clark | Internal Member | ✓ | ✓ | X | ✓ | X | X | 3/6 |

Risk Management

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures throughout 2023. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the C&AG annual audit and any external audit such as an ESF audit and or Revenue Audits. In addition, there is a review of Internal Controls performed on an annual basis.

Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior leadership team (SLT)
- Reports of the Audit and Risk Committee
- Changes in risk ratings
- Audit Register

Details of the principal risks and associated mitigation measures or strategies have been included in the SIC as part of the audited financial statements which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairpersons Comprehensive Report.

Systems of Internal Control

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements (AFS) for the year ended the 31st of December 2023 which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister.

Procurement Policy and Procedures

The Board confirms that the organisation is adhering to the relevant aspects of the Public Spending Code and affirm adherence to the relevant procurement policy and procedures and the development and implementation of the Corporate Procurement Plan.

Taxation

The Board confirms that the ETB has complied with its obligations under tax law.

Financial Statements

The Annual Financial Statements for the years ended on 31st December 2022 and 31st December 2023 are subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2023. The ETB will

publish the audited financial statements as soon as practicable after they have been signed off on by the C&AG.

Financial data in relation to the following are included in the Annual Financial Statements:

- Details of non-salary related fees paid in respect of Board Members analysed by category of fees.
- Aggregate details of compensation of key management analysed by the following categories including management compensation in total.
- Salaries and short-term employee benefits of post-employment benefits
- Termination benefits
- Key management compensation if any
- Details of the number of employees whose total employee benefits (excluding employer pension cost) for the reporting period fell between €0 and €59,999 and within each pay band of €10,000 and €60,000 upwards and an overall figure for total employer pension contributions.

Signed: 

Cllr. Charlie O'Connor, Chairperson, DDLETB

Date: 20 May 2024

Section 2 – The Organisation

2.1 Organisation Support & Development (OSD)



The Organisation Support and Development team (OSD) deliver on the non-learning services that are essential to assist educators and trainers to focus on the delivery of direct services to learners to ensure that they have a high-quality learning experience. These services are delivered by the OSD team across the organisation through five core functional areas comprising of a total of eight functional units, all of which have a broad remit, and are essential to ensuring compliance with and implementation of the code of practice for the governance of ETBs. Furthermore, the OSD team ensure DDLETB is compliant with all statutory requirements under the extensive range of legislation that impact on ETB's.

The OSD team provide administrative support to approximately 4,500 staff in Schools, Colleges, Centres and services across all DDLETB locations. A key deliverable for this team is to develop, manage and continuously improve the appropriate structures and systems to achieve the highest quality services throughout the organisation while always striving to ensure the appropriate human, financial and infrastructural resources necessary to deliver the DDLETB 2022 – 2026 Strategy are in place.

| Functional Team | HR | IT | Buildings | Corporate Services | Finance |
|--------------------|---|---|--|--|--|
| Corporate Services | Resource Planning and Teacher Allocations and Utilisation | IT Infrastructure installation and management | Major Capital and minor works and repairs | Corporate Governance | Financial Management, Budgeting and Reporting |
| | Recruitment | Cybersecurity | Maintenance and management of DDLETB owned and leased property | Customer Services | Preparation of annual financial statement & statement of internal controls |
| | Garda Vetting | Management of on premises and cloud-based systems | Emergency Works Scheme | Data Protection / Freedom of Information | Management of ESF claims |
| | Payroll and Pension Administration | Management of ICT procurement & outsourcing | Summer Works Scheme | Official Languages Act | Co-ordination of EU, C&AG and IAU audits |
| | Absence Management and Statutory Leave Administration | Disaster Recovery | Delivery of temporary accommodation | Communications, Media & Branding | Procurement of Goods and Services |
| | Staff Relations | IT Helpdesk | Delivery of new buildings | Health & Safety | Creditors and Grant Payments, Learner and Apprentice Payrolls and Travel and Subsistence |
| | Training & Staff Development | Training | Delivery of building extensions | Insurance & Risk | Liaise with ETBI, OGP and EPS on national frameworks |

2.2 Buildings

The Buildings Department comprises two distinct units, Buildings & Property Unit and Buildings & Capital Projects Unit. These units work collaboratively to provide a range of services to support our schools and centres.

In 2023 the range of services delivered by the Buildings & Property Unit included:

- Supporting and working with in-house and external technical teams to deliver capital projects, summer & emergency works, refurbishments, modular accommodation and fit out works.
- Providing full administration for all building and property projects, from concept stage through to final payments & close out.
- Procurement of essential building services, mechanical & electrical services, and general maintenance requirements in accordance with all relevant statutory requirements.
- Managing all property/land matters in line with the DoE and Government guidelines
- Negotiating lease/licenses for all relevant DDLETB lands/buildings
- Working with commercial agents and Solicitor to acquire new leased premises.
- Working through registering all our lands with the Property registration Authority
- Delivery of service level agreements (SLAs) with joint patrons of sports centres/Schools
- Managing the buildings HUB and advancing IT systems for project management within our department.

In 2023 the range of services delivered by the Buildings & Capital Projects Unit included:

- Delivery of modular accommodation required by our schools for their September 23 student intake at:
 - Grange Community College
 - Gaelcholáiste Reachrann
 - Balbriggan Community College
 - Ériu Community College
 - Tallaght Community National School
 - Broadmeadow Community National School

- Managing the progression & delivery of large-scale new capital school buildings & extensions through each stage of the capital works programme at:
 - Lucan Community College
 - Coláiste Pobail Fóla
 - Gaelcholáiste Reachrann
 - Balbriggan Community College
 - Collinstown Park Community College
 - Griffeen Community College
 - Coláiste Chilliain
 - Broadmeadow Community National School
 - Danu Community Special School
 - Rivervalley CNS
 - Grange Community College
 - Castleknock Community College

- Working on progressing and delivering all Further Education Training (FET) centre works, including:
 - The completion of new electrical apprenticeship spaces at Baldoyle Training Centre and Tallaght Training Centre.
 - Appointing a Design Team for new electrical apprenticeship spaces at Loughlinstown Training Centre.
 - Detailed master planning for new SIUF at Clondalkin AES.
 - Full roof replacement of adult education section of Greenhills Community College.
 - Refurbishment and improvement work to Burgundy House, Swords.
 - Significant roof refurbishment works at Blackrock Further Institute of Education and Loughlinstown Training Centre.

- Production of detailed applications for major and minor capital projects, overseeing applications and progressing funding applications in both the school and further education sectors.

- Summer works projects at:
 - Coláiste Cois Life
 - St. Kevin's Community College

- Production & Implementation of mechanical engineering maintenance framework to assist our schools & centres in actioning and addressing issues in a timely manner.

- Working with Schools and Centres to enhance and install up to date Security systems.
- Published detailed FET Estate Strategy for all DDLETB owned & leased properties.
- Published Climate Action Roadmap in accordance with all governmental and SEAI requirements.
- Detailed building & property input into the College of the Future preliminary business case.
- Working with Solas and Estate agents to acquire a site in Swords for the new College of the future.

Public Spending Code

The DDLETB Quality Assurance Group (QA Group) in accordance with DPER Circular 13/13 and updated circular 18/19 supported DDLETB in appraisal, implementation, and review of capital projects/programs. The group consists of four members drawn from Treasury Management & Procurement Unit, Payments Unit, the Public Affairs Office, and the Director of OSD

Sustainability

Climate change is undoubtedly one of the greatest challenges of the current generation. The public sector will play a leadership role in driving far-reaching climate action across its buildings, transport, waste, and energy usage, as well as wider society. This will include reducing emissions by 51% by 2030 and increasing the improvement in energy efficiency in the public sector from the 33% target in 2020 to 50% by 2030, as well as increasing climate literacy in the public sector, implementing green public procurement and retrofitting public sector buildings (School Sector Technical Climate Action Roadmap 2023 to 2030. Making the Transition to Net Zero in our Schools 2023).

The DDLETB Climate Action Roadmap outlines the plans to increase energy efficiency, reduce GHG emissions and implement sustainable solutions to combat climate change throughout the organisation. DDLETB is committed to educating staff and learners on our climate action responsibilities and providing leadership and guidance on how to achieve the required 2030 and 2050 targets. By following this Roadmap, it is hoped that DDLETB will be able to meet these targets.

The DDLETB Climate Action Roadmap is the first edition and will be updated annually in line with Government policies and targets. It aims to demonstrate progress to date, identify gaps to targets and monitor progress.

In addition to providing an overview of DDLETB's climate action targets, this document sets out DDLETB's governance structures and ways of working, outlines the actions taken to date, gaps to meeting the targets, and presents a plan to achieve the required climate targets. Future iterations of this document will monitor and report on progress toward achieving these targets. DDLETB, with the support of the planned Green Team, are committed to increasing decarbonisation, reducing Greenhouse Gases (GHG) and implementing sustainable solutions to combat climate change throughout the organisation.

2.3 Corporate Services

The Corporate Services Department continued to support the organisation in ensuring compliance with several regulatory and legislative requirements and supports the delivery of services in the following areas:

- Customer Services
- Data Protection
- Freedom of Information
- Grant Aid to Groups
- Health & Safety
- Insurance & Risk
- Legal
- Media & Branding & Communications.
- Official Languages Act
- Policy Management
- School Patronage and Divestment process
- Training

Customer Service Training was provided to all staff at management level across the organisation to ensure customer service practices in DDLETB continue to be of a high standard, enhancing conflict resolution skills & reducing complaints escalation.

Corporate Services extended the use of the Compliance Management Information System to deliver GDPR/ Data Protection & Cyber security training, leading to

increased awareness and compliance levels across the organisation. In 2023, 8 modules of training were delivered to over 3600 staff.

An Equality training module was developed to assist in the promotion and awareness of equality legislation seeking to ensure adherence to equality legislation in the delivery of all DDLETB services by all DDLETB Staff. The training component of the compliance Management Information System will be used to issue this training to all DDLETB staff in 2024.

The DDLETB website was redesigned & updated to ensure it meets the evolving needs of DDLETB customers. The website was enhanced through the installation of an accessibility tool, ensuring it is accessible to persons with a disability while also meeting the requirements of the EU Web Accessibility Directive.

Official Languages Act

The amendment to the Official Languages Act introduced several new provisions as mandatory requirements, this included advertising in both Irish and English. Corporate Services are required to report on advertising in Irish across the organisation to An Coimisinéir Teanga each year, this requirement has been communicated to all Principals/Managers/Centre Managers and reporting will commence in 2024.

Corporate Services carried out compliance checks in schools/centres on signage and corporate stationery to ensure compliance with Official Languages Act and addressed issues where they arose. Support was provided to schools/centres/departments with translation services to ensure compliance with the Official Languages Act for publications, reports, minutes.

A further review of the website was undertaken to ensure greater levels of compliance with the Official Languages Act.

2.4 Human Resources

The Human Resources Department comprise HR Services and HR Operations Management, working collaboratively to support the Human Resource function in DDLETB.

The HR Department support staff of DDLETB in the following areas:

- Staff Planning and Allocation
- Recruitment and Selection
- Contracts of Employment Terms and Conditions
- HR Management Information Systems - CoreHR, Core Portal, Core Pension, Part Time Teacher Claim Forms (PTTCF) and etb vacancies
- Pay Administration
- Attendance Management
- Employee Welfare & Benefits
- Garda Vetting
- Pension Services
- Training and Staff Development
- Employee Relations
- HR/Pay/Pension Governance and Regulatory Compliance.

Staff and Payroll

| Year | No of Employees | Payroll Cost |
|------|-----------------|--|
| 2019 | 4,036 | €143,440,782 |
| 2020 | 3,838 | €150,609,050 |
| 2021 | 4210 | €162,409,389 |
| 2022 | 4487 | Subject to audit. Will be available on our website for viewing |
| 2023 | 4645 | Subject to audit. Will be available on our website for viewing |

2.5 Finance Department

The Finance Resources Department comprises two sections, Payments Section and Treasury Management & Procurement Section.

The expansion of services under the rollout of the stabilisation group on Sun Financials continued during 2023 with Education Shared Business Services (ESBS). The move to a single Financial Management System moved forward with the development of the Contracted Payments System.

The Payments Section continued to support all schools and centres during the year in the following areas:

- Creditors
- Learner Payrolls
- Apprenticeship Payroll
- Travel and Subsistence
- Purchasing for Training Centres.

| Creditor Payments | | | |
|------------------------------------|----------------|---|---|
| Description | Value 2021 | Value 2022 | Value 2023 |
| Number of Transactions | 31,977 | 39,610 | 36,621 |
| Total Value of Non-Pay Expenditure | €76,218,935.26 | Subject to audit. Will be available on our website for viewing. | Subject to audit. Will be available on our website for viewing. |

Learner (Training Centre) Payments

| | No of payments 2021 | No of payments 2022 | No of payments in 2023 |
|--------------|------------------------|------------------------|---------------------------|
| TAPS DN/DW | 0 | | |
| TAPS DS | 0 | | |
| *Apprentices | 5,310 | 7,881 | 8,468 |
| **Learners | 18,227 | 29,418 | 39,854 |
| TOTAL | 23,537 | 37,299 | 48,322 |

* Apprentices are paid on a fortnightly basis.

** CPCC and VTOS/Youthreach are included in Learners figures from March 2022

VTOS/Youthreach

| | No of payments 2021 | No of Payments 2022 | No of payments in 2023 |
|-----------------------|------------------------|------------------------|---------------------------|
| CPCC Traineeship | 189 | 48 | 0 |
| VTOS Allowances | 9,276 | 1,781 | 0 |
| Youthreach Allowances | 9,851 | 1,363 | 0 |
| TOTAL | 19,316 | 3,192 | 0 |

The Treasury Management & Procurement Section continued to support schools and centres in the following:

- Banking
- Budgeting
- Financial reporting
- Procurement

Treasury Management also delivered the following:

- Financial reporting,
- Management of ESF claims,
- Co-ordination of EU, C&AG, and IAU audits.
- Preparation of annual financial statement.
- The procurement section continued supporting schools and centres on the procurement of goods and services for use within DDLETB. The range of services provided by this unit include:
 - Procurement of goods and services in line with policies and procedures.
 - Contract management.
 - Liaison with ETBI, OGP and EPS on national frameworks.
 - Training.

DDLETB is continuing to work towards meeting all its responsibilities in respect of procurement regulations.

Non-Compliance Analysis

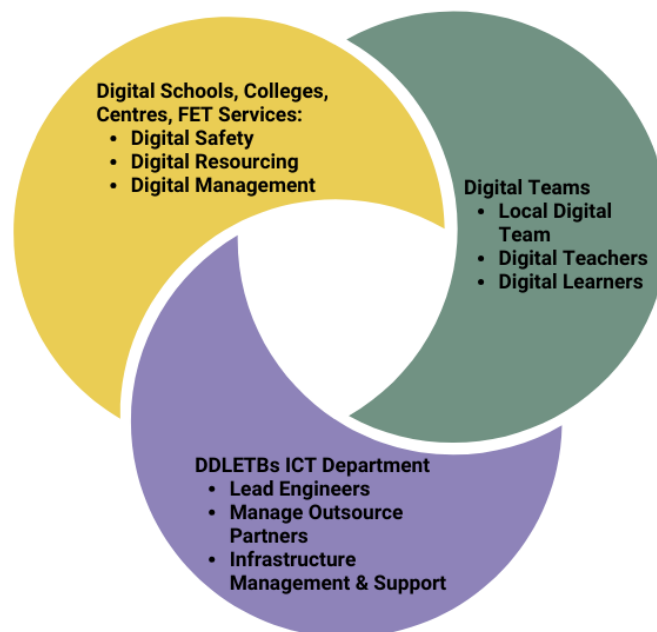
| Year | Value |
|------|--|
| 2019 | €2,405,596 (Ex VAT) |
| 2020 | €2,165,111 (Ex VAT) |
| 2021 | € 2,846,967 (Ex VAT) |
| 2022 | Subject to audit. Will be available on our website for viewing |
| 2023 | Subject to audit. Will be available on our website for viewing |

2.6 Information Technology

2023 saw a priority focus on Cybersecurity, ICT related procurement and FET College of the Future.

The ICT department also continued its normal focus on supporting teaching and learning as well as associated administration and governance across our schools, colleges, centres, and FET services.

- Delivery of ICT solutions with a focus on support for Digital Connect 'Connecting People to Improve Learning for All' initiatives.
- Our 2nd and 3rd DEIS CONNECT projects are in progress in 2 secondary schools, which include STEM resources/development, devices, support and training and development.



FET College of the Future

The ICT Department is working with FET colleagues to develop appropriate ICT & Digital infrastructure that will support the FET college of the future. FET college of the future is a concept that envisions a new way of delivering vocational education and training that is learner-centred, flexible, inclusive, innovative, relevant, and quality-assured.

Cybersecurity

- Working towards the implementation of the Baseline Cyber Security Standard.
- A DDLETB Phishing exercise was completed in the fourth quarter of 2023.
- User lifecycle management across DDLETB platforms.

ICT Related Procurement

- Management of ICT contracts and frameworks. Mobile Devices, PCs, School Management Information Systems, Printing Infrastructure, AV Infrastructure, M365 Infrastructure and Wireless infrastructure remain the highest spending areas.
- A Mobile Voice & Data (MVD) framework started with c300 staff migrating to new Smartphones which will include enhanced cybersecurity.

- AV infrastructure framework was completed with a projected spend of €2.5m over 5 years - Over 200 Clevertouch screens were deployed for cloud managed digital signage and classroom usage to date.
- Device as a Service (DAAS) framework was completed as a pilot project in a 2nd level school - This is the first time an option to rent mobile devices has been made available.

Support

The ICT department works closely with its fellow OSD Departments to deliver a range of services and supports.

Support is provided to all staff, students and learners across Schools, Colleges, Centres and FET Services in over 80 locations.

- Infrastructure, installation, and management of ICT systems.
- Day to day IT Support generated 7167 helpdesk tickets in 2023.

| Year | Starting Ticket Number | Ending Ticket Number | Total |
|------|------------------------|----------------------|-------|
| 2013 | 1 | 489 | 489 |
| 2014 | 490 | 2483 | 1993 |
| 2015 | 2484 | 4303 | 1819 |
| 2016 | 4304 | 6564 | 2260 |
| 2017 | 6565 | 9655 | 3090 |
| 2018 | 9656 | 13947 | 4291 |
| 2019 | 13948 | 19006 | 5058 |
| 2020 | 19007 | 26192 | 7185 |
| 2021 | 26193 | 34170 | 7977 |
| 2022 | 34171 | 42087 | 7916 |
| 2023 | 42088 | 49255 | 7167 |

- Support of hybrid learning, and remote working continued, which included the deployment of 2720 mobile devices & PCs and adding to our 1900 wireless access points and 782 cloud printers.

| | PC | Laptop | Server | Work-station | Chrome-book | iPad | Mac | 2 nd Hand Pilot | Totals |
|-------------|-----|--------|--------|--------------|-------------|------|-----|----------------------------|--------|
| Totals 2022 | 489 | 1007 | 3 | 69 | 84 | 918 | 92 | 48 | 2710 |
| Totals 2023 | 859 | 1091 | 0 | 65 | 46 | 471 | 51 | 137 | 2720 |

2.7 Financial Summary

Dublin and Dún Laoghaire ETB is funded primarily by the Department of Education (DoE) for the delivery of its primary and second level schools.

SOLAS and Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) fund further education and training programmes.

In 2023, funding for projects was also provided by other Government departments and agencies including:

- Department of Children, Equality, Disability, Integration and Youth.
- Department of Social Protection.
- Department of Health.
- State Examinations Commission.
- Professional Development Services for Teachers.
- Pobal
- Tusla
- Fingal County Council

The Annual Financial Statements for the years ended on 31st December 2022 and 31st December 2023 are subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2023. The ETB will publish the audited financial statements as soon as practicable after they have been signed off on by the C&AG.

Section 3 – Schools, Youth and FET

3.1 Primary Schools – Community National Schools

Dublin & Dún Laoghaire Education and Training Board is patron to nine Community National Schools, one Community Special School, and more recently Patron to the National Rehabilitation Community National School in Dun Laoghaire. These schools have a multi-denominational ethos which is underpinned by five core values: Excellence in Education, Care, Equality, Community and Respect.

For Dublin & Dún Laoghaire ETB, our involvement in primary education in Ireland is both an opportunity and a challenge. A particular hallmark of all Community National Schools is their inclusive nature. The quality of education and the possibility of preparing children for life in a multi-belief and multi-cultural society succeeds in drawing children from all backgrounds to the CNS model. The Community National School model has grown over the last number of years through the establishment of new schools in areas of demographic growth as well as the reconfiguration of existing schools to Community National Schools.

National Schools through a transfer of school patronage process.

There is a growing demand amongst parents for the State to provide more choice of school types other than single-denominational models. There is also a growing demand in Ireland for publicly managed primary schools as up until now, they have been publicly funded but privately managed. The development of the Community National School model answers both demands and represents a very exciting and welcome evolution in Irish education.

Dublin and Dún Laoghaire Education and Training Board welcomed the transfer of Patronage from Our Lady of Lourdes school in the National Rehabilitation Hospital in Dun Laoghaire to The National Rehabilitation Community Hospital school (NRCHS). The NRCHS caters for children and young people undertaking complex specialist rehabilitation services, as a result of an accident, illness, or injury, that have acquired physical or cognitive disability that required a specialist programme. The role of the school is to enable children to continue their education while staying in hospital in

addition to implementing and developing new educational learning pathways with the range of multi-disciplinary services and specialists within this setting.

DDLETB provides the following supports for these new schools:

- School development planning
- Statutory policy guidance and bespoke training for these settings around Child protection and Anti-Bullying procedures
- IT educational support around assistive technology in addition to infrastructure support
- Recruitment resourcing in the form of broadening educational provision for Primary, Post Primary and FET in these settings.
- Educational provision development and planning
- Governance training for new Board appointments
- Curricular support supported by Department of Education inspections – curricular and whole school evaluations.

Underpinning the high quality of provision in all Community National schools are the supports offered by DDLETB. These include.

- Integrated and bespoke cluster training and support provided in partnership with NCSE.
- Continuing Professional Development for teachers
- Teacher Induction
- Ethos development and Patron Programme (GMGY) development support
- Teacher Leadership programme (TLP), Middle Leadership Programme (MLP)
- Technology Enhanced Teaching and Learning
- Board of Management support
- Leadership Development and Support Programmes for Principals, Deputy Principals.
- Inspection and School Self-Evaluation.

| 2022/2023 Enrolment Figures Community National Schools | |
|---|--------------|
| School | 2022/2023 |
| Scoil Choilm | 814 |
| Scoil Chormaic | 395 |
| Scoil Ghrainne | 600 |
| Citywest and Saggart | 435 |
| Scoil Aoife | 336 |
| Lucan CNS | 386 |
| Broadmeadow CNS – Swords North | 56 |
| Rivervalley CNS – Swords South | 123 |
| Tallaght CNS | 107 |
| Danu CSS | 36 |
| National Rehabilitation Hospital School | 11 |
| Total | 3,299 |

3.2 Detention and Special Care Unit Settings

Dublin and Dún Laoghaire Education and Training Board (DDLETB) is Patron to two Special Care Unit (SCU) settings and one Children Detention Centre (CDC) school. DDLETB offers a range of services and supports to these schools including HR, Finance, Buildings, Corporate Services, and ICT support in addition to the support of acute educational support structures.

The combination of factors leading to the students' placement in these school presents challenges. These include building positive, affirming relationships that will engender a sense of emotional security and well-being and fostering a favourable disposition towards learning. There are also challenges in developing individualised learning programmes based on real-life learning that address the needs of learners. These special care settings offer a supportive, differentiated, and targeted approach to educational provision and progression for the young people. They are rehabilitative in nature and provide a key entry and re-engagement point for all learners onto the Irish National Framework of Qualifications (NFQ).

Curricula offered in these complex settings include:

- Junior Certificate
- Leaving Certificate
- Leaving Certificate Applied
- Leaving Certificate Vocational Programme
- QQI awards

A full range of subjects including languages, the humanities, arts, technologies and science is offered, career guidance including targeted work experience in line with the student's individual learning plan within the NFQ.

Underpinning the high quality of provision in these settings are the supports offered by DDLETB, these include:

- Continuing Professional Development for teachers
- Teacher Induction
- Teacher Leadership programme (TLP), Middle Leadership Programme (MLP)
- Language Literacy and Numeracy,
- Special Education training
- Technology Enhanced Teaching and Learning,
- Board of Management support,
- Leadership Development and Support Programmes for Principals, Deputy Principals.
- Inspection and School Self-Evaluation.

An important aspect of the specialised support offered in these settings, is the specific role of DDLETB in guiding the school management team in the implementation of Inspection and School Self Evaluation recommendations. Given the complexity of the students in these settings, these targeted areas of support focus primarily on:

- Teaching, learning and attainment.
- Literacy and Numeracy
- Life Skills
- Career Guidance
- Educational Progression and
- Planning at whole school, classroom, and individual student level

| 2022/2023 Enrolment Figures Special Care Schools | |
|--|-----------|
| School | 2022/2023 |
| Crannóg Nua | 10 |
| Ballydowd | 8 |
| Total | 18 |

3.3 Post Primary – Community Colleges and Gaelcholáistí

Dublin and Dún Laoghaire Education and Training Board (DDLETB) serves as the patron for 31 post-primary schools, which includes 4 Gaelcholaistí and one Aonad Lán Gaeilge. DDLETB provides a comprehensive range of services and supports to these schools, encompassing ICT/Digital, financial, human resources, building and maintenance, as well as educational, training, and developmental assistance.

The Community Colleges under the Dublin and Dún Laoghaire Education and Training Board play a vital role in the lives of their local communities. Our inclusive schools empower young people to realise their full potential and actively contribute to society. They foster a positive and supportive environment that encourages educational progress for students, teachers, and parents alike.

In 2023, DDLETB continued its commitment to enhancing the quality of teaching and learning across all schools. We provided comprehensive support in the area of Continuing Professional Development (CPD) to ensure the best possible educational experience for our students in areas including:

- Teacher Induction Programme
- Teacher Leadership programme (TLP)
- Middle Leadership Programme (MLP)
- Year Head Support and Development
- Student Voice and Participation Training and Development
- SPHE and RSE Teacher training and support
- Language, Literacy and Numeracy
- Special Education (AEN)
- Technology Enhanced Teaching and Learning (Digital Supports)
- Inspection and School Self Evaluation
- Child Protection and Safeguarding training and support

- Board of Management
- English as an Additional Language assessment and teacher training
- Leadership Development and Support Programmes for Principals, Deputy Principals and middle management post holders.
- Wellbeing
- Positive Behaviour Management and Conflict Resolution training and support.

DDLETB also launched Inter-School Competitions in both Debating and Chess for all Community Colleges.

Networks of Excellence and Professional Development

In the Director of Schools Post Primary annual strategic plan, we prioritise collaborative professional development through networks, workshops, and CPD initiatives. These platforms empower school teams to exchange insights and cultivate best practices. Regular meetings of SAEN, EAL, and DEIS planning groups, along with on-site visits by coordinators, further enrich this collaborative environment.

In 2023, our SAEN and DEIS initiatives assisted schools in formulating comprehensive whole-school strategies, offering valuable guidance for effective planning and implementation. Additionally, our CPD networks, encompassing digital education, digital media, ethos, SPHE/RSE and more, remained active throughout 2023, evolving to address emerging needs identified in previous years.

Our [Principals Network](#) and [Deputy Principals Network](#) meet quarterly, offering consistent opportunities for growth and development within our Senior Leadership Teams. Throughout the year, we collaborate closely with our DP Planning Committee, comprised of Deputy Principals, to design and deliver targeted CPD sessions in identified areas requiring support. This year's focus areas included Wellbeing, SSE, SEAN/EAL provision and allocation, curriculum planning and Human Resource Management.

In our ongoing commitment to [Child Protection and Safeguarding](#), we offer comprehensive training and support to school management, staff, and Boards of Management. This ensures compliance with the Children First Act 2015 and the DES Child Protection Procedures for Schools (revised 2023). Our support covers all aspects of child protection and safeguarding, including tailored training for teachers, SNAs, and leadership teams.

We provide specialised training for newly appointed Principals and Deputy Principals in their roles as Designated Liaison Persons (DLPs), as well as ongoing professional development for established DLPs. Our bespoke training also includes guidance on Child Protection Oversight Report writing, support for Child Protection School Inspections (CPSI), and reviews of Child Safeguarding Statements and Risk Assessments.

Boards of Management receive continuous training and support to understand their roles and responsibilities in child protection and oversight.

Expanding our support in Child Protection and Safeguarding in 2023 we developed a [SPHE Teacher Network](#) providing bespoke CPD to support the delivery of a comprehensive SPHE/RSE curriculum to students across our schools.

DDLETB schools are non-denominational institutions committed to fostering holistic development for students of all faith backgrounds and none. In 2023, we established the [Chaplains Professional Network](#) to assist chaplains in our 10 designated schools within the DDLETB framework, enhancing their role in our diverse, multi-faith environment.

In the remit of English as an Additional Language ([EAL](#)), there was continued collaboration across DDLETB to support language development for students and learners from migrant and refugee backgrounds in both FET and school settings. This support included three key activities:

Assessment of learners using the online, adaptive Cambridge English Placement test to provide feedback on language proficiency, facilitating transfer and progression within DDLETB and beyond.

Teacher training for post-primary subject teachers in Content and Language Integrated Learning (CLIL), along with an intensive 32.5-hour course in June for EAL teachers, leading to Cambridge English certification. Three EAL network meetings took place in 2023 for professional development. Finally, as an authorised Cambridge English exam centre, DDLETB conducted exams at three CEFR levels (A2, B1, and B2) in May and June for both adults and school candidates.

As part of our [Ethos initiative](#), we assist schools in implementing the ETB Ethos Framework and fostering awareness and integration of our ethos within their schools. This support is provided through individual school visits, cluster training, network

events, and resource provision. In 2023, we supported 10 DDLETB schools in piloting the new Identity, Multi-Belief, and Values Education Programme (IMBV).

Our Ethos Lead network comprising of teachers, meet quarterly for support and training. In addition, we collaborate closely with school teams and management to deliver necessary support and resources. Additionally, the role involves working in partnership with other ETBs, ETBI, and DCU to enhance our collective efforts.

The **Leadership Connect Programme** which incorporates The Teacher Leadership Programme and the redeveloped Middle Leadership Programme, is now in its third year (2023-2024). Both programmes aim to identify, grow and support aspiring leaders and middle leaders in our organisation and both are yearlong certified programmes. The Teacher Leadership Programme supports schools with the projects they engage with as part of this programme. The Middle Leadership Programme focuses on developing the skills and knowledge of our API and APII post holders. These programmes are in their “Reflect” year this year (2023-2024), which gives schools an opportunity to view and review notes, projects and plans for other schools and implement/tailor some those projects to their own school community. All previous year's projects and resources were shared with school leaders. Both programmes will resume fully in September 2024.

In 2023, research and planning began for a new programme. 31 schools took part in the research and will attend the pilot sessions. The **Year Head Support and Development Programme** has been added to the umbrella of Leadership Connect this year. This programme aims to provide a support network, training, professional and personal development opportunities to year heads in each school. These new and advanced skills will then be shared with the year head teams in each school. The programme gives year heads a unique opportunity to collaborate, share approaches and develop a support network throughout our community of schools and will formally launch in September 2024 after completion of the pilot programme in 2023-2024 and a comprehensive review.

Schools PR and Communications

Our Communications Team have developed a **Communications Strategy** for DDLETB and are working closely with schools and centres to support promotional activities, communications, brand awareness and event coordination and help tackle teacher shortage. Our Communications and Development team produce our Organisational

Newsletter and released 5 editions during 2023. They also plan, develop and produce content for social media and our DDLETB website to help promote all sectors of our organisation. They engage regularly with school leaders and staff to provide training, advice and support for communications, PR and marketing purposes.

The **DDLETB Digital Media Strategy Team** have carried out extensive research and have developed a Social and Digital Media Strategy. This strategy is currently under review by senior management (amendments and additions carried out in 2023). Our **Digital Media Network** have been working well together to ensure a cohesive and collaborative approach to our organisations social and digital media goals and our branding guidelines. This is supporting greater brand awareness and recognition and presenting a clear message to the public. Training and guidance sessions for our Social Media Coordinators, PR Post-holders and Website Coordinators were scheduled to help with content creation and to ensure a high standard and professional communications and that our branding and style guidelines and social media strategy was followed (5 training sessions in 2023).

Communications and Recruitment

Our Human Resource department worked closely with our team to develop recruitment strategies and promote DDLETB as an employer of choice. Targets, objectives and actions have been identified as part of a strategy to aid recruitment initiatives. The HR and Communications team link with schools to support PR activities and also work closely with respective colleges and universities to connect with PME students and promote our organisation as well and careers in teaching. They have attended many graduate fairs, exhibitions and presented to various colleges through-out the year (DCU, TU Dublin, Maynooth University, Grad Ireland, Cork University, RDS Expos etc.). In 2023 they redeveloped the HR and Recruitment section of the DDLETB website and developed many promotional resources, video's, testimonials and imagery to help promote our organisation.

SEN and DEIS

DDLETB offered students a wide range of educational opportunities that is wide-ranging and inclusive. Teacher CPD and support is central to the delivery of programmes for students. SEN and DEIS Development and Supports are offered through communities of practice at each level on the continuum of support. The **UDL**

Badge runs each year (programme ran January 2023- May 2023 with 40 participants) giving teachers opportunities to develop inclusive practice at the classroom support level and after a pause in late 2023-2024 (September – May) to allow for reflection on new and current practice will return in September 2024. Networks for coordinators of SEN/AEN and DEIS facilitate ongoing management of each schools' model of provision and the development of new systems to ensure all student needs are met for all, some and especially the few students that require additional input in order to reach their potential. Both Coordinators (SEAN and DEIS) also work closely with the IT Manager and team to provide digital supports and solutions as well as training to appropriate staff members.

In early 2023, **Provision Mapping** was piloted in our schools. The process of Provision Mapping aimed to build on existing inclusive practice in our schools to develop data-informed schoolwide systematic, collaborative approaches to inclusive and special education. The pilot aimed to build leadership capacity within our schools to respond to increasingly diverse student populations through distributed and networked leadership approaches. Provision Mapping was formally launched in September 2023 following feedback and evaluation of the pilot process. Schools are supported through cluster events and resources from ETBI.

School Self-Evaluation

Strategic development of each schools' SSE (School Self-Evaluation) is facilitated at the established SSE Network where key speakers leading school improvement nationally are welcomed to meet the team of SSE Coordinators to offer guidance on leading the initiative in their schools. In-school supports for each area (SEN, DEIS, SSE, etc.) are offered to help school teams implement inclusive practices according to their individual resources and priorities. The SSE Network met regularly in 2023 to collaborate and share best practice. Schools which experienced inspections in various areas shared insights and feedback with Principals, Deputy Principals and other networks.

Student Voice and Participation

In late 2023, primary and secondary research was conducted to develop a new Student Voice & Participation programme, set to be piloted in 2024. This initiative aims to enhance student voice within our schools by offering support and training. Across DDLETB, six student voice clusters will be established, providing students with

opportunities to reflect on the current state of student voice, explore its manifestations in our schools, and contribute ideas for its future direction. Additionally, students will receive training in communication, teamwork, and collaboration skills.

New Teachers to DDLETB

The **Teacher Induction Programme** warmly welcomed new colleagues to our organisation. Each year, this event provides new teachers to DDLETB with an opportunity to meet key members of the DDLETB administrative team, including HR and ICT representatives, as well as guest speakers on relevant topics such as behavioural management and classroom support to guide their teaching practice.

In 2023, 120 teachers attended the session at the DDLETB Head Office. The programme covered areas including Ethos, Branding, Organisational Aims and Goals, as well as training in Positive Behaviour Management.

Psychological Support Services

Another key area of work with schools for 2023 was the ongoing support through the DDLETB Psychological Support Service. The Psychological Support Service is available to students in post primary schools, Youthreach Centres, sectors of Further Education provision, and to staff working within Dublin & Dún Laoghaire Education and Training Board. The Service offers short term support and provides broad psychological supports to service users, subject to a school/centre making a request. The Service facilitates onward referral of students to other specialist agencies appropriate to their needs. The role of the Psychological Support Service encompasses specific input in the areas of research, training and ETB initiatives at a systemic level. PSS were invited to attend sessions with Principals and Deputy Principals and planning for support sessions with our Year Head Network took place.

Support for Ukrainians in DDLETB Schools 2023

In 2023, DDLETB post-primary schools, particularly those near reception/accommodation centres, welcomed Ukrainian refugees. Consistent with DDLETB's practice since 2009, all post-primary students from migrant/refugee backgrounds undergo English language assessment using the Cambridge English Placement test. Last year, 900 EAL students were assessed, informing targeted support and facilitating communication with subject teachers.

Data-driven insights enabled schools to allocate sufficient EAL teachers to meet the needs of Ukrainian and other refugee students. EAL teachers, trained and qualified, engage in face-to-face CPD sessions three times a year, with intensive training leading to international certification in June for new teachers, ensuring quality EAL provision. Ukrainian students in TY, 5th, and 6th years are supported in preparing for and sitting Cambridge English exams each May, with exam fees covered.

DDLETB schools with Community National Schools or dual provision for Adult Ed and FET classes are well-equipped to support Ukrainian families. Adult Education Services aid refugees in registering with professional bodies and preparing for Cambridge English exams. FET colleges ensure continued educational and career pathways in Ireland. DDLETB REALT coordinator has facilitated Ukrainian and IPAS school enrolments and organised transport across the catchment area.

DDLETB Digital Connect

DDLETB supported platforms enable enhanced communication and collaboration across all DDLETB contexts. Staff training across all sectors of DDLETB under the 'Digital Connect Project' has supported and developed staff engagement with all DDLETB supported platforms relevant to their sector.

Centralised learner support through a variety of engaging and interactive learning community sessions, supported use of DDLETB supported platforms, VsWare, Microsoft 365 etc.

Providing learners and staff with connected Microsoft 365 accounts ensures enhanced connectivity. A single sign in solution for learners for all of their virtual tools will ensure that technology is streamlined and accessible for all learners regardless of ability, skills or needs. Providing equitable access for all learners is a DDLETB priority. Connected platforms provide DDLETB with a pathway to lifelong digital learning to enhance the well-established lifelong physical learning pathways already available. Microsoft 365 provides lifelong learning opportunities, connectivity across an organisation and an opportunity for all staff and learners to experience a learning platform that enhances their professional lives and experiences.

Through the Digital Connect Project and implementation of the Digital Strategy Framework in 2023 we achieved the following success:

- Swords CC was named an Apple Distinguished School.

- Another DEIS school was awarded the European Digital Schools Award (one of only five in Ireland).
- 4 DEIS schools were targeted and received additional /intensive digital support and guidance. Rath Dara CC have become a one-to-one school and have developed a full STEM classroom and devices have been supported in many other schools.

| 2022/2023 Enrolment Figures Post-Primary | | |
|--|---------------|------------|
| Schools | 2nd Level | Actual PLC |
| Adamstown C.C. | 954 | |
| Ardgillan C.C. | 998 | |
| Balbriggan C.C. | 655 | |
| Castleknock C.C. | 1244 | |
| Coláiste Chillian | 439 | |
| Coláiste Cois Life | 654 | |
| Coláiste de hÍde | 278 | |
| Coláiste Pobail Setanta | 1,050 | |
| Collinstown Park C.C. | 581 | 42 |
| Coláiste Pobail Fóla | 398 | |
| Deansrath C.C. | 353 | 54 |
| Donabate C.C. | 837 | |
| Ériu CC | 129 | |
| Fingal C.C. | 867 | |
| Firhouse C.C. | 813 | |
| Gaelcholáiste Reachrann | 510 | |
| Grange C.C. | 450 | 62 |
| Greenhills College | 155 | 163 |
| Griffeen C.C. | 382 | |
| Kingswood C.C. | 952 | |
| Kishoge | 932 | |
| Lucan C.C. | 918 | |
| Lusk C.C. | 878 | |
| Luttrellstown C.C. | 984 | |
| Mount Seskin C.C. | 332 | |
| Rath Dara C.C. | 233 | |
| Skerries C.C. | 1030 | |
| St Finian's C.C. | 644 | |
| St Kevin's C.C. | 418 | |
| Swords C.C. | 737 | |
| St Mac Dara's C.C. | 842 | |
| Total | 20,647 | 321 |

3.4 Youth and Sports Development Services

Alternative Learning Programme

Alternative Learning Programme (ALP) has been developed by DDLETB in response to the recognition of the limited opportunities available to young people who are currently not engaged in formal education and who are below the age of 16 years. There are many and varied reasons which lead to a student leaving school early, often the current system cannot cater for the diverse needs of these young people. This programme is currently running in five locations across the DDLETB Administrative area:

- Dún Laoghaire
- Swords
- Tallaght
- Clondalkin
- Balbriggan

94 young people engaged with the programme from January - December 2023. This is an increase of 50% which is a fantastic achievement for the ALP programme.

The following Special educational Needs were identified ASD, ADHD, Dyslexia, Dyspraxia, Anxiety Depression, Emotional Behaviour Disorder, Self-harm, General Learning Difficulties.

The Alternative Learning programme is supported by DDLETB Youth Officer and Senior Youth Officer and a DDLETB Teacher and two part time tutors. The DDLETB Youth team also provide direct work programmes to targeted young people under the UBU Scheme as well as support and partnership programmes to other youth service groups and providers.

Dual Purpose Sport Centres

The Youth and Sport Development Service manages six Dual Purpose Sport Centres across the South Dublin County Council and Fingal County Council Administrative Areas. These centres are in areas of high disadvantage. They are in Palmerston, Killinarden, Firhouse, Collinstown, Phibblestown and Balbriggan.

The centres had an annual footfall in 2023 of 470,642 hugely exceeding the contracted target of 350,000. The Centres are all returning to pre-covid attendance levels. The

centres work with local sport, community and voluntary groups as well as small business providers who offer services specific to the needs of the local communities.

Youth Sport Officer Programme

There are three DDLETB Sports Officer operating across the DDLETB Administrative area. Programme delivery includes:

- Delivery of Sports Workshops to young people
- Sporting Pathways (Taster Session)
- Summer Provision
- Physical Activity & Take 30 Sessions
- Sports Equipment Library and support to youth groups and voluntary groups
- Orienteering sessions to targeted young people.

The **Active Youth Challenge** is a 12-week sports programme for young people aged 10-24 years old that takes place from January to May annually. This programme supports young people to try out 6 activities ranging from traditional sports to line dancing among others. It is provided by the sports officers around the county. 280 participants took place in 2023.

Facts and Figures

- 47 Youth Service/Projects working with approximately 9524 young people who contacted the UBU funded services 175,717 times.
- 214 registered voluntary clubs working with 5682 young people.

Youth Services & Projects Operational within DDLETB

| | Tallaght | Clondalkin | Blanchardstown | Dún Laoghaire Rathdown | North County Dublin |
|--------------------|----------|------------|----------------|------------------------|---------------------|
| Crosscare | 1 | 6 | | 3 | 2 |
| Foroige | 3 | | 4 | 1 | 2 |
| Independent | 6 | 3 | 4 | 4 | 1 |
| DLRCOCO | | | | 2 | |
| SDCC | 4 | 1 | | | |

Local Voluntary Youth Club Grants Scheme payments to groups in the County

| | | |
|-------------------|--------------------|-------------------|
| Dun Laoghaire (9) | Rathdown (8) | Tallaght (17) |
| Clondalkin (9) | Blanchardstown (9) | North County (15) |

3.5 Further Education and Training

Further Education and Training (FET) in DDLETB, delivers a broad range of programs and services which are designed to drive both economic and social development across the Fingal, South County Dublin and Dun Laoghaire-Rathdown administrative areas.

Learners in FET are diverse and include early school leavers, recent school leavers, apprentices, adults returning to education/training, and priority cohorts including learners with disabilities, refugees, and asylum seekers as well as unemployed people and the long-term unemployed. Up-skilling and re-skilling those in employment to ensure that their skills remain relevant in a rapidly evolving workplace and economy is also priority for FET.

FET in DDLETB aims to keep the learner at the heart of everything we do while providing the highest quality experience for each learner who chooses to embark on their learning journey with DDLETB. The FET Service Plan for 2023 aimed to take account of the needs of individuals, their families, and communities as well as the skills needs of local and regional employers and this annual report outlines how FET met its objectives in this regard.

Overview of FET Provision 2023

In 2023, a total of 26,112 learners, or 39,331 beneficiaries participated in courses in DDLETB's FET centres, colleges, and services. This was an increase of 4,897 (23%) individual learners and 9,880 (34%) beneficiaries on 2022 activity. Table 1-Appendix D shows the beneficiaries and individual learners per provision type in 2023.

Relevant, Responsive, Integrated and Innovative Programmes and Initiatives

FET continued to develop and deliver new programmes and meet the needs of learners, communities, and enterprise. A significant area of growth has been the number of learners whose first language is not English requiring support from FET.

By the 04 February 2024, 104,870 arrivals from Ukraine to Ireland were recorded. Many of the Reception Centres for those seeking protection were initially in the DDLETB region so FET worked in partnership with a range of agencies to identify needs and respond accordingly. Nationally there were 17,310 arrivals enrolled in Further Education and Training courses on 01 Feb 2024, of which 14,186 were enrolled in English language (ESOL) courses.

As a result, ESOL provision in FET in DDLETB at all levels rose from 4,767 beneficiaries in 2022 to 8,131 beneficiaries in 2023 which is an increase of 70% and represents over 50% of national ESOL provision.

Positive Learning Environments with Suitable Resources and Premises

The dedication to DDLETB's College of the Future initiative remains steadfast as progress moves forward in earnest. Extensive consultations have been conducted with FET staff and management and various working groups established focusing on key areas such as admissions procedures, marketing and provision planning. Efforts are well underway to establish a unified College of the Future, characterised by a streamlined and consolidated admissions system. Additionally, significant strides have been made in infrastructure development, highlighted by the submission of a provisional business case centred around a proposed flagship College of FET in Swords. DDLETB remains committed to actively involving stakeholders in the continuous evolution of this significant project.

- FET Priority- Lifelong learning

FET in DDLETB aims to promote and facilitate engagement throughout careers and lifetimes by adopting more modular, flexible, technology-driven, and year-round approaches which facilitate sustained learning pathways where credits and qualification can be built up over time. DDLETB achieved 131% of our target for Lifelong Learning for 2023 based on data available from the SOLAS Strategic Performance Agreement Dashboards.

- FET Priority –Pathways and Progression
FET in DDLETB has agreed targets with SOLAS in relation to progressing learners to employment and creating pathways that will progress learners within FET and into Higher Education. As a result, FET Centres/schools and colleges have put considerable thought into how these targets can be achieved and many actions were implemented across FET to ensure our targets are met. DDLETB achieved our target for Progression within FET for 2023 based on data available from the SOLAS Strategic Performance Agreement Dashboards.

Quality Assurance

- QA Governance & Strategic Reviews
All QA Documentation, such as the QA Action Plan, course approval application form etc. were revised to include a mapping to the DDLETB Strategic Goals and other national strategic documents. The capacity of the QA Unit to identify, prioritize and implement quality enhancement activities in a more strategic manner has been greatly enhanced by adopting this approach of routinely including a consideration/identification of the ETB's strategic goals as part of any proposed action item or course/programme.

The final recommendations of the external governance review were implemented in 2023. New members were invited on to the governance units; the renewed units reviewed and revised their Terms of Reference, and the revised governance system is functioning smoothly, with clear communication channels between all units and the DDLETB Senior Leadership Team.

- QA Policy Development
Work on the unified QA Framework was significantly progressed in 2023. A centralised SharePoint site on the QA Hub was developed where all FET staff could access the latest versions of all existing policies and procedures. A gap analysis was undertaken to identify policies and procedures which need to be developed, and several policies are currently in development, such as a Programme Development, Monitoring and Review Policy, and an RPL policy.
- Data Analysis
The QA Unit put considerable effort in 2023 into exploring how quantitative and qualitative data can be effectively, yet sustainably used, both for monitoring

purposes, and for evidence-based decision-making. This involved identifying Key Performance Criteria, as well as selected QQI certification data, to develop an approach which combined purposive and random sampling. This allowed the QA Unit to easily identify areas of risk which should be escalated to the relevant governance unit, as well as providing the relevant governance units with the data that they need to assure themselves of the standard of the quality assured delivery of programmes of education and training in DDLETB FET centres.

Additionally, data packs were developed for all FET centres. This provided them with a range of longitudinal certification data, as well as grade distribution rates, to support centres in reviewing their data systematically and in evidence-based decision-making.

- Programme Development, Validation and Review Activity

The QA unit was involved in 5 programme validations in 2023 and carried out 14 additional reviews of module at levels 2-5 on the NFQ.

2 programme reviews:

- Early Learning and Care – annual review on behalf all 16 ETBs. DDLETB has continued to support the national ELC Community of Practice and the ELC Programme Board.
- Environmental Sustainability Awareness 4S21809

- Learner Supports

The Inaugural Review identified the need to ensure a suitable standardized approach to English language assessment for admission, for learners for whom English was not their native language. A steering group was convened, and forty-seven staff members were trained in 2023.

In response to the findings of the Inaugural Review Report, DDLETB commissioned an external consultant to undertake an action research project to review learner support systems that were in place across the FET centres. A report was produced, and its recommendations have been considered and implemented as appropriate.

Since the Inaugural Review, DDLETB FET services have convened a very active and well-attended Learner Support Community of Practice whose role is to support the delivery of learner supports at centre level.

A QA Officer has been assigned responsibility for the Learner Experience and their role will include developing QA policies and procedures directly impacting on learners.

- Other Activities

DDLETB successfully applied for two Erasmus accreditations—one for staff and learner mobilities in the Adult Education Service and the other in the VET services. This means that DDLETB will now be able to plan more strategically for mobilities which will support development of FET services, rather than simply on a centre-basis.

Commitment to Technology-Enhanced Learning to Support Independent and Collaborative Learning

The Digital Learning Team (DLT) offered training and support throughout the year to promote ongoing professional development in the Further Education and Training sector. The Digital Learning Team's weekly meetings with representatives from FET, Adult Education, Youthreach and IT have demonstrated significant benefits, serving as a time-saving initiative. Additionally, these meetings enable seamless communication among all parties involved.

DDLETB uses Moodle as the primary Learning Management System (LMS) for FET. The Digital Learning Team Liaise with SOLAS TEL Support/Innovation regarding any upgrades to the Moodle sites.

Through the DLT, assistance was provided to help the remaining Colleges/Centres switch to Moodle, as some were transitioning from other platforms. Support was provided on the administrative side to assist integration and follow procedures. To support Teaching and Learning, The Digital Learning Team provided training sessions to staff across Youthreach, Adult Education Services, Training Centres and our Further Education Colleges. Having all staff use the same LMS in FET aims to improve collaboration, productivity and efficiency for DDLETB.

Audits were conducted to pinpoint areas requiring support within the FET sector, alongside a comprehensive review of the diverse range of applications in use. The DLT also provided training to staff upskilling in each of the MS365 Applications frequently used, including Outlook, OneDrive, Forms, Stream, Sway, and Microsoft Teams. Additionally, learner support was also provided as requested.

In certain FET sector settings, Clevertouch screens and CleverLive technology has been introduced. Training on CleverLive, Clevertouch Screens and DDLETB's new Room Booking system was provided to the staff involved.

Equality and Active Inclusion: Strategies to reduce Barriers to participation in FET

- **Fostering Inclusion**
One of the targets for DDLETB FET focused on widening participation for priority cohorts including those with disabilities, members of the Roma community, members of the traveller community, refugees, and asylum seekers. DDLETB achieved 206% of our target for Widening Participation for 2023 based on finalised data from the SOLAS SPA Dashboards.
- **Reach Fund 2023**
This grant aims to provide funding to support educationally disadvantaged learners to participate in Adult and Community Education. FET in DDLETB administer this fund on behalf of SOLAS and in 2023 there were twenty-six successful applicants. Grants enabled community organisations to implement initiatives ranging from green projects such as upcycling for sustainability to the establishment of learner research libraries, fitness, mindfulness, and wellbeing projects to the provision of specific digital equipment to meet the complex classroom needs of disadvantaged learners with both disabilities and English language challenges.
- **Fund for Students with Disabilities**
The Fund for Students with Disabilities (FSD) was administered by FET and provided funding for the delivery of key services and supports for 206 unique students with disabilities on full time courses in 2023. This encompassed both the 22/23 cohort and the 23/24 cohort.

Staff Support, Professional Learning and Development

- In 2023, 28 different courses/workshops were organised and 468 of our staff attended those sessions.
- DDLETB also sponsored 76 people in 2023 for courses with 6 different Institutions, from micro-credentials to L9 Post-Graduate Certificate.

- DDLETB engaged with AHEAD and UCD in the roll-out of the national Digital Badge in Universal Design for Learning and was actively promoting it as a PD opportunity.
- In 2023, 13 of our staff completed the Digital Badge in UDL in the classroom, and 2 of our staff completed the pilot Digital Badge in UDL Beyond the classroom. Additionally, 1 member of our staff achieved the Facilitators Digital Badge.

LinkedIn Learning

DDLETB has acquired licences for LinkedIn Learning for our staff. In the first roll-out phase, we have sent 1228 invites for our FET staff.

Enhanced Internal and External Communications Systems

- **PD Hub**

The PD Hub is now in the final development and testing phase. In this one-stop-shop SharePoint site, staff will be able to view the PD calendar, access information about professional development opportunities and register for workshops.

The site now includes an automated function to seek manager approval when a staff member registers for a course or workshop and inform them of non-attendance. It is hoped that this might help address the non-attendance issue. The PD Hub is due to be launched in 2024, and a communications campaign is currently being planned.
- **Data Hub**

The Data Hub has been rolled out to all FET centres and colleges to facilitate more streamlined communication. It is operated and managed by the Planning, Data and Funding team to facilitate record keeping of PLSS permissions, requests for funding and training documents alongside ad hoc collaborations for the benefit of DDLETB strategic advancement.

Strategic Networking and Partnerships with Key Stakeholders

FET in DDLETB continues to develop its relationships with a wide range of stakeholders at both regional and national level including; SOLAS, DFHERIS, DES, Higher Education Institutions, QQI, ETBI, the Department of Social Protection, Leargas,

AONTAS, NALA, the Regional Skills Forum, Dublin Regional Enterprise Plan, all Dublin based Chambers of Commerce, Enterprise Ireland, IDA Ireland, the Fingal Skills Strategy Group, Dublin Learning City, DLR Co. Co., Fingal Co. Co, South Dublin Co. Co., Local Development Companies and a multitude of community organisations, employers and other stakeholders.

DDLETB continues to work closely with a wide and growing range of employers and employees through both the Skills to Advance and Skills for Work programs. An Enterprise Engagement Manager was appointed in November 2023 to coordinate and lead our approach to enterprise engagement and maximise workforce upskilling enrolments from 2023 onwards. As part of this work, a new centralised services for business unit has been established as a single point of contact for enterprise in Fingal, South Dublin and Dun Laoghaire-Rathdown local authority areas.

Our capacity to develop strategic networks and partnerships with key stakeholders is evidenced by the fact that FET achieved 132% of our target for Skills to Advance and Skills to Compete targets in 2023 which could not have been achieved without engagement with a range of stakeholders.

3.6 Psychological Support Services

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.
- Critical incident response
- Staff support.

Sample Actions

Approximately 921 staff engaged with the PSS for a range of purposes including consultation, in-service and support. The needs of approximately 205 students were addressed through individual or group interventions. The PSS continued to collaborate with external agencies such as NEPS, City of Dublin ETB, University College Dublin, ETBI and the HSE.

Sample Achievements

- **Psychology of Learning** - specialist 6-week professional learning course on the psychology of learning for teachers in AEN Roles, covering the topics of models of learning, executive function, working memory and processing speed, growth mindset, behaviours that challenge, and universal design for learning.
- **ASD Network** - a new professional learning network launched in Spring 2023 to bring together ASD Class Coordinator for specialist professional learning and to facilitate peer-to-peer learning, covering topics regarding communication difficulties and behavioural difficulties in 2023.
- **Guidance Counsellor Network** - this long-established professional learning network open to Guidance Counsellors in schools, FE and Adult Ed continued in 2023, focusing on trauma.
- **Boundaries** - professional learning session on professional boundaries in the context of a Youthreach setting provided for all Youthreach staff in December 2023.
- **Standardised Assessment Training** - a suite of workshops offered to secondary teachers on the essentials of standardised assessment and administration of the WIAT-III UK attainment test.
- **Professional Learning** - whole PSS team completed professional learning in trauma-informed environments provided by the British Psychological Society.

This is a sample of the work engaged in by the PSS both in person and online. In addition to this work the PSS has continued to provide counselling and support to staff and students across the DDLETB. A significant amount of indirect work is undertaken

in the form of consultation with staff and provision of mental health input for the entire organisation through Changing Minds and World Mental Health Day.

The PSS would like to acknowledge the enormous contribution made by our colleague, Kay McPeake over her many years in the service. Kay retired October 2024 representing a significant challenge to the service to replace her knowledge, skill, and experience.

Section 4 - Key Relationships

DDLETB continued to maintain strong partnerships in 2023 with a range of educational bodies and agencies which support curriculum and professional development. This included linking with the National Council for Curriculum and Assessment (NCCA), the Professional Development Service for Teachers (PDST) and the Junior Cycle Team (JCT).

DDLETB has continued working towards its priorities 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 the employers of apprentices.

Digital learning continued to be a huge part of our lives in 2023. DDLETB engaged and worked with industry experts/expertise to support teaching and learning under the following projects and/or initiatives:

- Digital learning and collaboration through DDLETB designation by Apple as Regional Training Centre - supporting regular virtual CPD sessions for teachers and learners across DDLETB.
- Digital learning and collaboration with our strategic partner 'Wriggle' - supporting the 1 to 1 Connect Project which centralises all logistics and administrative aspects of 1 to 1 deployment.
- Digital learning and collaboration with 'Big Picture' schools in an ERASMUS project investigating alternative learning models world-wide.

DDLETB is an Authorised **Cambridge Assessment English** exam centre. This relationship brings expertise in the field of English language teaching, learning and assessment. Students from a migrant background attending post primary schools, Youthreach, Special Training Centres and Colleges of Further Education can be assessed as required using the online Cambridge English Placement test portal which DDLETB is authorised to administer.

Stakeholder work undertaken in 2023 included reporting to and collaboration with the Department of FHERIS, Department of Education (DoE), Department of Children, Equality, Disability, Integration and Youth (DCEDIY) 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 Social Protection for the provision of education and training opportunities for individuals not active in the labour market continued in 2023.

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 2023 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 2023, 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:

- Benincasa Special School
- National Forensic Mental Health Service (Dundrum & Portrane)
- St Ita's Portrane
- Dun Laoghaire Community Training Workshop
- Deonach Project, West Tallaght

- Fingal Educational Resource Group
- Fingal Training Workshop
- General Traveller Training
- Ronanstown Community Training Workshop
- St Augustine's Special School
- Tallaght Traveller Project
- Tivoli Project, Dun Laoghaire
- Tower Programme, Co. Dublin
- Youth Horizons
- Crannog Nua Special School
- Ballydowd Special Care Unit
- Oberstown Detention Centre

DDLETB also continued and strengthened its relationship with ESBS Shared Services with the continued development of the payroll system, the migration of learner payments and the upgrade of our finance package.

APPENDICES

APPENDIX A

Dublin and Dun Laoghaire ETB Senior Management Team.

Senior Management Team

- Caitriona Murphy, Acting Chief Executive
- Debbie Howlett, Acting Director of Organisation Support and Development (retired January 2023)
- Paul Turner, Director of Organisation Support and Development (June 2023)
- Adrian Flynn, Director of Schools (January 2023 – November 2023)
- Nichola Spokes, Director of Schools
- Siobhan Lynch, Acting Director of Further Education and Training

APPENDIX B

DDLETB Locations

Community National Schools

Broadmeadow CNS

Citywest & Saggart CNS

Lucan CNS

Rivervalley CNS

Scoil Aoife CNS

Scoil Choilm CNS

Scoil Chormaic CNS

Scoil Ghráinne CNS

Tallaght CNS

Gaelcholáiste Reachrann

Grange Community College (also providing FE)

Mount Seskin Community College (also providing FE)

Rath Dara Community College

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

St. Mac Dara's Community College

Skerries Community College

Eriu Community College

Fingal Community College

Gaelcholáiste Reachrann

Greenhills College (also providing FE)

Griffeen Community College

Kingswood Community College

Kishoge Community College

Lucan Community College

Lusk Community College

Luttrellstown Community College

St. Finian's Community College

Swords Community College

Designated Community Colleges

Castleknock Community College

Coláiste Cois Life

Coláiste de hÍde

Collinstown Park Community College (also providing FE)

Deansrath Community College (also providing FE)

Firhouse Community College

Non-Designated Community Colleges

Adamstown Community College

Ardgillan Community College

Balbriggan Community College

Coláiste Chillian

Coláiste Pobail Fóla

Coláiste Pobail Setanta

Donabate Community College

Special Schools

Danu Community Special School

Cránnog Nua Special Care Unit School

Ballydowd Special Care Unit School

Hospital School

National Rehabilitation Community
Hospital school

Further Education PLC Colleges

Blackrock Further Education Institute
Dún 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 Services
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

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

APPENDIX C

ETB Committees:

Finance Committee

Audit and Risk Committee

Youth and Sports Committee

Youthreach Committees

APPENDIX D

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

APPENDIX E

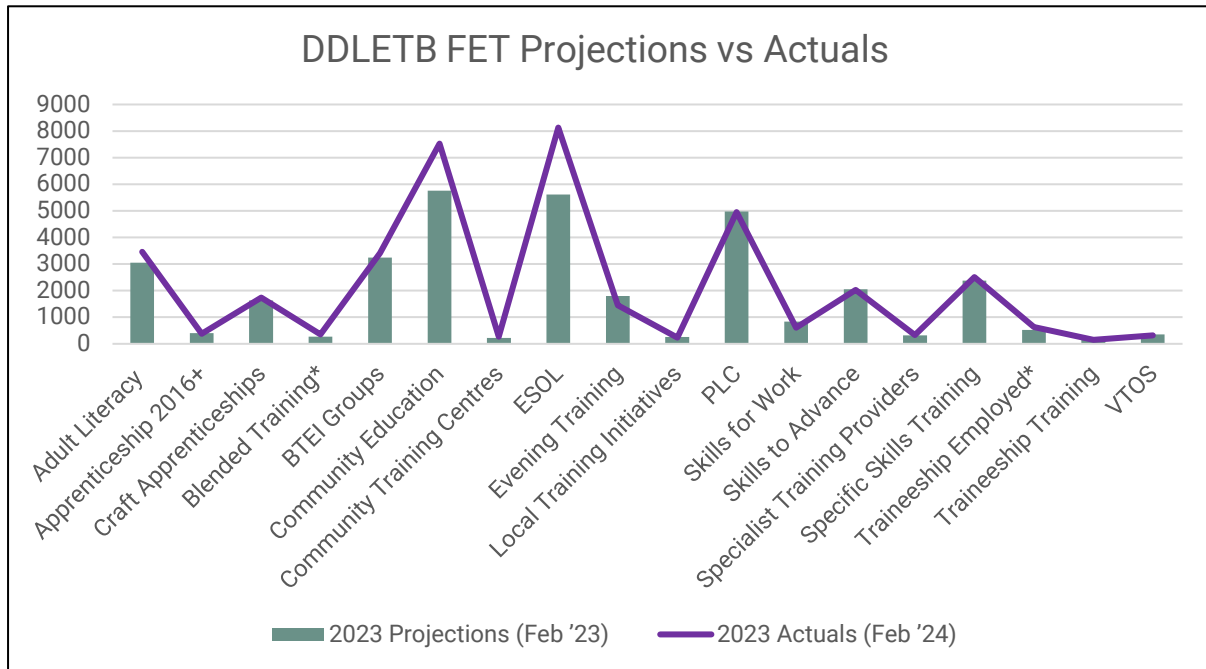
| Provision Type | No of FET Beneficiaries in 2023 ^[1] | No of FET Learners in 2023 |
|-------------------------------|--|----------------------------|
| Full-Time Provision | | |
| Apprenticeship 2016+ | 382 | 382 |
| Apprenticeship Training | 1,743 | 1,743 |
| Blended Training | 352 | 308 |
| Community Training Centres | 271 | 255 |
| Justice Workshop | 49 | 45 |
| Local Training Initiatives | 238 | 231 |
| PLC | 4,897 | 4,462 |
| PLC Pre Apprenticeship | 59 | 34 |
| Specialist Training Providers | 331 | 296 |
| Specific Skills Training | 2,512 | 2,273 |
| Traineeship Employed | 625 | 524 |
| Traineeship Training | 150 | 138 |
| VTOS Core | 321 | 238 |
| Youthreach | 640 | 433 |

^[1] Beneficiary numbers represent the total number of learners multiplied by the number of courses they participated in during 2023

| | | |
|----------------------------|---------------|---------------|
| TOTAL FULL-TIME | 12,570 | 11,362 |
| Part-Time Provision | | |
| Adult Literacy Groups | 3,457 | 1,891 |
| BTEI Groups | 3,411 | 1,961 |
| Community Education | 7,530 | 3,788 |
| Online eCollege | 64 | 64 |
| ESOL | 8,131 | 3,574 |
| Evening Training | 1,448 | 1,256 |
| FET Cooperation Hours | 79 | 71 |
| ITABE | 8 | 8 |
| Skills for Work | 609 | 453 |
| Skills to Advance | 2,024 | 1,684 |
| Other Funding | 0 | 0 |
| TOTAL PART-TIME | 26,761 | 14,750 |
| TOTAL | 39,331 | 26,112 |

FET Participation Projections

| Programme | 2023 Projections (as at Feb '23) | 2023 Actuals (Feb '24) |
|-------------------------------|----------------------------------|------------------------|
| Adult Literacy | 3052 | 3,457 |
| Apprenticeship 2016+ | 396 | 382 |
| Craft Apprenticeships | 1634 | 1,743 |
| Blended Training* | 275 | 352 |
| BTEI Groups | 3240 | 3,411 |
| Community Education | 5758 | 7,530 |
| Community Training Centres | 217 | 271 |
| ESOL | 5610 | 8,131 |
| Evening Training | 1798 | 1,448 |
| Local Training Initiatives | 256 | 238 |
| PLC | 4974 | 4956 |
| Skills for Work | 841 | 609 |
| Skills to Advance | 2050 | 2,024 |
| Specialist Training Providers | 323 | 331 |
| Specific Skills Training | 2377 | 2,512 |
| Traineeship Employed* | 521 | 625 |
| Traineeship Training | 157 | 150 |
| VTOS | 353 | 321 |
| Youthreach | 693 | 640 |
| Totals | 34,807 | 39,331 |



ABBREVIATIONS

| | |
|--------|---|
| ALP | Alternative learning Programme |
| BTEI | Back to Education Initiative |
| 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 |
| DEIS | Delivering Equality of Opportunity in Schools |
| DOE | Department of Education |
| 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 |
| 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 |



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

CONTACT US

Phone: (01) 4529600
Email: info@ddletb.ie

 ddletb.ie

 [@ddletb](https://twitter.com/ddletb)

 [@ddletb](https://facebook.com/ddletb)

 [@ddletb](https://instagram.com/ddletb)

 [@ddletb-learn](https://youtube.com/ddletb-learn)

 [Dublin and Dún Laoghaire ETB](https://linkedin.com/company/dublin-and-dun-laoghaire-etb)

**LEARN
ACHIEVE**