



active
disability
ireland

ANNUAL REPORT 2024



With Special Thanks to our Core Stakeholders & Supporters in 2024



An Roinn Turasóireachta, Cultúir,
Ealaíon, Gaeltachta, Spóirt agus Meán
Department of Tourism, Culture,
Arts, Gaeltacht, Sport and Media



A special thank you to our Associate Partners



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Federation of Irish Sport



Sport For Business



The Wheel

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Acronym Glossary

ACC – Advocacy and Communications Committee

ADI – Active Disability Ireland

AHM - Active Healthy Me

BRC - Business and Risk

CHO – Community Healthy Organisations

HSE – Health Service Executive

LSPs – Local Sport Partnerships

NRC - Nominations and Remunerations Committee

NGBs – National Governing Body of Sport

SI – Sport Ireland

SIDO – Sports Inclusion Disability Officer

SLG – Sports Leaders Group



Directors of the Board

Directors / Trustees:

Brian O’Callaghan

Niall O’Flynn,

Leslee O’Loughlin,

Mary O’Connor

Sinead White,

Bébhinn Murphy,

Matt Connor

Laura Rockett (Elected at AGM July 2024)

Martin Conway (Retired from Board February 2024)

Shay Kearns (Retired from Board in May 2024)

Sub-committees of the board

- Nominations and Remunerations Committee
- Advocacy and Communications Committee
- Business and Risk Committee

Nominations and Remunerations

Leslee O’Loughlin (Chair)

Mary O’Connor

Advocacy and Communications Committee

Niall O’Flynn

Martin Conway (Retired from the Board and Sub Committee in 2024)

Matt Connors

Business and Risk Committee

Sinead White (Chair)

Laura Rockett

Bébhinn Murphy

Shay Kearns (Retired from Board July 2024)

Management & Operational Team 2024

CEO – Brenda O’Donnell (Appointed as CEO in January 2024)

National Strategic Operations Manager – Stephanie Mac Sweeney

Business Support Manager– Cathriona Curtin

Training and Education Administrator - Adam Somers

Health and Wellbeing Coordinator - Lauren Watters

Health and Wellbeing Officer - Jeraldeen Erraught

Insights Researcher - Rob Purcell

Sports Inclusion Officer - Ali Howick

Auditors: PSC Accountants and Advisors, Tralee, Co, Kerry

Bank: Bank of Ireland, Denny Street Tralee **Solicitors:**

Cadogan O’Regan, Tralee, Co. Kerry **Insurance:** Arachas,

Bridge House, Lower Mallow Street,

Limerick, V94 X9KN, Ireland (formerly O’ Malley Griffin).

Head Quarters: Active Disability Ireland, Kerry Sports Academy, Munster Technological University, North Campus, Tralee Co. Kerry, V92 HD4V

Second Office: Sport Ireland Campus, Snugborough Road, Blanchardstown, Dublin 15, D15 DY62

Introduction

- Chairperson's Forward
- CEO's Report

“We will listen with empathy and respond with intent to the living experiences of people with disabilities. The needs, challenges and experiences of people with disabilities will shape and inform how we develop and design our work and how we challenge exclusion”

Value Living Experience
Core Value No.1 of Active Disability Ireland's Strategic Plan 2023-2027

Chairperson's Foreword



Dear Supporters and Friends,

As we reflect on 2024, I am delighted to present the Chairperson's Report for Active Disability Ireland. This past year has been one of growth, innovation, and impactful progress, as we continue our mission to make physical activity and sport accessible to individuals with disabilities across Ireland.

Building on the foundations laid in 2023, we have seen significant strides in implementing our 2027 strategy. A key focus this year has been deepening engagement with stakeholders, expanding our reach, and strengthening the impact of our programs nationwide. The commitment and dedication of our team and partners have been instrumental in achieving this progress.

One of the standout achievements of 2024 has been the continued success of our Xcessible program, which has empowered even more organisations to embrace inclusivity and accessibility. We have worked closely with National Governing Bodies (NGBs), Local Sports Partnerships (LSPs), and community groups to provide guidance, training, and resources that ensure meaningful participation opportunities for all.

Our Active Healthy Me campaign has gained even more momentum in 2024, further promoting the importance of physical activity and wellbeing. The positive impact of this campaign has reinforced our belief in the power of education and advocacy in driving long-term change.

In 2024, we also strengthened the Sport Inclusion Disability Charter, increasing engagement from organisations across Ireland. We have seen growing numbers of clubs and governing bodies commit to the principles of inclusivity and accessibility, demonstrating their dedication to creating an active and welcoming environment for all.

A highlight of the year was the continued development of our Youth Forum, launched in 2023.

This dynamic platform has provided a vital space for young people with disabilities to share their experiences, contribute ideas, and influence change..

The progress made in 2024 would not have been possible without the exceptional leadership of our CEO, Brenda O'Donnell, and the dedication of her team. Their passion, innovation, and unwavering commitment have driven our success, and I extend my sincere gratitude to each member of our staff. Additionally, I want to acknowledge the continued support of our Board of Directors, whose guidance and expertise have been invaluable in steering our organisation forward.

As always, our work is made possible through the support of our valued partners, including NGBs, LSPs, government departments, and corporate sponsors. I wish to particularly acknowledge the support of Sport Ireland, the HSE and our corporate partner Hyundai. Their collaboration and belief in our vision allow us to expand our reach and make a lasting difference in the lives of individuals with disabilities.

Looking ahead, 2025 presents new opportunities for growth, advocacy, and innovation. We remain committed to delivering on our ambitious 2027 strategy, furthering our mission to create a truly inclusive and active society. With continued determination, collaboration, and the support of our incredible community, I am confident that we will achieve even greater milestones in the year to come

With warm regards,

A handwritten signature in black ink, appearing to read 'Brian O'Callaghan'.

Brian O'Callaghan,
Chairperson, Active Disability Ireland

CEO's Report



I am delighted to bring you an overview of our work across 2024. The report will highlight the strength, dedication and passion of the team, board of management and wider tutor team who continue to worked tirelessly to support the vision of an Ireland where people with disabilities have equal opportunities to be active.

2024 was a year of consolidation, ensuring that we focused on maintaining the capacity of the team. Having undergone many changes the previous year, we worked hard to ensure that we had the correct structures, sufficient capacity and capabilities to deliver on our objectives. Strengthening our operational frameworks through out 2024 has not only ensured that we have a more comprehensive oversight of our programme areas it has also allowed us to cement our professionalism across the sectors to which we operate. We pride ourselves on being a great place to work so we focused our attention on making sure that measures like team development hours, a health and wellbeing policy, team building activities, reporting mechanisms, were all in place to make sure that an inclusive and productive culture was present.

We welcomed Ali Howick to the team in August, who took up the position of Sports Inclusion Officer. Ali strengthens the team and supports the delivery of our successful Xcessible programme across the National Governing Bodies, Local Sports Partnerships and Club networks. We look forward to working closely with Ali in her role.

A driven focus on the delivery, maintenance and declaration of our Governance codes for Sport and Charities code ensured that we compounded our organisational responsibilities, held ourselves accountable and elevated our leadership as an organisation across our stakeholders and partners.

Each of our programme areas continued to grow in strength across 2024 which you will see across the report. A special thank you to all the team for their continued support, passion and professionalism without which the success of the organisation would not happen.

We ended our year with a fantastic conference focusing on our theme of Increasing Profile and Visibility.

The end of year celebration allowed us to champion our stakeholders and give them an opportunity to highlight to us the living reality of having a disability. The event captured the minds and hearts of all those attended giving them a lot of food for thought of the small changes that they can make to ensure impact across their work.

Active Disability Ireland benefited hugely from funding received through the Department of Sport and the Department of Health and we would like to express our utmost appreciation to both of these Departments alongside Sport Ireland and the HSE for their ongoing support and belief in the work that we do.

A special thank you to our long-standing supporter Hyundai Ireland, and in particular its CEO, Stephen Gleeson and his team for their continued support to Active Disability Ireland who continue to recognise the impact of our work across Ireland. Special thanks also to our colleagues in Munster Technological University for their ongoing support and engagement.

We look forward to building on the success of our work in 2024 and bringing our strategy to life through a focused approach of the theme of "Influencing and Challenging".

Thank you to everyone who engaged with us and supported our work throughout the year.

A handwritten signature in dark ink that reads "Brenda O'Donnell". The script is fluid and cursive.

Brenda O'Donnell
CEO

About Active Disability Ireland

“We will invest our time, energy, expertise and passion into everything that we do to ensure we knock it out of the park and make a positive difference in the lives of people with disabilities”

Who are Active Disability Ireland?

Active Disability Ireland are a national pan-disability organisation committed to creating an Ireland where people with disabilities have more opportunity to participate in physical activity of their choice. We understand the power of physical activity and how it enables health, happiness and growth. Active Disability Ireland help foster a more inclusive society where these benefits are more accessible to people with disabilities. Always guided by the voice of people with disabilities, Active Disability Ireland are an insights-led organisation. We play a critical role in creating more opportunities for people with disabilities to be active in physical activity and sport. We also understand our role in encouraging and supporting people with disabilities to take ownership of their journey and are committed to supporting the process that allows an insight led approach and enables people with disabilities to use their living experience to help the development of resources and programmes to enhance the profile of physical activity and sport for people with disabilities. Our strategy focuses on sustaining and growing the strong collaborations and relationships that we have developed with our current partners across the sports, health, education and community sectors.

We are also committed to supporting national policy and building an inclusive infrastructure that will help to reduce the gradients within the sports sector while increasing the profile and visibility of physical activity and sport to people with disabilities, highlighting the impact that it can have across their lifespan. Active Disability Ireland offer a range of supports to the different sectors through a number of different initiatives. These include our national Training and Education Framework, Xcessible programme, Active Healthy Me programme for Disability Services, Sports Inclusion Disability Charter and I'm In Too campaign.



Our Objective, Vision, Mission and Values

Our Objective

The principal objective for which Active Disability Ireland is established as the advancement of community welfare; the advancement of community development; the promotion of health; the promotion of civic responsibility or voluntary work; and the integration of those who are disadvantaged and the promotion of their full participation in society by seeking to benefit people with disabilities in Ireland through the carrying on the business of developing, promoting, supporting and advocating for equal opportunities for people with disabilities to engage in physical activity and to encourage and support people with disabilities to lead an active and healthy lifestyle.

We do this through research, insight from living experience, design, development, impact measurement, evaluation, leadership and partnership.

Our work:

- increases public awareness at community, regional and national level
- increases knowledge, skills and capacity of people in the local community
- increases knowledge, skills and capacity of people working in the sport, health, education and community sectors.
- increases the profile of physical activity through national campaigns
- shares insights and research across several sectors both nationally and internationally

Our Vision

To create an Ireland where people with disabilities have equal opportunities to be active

Our Purpose

To listen, support, challenge and build capacity

so that people with disabilities have equal opportunity and choice to be physically active

Our Values

- 1. Value Living Experience** We will listen with empathy and respond with intent to the living experiences of people with disabilities. The needs, challenges and experiences of people with disabilities will shape and inform how we develop and design our work and how we challenge exclusion.
- 2. Making a Difference** We will invest our time, energy, expertise and passion into everything we do to ensure we knock it out of the park and make a positive difference in the lives of people with disabilities.
- 3. Stronger Together** It takes people with different ideas, strengths, interests and cultural beliefs to achieve positive change. We will work in collaboration with others to share our collective missions and we will respect and value the contribution of all.
- 4. Adventurous and Bold** We will be creative and open minded, daring in our approach, always with a willingness to learn and improve.
- 5. Lead and Challenge** We will strongly challenge exclusion and use physical activity and sport as the catalyst for change to create a fairer society for people with disabilities.
- 6. Down to earth** We love what we do and we want people to love working with us. We will be fun, approachable and professional to work with as we collectively strive to make a difference.

Our Work

- Strategic Report
- Strategic Theme 1: Creating Opportunities and Choice
- Strategic Theme 2: Increasing Profile and Visibility
- Strategic Theme 3: Influencing and Challenging
- Strategic Theme 4: Leading by Example
- Key Challenges in 2024
- Key Successes across our programme areas
- Events



It takes people with different ideas, strengths, interests and cultural beliefs to achieve positive change. We will work in collaboration with others to share our collective missions and we will respect and value the contribution of all.



Stronger Together
Core Value No.3 of Active Disability Ireland's Strategic Plan 2023-2027

Strategic Report

Since Active Disability Ireland adopted its Strategic Plan 2023 – 2027 and we worked across 2024 to fulfill on the key performance indicators to measure our success.

2024 saw the appointment of a new - CEO Brenda O'Donnell.

We appointed a new Strategic Operations Manager to the organisation - Stephanie Mac Sweeney

Our work is guided by the organisations strategic plan, annual operational plan and programme plans developed across each team member.

We are also guided and supported by the work through the sub-committees and board of management.

The main objectives for 2024 are outlined in the following sections under each strategic theme

1

Creating Opportunity and Choice

2

Increasing Profile and Visibility

3

Influencing and Challenging

4

Leading by Example

Thank you for listening,
Fiacre Ryan



Strategic Theme 1 Creating Opportunity and Choice

Why is this important

People with disabilities told us consistently through our strategic consultation that an increase in the amount of accessible and inclusive opportunities would enable more choice and increase their participation in physical activity.



Ambition 1

To continue to play a key role in the delivery of the National Sports Policy in collaboration with our partners Sport Ireland, Local Sports Partnerships, Federation of Irish Sport and National Governing Bodies, enhancing opportunity and choice for people with disabilities.

Ambition 2

To create and foster new relationships, leading to sustainable participation pathways in the health, education and community sectors.

Ambition 3

To build the capacity of individuals and organisations across the sport, health, education and community sectors to effectively engage people with disabilities in physical activity, and to better define our impact.

Creating Opportunity and Choice		
What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2024 set against our organisation objectives	Impact
All NGBs and LSPs on some level of Xcessible by the end of the strategy in 2027.	21 NGBs are currently engaged with the programme with 3 working towards Gold, 4 working towards Silver and 14 working towards Bronze. 29 LSPs have engaged in the programme with 1 working towards Gold, 8 working towards Silver and 20 working towards achieving the Bronze level.	<ul style="list-style-type: none">Increased number of NGB and LSP staff providing an inclusive culture across their organisationsGreater supports between national and local organisationsIncreased number of mainstream sports and clubs providing an integrated approach to participationGreat buy in across Boards of management in NGBs and LSPs

Percentage of organisations adopting the Sports Inclusion Disability Charter increases year on year.	<p>At the end of 2024 we achieved the figure of 2,223 total Charter signatures.</p> <p>This was an increase of 223 new signees across 2024.</p>	<ul style="list-style-type: none"> • 2223 Organisations declaring their commitment to the inclusion of people with disabilities into their sport and physical activities • 12 different organisation Types are accessing training for staff/ volunteers • Increased value of the charter at national level through the application of such at grant and policy level
Percentage of all individuals trained that report improved knowledge, confidence and skills to provide greater opportunity and choice for people with disabilities.	We commenced a full research and evaluation of our Training and Education framework through the services of a PHD scholar. The findings will be published in June 2025 allowing us to evaluate the impact around knowledge and confidence and skills developed.	<ul style="list-style-type: none"> • Greater knowledge and skill, understanding and impact of our training • Quality of our workshops • Quality and consistency of our Tutor network • Future learning and developments that are required
Number of people trained from health, sport and education sectors increases year on year.	<p>126 workshops were delivered in 2024.</p> <p>2000 individuals attended one of our workshops offerings.</p>	<ul style="list-style-type: none"> • Increased knowledge, skill, understanding and capacity across the sport, health and education sectors delivering opportunities to people with disabilities • Geographical reach across the 26 counties of Ireland
Positive social return on investment ratio for our training and education framework.	We commenced research to explore the value impact of our training and education workshops. The findings will be published in June 2025 allowing us to evaluate the impact of costings and to support us in the development of an action plan for future development of the framework .	<ul style="list-style-type: none"> • To understand the learning outcomes of each of our training offerings (Autism in Sport, Disability Inclusion Training, Inclusive Fitness Training, Sport Inclusion Disability Awareness) • To understand participant experiences in completing our training both positive and negative • To understand how participants have utilised our training since course completion • To understand what impact participants who have completed training have had on people with disabilities

Strategic Theme 2 Increasing Profile and Visibility

Why is this important

People with disabilities told us that living experience was a powerful way to communicate and to ensure that opportunities become more inclusive and accessible. #NothingAboutUsWithoutUs. We heard consistently that people with disabilities wanted more promotion of inclusive opportunities to enable increased awareness and facilitate greater participation. We believe that by increasing the profile of our own organisation, and of others working in the disability sport and physical activity space, that we can extend our collective reach, extend our collective influence and raise awareness of opportunity and choice.

Ambition 4

To embed living experience at the heart of our organisation, and to ensure this shapes and informs everything we do.

Ambition 5

To improve the profile, reach and awareness of our organisation, our work and the work of others so that we can positively influence improved choice and opportunity for people with disabilities.

Ambition 6

To raise the understanding and profile of the benefits, experiences, impacts and opportunities in physical activity amongst people with disabilities.

Influencing Profile and Visibility		
What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2024 set against our organisation objectives	Impact
Formation of a strategic advisory group to include young people with living experience.	2024 seen the growth in the number of youths taking part in our forum. The youth forum meet 3 times in 2024 - CPD development also took place to provide growth across the participants - Youth representatives took part in our end of year conference	<ul style="list-style-type: none">• Greater insights and understanding of the needs of youth with disabilities• Increased engagement with youth with disabilities as a result of having youth forum• Identification of needs and wants to support youth in sport and physical activity

<p>An increase of people with disabilities reporting that Active Disability Ireland is an organisation that embeds living experience.</p>	<p>All aspects of planning, development and preparation consulted with people with disabilities. Examples of which include:</p> <ul style="list-style-type: none"> - Youth Forum - Active healthy Me Forum - Disability Services Awards - Xcessible Club I'm In too - National Conference - Training and Education Evaluation - I'm In Too Campaign - Ambassador Programme 	<ul style="list-style-type: none"> • Increase in Insights led research • Greater understanding of the value of our work of Active Disability Ireland • Greater awareness of people with disabilities through our I'm In too campaign • Increased understanding of the needs of our ambassadors – what it means to them to be part of our organisation. • Living Experience of people with disabilities
<p>Extent of reach of our organisation increases year on year across online platforms.</p>	<p>Dedicated support to our social media platforms and website in 2024 through our training and Education Administrator.</p> <p>Shared responsibilities across all team members to create posts across their programme areas.</p>	<ul style="list-style-type: none"> • Increased growth across all platforms • Increased no of dedicated posts relating to our programmes • Increased sharing of posts for other organisations • Increased profile of our programme and work
<p>Percentage of partners, stakeholders and people with disabilities reporting that Active Disability Ireland's communications was effective and impactful.</p>	<p>A Stakeholder engagement survey will be conducted in 2025.</p>	<ul style="list-style-type: none"> • Increased understanding of our communication strategy and if our messages are effective and impactful.



Strategic Theme 3

Influencing and Challenging

Why is this important

People with disabilities told us that policies, strategies and approaches must adequately reflect their needs, experiences and challenges. We also heard that Active Disability Ireland has successfully positioned our organisation in a way that we can have a positive influence on local, regional and national strategies. Active Disability Ireland wants to use insights from people with disabilities to educate and inform decision making and to influence policy and practice.

Ambition 7

To challenge existing and new strategies and policies across the health, education, and community sectors to adequately reflect the needs, aspirations, experiences and challenges of people with disabilities in physical activity.

Ambition 8

To advocate and promote continued investment in participation in physical activity for people with disabilities and protect its place within the wider inclusion agenda.

Influencing Profile and Visibility		
What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2024 set against our organisation objectives	Impact
Qualitative measure of meaningful policy interventions achieved by our team.	<p>We continued our engagements with ministers, departments and National government agencies to support and influence policies and practice. Examples include</p> <ul style="list-style-type: none"> -Sports Leaders Group -Dept of Sport -Dept of Health -National Disability Authority -Sport Ireland Diversity and Inclusion Policy -Comhairle na Tuaithe -National Swimming Strategy advisory committee -Disability NGB Consortium 	<ul style="list-style-type: none"> • Disability representation feeding into the national Swimming Strategy • Disability representation feeding into the national Outdoor recreation Strategy • Disability representation feeding into the National Objectives for the National Sports policy • Disability representation into the roll out of the D & I policy through Sport Ireland • Disability representation across the disability sport sector
Value of funding into disability sport and physical activity initiatives increases year on year.	Increased funding allocated to Active Disability Ireland through Core and Dormant Accounts.	<ul style="list-style-type: none"> • Increased funding to the Active disability Ireland and other Disability Org's.

Strategic Theme 4

Leading and Challenging

Why is this important

The consultation informing this strategy told us that our Board and staff are a key strength and that we “breathe a culture of inclusion”. We are proud of this and want to build on these strengths by further investing in our team, ensuring that Active Disability Ireland is a great place to work and a great organisation to work with. We also believe that our work makes a difference, so we want to continue to grow and develop this work ensuring an even greater impact on participation in physical activity amongst people with disabilities, this will require a renewed focus on financial sustainability, succession planning and governance.

Ambition 9

To operate as a progressive, ethical, trusted and respected pan disability organisation, underpinned by good governance and valued by people with disabilities and those working in the sector.

Ambition 10

To increase our financial sustainability through a diversification of funding and income sources.

Ambition 11

To ensure that Active Disability Ireland is a great place to work where our people are supported personally and professionally and where well-being is prioritised.

Leading by Example		
What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2024 set against our organisation objectives	Impact
Proportion of our Board and staff with a disability increases from baseline.	Growth of Disability representation on the board increased from base line of 2 Directors	<ul style="list-style-type: none"> Greater insights and shared living experience to the Board
Retain compliance with the governance and charities code and achieve 1 externally accredited governance award.	Continued full compliance across both the Sport Ireland governance code for sport and Charities Code Public Declaration of both the codes and return of annual report to the Charity Regulator	<ul style="list-style-type: none"> Transparent Governance and Financial practices Accountable leadership Organisational sustainability Up to date policies

Income sources diversify from baseline with a more equitable spread from across relevant sectors.	Continued engagement with government agencies including Dept of Education and Health. Increased corporate sponsorship Development of elearning workshop to generate new revenue. Additional donations received through the auspice of Charitable status	Increased financial stability Greater reach across new sectors Increased value of understanding of the opportunities for people with disabilities Sustainable business models across programme areas
All Staff reporting positively on Active Disability Ireland as a great place to work in annual staff survey & performance management reviews	Internal promotions across positions Personal Development hours allocated and time increased Annual Staff Satisfaction survey completed Staff action plan developed arising from survey	Positive work culture across the organisation Increased respect for all team members All team members feel supported Personal and team wellbeing valued Clear actions for staff development





Key Challenges in 2024

2024 was a year of consolidation and stability. Some of the key challenges faced throughout the year spanned across the areas of human resources, government department changes, capacity across the team and board of trustees.

Human resource

The Organisation appointed a new CEO to the organisation at the beginning of 2024. The appointment was filled by the outgoing Interim CEO so transition to the position was very fluid.

The back fill of positions occurred across the first quarter of the year with the successful appointment of the new Strategic Operations Manager through an internal recruitment process. Subsequent appointment of the Sports Inclusion officer in August ensured that all positions were once again secured for 2024.

Government Changes

Due to internal restructuring a number of positions were vacant for periods of time during the year. Therefore, we had reduced capacity across a number of areas throughout the year.

Office Spacing

Over the last number of years, the second office located on the Sport Ireland campus has seen an increase in the number of personnel working from it. Capacity for meetings and confidentiality meant that the booking of additional space was required.

Executive management engaged in talks to identify additional or new offices to support this growth.

Funding Sources

Each year the organisation works to secure other sources of funding for the organisation to ensure sustainability and to make sure it is able to deliver on its core programmes and objectives.

The organisation has recognised that to meet the demands and growth of the organisation an increase in additional sources of funding is essential. Aside from identifying other sources of funding, a full review of all programmes areas was considered at operational planning to identify a business model approach and to identify where we could align cost measures to increase funding.

We also worked to develop additional workshops / resources which will generate additional income starting in 2025.

Key Successes across our programme areas in 2024

Training and Education

Throughout 2024, our organisation continued the successful delivery of our workshops as part of our training and education framework. Our workshops are aimed at upskilling and capacity building of individuals in the sporting sector to become more confident around the creation of opportunity and inclusion of people with disabilities into physical activity and sport.

The workshops we delivered on in 2024 included:

- Autism in Sport (Online)
- Autism in Sport (In person)
- Disability Inclusion Training (Online)
- Disability Inclusion Training (In person – theory only)
- Disability Inclusion Training (In person – theory & practical)
- Inclusive Fitness Training (Online)
- Sport Inclusion & Disability Awareness Training (Online)

Achievements and Impact:

We facilitated 126 workshops. These were delivered to Local Sports Partnerships, National Governing Bodies, sports clubs, community centres, local businesses, third level institutes, Educational Training Boards, Irish Prison Services, corporate business, hospital settings, disability services and others

In 2024 Active Disability Ireland empowered over 2000 individuals with the knowledge and confidence to enable people with disabilities to participate and thrive in sports and physical activity.

The table below shows a breakdown of all the various workshops over the duration of 2024

Title of training	Number of workshops in 2023	Number of workshops in 2024
Autism in Sport (Online)	37	51
Autism in Sport (In person)	14	6
Disability Inclusion Training (Online)	25	20
Disability Inclusion Training (In person – theory only)	7	0
Disability Inclusion Training (In person – theory & practical)	6	19
Inclusive Fitness Training (Online)	9	9
Sport Inclusion & Disability Awareness Training (Online)	45	21

Delivery of our workshops would not be possible without the very strong network of tutors that are based across the country. Our tutors are made up of individuals from a range of backgrounds, including sports development officers, teachers, physio's, parents, people with disabilities and sports coaches.

2024 seen the recruitment of new tutors to our network to increase capacity and offer more opportunities for clubs/organisations to complete inclusion training.

2024 also saw the growth of our online learning management system. This online platform enables participants to access relevant content before and after the workshop. This platform will soon allow participants and organisations to book and pay for workshops all in the click of a button which increases ease and accessibility.

Future growth for training & education in 2025

- Launch of our Disability Inclusion Disability Awareness eLearning workshop.
- Further development of the learning zone to support increased resources and growth across our training and education offerings
- Recruitment of a Training and Education Development Lead
- Review and Further development of our Access Great Outdoors Training and Resources
- Implementation of the findings from our Training and Education Framework evaluation



The Xccessible programme for National Governing Bodies of Sport (NGBs) and Local Sports Partnerships (LSPs) has continued to grow across 2024.

This programme aims to support NGBs and LSPs in becoming more inclusive of people with disabilities through a staged, structured approach. The programme helps organisations to build capacity to better support people with disabilities and encourage them to take part in sport and physical activity.

Panel presentation opportunities took place in February and October with 4 organisations presenting to the panelists (3 LSPs and 1 NGB). 50 NGBs and LSPs are currently engaged with the Bronze and Silver levels of the Xccessible programme in 2024.

29 Local Sports Partnerships have engaged in the programme in 2024 with 1 working towards Gold, 8 working towards Silver and 20 working towards achieving the Bronze level. In total, 21 National Governing Bodies of Sport have engaged with the programme with 3 working towards Gold, 4 working towards Silver and 14 working towards completing the Bronze level.

Active Disability Ireland guides and supports these organisations through each stage of the programme and sets realistic and manageable goals, objectives and timelines to achieve the criteria. Throughout 2024, organisations attended group and individual meetings to showcase their progress and evidence their work towards achieving the different objectives.

	NGB's Bronze Level	NGB's Silver Level	NGB's Gold Level	LSP's Bronze Level	LSP's Silver Level	LSP's Gold Level
2023	9	5	2	23	5	1
2024	14	4	3	20	8	1

Future Growth for Xccessible NGB / LSP in 2025

- Increased number of NGBs and LSPs participating on all levels of the Xccessible programme
- Development of and launch of Xccessible Gold Programme
- Apply for funding to measure the measurement of the Xccessible Programme
- Expansion of the Xccessible panel members to the programme
- Xccessible Awards ceremony to celebrate the achievement of the organisation who have received an Xccessible award
- Pilot our Xccessible Facilities toolkit with the Sport Ireland National Sports Campus



Xccessible Club Toolkit

The Xccessible club toolkit is a guided resource that helps empower clubs to positively and meaningfully provide opportunities for people with disabilities to take part in sport and physical activity at a local level. This resource was successfully launched in November 2022 and has over 1,100 downloads to date. This figure is representative of 31 counties and 66 different sports and activities.

The Toolkit has been developed to support clubs in three stages of their journey towards creating a fully inclusive club for people with disabilities: Develop, Embed, Sustain. The Sport Inclusion Disability Charter is the framework for this resource and the toolkit supports sports clubs in bringing the Sports Inclusion Disability Charter to life.

There are a number of guidelines, templates and resources that accompany the toolkit that are supporting clubs and communities become more inclusive. In 2024, we began the development of a workshop which will further support this toolkit's implementation.

	Downloads	Counties	Number of sports
Xccessible Toolkit downloads 2023	900	31	66
Xccessible Toolkit downloads 2024	1129	31	66

Future Growth for the Xccessible Club Toolkit in 2025

- Launch of the Xccessible Club Workshop to further support the toolkit implementation
- Increase number of Club Toolkit downloads
- Increased delivery of workshops delivered to clubs





Sport Inclusion Disability Charter

The Sport Inclusion Disability Charter, launched in 2018 following extensive consultations with people with disabilities throughout Ireland, is Ireland's first ever Charter to identify the five key areas people with disabilities are asking all organisations to consider in making active and healthy lifestyles choices.

By signing the Sports Inclusion Disability Charter, organisations are committing to listening to the needs of people with disabilities and looking at how their organisation can be more inclusive.

At the end of 2024 we reached a total of 2223 Charter signatures. There were over 263 new Charter signatures in 2024, this includes:

- 29 Local Sports Partnerships
- 1690 Clubs
- 87 Sports/Activities
- 172 Leisure Centres and Gyms
- 166 Outdoor Activities
- 44 Disability Services
- 31 Educational Organisations

Charter Signees in 2019	244
Charter Signees in 2020	1000
Charter Signees in 2021	1466
Charter Signees in 2022	1731
Charter Signees in 2023	2006
Charter Signees in 2024	2223



The Charter supports organisations to become more inclusive of people with disabilities across five key areas:

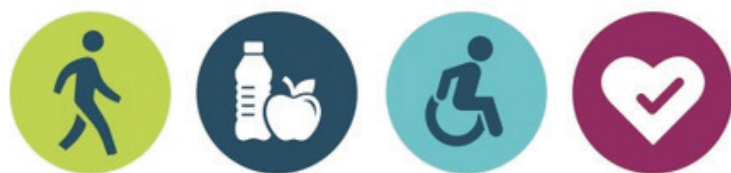
- 1. Openness** Be open to and understanding of all people with disabilities
- 2. People** Access training for staff/volunteers to facilitate the inclusion of people with disabilities
- 3. Activities** Develop and deliver inclusive activities
- 4. Facilities** Review facility/venues/equipment to make organisations more accessible
- 5. Promotion** Promote the inclusive nature of activities, in a variety of formats

Active Disability Ireland would like to thank the NGBs and LSPs for their continued support in promoting the Sports Inclusion Disability Charter.



Future Growth for the Sports Inclusion Disability Charter in 2025

- Report more widely across the sector on the importance of the Charter
- Promote Charter Stories to highlight the importance of the Charter
- Increase number of downloads across all sectors
- Expand the reach of the Charter to wider sectors in Health, Education and Community settings



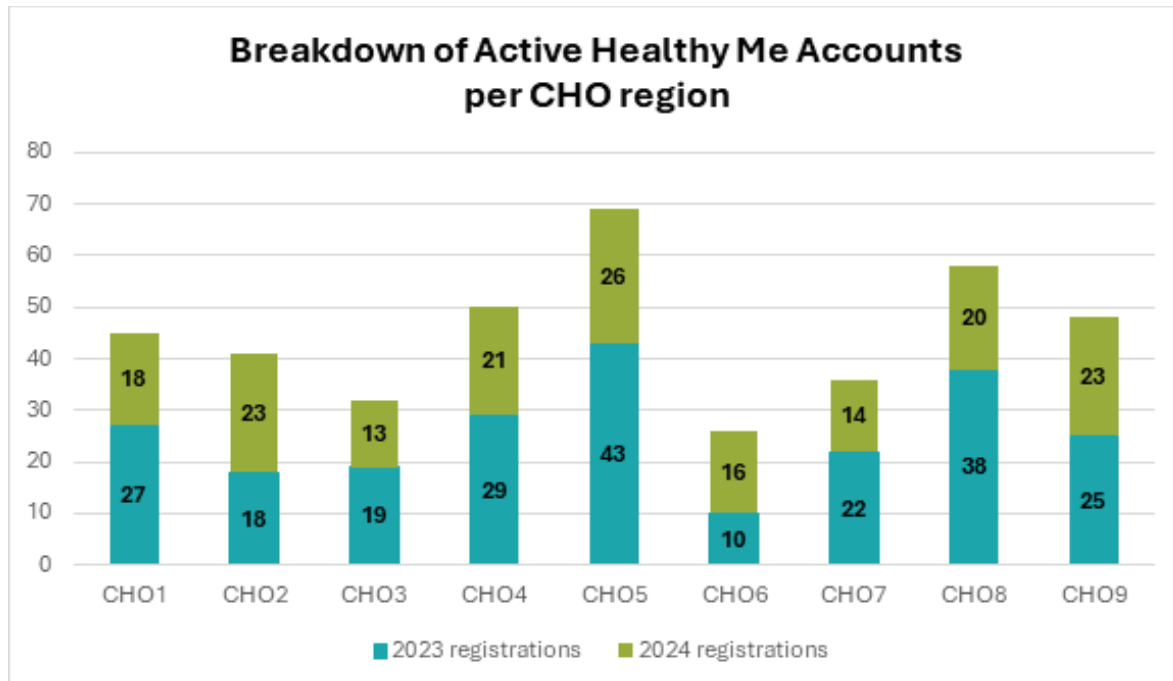
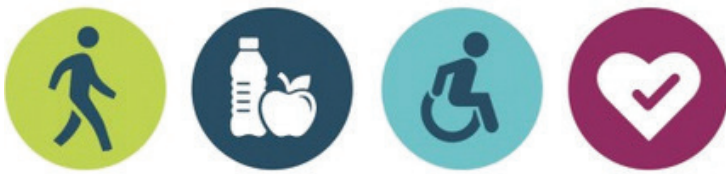
Active Healthy Me

Active Healthy Me is a health and wellbeing programme delivered directly to people with disabilities in adult day service locations. Developed in partnership with the HSE and supported by Sport Ireland, the aim of the programme is to increase the knowledge and understanding of people with disabilities on the importance and benefits of being physically active, living a healthy lifestyle and the opportunities that are available to participate within their local community. The programme also aims to enhance the engagement between service locations and their local sports partnership to connect them to local participation opportunities.

Active Healthy Me Programme Analysis

Since Active Healthy Me launched in January 2023, a total of 405 Disability Day Service sites across all 9 CHO areas/26 counties have registered for the programme. The breakdown of programme performance can be seen below:

	2023	2024
Total Number of Accounts registered	359	405
% of Day Services engaging in AHM Programme	30%	32%
New Signs Ups	359	198
Completed Accounts	27	43
Number of participants who fully completed programme	145	360



Active Healthy Me training Pathway



In 2024 we evaluated the Active Healthy Me facilitator training pathway and found there was gaps in the knowledge with functions on the learning management system that Active Healthy Me is housed on. Therefore, we developed the Online Introduction Tutorial to assist programme facilitators with programme delivery before they progressed onto the Skills for Practice workshops.

Since May 2024 we hosted 12 Online Introduction Tutorials to 188 participants. 2024 was the first year we hosted a Skills for Practice workshop in every CHO area due to an upskilling of 16 HSE Health Promotion and Improvement Officers to facilitate these community workshops for us. They join the 11 officers (2 officers no longer in post) who completed the Train-the-Trainer workshop in 2023. This growth in trained officers have allowed us to facilitate 2.5 times as many Skills for Practice workshops in 2024 than in 2023 (32 workshops (2024) v's 13 workshops (2023)).

Active Healthy Me Forum

The Active Healthy Me Forum was established in September 2024 to help guide the Active Healthy Me operational team with development of future Active Healthy Me resources. We want to ensure we are embedding the feedback of participants and facilitators at all stages as we grow the programme. The Active Healthy Me Forum aims to aid Active Disability Ireland to operate to our full potential in educating people with disabilities of the benefits of living active and healthy lifestyles.

The Active Healthy Me Forum will meet at least four times a year (once per quarter) and are responsible for:

- Identifying key areas of support needed by individuals with disabilities in relation to physical activity, sport, health and community inclusion
- Provide feedback and guidance during the development of additional Active Healthy Me resources
- Help identify new avenues of programme advertisement
- Identify opportunities for progression of Active Healthy Me participants beyond the programme
- Help identify possible I'm In Too candidates i.e. identify possible AHM case studies/success stories

Active Disability Ireland want to thank the members for their commitment to the Active Healthy Me Forum in 2024.

Future Growth for the Active Healthy Me Programme in 2025

- Sustained funding for programme and personnel
- Release of additional programme resources such as new exercise cards/videos, health & wellbeing documents covering the topics of Meditation, Mental Health & Mindfulness
- Continue to increase roll out of the programme to Disability Day Service sites not currently on the programme
- Pilot of Active Healthy Me in Disability Residential Services
- Expanding the programme to new audiences such as private care organisations
- Active Disability Service Award webinars to increase the profile of the awards and to assist Active Healthy Me members to embed new physical activity/health promotion programmes within their services



Insights and Research

Active Disability Ireland have continued to work as an insights led organisation in 2024 through a number of key projects. In previous research undertaken, we focused on youths with disabilities' experiences of physical activity, highlighting several challenges faced in getting active within the school setting. Building upon the insights gained from this project, a project exploring the experience of teachers was undertaken and completed in 2024.

Within the school setting, teachers are responsible for ensuring that all students are included within physical activity, however, the reality for many is that there are barriers which make this difficult. These difficulties are reflected in the statistics being reported in the ISM and CSPPA studies as well as Active Disability Ireland's research.

In order to better understand the living experience of teachers in Ireland a survey as well as 1:1 interviews were used to address the following objectives:

1. To understand teachers' experiences in delivering physical activity to children and young people with disabilities.
2. To determine key barriers faced by teachers in delivering physical activity to children and young people with disabilities.
3. To understand what information teachers need to be confident in delivering physical activity to children and young people with disabilities.
4. To understand what supports teachers need in delivering physical activity to children and young people with disabilities.

In total 131 teachers took part in the survey. Participants were predominantly primary school teachers (75.6%) with 16% being secondary school teachers, 5.3% special school teachers and 3% reporting to another type. 20 different counties were represented in survey. 10 follow-up interviews were then conducted with survey participants as a method of gaining additional insights and to open a space for teachers to discuss their experiences and challenges.

Findings from the Project

Many teachers cited a lack of training and education as a barrier with 80.9% of teachers reporting that they did not receive training in delivering physical activity to students with disabilities during their initial teacher education. Additionally, only 28.2% of teachers have received training outside of their initial teacher education in delivering physical activity to students with disabilities. Only 9.9% of teachers felt that teacher education effectively prepared them to deliver physical activity to students with disabilities and 96.9% felt that more disability specific training is necessary in teacher education.

For those teachers that did receive training in including students with disabilities, 83.3% of those who have received additional training found it to be beneficial. Teachers who reported to receiving this training were also much more confident in delivering physical activity to students with disabilities. 80% agreed or strongly agreed with the statement 'I am confident in delivering physical activity to students with disabilities. For teachers who had not received this training only 34.9% agreed or strongly agreed.

Future work for Insight and research in 2025

- Focus on this crucial insights gained from the 2024 Teachers Report and development of relevant supports
- Evaluation of the Training and Education Framework
- Stakeholder Survey - mid point of strategy
- Xcessible Programme evaluation
- Continued development to support our Youth Forum



I'm In Too

People with disabilities should have every opportunity to be active within their local communities. The **I'm In Too** campaign aims to truly capture the voices of people with disabilities, to fully understand and appreciate the impact sport and physical activity has on their lives.

We are interested in the reasons why people with disabilities do or do not take part in sport and physical activity, the things that stop them from taking part and what could help them to participate more. The I'm in Too campaign is a platform to allow people with disabilities share their stories or their personal experiences of participating in physical activity and sport. The stories that we capture share the voices of people with disabilities and allows us to fully understand the impact of physical activity on the lives of people with disabilities.

3 new I'm In Too Videos were recorded in 2024

All our I'm In Too Videos can be seen through our website or via this link <https://activedisability.ie/im-in-too-videos/>





Events

Active Disability Ireland 2024 National Conference 5th December Radisson Blu Hotel Athlone

Active Disability Ireland's 2024 National Conference is being remembered as a powerful and inspiring day. With the theme 'Increasing Profile and Visibility', the conference delivered a mix of keynote speeches, panel discussions, personal reflections, and organisational showcases, engaging all 250 delegates.

The day opened with a creative journey-led introduction by MC Jack Kavanagh and Robert Purcell, setting the tone for a unique and memorable experience.

Keynote speaker Nathan Stephens, Paralympian and World Champion, shared his powerful story of resilience, loss, and success. His message inspired delegates through a blend of personal reflection and professional insight into para sport development.

Two engaging panel discussions followed. The first, 'A Human Perspective', featured representatives from UNESCO, Sport Ireland, and The Irish Centre for Diversity & Inclusion, and addressed Article 30 of the UNCRPD. Geraldine Lavelle's personal video reflection closed the session.

The second panel, 'An Educational Perspective', explored inclusive PE in schools with teachers, parents, and researchers. Active Disability Ireland launched its 2024 Teacher Research Report, highlighting the need for improved teacher training. The session ended with a moving contribution from non-speaking autistic writer Fiacre Ryan and his mother, sharing his journey through sport and communication.

Throughout the day, organisations including Special Olympics Ireland, Irish Wheelchair Association Sport, Deaf Sport Ireland, Vision Sport Ireland, and Paralympics Ireland showcased their work, emphasising collaboration and shared goals.

Looking ahead, Active Disability Ireland announced a 2025 rollout of an eLearning workshop on Disability Inclusion in Sport and the regional Xcessible Club Roadshow and Awards.

CEO Brenda O'Donnell closed the event, reflecting on the organisation's commitment to portraying the real-life experiences of people with disabilities and the lasting impact inclusive sport can have.

Our Ambassador Programme

Active Disability Ireland believe that people with disabilities should have an equal opportunity to be active for life! That's why we remain committed to helping to build a more inclusive society where collectively we can help to empower, encourage and support people with disabilities to be more active with whom they want, when they want and where they want!

Active Disability Ireland is strongly committed to working with people who share the overall vision, ethos and principles of what we stand for. We believe the right people working together, will not only complement each other, but also add value to the complete offering and ultimately assist in the

growth of opportunities for people with disabilities to participate in sport and physical activity.

Our Ambassador Programme helps us, as an organisation to continue to raise awareness, advocate and communicate the message of inclusion across multiple sectors to ensure people with disabilities can lead active healthy lifestyles.

Our Ambassadors play a role across the following areas:

- Advocacy
- Communication
- Presence and
- Support

Our Ambassadors for 2024 are



Nikki Bradley

An adaptive adventurer and one of Ireland's leading female motivational speakers. Diagnosed with Ewing's Sarcoma at aged 16 and surviving the rare and often deadly form of bone cancer, offered Nikki a unique opportunity to restart her life at a young age. She is the founder of 'Fighting Fit for Ewing's', which aims to increase awareness about the disease as well as participating in physical challenges.



Johnny Quaid

Johnny is a close friend of the organisation and is inspired by the work that they do. Johnny has reflected on the work that the organisation has done and often reflects and wishes that he was aware of their work when he first acquired his disability.

"I always say that it would have been so beneficial to me back in 2006, as a boy who acquired a life changing injury, if I knew of their existence – it would have taken the initial blow of the unknown if I could turn to an organisation such as Active Disability Ireland and to lean on and help me get back on track".



Jordan Lee

His first sporting passion and talent was basketball and he made a national U15 development squad before he switched sports to pull on the Irish vest at high jump. The 19-year-old from Killarney is already ranked number two in the world in his T47 event, and made his debut at the World Para-Athletics Championships which take place in Dubai in November 2019



Ian McKinley

In 2011, after playing 6 times for Irish province Leinster. McKinley was forced to retire from rugby union after losing the sight in his left eye. After his retirement, he moved to Italy to work as a coach for junior sides. However, despite the blindness in one eye, McKinley made a return to rugby in 2014 in Italy using specially manufactured goggles, firstly with Leonorso in a regional third division match, in which McKinley scored 28 points, and then with Viadana on a two- year contract in the national Championship of Excellence.

.....

Future Growth for the Ambassador Programme in 2025

- Identify new ambassadors for the programme
 - Recruitment of new ambassadors
 - Embed and align the ambassador programme to different project work to help build the profile of the organisation
- Increase profile and visibility of Active Disability Ireland through ambassadors

Governance

- Organisational Map
- Our Team
- Management of the Organisation
- Plans for the Future

“

We will be creative and open minded, daring in our approach, always with a willingness to learn and improve.

”

Adventurous and Bold
Core Value No.4 of Active Disability Ireland's Strategic Plan 2023-2027

Organisational Map of Active Disability Ireland



Our Team



Brenda O'Donnell - CEO

Brenda joined the organisation in 2015, bringing with her a lifelong passion and dedication to disability sport and physical activity. Throughout her career, she has been committed to creating inclusive sporting and recreational opportunities for individuals with disabilities.

A graduate of the Institute of Technology Tralee, Brenda earned a BSc in Health, Fitness and Leisure Studies in 2001. In 2024, Brenda was appointed Chief Executive Officer, a role in which she now leads the organisation's strategic development and growth, championing inclusion, accessibility, and participation at all levels.



Stephanie Mac Sweeney - Strategic Operations Manager

Stephanie is the Strategic Operations Manager at Active Disability Ireland and joined the team in 2022. In her role, Stephanie supports a team that lead on specific projects that all work towards our common goal of creating an Ireland where people with disabilities have equal opportunities to be active. A key aspect of this role is operational management, stakeholder engagement, collaboration and partnership development.



Cathriona Curtin- Business Support Manager

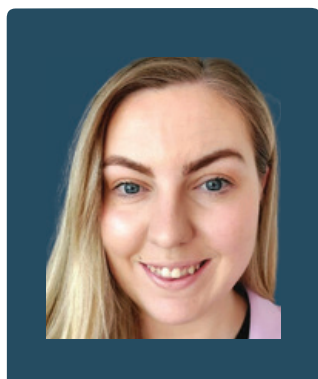
Cathriona joined the team in February 2023. Cathriona supports our business planning, financial management and reinforces our organisations ongoing commitment to good governance and leadership. Outside of work, Cathriona is passionate about staying active through sports, enjoys reading, and is dedicated to promoting overall well-being.



Robert Purcell - Insights Officer

Rob joined Active Disability Ireland in 2021 in his role as Insights Officer. As insights officer, Rob has the goal of capturing the voice of people with disabilities and their experiences with physical activity to ensure Active Disability Ireland is committed to its goal of being insights led and operating based on living experience. Rob also leads the evaluation work on the organisation's programmes ensuring our work is having an impact on the lives of people with disabilities.

Our Team



Lauren Watters - Health and Wellbeing Coordinator

Lauren joined the team in 2023 having graduated from DCU with a BSc in Sport Science and Health. She is a qualified adapted physical activity instructor with 5 years experience working with people with disabilities. Lauren coordinates the development of our Active Healthy Me programme which supports people in disability day services to become more physically active and lead active lifestyles.



Jeraldeen Erraught -Health & Wellbeing Officer

Working as a Health and Wellbeing Officer Jeraldeen's role is to register Adult Disability Day Services for the Active Healthy Me Programme. This is a free health and wellbeing eLearning programme, that is delivered by disability support staff to people with disabilities in adult day service locations. Jeraldeens role also involves the production of the I'm in Too Videos, participation in the Annual Conference and Disability Service Awards.



Adam Somers - Training and Education Administrator

Adam is a key member of the Training Team at Active Disability Ireland, where he has contributed for over two years. Adam brings valuable experience to the organisation. He manages all bookings for the organisation's suite of workshops and plays an integral role in supporting Active Disability Ireland's vital network of tutors.



Ali Howick - Sport Inclusion Officer

Ali joined the Active Disability Ireland team in August 2024 after earning her BSc in Sports and Leisure Management from Technological University Dublin. With a passion for sport and a background in delivering adapted activities, Ali is dedicated to promoting inclusion and accessibility across the sporting sector. Working closely with National Governing Bodies and Local Sports Partnerships, she values the opportunity to share her expertise while learning from the experiences of fellow professionals.

Board of Directors / Trustees



Brian O'Callaghan

Chair -July 2023 to present Years on the Board and Term-6th July 2023 - 1 Year -(1st Term)



Sinead White

Director with expertise in Change Management, Risk and Project Management

Years on the Board and Term-10th October 2019 -5 Years - 2nd Term



Mary O'Connor

Director with expertise in Policy, Governance and Strategic Development

Years on the Board and Term-13th June 2018 -6 Years -(2nd Term)



Niall O' Flynn

Director with expertise in Media and Communications Years on the Board and Term-18th July 2016 -8 Years -(3rd Term)



Leslee O' Loughlin

HR Director with expertise in Diversity & Inclusion, Talent Acquisition & Development

Years on the Board and Term-18th July 2016 -8 Years -(3rd Term)



Bebhinn Murphy

Director with expertise in regulatory law and sport law

Years on the Board and Term -6th July 2023 -1 Year -(1st Term)



Matt Connor

Director with expertise across the Sport, Community and Disability Sector

Years on the Board and Term - 18th July 2016 - 8 Years - (3rd Term)



Laura Rockett

Finance Director, with expertise in Finance and Financial Control

Years on Board and Term - 6th July 2023 - 8 Months - (1st Term)

Board Directors / Trustees who finished their time on the board



Martin Conway

 Resigned from the Board in July 2024

Spokesperson for Health with expertise in Disability and Inclusion

Years on the Board and Term-18th July 2016 -8 Years-(3rd Term)



Shay Kearns

Resigned from the Board in July 2024

Finance Director, with expertise in Finance and Financial Control

Years on the Board and Term - 2nd July 2020 - 4 Year - (2nd Term)

Board Effectiveness Review

A Board evaluation presents a valuable opportunity for the board of a non-profit organisation to reflect on its own performance—both collectively and individually. It allows the board to examine how it operates, assess the effectiveness of its members, and identify areas for improvement. Importantly, this is not a governance review; rather, it is focused specifically on the board's performance and overall effectiveness.

Active Disability Ireland conducted an Board Effectiveness review in quarter 1 of 2024. The process was conducted to support the board and to understand if there were any areas of board operations that needed additional support and or gaps in how it operates.

The areas that the board reviewed were:

1. How board meetings are conducted
2. The quality and relevance of documentation provided in advance
3. Active participation on the board of board directors / Trustees
4. The structure of the board and skills present and needed
5. The structure and functioning of board sub-committees
6. Terms of reference for both Board and Sub Committees
7. Reporting mechanisms to the board

To facilitate the process of review a number of tools were used within the process

1. Active Disability Ireland Board Survey
2. Board Skills Audit 2024
3. One to One meetings between the chairperson and each board member

The survey used as part of the process looked at the following areas and all directors were asked to highlight their response on a scoring matrix of Strongly Agree to Strongly Disagree.

- a. How has the board conducted its business - 13 questions
- b. How have I contributed and performed my duties as a Trustee - 11 questions and
- c. What sort of relationship does the Board have with the Chief Executive - 10 questions

The Skills Audit looked to identify the kind and level of expertise that the directors / trustees brought to the board. The questions asked included:

What kind of expertise do you feel you bring to the Board?

- Do you feel the Board uses your skills appropriately? If no, please give details on how this could be improved.
- What area of work in the organisation interests you the most and how would you like to be involved with it?
- Do you have enough information from the organisation to continue in your role as Board Member?
- Please detail any other comments/observations you may wish to share.

Board Effectiveness Review

Following the Board evaluation a number of high level findings were presented for the board to focus on and they include:

1. There are a number of skill gaps on the board which need to be filled.
2. Formalise the Board induction process for new board members.
3. Board need to identify and influence external funding sources.
4. Update of information to Board members on obligations as Trustees to a charity

Some findings from the evaluation include:

- 85% of Board Directors understood what was expected of them as a Director / Trustee
- 85% of Board Directors agree & strongly agree that the board has the right mix of skills, expertise, knowledge and diversity
- 71% of all board members agree that all board member participate in important board matters
- 100% of Board Directories agree and strongly agree that the board do a good job dealing with different points of view
- 100% of Board Directors understand the boards role in relation to the making of strategic v's operational decisions
- 100% of Board directors agree and strongly agree there is good communication between the board and Chief Executive Officer



Work planned for Board in 2024

- Recruitment of new board directors to replace outgoing board members
- Identification of new director positions for recruitment
- Onboarding of the Board management platform - Board X to facilitate a more streamlined approach to inductions and meetings
- Identification of Board upskilling / CPD opportunities

Management of the Organisation

Active Disability Ireland is managed by a voluntary Board of Directors and the executive management team.

Trustees of the Board are all from diverse backgrounds and are selected based on their range of skills and expertise.

The members of the Board, do not receive remuneration.

The CEO of Active Disability Ireland is not a member of the Board.

According to the constitution, the number of Directors shall not be less than five (5) or more than twelve (12)

The term of office of a Trustee/Director is three years. A Trustee/Director may serve no more than three consecutive terms in office, that is a maximum of nine years in total.

The Board is empowered to co-opt new members to meet specific requirements in relation to skills and expertise, as well as to fill any ad-hoc vacancies.

Any Trustee/Director appointed in accordance with Article 5.2.13 in the constitution shall hold office only until the next annual general meeting, and shall then be eligible for re-election.

First Name	Surname	Number meetings attended / held	AGM 2024	Number of Terms Completed	Area of Expertise
Brian	O'Callaghan	5/5	Attended	1/3	Communication Organisational, negotiation and mediation skills
Matt	Connor	5/5	Attended	2/3	Sport, Community & Disability Sector
Martin	Conway	1/5	Not in Attendance	2/3	Health with expertise in Disability and Inclusion
Shay	Kearns	0/5	Not in Attendance	1/3	Accountancy with expertise in Corporate Governance
Mary	O'Connor	4/5	Attended	2/3	Policy, Governance and Strategic Development
Niall	O'Flynn	2/5	Not in Attendance	2/3	Director with expertise in Media and Communications
Leslee	O'Loughlin	3/5	Attended	2/3	Diversity & Inclusion, Talent Acquisition & Development

Sinead	White	5/5	Attended	2/3	Change Management, Risk and Project Management
Bebhinn	Murphy	5/5	Attended	1/3	Regulatory law and sports law
Laura	Rockett	3/5	Attended	1/3	Financial Control, Auditing

Nomination and Induction of New Board Members

Active Disability Ireland recruit new directors through an open call for applications. This is done by promoting a role specification for the position to the Board and it is advertised using a number of ways including social media platforms, Board Match and the board recruitment process delivered through the Federation of Irish Sport.

Candidates are shortlisted, (if necessary) and are interviewed by directors from the board namely the chairperson and a director from the nomination and remuneration sub-committee. The CEO may also be involved in the interview alongside the board trustees/directors. If recruited the board member is nominated to the board for approval.

All new board trustees/directors receive an induction pack and are brought through this by the chairperson and the CEO. This pack helps them to familiarise themselves with their statutory responsibilities, their role as a board member/trustee, and the organisational governance and strategy frameworks.

Once appointed, board members serve for a fixed period of three years.

Conflict of Interests

All Board members are given a copy of the Conflict-of-Interest Policy and are required to sign an up-to date Conflict of Interest Declaration and Code of Conduct at the beginning of each year.

Active Disability Ireland board members are also asked to declare any conflicts of interest at the beginning of each board meeting which is a standing agenda item at board and all sub-committee meetings. Throughout the year training opportunities, events and opportunities to network are shared via email and directors are encouraged to avail of these opportunities where possible.

Sub Committees of the Board

Board members have additional responsibilities in relation to areas of support. Within the board structures, Active Disability Ireland have three (3) sub-committees which work to support the areas of the organisation's business including governance, HR, remuneration, communications, advocacy, risk management, financial control, etc.

The Chair of each subcommittee is appointed by the Board Chairperson.

Each sub-committee met in line with the board meetings. Sub-committee chairpersons are responsible for feeding into the board to report on their meetings and discussion points.

Our three sub-committees are

1. Business and Risk (BRC)

The Business and Risk Committee assist and provide advice to the board in fulfilling its responsibilities to members and other stakeholders in relation to the adequacy of the systems of internal control and risk management of financial and non-financial risks and reporting of results.

2. Nominations and Remunerations (NRC)

The primary responsibility of the Nominations and Remunerations Committee (NRC) is to oversee the nomination, remuneration, diversity and equity and hiring processes and practices of Active Disability Ireland considering all financial and governance requirements under the Sport Ireland Governance Code and Charities Code and all legislative obligations, reporting on behalf of the board and to make regular recommendations and reports on its activities to the Board. They are also there to aid and support the Chief Executive Officer (CEO) and staff to ensure good governance and oversight at all times across all aspects of board/human resource policies and procedures.

3. Advocacy and Communications (ACC)

The purpose of the Advocacy and Communication Committee (ACC) is to expand Active Disability Irelands presence and influence as well as continue to enhance the image and credibility of the organisation ensuring that we operate to our strengths in advocating for the rights of people with disabilities to lead active and healthy lifestyles.

Business and Risk Sub Committee work plan 2024

Main work completed through the sub-committee across 2024 included:

- 1. Risk register review and quarterly update
- 2. Review and update the business continuity plan
- 3. Governance code compliance
- 4. Terms of reference for the sub-committee
- 5. Finance director recruitment
- 6. Strategic operations objectives and update

Name	Number of Meetings held and attended
Beibhinn Murphy (Board Director / Trustee)	2/4
Sinead White (Chairperson of Sub Committee)	4/4
Brenda O’ Donnell (Executive Management)	4/4
Cathriona Curtin (Executive Management)	4/4

Nominations and Renumerations sub-committee work plan 2024

Main work completed through the sub-committee across 2024 included:

- 1.Stakeholder survey
- 2.Terms of reference for the sub-committee
- 3.Performance management of the CEO
- 4.Human resource advise and direction for ongoing recruitments

Nominations and Renumerations Sub-committee	Number of meetings held and attended
Mary O'Connor (Board Director / Trustee)	4/4
Leslee O' Loughlin (Chairperson of Sub Committee)	4/4
Brenda O' Donnell (Executive Management)	4/4
Cathriona Curtin (Executive Management)	3/4

Advocacy and Communications Sub Committee work plan 2024

Main work completed through the sub-committee across 2024 included:

- 1.Terms of reference for the sub-committee
- 2.Tender document for communications and marketing strategy
- 3.Ireland Funds applications
- 4. 'I'm In Too' campaign
- 5.Ambassador programme review

Advocacy and Communications Sub Committee	Number of Meetings Held and attended
Niall O' Flynn	4/4
Matt Connor (Board Director / Trustee)	4/4
Brenda O' Donnell (Executive Management)	4/4
Cathriona Curtin (Executive Management)	3/4

Reporting within the organisation

The CEO reports directly to the Board. Board meeting agendas are planned between the Chairperson CEO and business support manager. A Board report, which comprises of the agenda and Board pack with all the relevant Board papers, is prepared by the CEO and submitted one week in advance of the Board meetings.

The Board pack contains reports from the CEO and Executive management, Strategic Operations Manager and Business Support Manager.

The board report follows a prescribed format with standing agenda items such as

- Organisational purpose
- Declarations of interest and loyalty
- Minutes from previous meetings and actions
- Financial report and risk register
- CEO's report
- Strategy and governance
- Sub-committee updates
- Strategic operations update

The board papers report against performance objectives set in the strategic plan and looks at developments across the organisations, future developments, impacts and well as risk's and areas of concern. The minutes from each sub-committee are available to the full board and at each subgroup are approved by the relevant group in advance of the board meetings.

The Strategic Operations Manager and Business Support Manager, report directly to the CEO on areas of

- Finance & Governance
- Human Resource
- Operational Performance
- Strategic Engagements

Decision Making within the Organisation

The Board has the following matters specifically reserved for its decision:

- Approval of the development of the of the company's strategic plan
- Approval of annual operational plans and annual budgets
- Stakeholder investments
- Financial management policy
- Risk management policy
- Approval of all organisational policies
- Oversight and approval of external contracts or contractors
- Appointment or removal of any sub-committee members or chairperson
- Final appointment and approval of financial auditors
- Approval of the annual reports
- Approval of the audited accounts
- Approval of new staff positions, appointment of senior staff, including the CEO
- Appointment of the CEO annual remuneration and performance management review of the CEO
- Approval of any external membership and endorsement of external campaigns or initiatives
- Litigation

There are clear distinctions between the roles and responsibilities of the board of directors and the executive management team to which day-to-day management is delegated.

The board of Active Disability Ireland delegates authority on certain duties and responsibilities to sign legal documents, contracts for services and funding contracts to the CEO.

Matters such as policy, strategic planning, and budgets are drafted by the executive management team for consideration and approval by the board, board then oversee and monitor implementation.

The following is an overview of some of the key items for board decision and discussion during 2024

- Approval of 2024 budget
- Agreement to planned operational plan for 2024
- Conduct of 2024 AGM
- Approval of new directors to the board of directors / trustees
- Appointment of CEO approval
- Governance code of sport compliance
- Charity code of governance compliance
- Board recruitment pack and process
- Appointment of secretary to the board
- Board evaluation and skill audit
- Financial Oversight

Legal Compliance within the Organisation

Commitment to both the Sport Ireland Code of Governance and the Charities Code of Governance ensures that the board and the executive management comply with all the relevant legal and regulatory requirements. It also ensures that all the necessary financial and risk management controls are in place and maintained.

Active Disability Ireland is fully tax compliant and has an up to date tax clearance certificate.

Governance Within the Organisation

The Memorandum of Association / Constitution of Active Disability Ireland is its founding document. Active Disability Ireland is registered in Ireland, limited by guarantee with a governing board of directors/trustees.

Active Disability Ireland is fully compliant with the principles outlined in both the Governance Code for Sport and the Charities Governance Code issued by the Charities Regulator of Ireland. The board reaffirm their commitment to the Sport Ireland Governance Code and updated their Public Statement of Compliance in September 2024.

Active Disability Ireland is guided by the organisation's governance policies, procedures and practices to ensure that the organisation uses transparent decision-making to direct its resources and exercise power in an effective and accountable way. Resources that assist the board include:

- A Board induction pack
- Code of conducts
- Board evaluation tools
- Annual reports
- Financial reports

Stakeholder Engagement across the organisation

The purpose of the organisation is to listen, support challenge and build capacity so that people with disabilities have equal opportunity and choice to be physically active. Our organisation prides itself on been insights led which helps us to understand and influence the barriers that people with disabilities in order to gain access to opportunities.

All our programme area's work closely with stakeholders to ensure that they are developed in collaboration and understanding of the needs of those they are targeted to. Our ambassador programme and 'I'm In Too' campaign also allows us to highlight the impact of our work and allows us to work closely with people with disabilities across all our programme and strategic areas.

As part of our stakeholder engagement, we work closely with the National Governing Bodies of Sport (NGBs) and Local Sports partnerships (LSPs) to ensure that the skills, knowledge and capacity of those working in the sports sector is increased ensuring that an inclusive approach is taken with respect to their approach to delivery across all aspects of their organisation.

We deliver directly to the community through our network of tutors who work supportably on our behalf to share the message of inclusion and our Training and Education Framework.

At a national level, we sit on a number of groups including:

- The Sports Leaders Group run through the Minister for Sports Department
- The Disability Sport working group (Disability Sport Governing Bodies)
- Sport Ireland Diversity and Inclusion working group
- Comhairle Na Tuaithe (The Countryside Council)
- National Swimming Strategy working group
- National Outdoor Recreation Strategy advisory group
- Volunteering in Sport Advisory Group - Sport Ireland
- Respect the Officials working group - Sport Ireland

Managing Risk within the organisation

Active Disability Ireland manages risk through the ongoing review and updating of the company risk register which is established at the start of each calendar year, reviewed monthly and is presented quarterly at each Board meeting. The risk register identifies key risks and opportunities and so establishes options to mitigate against those risks.

Active Disability Ireland identified the following key risks for 2024:

1. Identification of more diverse funding streams.
2. Attraction and retention of a quality workforce while dealing with increased transition across the team
3. Succession planning for board director / trustees to the the board - in 2025 a number of long term directors will be finished their term
4. Change of management across executive/lead personnel leading to gaps in operational support
5. Recruitment of Finance Director due to the loss of our external financial advisor to the board.

Remuneration and Performance Management

Performance Management Reviews are carried out on a yearly basis.

The CEO and Strategic Operations Manager conduct the performance reviews across the staff and the chairperson of the board is responsible for conducting the performance review of the CEO.

All staff are required to identify development and learning opportunities across the year to support each of their programme areas.

Each year the CEO and staff remuneration packages are agreed and approved by the sub-committee and board.

The CEO's remuneration package in 2024 was €67,000

Plans for the Future

In 2025 we will strive to continue the work of the organisation ensuring that we are living out the themes of our strategy and delivering on the objectives that have been set.

Plans for the Future under our Strategic Plan 2023 - 2027

1. Creating Opportunity and Choice

- Continue to support the delivery of the National Sports Policy through the Department of Sport
- Support the development and launch of the Statement of Commitment and Action to disability inclusion in sport through Sport Ireland
- Support the appointment of the new disability sport lead to Sport Ireland
- Continue to support the sport sector through the delivery of our Xcessible programmes and increase the growth of our Sports Inclusion Disability Charter across other sectors including health, education and community
- Increase the growth of our Training and Education Framework with the development of new resources and workshops
- Launch of our new eLearning workshop
- Support the recruitment of new tutors for the delivery of our framework offerings
- Continued development of insights and research to inform future developments
- Increase capacity across the organisation both within the operational team and Board of Directors

2. Increasing Profile and Visibility

- Increase the profile of the organisation through stronger engagements across social media platforms, attendance at external events and conferences
- Increase the profile of the staff and Board of Management across our programmes and events
- Implement the findings from our training and education evaluation
- Recruit a Training and Education Development Lead
- Develop and launch a stakeholder engagement survey
- Host an inaugural Xcessible awards ceremony for the Xcessible programme
- Host an end of year conference with the theme of “Influencing and Challenging”

3. Influencing and Challenging

- Fresh engagements with new ministers, governmental departments following new elections to government to continue to influence key policies and practice that supports inclusion
- Continue to support the development and review of key policies in sport, health, education and community sectors
- Continue our collaborative work with our key stakeholders at all levels

4. Leading by Example

- Increase the number of people with a disability that are directly representing the organisation through our team, board and tutor network
- Maintain our compliance with the governance codes
- Review the business models of approach to our work programmes
- Diversify our income across other and relevant sectors and opportunities
- Implement a staff action plan following the annual staff survey
- Conduct the annual staff survey
- Review performance management review documents
- Conduct hybrid work assessments across all team members
- Ensure that all staff report a great place to work

Financial Review

- Finance Director Report
- Financial Overview
- Audited Report 2024

“

We will strongly challenge exclusion and use physical activity and sport as the catalyst for change to create a fairer society for people with disabilities

”

Lead and challenge
Core Value No.5 of Active Disability Ireland's Strategic Plan 2023-2027

Finance Directors Report

This report covers the financial reporting period from 1st January 2024 to 31st December 2024.

We are happy to share that 2024 continued to be a stable financial year for Active Disability Ireland. Our main funding sources continue to be grant aided while the organisation also has some secondary income from training activities and donations during the period.

Revenue year on year was consistent and in line with expectations while expenditure dropped slightly compared to budget which was a direct result of staff attrition and the timing of backfills.

In line with income and expenditure, our balance sheet remains strong with solid reserves and cash in hand balances.

Our receivables remain current with a minor aged balance of c. €9k.

Cash at bank at year end was €677k with deferred income totaling €503k for the year ahead.

Reserves remained healthy, currently at €284k, ensuring they remain at an appropriate level to support current and future with service demands which is key to our sustainability going forward.

Operationally we continued to transition some accounting activities inhouse which has resulted in improved understanding of the detailed finance management and control within the organisations leadership. We are delighted with this transition path and would like to recognize the efforts of all concerned.

The improved understanding within the organisation with help align costs to budget while also improving the accuracy of forecasting as we move forward.

The challenges facing the organisation continue to focus on funding streams which is currently primarily centered around grants specific to core and dormant accounts funding.

Inflation presents risk of attrition due to a competitive salary market, which the organisation continues to monitor and assess through salary market guides and levelling assessments. The business risk committee continues to monitor, assess, and manage all risks (including financial) for the organisation.

Financially the organisation has performed well, and we look forward to seeing it continue delivering key and critical services to those who need it most.

Business and Risk Sub Committee

INDEPENDENT AUDITOR'S REPORT

to the Members of Active Disability Ireland CLG

Directors

Niall O' Flynn
Leslee O' Loughlin
Martin Conway (Resigned 11 July 2024)
Mary O' Connor
Sinead White
Shay Kearns (Resigned 11 July 2024)
Matt Connor
Bébhinn Murphy
Brian O'Callaghan
Laura Rockett (Appointed 11 July 2024 and
resigned on 24 January 2025)

Company Secretary

Bébhinn Murphy (Appointed 11 July 2024)
Shay Kearns (Resigned 11 July 2024)

Company Number

487427

Charity Number

20206542

Registered Office and Business Address

Kerry Sports Academy
Munster Technological University
North Campus
Dromtacker
Tralee
Co Kerry
V92 HD4V
Ireland

Auditors

PSC Accountants Ltd T/A PSC Accountants & Advisors
2nd Floor
Riverside House
Fels Point
Dan Spring Road
Ireland

Bankers

Bank of Ireland
Tralee,
Co Kerry.

Solicitors

Cadogan O'Regan Solicitors
22 Denny Street
Tralee
Co. Kerry

DIRECTOR'S REPORT

for the financial year ended 31 December 2024

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

Principal Activity

The principal objects for which the Company is established are the advancement of community welfare; the advancement of community development; the promotion of health; the promotion of civic responsibility or voluntary work; and the integration of those who are disadvantaged and the promotion of their full participation in society by seeking to benefit people with disabilities in Ireland through the carrying on the business of developing, promoting, supporting and advocating for equal opportunities for people with disabilities to engage in physical activity and to encourage and support people with disabilities to lead an active and healthy lifestyle.

The company works in collaboration with the disability, sporting, community and statutory bodies to provide people with disabilities enhanced opportunities to participate in the sport and physical activity of their choice.

Governance and Leadership

Active Disability Ireland (formerly Cara-Sport Inclusion Ireland) is a company limited by guarantee and is bound by its Constitution which was reviewed and accepted at AGM in 2024.

Principal Risks and Uncertainties

As is common with many companies operating in Ireland in this sector, the company faces risks and uncertainties. Through a regularly reviewed Risk Register reviewed at the Business and Risk Committee meetings, the Board continuously oversees the business risk across all operations.

Financial Results

The surplus for the financial year after providing for depreciation and taxation amounted to €44,270 (2023 - €232).

At the end of the financial year, the company has assets of €835,874 (2023-€681,765) and liabilities of €548,868 (2023 - €439,029). The net assets of the company have increased by €44,270.

The directors do not recommend payment of a dividend, the company is limited by guarantee.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Niall O' Flynn
Leslee O' Loughlin
Martin Conway (Resigned 11 July 2024)
Mary O' Connor
Sinead White
Shay Kearns (Resigned 11 July 2024)
Matt Connor
Bébhinn Murphy
Brian O'Callaghan
Laura Rockett (Appointed 11 July 2024 and resigned on 24 January 2025)

The secretaries who served during the financial year were:

Bébhinn Murphy (Appointed 11 July 2024) Shay Kearns (Resigned 11 July 2024)

In accordance with the Constitution, the directors are not required to retire by rotation.

There were five Board meetings held throughout the year.

The strategic direction and policy development are the responsibility of the Board of Directors.

DIRECTOR'S REPORT

for the financial year ended 31 December 2024

The Management team holds executive responsibility for implementing the policies and strategies approved by the Board of Directors.

The Directors are appointed following a robust external process for independent Directors. The term of office of a Director is three years. A Director may serve no more than three consecutive terms in office, that is a maximum of nine years in total.

The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Directors of Active Disability Ireland are also the members for the purposes of company law.

New Directors are provided with an induction as well as an information pack of policies and procedures and meet with the Chair and Chief Executive to receive details of the decision-making process. Directors are briefed on their legal obligations under company law as stated within the company's Constitution.

The Company is limited by guarantee not having a share capital.

Business Review

Active Disability Ireland is a pan disability organisation working to enhance active and healthy lifestyles for people with disabilities throughout Ireland. People with disabilities should have an equal opportunity to be active and we are committed to building a more inclusive society where people with disabilities are empowered, encouraged and supported to lead a full and engaging active life.

Active Disability Ireland is managed by a voluntary board of Directors and the executive management team. Members of the board are all from diverse backgrounds and are selected based on their range of skills and expertise.

The members of the board do not receive remuneration

The CEO of Active Disability Ireland is not a member of the Board.

According to the constitution, the number of Directors shall not be less than five (5) or more than twelve (12)

The term of office of a director is three years. A Director may serve no more than three consecutive terms in office, that is a maximum of nine years in total.

Active Disability Ireland are grateful for the financial and administrative support from Sport Ireland in relation to ongoing core funding of €150,000.

Throughout 2024, Sport Ireland also provided support through the Dormant Account Funding Programme and Research funding Programme.

In addition, we are extremely appreciative of the funding support received through our partnership with the HSE and corporate partnership with Hyundai Ireland.

Strategic Partners in 2024

- Irish Government
- Sport Ireland
- Health Service Executive Healthy Eating Active Living Dept.
- Health Service Executive Disability Services
- Adult Day Services
- Federation of Irish Sport
- Ireland Active
- Local Sports Partnerships
- National Governing Bodies of Sport
- Disability Sport Organisations
- Third Level Institutes
- Enterprise Mobility

DIRECTOR'S RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

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

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

In preparing these financial statements, the directors are required to:

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

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

Disclosure of Information to Auditor

Each persons who are directors at the date of approval of this report confirms that:

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

Signed on behalf of the board

Brian O'Callaghan
Director

2 July 2025

Bébhinn Murphy
Director

2 July 2025

AUDITOR'S REPORT

to the Members of Active Disability Ireland CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Active Disability Ireland CLG ('the company') for the financial year ended 31 December 2024 which comprise the Income and Expenditure Account, the Balance Sheet, the Statement of Changes in Equity, the Cash Flow Statement and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2024 and of its surplus for the financial year then ended; have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 9, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 12, which is to be read as an integral part of our report.

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

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

Siobhán Rivas May

for and on behalf of

PSC ACCOUNTANTS LTD T/A PSC ACCOUNTANTS & ADVISORS

Statutory Auditors, 2nd Floor, Riverside House

Fels Point, Dan Spring Road, Ireland

2 July 2025

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Active Disability Ireland CLG

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Income	5	636,293	557,299
Expenditure		(589,981)	(556,942)
Surplus before tax		46,312	357
Tax on surplus	8	(2,042)	(125)
Surplus for the financial year	17	44,270	232
Total comprehensive income		44,270	232

Approved by the Board on 2 July 2025 and signed on its behalf by:

Brian O’Callaghan
Director

Bébhinn Murphy
Director

BALANCE SHEET

as at 31 December 2024

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	9	34,174	56,952
Current Assets			
Debtors	10	123,989	64,711
Cash and cash equivalents		677,711	560,102
		801,700	624,813
Creditors: amounts falling due within one year	12	(60,715)	(33,025)
Net Current Assets		740,985	591,788
Total Assets less Current Liabilities		775,159	648,740
Government grants	15	(488,153)	(406,004)
Net Assets		287,006	242,736
Reserves			
Income and expenditure account	17	287,006	242,736
Charity Funds		287,006	242,736

Approved by the Board on 2 July 2025 and signed on its behalf by:

Brian O'Callaghan
Director

Bébhinn Murphy
Director

STATEMENT OF CHARITY FUNDS

as at 31 December 2024

	Retained surplus €	Total €
At 1 January 2023	242,504	242,504
Surplus for the financial year	232	232
At 31 December 2023	242,736	242,736
Surplus for the financial year	44,270	44,270
At 31 December 2024	287,006	287,006

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. General Information

These financial statements comprising the Income and Expenditure Account, the Balance Sheet, the Statement of Changes in Equity and the related notes constitute the individual financial statements of Active Disability Ireland for the financial year ended 31 December 2024.

Active Disability Ireland CLG is company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 487427. The registered office of the company is Kerry Sports Academy, Munster Technological University, North Campus, Dromtacker, Tralee, Co Kerry, V92 HD4V, Ireland which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report.

Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

Income

Income relates to fees earned for the provision of services and facilities to third parties. Income is measured at the fair value of the consideration to which the Company expects to be entitled in exchange for these services.

Income also includes grants received to fund specific activities performed by the CLG.

Grants are recognised in the income and expenditure account when there is reasonable assurance that the terms and conditions attaching to them have been met.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Plant and machinery	20 % Straight line
Fixtures, fittings and equipment	20 % Straight line

Impairment of Assets

At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its' carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in the income and expenditure account.

If an impairment loss subsequently reverses, the carry amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in the income and expenditure account.

Leasing

Rentals payable under operating leases are dealt with in the Income and Expenditure Account as incurred over the period of the rental agreement.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The company also operates a defined benefit pension scheme for its employees providing benefits based on final pensionable pay. The assets of this scheme are also held separately from those of the company, being invested with pension fund managers.

Taxation and deferred taxation

Current tax represents the amount expected to be paid or recovered in respect of taxable income for the financial year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Balance Sheet date.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the Balance Sheet date.

Government grants

Capital grants received and receivable are treated as deferred income and amortised to the Income and Expenditure Account annually over the useful economic life of the asset to which it relates, Revenue grants are credited to the Income and Expenditure Account when received.

Research and development

Research expenditure is written off to the Income and Expenditure Account in the financial year in which it is incurred.

Financial Instruments

Cash and Cash equivalents

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

Other financial assets

Other financial assets including trade debtors for goods sold to customers on short-term credit, are initially measured at the undiscounted amount of cash receivable from that customer, which is normally the invoice price, and are subsequently measured at amortised cost less impairment, where there is objective evidence of an impairment.

Other financial liabilities

Trade creditors are measured at invoice price, unless payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate. In this case the arrangement constitutes a financing transaction, and the financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Impairment of financial assets

At the end of each reporting period, the company assesses whether there is objective evidence of impairment of any financial assets that are measured at cost or amortised cost, including unlisted investments, loans, trade debtors and cash. If there is objective evidence of impairment, impairment losses are recognised in the Income and Expenditure account in that financial year.

3. Judgements and key sources of estimation uncertainty

Useful Lives of Tangible and Intangible Fixed Assets

Long-lived assets comprising primarily of fixtures, fittings and equipment and intangible assets represent a significant portion of total assets. The annual depreciation and amortisation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation and amortisation charge for the financial year. The net book value of Tangible Fixed Assets subject to depreciation at the financial year end date was €34,174 (2023: €56,952).

Going Concern

The directors consider it appropriate to prepare the financial statements on a going concern basis.

4. Going concern

The company generated a surplus after tax of €44,270 during the year ended 31 December 2024. It had net assets of €287,006 at the year end. Whilst the directors are satisfied with these results, the organisation is dependent on the continued support from government agencies in the form of grants. In 2024, 78 % of total income was grant aided and donations, details of which are disclosed in the accounts. The directors have secured funding for 2025 from Sport Ireland, the Health Service Executive and Hyundai Ireland and they are currently awaiting the outcome of other funding applications made in 2025. They expect to receive an adequate level of funding from these agencies for the foreseeable future. There is no material uncertainty regarding the company ability to meet its liabilities as they fall due. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

5. INCOME

The income for the financial year is analysed as follows:

	2024	2023
	€	€
By Category:		
Sports Ireland Core Grant	140,000	140,000
Events registration	9,514	4,485
Training Income	69,445	72,990
Donations	54,948	40,000
Sports Ireland other grants	223,523	230,055
HSE Grant	116,082	43,593
Other income	300	397
Other operating income	22,481	25,779
	636,293	557,299

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of the promotion of sports inclusion for individuals with disabilities.

6. OPERATING SURPLUS

Operating surplus is stated after charging/(crediting):

	2024	2023
	€	€
Operating surplus is stated after charging/(crediting):		
Depreciation of tangible assets	24,889	28,000
Research and development - expenditure in current financial year	4,500	-
Operating lease rentals - Land and buildings	16,399	13,325
Amortisation of Government grants	(22,481)	(25,779)

7. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2024	2023
	Number	Number
Employees	7	7
The staff costs comprise:		
	2024	2023
	€	€
Wages and salaries	319,342	297,714
Social welfare costs	35,406	32,499
Pension costs	5,228	7,970
	359,976	338,183

There were no other compensation costs incurred during the year.

All the amounts stated above were treated as an expense of the company in the financial year.

No amount was capitalised into assets

8. TAX ON SURPLUS

Operating surplus is stated after charging/(crediting):

(a) Analysis of charge in the financial year	2024	2023
	€	€
Current tax: Corporation tax at 12.50 % (2023 - 12.50 %) (Note 8 (b))	1,785	100
Deferred tax: Origination and reversal of timing differences	257	25
Total deferred tax	257	25
Tax on surplus (Note 8 (b))	2,042	125

(b) Factors affecting tax charge for the financial year

The tax assessed for the financial year differs from the standard rate of corporation tax in the Republic of Ireland 12.50 % (2023 - 12.50 %). The differences are explained below:

	2024	2023
	€	€
Surplus taxable at 12.50 %	46,312	357
Surplus before tax multiplied by the standard rate of corporation tax in the Republic of Ireland at 12.50 % (2023 - 12.50 %)	5,789	45
Effects of: Depreciation in excess of capital allowances for period	43	55
Deferred tax	257	25
Timing difference on charity exemption	(4,047)	-
Total tax charge for the financial year (Note 8 (a))	2,042	125

9. TANGIBLE ASSETS

	Plant and machinery	Fixtures, fittings and equipment	Total
	€	€	€
Cost			
At 1 January 2024	85,112	58,649	143,761
Additions	-	2,112	2,112
At 31 December 2024	85,112	60,761	145,873
Depreciation			
At 1 January 2024	51,066	35,743	86,809
Charge for the financial year	17,022	7,868	24,890
At 31 December 2024	68,088	43,611	111,699
Net book value			
At 31 December 2024	17,024	17,150	34,174
At 31 December 2023	34,046	22,906	56,952

10. DEBTORS

	2024	2023
	€	€
Trade debtors	23,545	17,410
Other debtors	417	278
Deferred tax asset	-	257
Taxation and social welfare (Note 13)	-	50
Prepayments	10,027	10,457
Accrued income	90,000	36,259
	123,989	64,711

11.CASH AND CASH EQUIVALENTS

	2024	2023
	€	€
Cash and bank balances	677,711	560,102
Bank overdrafts	(1,289)	(578)
	676,422	559,524

12.CREDITORS

Amounts falling due within one year	2024	2023
	€	€
Amounts owed to credit institutions	1,289	578
Trade creditors	7,846	3,255
Taxation and social welfare (Note 13)	10,435	7,340
Other creditors	8,170	-
Accruals	17,975	21,852
Deferred Income	15,000	-
	60,715	33,025

Trade creditors include amounts owing to suppliers, who purport to include reservation of title clauses in their conditions of sales.

The repayment terms of trade creditors and accruals vary between on demand and ninety days. Trade creditors and accruals do not attract interest on late payment. Taxes are subject to the terms of the relevant legislation. Interest accrues on late payment at a rate of 8 % per annum.

13.TAXATION AND SOCIAL WELFARE

	2024	2023
	€	€
Debtors:		
Corporation tax	-	50
Creditors:		
Corporation tax	1,785	-
PAYE	4,285	3,488
PRSI	4,365	3,852
	10,435	7,340

14. FINANCIAL INSTRUMENTS

The company has chosen to apply the provisions of Section 11 and 12 of FRS 102 to account for all of its financial instruments.

	2024	2023
	€	€
Financial assets that are debt instruments measured at amortised cost		
Trade debtors	23,545	17,410
Accrued Income	90,000	36,259
Cash at bank and in hand	677,711	560,102
Financial liabilities at amortised cost		
Trade creditors	7,846	3,255
Accruals	17,975	21,852

15. GOVERNMENT GRANTS DEFERRED

	2024	2023
	€	€
At 1 January 2024	406,004	351,772
Increase in financial year	592,404	485,900
Released to income and expenditure account in year	(510,255)	(431,668)
At 31 December 2024	488,153	406,004

16. STATUS

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

17. INCOME STATEMENT

	2024	2023
	€	€
At 1 January 2024	242,736	242,504
Surplus for the financial year	44,270	232
At 31 December 2024	287,006	242,736

18. FINANCIAL COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Land and Buildings	
	2023	2022
Due:	€	€
Within one year	18,450	16,400
Between one and five years	12,300	30,750
	30,750	47,150

19. CAPITAL COMMITMENTS

The company had no material capital commitments at the financial year-ended 31 December 2024.

20. CONTINGENT LIABILITIES

The directors are not aware of any other contingent liabilities at 31 December 2024 other than a contingent liability with Bank of Ireland for €5,000.

The company is in receipt of employment, operating and capital grants from various government bodies which are subject to terms and conditions. Currently these conditions are being met. However, the grants could become repayable by the company if the company fails to meet these conditions in the future.

21. Related party transactions

Travel expenses totaling €518 were reimbursed to director, Brian O'Callaghan in 2024.

There were no other related party transactions in the current year.

22. POST-BALANCE SHEET EVENTS

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

23. SPORT IRELAND AND OTHER OPERATING GRANTS

Received in 2024 Year End

Name and Purpose of Grant

	2024	2023
	€	€
Sport Ireland Core Funding	140,000	140,000
Sport Ireland Dormant account funding	300,000	250,000
Sport Ireland Shared Island	-	24,000
Sport Ireland Research	-	15,000
Sport Ireland Outdoors grant	-	1,900
Sport Ireland Evaluation Grant	18,000	-
Total Received	458,000	430,900

Name of Granter

The Sponsoring Department is the Department of Transport, Tourism and Sport.

Reconciliation of Value of Grant to Income Figure in Accounts

	2024	2023
	€	€
Opening deferred income	323,105	262,259
Sport Ireland grants received	458,000	430,900
Released to income & expenditure account	(371,694)	(370,054)
Closing deferred income	409,411	323,105

Accounting for Employee Costs > €60,000

	2024	2023
	Salary >€60k	Salary >€60k
No. of employees	1	-

Tax Clearance

The organisation is fully tax compliant.

Multiple Funding

We as directors confirm that the company is in receipt of funding from at least two government bodies.

We confirm that there is no duplication of funding for the same activity.

We confirm that the total exchequer funding exceeds 50 % of total income.

Onward Grants

The company did not make any onward grant payments to any external bodies during the financial year ended the 31st December 2024 (2023: No onward grant payments made).

Financial Controls

The company has adequate financial control systems in place to manage the granted funds.

24.HSE OPERATING GRANTS

HSE Reconciliation	2024	2023
	€	€
Opening deferred Income	31,629	11,963
Grants Received	129,404	55,000
Grants released to income & expenditure a/c	(116,082)	(55,334)
Closing deferred income	44,951	31,629

25.APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of directors on 2 July 2025.

Case Studies

- Sports Inclusion Disability Charter
- Xcessible Testimonials
- Active Healthy Me Case Study

“

We love what we do and we want people to love working with us. We will be fun, approachable and professional to work with as we collectively strive to make a difference.

”

Down to Earth

Core Value No.6 of Active Disability Ireland's Strategic Plan 2023-2027

Sports Inclusion Disability Charter

Case Study



Charter Story – Killarney Celtic Football For All

Killarney Celtic Football For All are a soccer team within Killarney Celtic Football Club. They started in 2013 and offer players with intellectual, physical and sensory needs an opportunity to be part of the club. Not only does the club recognise the physical benefits of participation, but also the social skills that have been developed and the friendships that have been made. Having played at half time in a League of Ireland match, along with being a runner up in the Irish Times best sports club in Ireland in 2016, this has allowed the club to gain media coverage and attract new players. Participants have also taken part in blitzes in the Munster area, along with social activities such as regular trips to the cinema and trips with their families to Fota Wildlife Park.

The club signed the Sport Inclusion Disability Charter in 2018 and believe that it has impacted the club by improving the inclusion of people with disabilities. They can see the impacts of this through the enjoyment of players, but also note that previous players are now being welcomed back as coaches of the team.

1. Openness - “Be open to and understanding of all people with disabilities”

The team was originally set up to be run as a 6-week programme as part of the FAI Football For All programme. Roughly 5 children were attending these sessions each week, but it was evident that there were others in the community who also had interest in being part of the club for various reasons. Since their startup, the team has continue to grow year upon year, with many more participants joining the club.

2. People - “Access training for our staff/volunteers to facilitate the inclusion of people with disabilities”

Killarney Celtic believe that it was incredibly easy to get coaches from the mainstream teams within the club, to begin to get involved in the Football For All team. This was down to witnessing the pure enjoyment on the childrens’ faces as they could now take part in the sport and be part of the club. Many parents also begin to get involved in coaching and so undertook training through Sport Ireland to become coaches. Players are also encouraged to become a coach for the team once they have reached the suitable age.

Sports Inclusion Disability Charter

Case Study



3. Activities - *“Develop and deliver inclusive activities”*

Not only do the participants take part in weekly training sessions, matches and blitzes, they also attend social activities such as family trips with the team and monthly trips to the cinema.

4. Facilities - *“Review our facility/venues/equipment to make our organisation more accessible”*

The clubhouse and pitches at Killarney Celtic are fully accessible to everyone. The dressing rooms, kitchen and toilet facilities are all located on the ground floor. Kerry Stars (Special Olympics) have begun to build an indoor hall beside the pitch, which the team will have access to for indoor training sessions, which will be particularly useful during the colder seasons.

5. Promotion - *“Promote the inclusive nature of our activities, in a variety of formats”*

Promotion is an aspect of the Charter which the team have found successful in gaining more members. With the help of Kerry Sports Partnership, they have developed brochures which are distributed to local schools. Transition year students from schools in the area are given the opportunity to assist with training sessions as part of their Gaisce Award. Write ups in local papers and other forms of media have also helped to spread the word of the inclusivity of the club.

Killarney Celtic Football For All players



Xcessible Testimonials

Sligo Sports Partnership

“The inclusive work that Sligo Sport and Recreation Partnership does with clubs and community groups across the county of Sligo is paving the way for opening up and providing more opportunities for people with disabilities to take part in sport and physical activity. SSRP are proud to be awarded the Active Disability Ireland Xcessible Bronze Award and will continue on the inclusive journey to work in partnership to have More People, More Active, More Often.”

Deirdre Lavin, Sligo Sports Partnership, 2024

Waterford Sports Partnership

“On behalf of Waterford Sports Partnership, we are honoured to have received the Active Disability Ireland Xcessible Bronze Award. Our strategies and policies have always placed a strong emphasis on inclusivity, but the Xcessible programme has helped us in finding new avenues to further inclusivity throughout our entire organisation. Throughout our journey, we had incredible support from Stephanie at Active Disability Ireland, who provided us with regular feedback and guidance”.

Jordan Kelly, Waterford Sports Partnership, 2024

The logo for Xcessible, featuring a stylized 'X' followed by the word 'cessible' in a sans-serif font. The 'X' is composed of two thick, dark teal lines that intersect to form a circular shape in the center, which then transitions into the letters 'cessible'.

Active Healthy Me Case Study

Active Healthy Me Case Study: Cumas New Ross – Active Disability Service Awards Best Physical Activity Initiative Winners

Cumas New Ross is a disability service that has been committed to promoting physical activity among its service users. Historically, physical activities were facilitated through various initiatives such as the Dunbrody Warriors Tag Rugby team, an inclusive soccer team, walking groups, and yoga sessions. However, these activities were disrupted by the COVID-19 pandemic. In 2023, the organisation took a significant step by enrolling in the Active Healthy Me Programme, which reignited enthusiasm for physical activity within the service.

Participation in the Active Healthy Me Programme marked a turning point for Cumas New Ross. The initiative saw widespread engagement, with nearly 50% of service users actively participating throughout the year. The increased interest led to the introduction of new physical activity groups, further encouraging service users to adopt a more active lifestyle.

Key Achievements:

Revitalization of the Celtic Warriors Football Team: Strengthened connections with local soccer clubs, including New Ross Celtic, as well as other inclusive teams and the Football Association of Ireland (FAI). This led to increased participation in organised matches and blitzes.

Music-Integrated Sessions: Active Healthy Me incorporated music into physical activities, encouraging individuals with a passion for music to engage in movement-based exercises.

Service User Leadership: Participants gained confidence and took on leadership roles in delivering programme elements, demonstrating the initiative's empowering impact.

Reestablishment of Integrate Performing Arts Group: Following the pandemic-related pause, this group returned with strong attendance and plans for performances, including a recent feature on RTE's Operation Transformation.

Introduction of Table Tennis: A new initiative attracting 22 participants across two weekly sessions, adding diversity to the physical activity options available.

Continued Success of Existing Initiatives: Tag Rugby, Striders and Strollers Walking Groups, and Yoga maintained strong participation levels, complementing the new activities.



Active Healthy Me Case Study

The implementation of the Active Healthy Me Programme has had a profound effect on the service users and the overall atmosphere at Cumas New Ross.

Key benefits include:

- Increased physical activity levels among participants, leading to healthier lifestyles.
- A supportive, engaging, and fun environment that fosters social connections.
- Strong positive feedback from service users, inspiring new activity initiatives.
- Enhanced confidence among participants, with many expressing interest in leading sessions and contributing their own ideas.



Cumas New Ross has successfully leveraged the Active Healthy Me Programme to revamp and expand its physical activity initiatives. The dedication of both service users and staff has been instrumental in making these programmes a success. By creating an inclusive and vibrant environment for physical activity, Cumas New Ross has demonstrated its commitment to the well-being of its service users. The service's ongoing efforts have rightfully earned it recognition as the Best Physical Activity Initiative winner at the Active Disability Service Awards, setting a strong foundation for continued growth and innovation in the years to come.



To listen, support,
challenge and build
capacity so that people
with disabilities have
equal opportunity and
choice to be physically
active.



active
disability
ireland