The North/South Language Body
Annual Report and Accounts
for the year ended 31 December 2019

An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig 2019

Tha Boord o Leid
An Accoont o the Darg
for the year hinmaist 31 Decemmer 2019

Ulster-Scots Agency
Boord o Ulstèr-Scotch

Foras na Gaeilge

Foras na Gaeilge
63-66 Sráid Amiens
Baile Átha Cliath 1
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eolas@forasnagaeilge.ie

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An Chrannóg
Na Doirí Beaga
Gaoth Dobhair
Dún na nGall
+353 (0)74 9560113 / 9560114

Foras na Gaeilge
(Clár na Leabhar Gaeilge)
Ráth Chairn
Áth Buí
Co. na Mí
+353 (0)46 9430419

Áisíneacht Dáileacháin Leabhar (ÁIS)
Aonad 3
Páirc Ghnó Dhún Seachlainn
Dún Seachlainn
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The Ulster-Scots Agency
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www.ulsterscotsagency.com
info@ulsterscotsagency.org.uk

The Ulster-Scots Agency
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Raphoe
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Annual Report and Accounts
for the year ended 31 December 2019

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don bhliain dar chríoch 31 Nollaig 2019

Tha Boord o Leid
An Accoont o tha Darg
for the year hinmaist 2019

The Language Body is a North/South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sports and Media (DTCAGSM) and the Department for Communities (DfC). It was established on the 2nd of December 1999 under the British-Irish Agreement which set up the implementation bodies and was underpinned by the British-Irish Agreement Act 1999 and the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999. It reports to the North/South Ministerial Council (NSMC).

The Language Body comprises Foras na Gaeilge and the Ulster-Scots Agency. Foras na Gaeilge has the principal function of the promotion of the Irish language on an all-island basis. The principal function of the Ulster-Scots Agency is the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

Further information and Board Minutes are available on the agencies' websites:

www.forasnagaeilge.ie
www.ulsterscotsagency.com

Is Comhlacht Forfheidhmithe Thuaidh/Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é an 2 Nollaig 1999 faoi Chomhaontú na Breataine-na hÉireann lenar bunaíodh na comhlachtaí forfheidhmithe, comhaontú a bhfuil an tAcht um Chomhaontú na Breataine-na hÉireann agus an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) 1999 mar bhonn faoi. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Tá an Foras Teanga comhdhéanta d'Fhoras na Gaeilge agus de Ghníomhaireacht na hUltaise. Is é príomhfheidhm Fhoras na Gaeilge an Ghaeilge a chur chun cinn ar bhonn uile-oileáin. Is é príomhfheidhm Ghníomhaireachta na hUltaise eolas níos fearr faoin Ultais agus úsáid na hUltaise agus saincheisteanna cultúir Ultach-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá breis eolais agus miontuairiscí Boird ar fáil ar shuíomh gréasáin na ngníomhaireachtaí:

www.forasnagaeilge.ie
www.ulsterscotsagency.com

Contents

Board Members of The Language Body	***4***
Joint Introduction	***5***
Report of Foras na Gaeilge	***6***
Report of The Ulster-Scots Agency	***45***
Financial Statements	***73***

Clár

Comhaltaí Boird an Fhorais Teanga *4*

Comhréamhrá *5*

Tuairisc Fhoras na Gaeilge *6*

Tuairisc Tha Boord o Ulstèr-Scotch *45*

Ráitis Airgeadais **73**

Board Members of the Language Body

The following served as Board Members during 2019

Joint-Chairpersons
Keith Gamble*
Pól Ó Gallchóir

Julie Andrews*
Iain Carlisle*‡
Mairéad Farrell
Ida Fisher*‡
Gráinne McElwain‡
Seán Ó hArgáin‡
Niall Ó Gallochobhair
Val O'Kelly*‡
Frederick Kettyle*‡ (Vice Chairperson, Ulster Scots Agency)
Allen McAdam*‡
Conor McGuinness
David McNarry*
Sorcha Ní Chéide
Bláthnaid Ní Chofaigh‡
Seán Ó Coistealbha‡
Máighréad Ní Chonghaile
Seán Mícheál Ó Domhnaill‡
Barra Ó Muirí (Deputy Chair, Foras na Gaeilge)
Máire Ní Neachtain

**Denotes Board membership of The Ulster-Scots Agency; unmarked denotes Board membership of Foras na Gaeilge.*

‡ *Term expired 12/12/2019.*

At 31 December 2019 there were eight vacancies on the Board of Foras na Gaeilge and four vacancies on the Board of the Ulster Scots Agency.

Comhaltaí Boird an Fhorais Teanga

Bhí na daoine seo leanas ina gComhaltaí Boird le linn 2019

Comh-Chathaoirligh
Keith Gamble*
Pól Ó Gallchóir

Julie Andrews*
Iain Carlisle*‡
Mairéad Farrell
Ida Fisher*‡
Gráinne McElwain‡
Seán Ó hArgáin‡
Niall Ó Gallochobhair
Val O'Kelly*‡
Frederick Kettyle*‡ (Vice Chairperson, Ulster Scots Agency)
Allen McAdam*‡
Conor McGuinness
David McNarry*
Sorcha Ní Chéide
Bláthnaid Ní Chofaigh‡
Seán Ó Coistealbha‡
Máighréad Ní Chonghaile
Seán Mícheál Ó Domhnaill‡
Barra Ó Muirí (Deputy Chair, Foras na Gaeilge)
Máire Ní Neachtain

** Léiríonn ballraíocht de Ghníomhaireacht na hUltaise; léiríonn easpa réiltín ballraíocht d'Fhoras na Gaeilge.*

‡ Chuaigh an téarma in éag 12/12/19.

Ar an 31 Nollaig 2019 bhí ocht bhfolúntas ar Bhord Fhoras na Gaeilge agus ceithre fholúntas ar Bhord Ghníomhaireachta na hUltaise.

Thegither Forethocht • Joint Introduction • Comhréamhrá

2019 was another very busy year for the agencies of the North South Language Body / An Foras Teanga / Boord o Leid.

During the year Foras na Gaeilge enjoyed seeing the funding it provides continue to support the wonderful efforts taking place at community level to promote the Irish language. Grants to the value of €9.8m were provided to that end.

Much of the funding was administered through schemes. For example, the summer-camps scheme enabled 83 camps take place in which 3,400 young people took part and similarly, under the youth events scheme 72 groups organised at least 12 sessions outside of school during with approximately 4,000 pupils taking part in them. The 22 Irish language officers employed by local committees and funded by the Irish Language Communities Scheme 2016–2020 continued to work on an ongoing basis in those communities. The funding of the two Cultúrlann, in Belfast and Derry, and the two community radio stations, Raidió na Life in Dublin and Raidió Fáilte in Belfast, also supported the work in the community.

84 primary schools and 70 post-primary schools participated in Gaelbhratach in the 2018/19 school year organised by Gael Linn. Of course Gael Linn is one of the six Lead Organisations responsible for a specific area of work in relation to the promotion of the Irish language. The Gaelbhratach flag of achievement was awarded to more than 80 schools to promote the Irish language in the whole school environment.

Among the general public, funding was provided to 46 festivals in which the promotion of the language was a central part. The cross-platform video campaign, #ÁrdTeangaFéin, achieved 738,900 impressions, 162,400 views, 2,000 new followers and 115,300 interactions. The campaign was nominated for the Ireland eGovernment Awards and the Irish Content Marketing Awards. TG4 livestreamed Comórtas Beo 2019, the competition for original songs in Irish for the 11-18 year old age group (a joint project with Údarás na Gaeltachta) from Oireachtas na Samhna in Citywest. Through the Irish Language Books Programme Foras na Gaeilge supported Irish language publishers to produce 108 new titles in 2019. An Gúm and the Áisaonad Lán-Ghaeilge continued with the crucial work they do providing resources for the education sector. The online New English-Irish Dictionary passed the two million individual user threshold in 2019 and the re-editing was finished for the print version of the New English-Irish Dictionary for its publication in 2020.

2019 was also a year of steady progress for the Ulster-Scots Agency / Boord o Ulster-Scotch. During the year, the Agency awarded grants to the value of £1.314m (€1.5m) to support a wide range of activities in local communities across Ulster, including music and dance tuition, summer schools and community festivals. Belfast Burns Week has continued to grow, with 24 events supported around 25th January, including Big Burns Day at Belfast City Hall, where NI Communities Minister Deirdre Hargey MLA launched a new publication on Robert Burns' links to the city. There were new areas of work introduced in the Scotch-Irish field and work continued on revitalising the US Presidential cottages in Ulster. The inaugural Ulster-Scots Language Week took place during November, which attracted extensive coverage. An extensive programme was delivered around Ulster, including language workshops, events and exhibitions. A new Wheen o Wurds online quiz and badge were launched which saw over 30,000 participants during the week.

Throughout the year the Agency delivered 38 outreach events across Northern Ireland and into the counties of Cavan and Monaghan. Focus was placed on the social media aspect of the Agency and we achieved a 100% increase in our following throughout the year. The Agency maintained its presence in schools and has had encouraging feedback and enquiries from new schools. The Flagship programme had 32 schools in the programme during 2019. Afterschool clubs and workshops remained popular with 29 clubs and 32 workshops being completed. In addition to this the Agency supported 75 schools in music and dance tuition.

The Agency continued to assist the development of capacity within the Ulster-Scots community at grassroots level through our funding of the Ulster-Scots Community Network who provided guidance on funding opportunities, governance, event planning and training needs. This led to groups getting access to £577K of grant funding from a range of sources in this year. Local support also continued through our three Community Impact Projects in North Belfast, South Down and West Tyrone.

The Language Body and both agencies – Foras na Gaeilge and the Ulster-Scots Agency – would like to thank all those, both inside and outside the bodies, who contributed to our work during the year, respectively promoting the Irish language on an island-wide basis and improving awareness of and participation in Ulster-Scots across Ulster and building the reputation of Ulster-Scots at home and abroad. Particular thanks are due to Pól Ó Gallchóir whose tenure as Chair of Foras na Gaeilge and Co-Chair of the Language Body concluded in December 2019.

Barra Ó Muirí
Deputy Chairperson
Foras na Gaeilge

Keith Gamble
Chairman
The Ulster-Scots Agency

Comhréamhrá • Joint Introduction • Thegither Forethocht

Bliain an-ghnóthach eile ba ea 2019 do ghníomhaireachtaí an Fhorais Teanga / the North South Language Body / Boord o Leid.

Údar sásaimh d'Fhoras na Gaeilge le linn na bliana ba ea an tacaíocht leanúnach a chuireann an maoiniú uainne ar fáil leis na hiarrachtaí iontacha ag leibhéal an phobail chun an teanga a chur chun cinn. Caitheadh luach €9.8m ar dheontais chuige sin.

Is trí scéimeanna a riaradh cuid mhaith den mhaoiniú. Mar shampla, chumasaigh scéim na gcampaí samhraidh le 83 champa a reáchtáil ar ghlac 3,400 duine óg páirt iontu agus mar an gcéanna faoi scéim na n-imeachtaí óige d'eagraigh 72 ghrúpa ar a laghad 12 sheisiún taobh amuigh den scoil le linn na scoilbhliana ar ghlac timpeall 4,000 dalta páirt iontu. Lean an 22 oifigeach Gaeilge a bhí fostaithe ag coistí áitiúla agus maoinithe tríd an Scéim Pobal Gaeilge 2016-2020 ag obair leo ar an talamh ar bhonn leanúnach. Thacaigh maoiniú an dá Chultúrlann, i mBéal Feirste agus i nDoire, agus an dá raidió pobail, Raidió na Life i mBaile Átha Cliath agus Raidió Fáilte i mBéal Feirste, leis an obair i measc an phobail freisin.

Ghlac 84 bhunscoil agus 70 iar-bhunscoil páirt i nGaelbhratach a reáchtáil Gael Linn sa scoilbhliain 2018/19. Ar ndóigh tá Gael Linn i measc na sé Cheanneagraíocht atá freagrach as sainréimse oibre maidir le cur chun cinn na teanga. Bronnadh an Ghaelbhratach ar bhreis agus 80 scoil chun an Ghaeilge a chur chun cinn i dtimpeallacht iomlán na scoile.

I measc an phobail mhóir, tugadh maoiniu do 46 fhéile a raibh cur chun cinn na teanga mar chuid lárnach díobh. Mar chuid den fheachtas físe trasardáin, #ÁrdTeangaFéin, fuarthas 738,900 imprisean, 162,400 amharc, 2,000 leantóir nua agus 115,300 idirghníomhaíocht. Ainmníodh an feachtas do Dhámhachtainí RíomhRialtais na hÉireann agus Dámhachtainí Margaíochta Inneachair na hÉireann. Rinne TG4 sruthú beo ar líne ar Chomórtas Beo 2019, an comórtas amhrán nua-chumtha don aoisghrúpa 11–18 mbliana (comhtionscadal le hÚdarás na Gaeltachta) ó Oireachtas na Samhna. Thacaigh Clár na Leabhar Gaeilge le foilsitheoirí na Gaeilge chun 108 dteideal nua a chur ar fáil in 2019. Lean an Gúm agus an tÁisaonad den obair ríthábhachtach a dhéanann siad ag soláthar áiseanna d'earnáil an oideachais. Sháraigh an Foclóir Nua Béarla-Gaeilge ar líne tairseach an dá mhilliún úsáideoir uathúil in 2019 agus cuireadh clabhsúr ar an atheagarthóireacht don leagan clóite den Fhoclóir Nua Béarla-Gaeilge a fhoilseofar in 2020.

Rinne Gníomhaireacht na hUltaise / Boord o Ulster-Scotch dul chun cinn socair in 2019 freisin. Le linn na bliana bhronn an Ghníomhaireacht deontais dar luach £1.314 milliún (€1.5 milliún) le tacú le raon leathan gníomhaíochtaí i bpobail áitiúla trasna Chúige Uladh, ranganna ceoil agus damhsa, scoileanna samhraidh agus féilte pobail ina measc. Tá Seachtain Burns Bhéal Feirste ag dul i méid i gcónaí agus tacaíodh le 24 imeacht timpeall ar an 25 Eanáir, Lá Mór Burns i Halla na Cathrach, Béal Feirste, ina measc, ar sheol Aire Pobal Thuaisceart Éireann, an tAire Deirdre Hargey foilseachán nua faoin nasc a bhí ag Robert Burns leis an gcathair. Bhí réimsí nua oibre ann a tugadh isteach sa réimse Albanach-Éireannach agus rinneadh dul chun cinn maidir le hobair ar thithe na n-uachtarán a thabhairt cothrom le dáta i gCúige Uladh. Bhí an chéad seachtain Ultaise ar siúl le linn mhí na Samhna 2019; tharraing an tseachtain clúdach leathan. Cuireadh clár cuimsitheach i gcrích timpeall Chúige Uladh ina raibh ceardlanna teanga, imeachtaí agus taispeántais. Seoladh tráth na gceist nua ar líne A Wheen o Wurds agus suaitheantas ar ghlac breis is 30,000 duine páirt ann le linn na seachtaine.

I rith na bliana chuir an Ghníomhaireacht i gcrích 38 n-imeacht for-rochtana ar fud Thuaisceart Éireann agus isteach i gContae an Chabháin agus i gContae Mhuineacháin. Díríodh ar ghné na meán sóisialta den Ghníomhaireacht agus bhaineamar amach méadú 100% ar ár lucht leanúna i rith na bliana. Choinnigh an Ghníomhaireacht a láithreacht i scoileanna agus fuair sí aiseolas atá ina údar misnigh agus fiosrúcháin ó scoileanna nua. Ghlac 32 scoil páirt sa Chlár Suaitheantais in 2019. Bhí éileamh fós ar chlubanna iarscoile, agus 29 gclub agus 32 cheardlann curtha i gcrích. Chomh maith leis seo thacaigh an Ghníomhaireacht le 75 scoil maidir le teagasc ceoil agus damhsa.

Lean an Ghníomhaireacht ar aghaidh ag tacú le cumas a fhorbairt laistigh de phobal na hUltaise ag an mbonnleibhéal trínár maoiniú do Líonra Pobail na hUltaise a thug treoir ar dheiseanna maoinithe, rialachas, pleanáil imeachtaí agus riachtanais oiliúna. De thoradh air seo bhí rochtain ag grúpaí ar £577,000 de mhaoiniú deontais ó réimse foinsí i mbliana. Lean an tacaíocht áitiúil freisin trí na trí Thionscadal Thionchar Pobail i mBéal Feirste Thuaidh, Deisceart an Dúin agus Iarthar Thír Eoghain.

Ba mhaith leis an bhForas Teanga agus an dá ghníomhaireacht – Foras na Gaeilge agus Gníomhaireacht na hUltaise – buíochas a ghabháil leo siúd go léir, taobh istigh agus taobh amuigh den Ghníomhaireacht, a chabhraigh lenár gcuid oibre faoi seach i rith na bliana, an Ghaeilge chur cinn ar fud an oileáin agus feasacht ar an Ultais a fheabhsú, rannpháirtíocht inti ar fud Chúige Uladh a mhéadú, agus clú na hUltaise a thógáil sa bhaile agus thar lear. Tá buíochas ar leith ag dul do Phól Ó Gallchóir ar tháinig deireadh lena thréimhse oifige mar Chathaoirleach ar Fhoras na Gaeilge agus mar Chomh-Chathaoirleach ar an bhForas Teanga i mí na Nollag 2019.

Keith Gamble	*Barra Ó Muirí*
Chairman	Deputy Chairperson
The Ulster-Scots Agency	Foras na Gaeilge

Tuairisc Fhoras na Gaeilge

Report of Foras na Gaeilge

Foras na Gaeilge

Contents

Foreword 8

- **Status 10**
- **Acquisition 16**
- **Use 22**
- **Communication 33**
- **Policy, Planning & Research 36**

Remuneration Report 41

Clár

Réamhrá 8

Stádas 10

Sealbhú 16

Úsáid 22

Cumarsáid 33

Polasaí, Pleanáil & Taighde 36

Tuairisc ar Luach Saothair 41

Foreword

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The online New English-Irish Dictionary passed the two million individual user threshold in 2019 and the re-editing was finished for the print version of the New English-Irish Dictionary for its publication in 2020.

On behalf of the Foras na Gaeilge I would like to thank all those, both inside and outside the organisation, who contributed to our work during the year, in particular Pól Ó Gallchóir whose tenure as Chair concluded in December 2019.

Barra Ó Muirí
Deputy Chairperson
Foras na Gaeilge

Réamhrá

Údar sásaimh d'Fhoras na Gaeilge le linn 2019 ba ea an tacaíocht leanúnach a chuireann an maoiniú uainne ar fáil leis na hiarrachtaí iontacha ag leibhéal an phobail chun an teanga a chur chun cinn. Caitheadh luach €9.8m ar dheontais chuige sin.

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Sháraigh an Foclóir Nua Béarla-Gaeilge ar líne tairseach an dá mhilliún úsáideoir uathúil in 2019 agus cuireadh clabhsúr ar an atheagarthóireacht don leagan clóite den Fhoclóir Nua Béarla-Gaeilge a fhoilseofar in 2020.

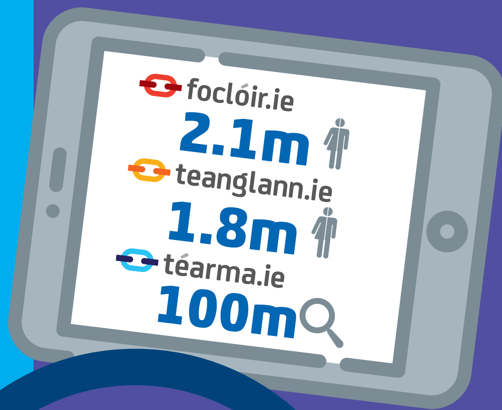
Thar ceann Fhoras na Gaeilge ba mhaith liom buíochas a ghabháil leosan uile taobh istigh agus taobh amuigh den eagraíocht a chabhraigh lenár gcuid oibre le linn na bliana agus tá buíochas ar leith ag dul do Phól Ó Gallchóir ar tháinig deireadh lena thréimhse oifige mar Chathaoirleach i mí na Nollag 2019.

Barra Ó Muirí
Leas-Cathaoirleach
Foras na Gaeilge

1999–2019

Déanann #Foras20 comóradh ar 20 bliain de chur chun cinn na teanga i gcomhar leis na ceanneagraíochtaí Gaeilge

#Foras20 celebrates 20 years of the promotion of the language in partnership with the Irish language lead organisations



Buaicphointí
Highlights

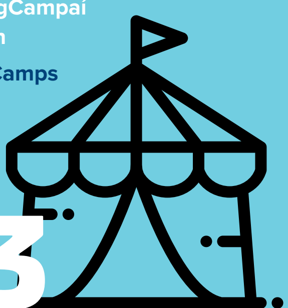
€4.6m

ceadaithe do shé cheanneagraíocht Ghaeilge

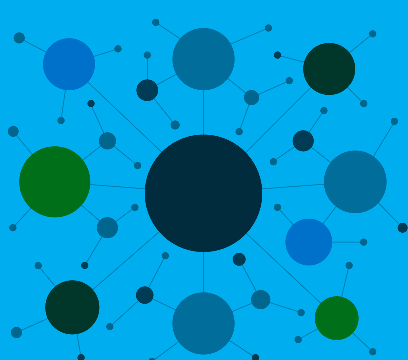
approved for six Irish language lead organisations

Scéim na gCampaí Samhraidh

Summer Camps Scheme



83



457

ndeontas

grants

3,596

scriobhleabhar.ie

Ghlac 5,544 pháiste as 133 scoil páirt in Scríobh Leabhar, agus scríobhadh 3,596 leabhar

5,544 children from 133 schools took part in Scríobh Leabhar (Write a Book), and wrote 3,596 books

108

Foilsíodh 108 leabhar faoi Scéim na Foilsitheoireachta

108 books published under the Publishing Scheme

gaelbhratach 80

Gaeilge

Gael Linn

Bronnadh an Ghaelbhratach ar bhreis agus 80 scoil ar son an Ghaeilge a chur chun cinn i dtimpeallacht iomlán na scoile

Over 80 schools were presented with the Gaelbhratach (Irish Language Flag) for promoting the Irish language in the whole school environment

ÁIS

200,000

Os cionn 200,000 leabhar dáilte ar 255 shiopa ar oileán na hÉireann agus 10 siopa thar lear

Over 200,000 books distributed to 255 shops on the island of Ireland and 10 shops abroad

18

Scéim na gCompántas Drámaíochta: cuireadh maoiniú ar fáil do 18 gcompántas drámaíochta

Drama Companies Scheme: funding was provided for 18 drama companies

46

Scéim na bhFéilte: cuireadh maoiniú ar fáil do 46 fhéile a raibh cur chun cinn na Gaeilge mar chuid lárnach díobh

Festivals Scheme: funding was provided for 46 festivals of which promotion of the Irish language was a central part

Séideán Sí

Tús curtha le tionscadal nua forbartha Shéideán Sí. Naoi gcinn de leabhair shaothair foilsithe ar líne agus coimisiúnú déanta ar raon leathan foilseachán nua

Work started on the new Séideán Sí development project. Nine new workbooks published on line and a range of new publications commissioned

An Scéim Pobal Gaeilge, 2016–2020: tacaíocht do 22 phobal Gaeilge ar fud an oileáin

22

Irish Language Communities Scheme, 2016–2020: support for 22 Irish language communities throughout the island

colmcille ÈIRINN 's ALBA

45

36

5

Cheadaigh Colmcille, clár comhpháirtíochta idir Foras na Gaeilge agus Bòrd na Gàidhlig in Albain, 45 dheontas, 36 scoláireacht agus 5 mhiondeontas

Colmcille, a partnership programme between Foras na Gaeilge and Bòrd na Gàidhlig in Scotland, approved 45 grants, 36 scholarships and 5 small grants

Tá an marc caighdeáin gnó don fheabhas sa dátheangachas sa ghnó, Q-Mharc Gnó le Gaeilge, forbartha agus bronnta ar 7 gcomhlacht

The Q-Mharc Gnó le Gaeilge (Q-Mark Business with Irish) business standard-mark for excellence in bilingualism in business was developed and awarded to 7 companies

Dátheangachas den Scoth sa Ghnó • Bilingual Excellence in Business

7

CORPORATE OBJECTIVE 1: STATUS

CORPORATE OBJECTIVE 1: To strengthen the status of the Irish language

Increase the status of Irish through cooperation and partnership

€840,866 was approved for the Lead Organisation Conradh na Gaeilge to complete a programme of work in the area of raising awareness, language protection and representation.

Conradh na Gaeilge

An annual plan was agreed with Conradh na Gaeilge on which quarterly reporting and monitoring was done. The main projects of Conradh na Gaeilge included the following:

Irish Language Week 2019
This was one of the main projects of Conradh na Gaeilge advocacy work between 1 and 17 March. It is thought that 750,000 people took part in it, including school events and community events. There was an event in the Mansion House for #LNMS19 (Media Day 19).

Michael Darragh Macauley, Sibéal Ní Chasaide, Linda Ervine and Tracy Clifford were designated 'Ambassadors' of the festival. They attended the media launch and local events and they took part in many interviews with the media.

14,523 Facebook followers and 18,000 followers on Twitter have now been reached for the Irish Language Week.

The Challenges Competition
Conradh na Gaeilge ran this competition as well in 2019, a competition for third level in which 750 students took part.

PEIG.ie
Conradh na Gaeilge provided a wide range of information to the community on PEIG.ie. There were 2,400 registered for the newsletter, 201 for the WhatsApp newsletter. There were 4,202 followers on Facebook, 4,014 on Twitter, 1641 on Instagram and 235 on LinkedIn. There were 19,849 hits on average on the site per month from January.

Advocacy with public representative
Conradh na Gaeilge organised regular meetings with representatives from six political parties in the north: meetings with all the Irish language spokespersons in the south on the budget, the establishment of schools and an upcoming election. SEAS 19 was organised on 24 September with more than sixty politicians.

Conradh na Gaeilge organised ongoing meetings with parties in the north about the Irish Language Act. There were meetings with politicians in the south on the Education Act, schools admissions, the budget, the Languages Act and an investment plan. Discussion was carried out with the EU on an interpreting service.

CUSPÓIR CORPARÁIDEACH 1: STÁDAS

CUSPÓIR CORPARÁIDEACH 1: Stádas na Gaeilge a neartú

Cur le stádas na Gaeilge trí chomhoibriú agus trí chomhpháirtíocht

Ceadaíodh €840,866 don Cheanneagraíocht Conradh na Gaeilge chun clár oibre a chur i gcrích sa réimse ardú feasachta, cosaint teanga agus ionadaíocht.

Conradh na Gaeilge

Aontaíodh plean bliana le Conradh na Gaeilge a ndearnadh tuairisciú agus monatóireachta ráithiúil air. I measc na bpríomhthionscadal de chuid Chonradh na Gaeilge bhí siad seo:

Seachtain na Gaeilge 2019
Bhí sí seo, idir an 1 agus an 17 Márta, ar na príomhthionscadail de chuid obair abhcóideachta Chonradh na Gaeilge. Meastar gur ghlac 750,000 duine páirt inti, idir imeachtaí scoile agus imeachtaí pobail. Bhí imeacht i dTeach an Ard-Mhéara do #LNMS19 (Lá na Meán Sóisialta 19).

Ainmníodh Linda Ervine, Michael Darragh Macauley, Sibéal Ní Chasaide agus Tracy Clifford mar Ambasadóirí na féile. D'fhreastail siad ar sheoladh na meán agus ócáidí áitiúla agus ghlac siad páirt san iliomad agallamh leis na meáin.

Baineadh amach 14,523 leantóir Facebook agus 18,000 leantóir ar Twitter anois do Sheachtain na Gaeilge.

An Comórtas Dúshlán
Reáchtáil Conradh na Gaeilge an comórtas seo freisin in 2019, comórtas don tríú leibhéal ar ghlac 750 mac léinn páirt ann.

PEIG.ie
Chuir Conradh na Gaeilge réimse leathan eolais don phobal ar fáil ar PEIG.ie. Bhí 2,400 cláraithe don nuachtlitir, 201 don nuachtlitir WhatsApp. Bhí 4202 leantóir ann ar Facebook, 4,014 ar Twitter, 1641 ar Instagram agus 235 ar LinkedIn. Bhí 19,849 buille ar an meán ar an suíomh in aghaidh na míosa ó Eanáir.

Abhcóideacht le hionadaithe poiblí
D'eagraigh Conradh na Gaeilge cruinnithe rialta le hionadaithe ó shé pháirtí pholaitiúla ó thuaidh: cruinnithe leis na hurlabhraithe Gaeilge ar fad ó dheas maidir leis an gcáinaisnéis, bunú scoileanna agus toghchán atá le teacht. Eagraíodh SEAS 19 ar an 24 Meán Fómhair le breis is seasca polaiteoir.

D'eagraigh Conradh na Gaeilge cruinnithe leanúnacha le páirtithe ó thuaidh faoi Acht na Gaeilge. Bhí cruinnithe ann le polaiteoirí ó dheas maidir leis an Acht Oideachais, iontráil scoileanna, an cháinaisnéis, Acht na dTeangacha agus plean infheistíochta. Rinneadh plé leis an AE maidir le seirbhís ateangaireachta.

Provide support and advice to the public sector

There was ongoing discussion with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC) regarding the needs of the public sector and agreeing supports.

A Scheme for Providers of Specialist Irish-Language Training Courses to the Public Sector, 2019-2021, was publically announced in January 2019. Gaelchultúr succeeded in that process and they are providing specialist training courses for the public sector, to help offer services to the Irish language community and to public sector staff in both jurisdictions so that they can cater properly to the community.

Monitoring visits were made to the appropriate councils taking part in the Irish Language Officers Scheme to ensure progress. Support was provided to the Irish Language Development Officers who are connected with local authorities in the south by developing a website, and by running a conference of the Irish Language Officers' Association at Oireachtas na Samhna on the 31 October 2019.

The Terminology Committee provided support and advice on line to the public service regarding terminology and an interim answer is given within three working days and a definitive answer is given within five working days after the Terminology Committee approves a term.

Provide support to the translation sector and increase the professionalism of the sector

The company Freagra Nua Ltd succeeded Ling Research Ltd. in providing an advisory service to the Irish language community and to those who deal with translation and terminology. They provide services and aids in connection with language and translation technology.

Funding was provided to Aistear.ie to provided training and resources to translators, editors and to people who deal with written Irish. Aistear.ie is succeeding in attracting between 1,200 and 1,500 visits to the site monthly.

In 2019 www.ceimaraghaidh.ie was established, a resources site for second level and advanced level learners and teachers in Ulster. This project was completed in conjunction with *An tUltach*. The materials, which are free, will be in use in university classes and in classes for the general public.

Tacaíocht agus comhairle a chur ar fáil don earnáil phoiblí

Bhí plé leanúnach ann leis an Roinn Turasóireachta, Cultúir, Ealaíon Gaeltachta, Spóirt agus Meán (RTCEGSM) agus leis an Roinn Pobal (RP) maidir le riachtanais na hearnála poiblí agus na tacaíochtaí a aontú.

Fógraíodh go poiblí Scéim do Sholáthróirí Sainchúrsaí Oiliúna Gaeilge don Earnáil Phoiblí 2019-2021 i mí Eanáir 2019. D'éirigh le Gaelchultúr sa phróiséas sin agus tá siad ag soláthar sainchúrsaí oiliúna don earnáil phoiblí, le cabhrú seirbhísí a thairiscint do phobal na Gaeilge agus d'fhoireann na hearnála poiblí sa dá dhlínse ionas go mbeidh siad in ann freastal cuí a dhéanamh ar an bpobal.

Tugadh cuairteanna monatóireachta ar na comhairlí cuí atá páirteach i Scéim na nOifigeach Gaeilge le dul chun cinn a dheimhniú. Cuireadh tacaíocht ar fáil do na hOifigigh Forbartha Gaeilge atá bainteach leis na húdaráis áitiúla ó dheas trí shuíomh gréasáin a fhorbairt, agus comhdháil de chuid Chumann na nOifigeach Forbartha Gaeilge a reáchtáil ag Oireachtas na Samhna ar an 31 Deireadh Fómhair 2019.

Chuir an Coiste Téarmaíochta tacaíocht agus comhairle ar fáil ar líne don earnáil phoiblí maidir le cúrsaí téarmaíochta agus tugtar freagra eatramhach taobh istigh de thrí lá oibre agus freagra críochnúil taobh istigh de chúig lá oibre tar éis don Choiste Téarmaíochta téarma a fhaomhadh.

Tacaíocht a chur ar fáil d'earnáil an aistriúcháin agus cur le gairmiúlacht na hearnála

Tháinig an comhlacht Freagra Nua Ltd. i gcomharbacht ar an gcomhlacht Ling Research Ltd. ag cur seirbhís comhairle ar fáil do phobal na Gaeilge agus do dhreamanna a bhíonn ag plé le haistriúchán agus téarmaíocht. Cuireann siad ar fáil seirbhísí agus áiseanna a bhaineann le teicneolaíocht teanga agus aistriúcháin.

Cuireadh maoiniú ar fáil do Aistear.ie le hoiliúint agus acmhainní a chur ar fáil d'aistritheoirí, d'eagarthóirí agus do dhaoine a bhíonn ag plé leis an nGaeilge scríofa. Tá ag éirí le Aistear.ie idir 1,200 agus 1,500 cuairt ar an suíomh go míosúil a mhealladh.

In 2019 bunaíodh www.ceimaraghaidh.ie, suíomh acmhainní le haghaidh foghlaimeoirí agus múinteoirí meánleibhéil agus ardleibhéil i gCúige Uladh. I gcomhar le *An tUltach* a cuireadh an tionscadal seo i gcrích. Beidh na hábhair, atá le fáil saor in aisce, in úsáid i ranganna ollscoile agus ranganna le haghaidh an ghnáthphobail.

Support Irish language awareness raising in the private business sector

The awareness campaign on the value and function of Irish in the context of the private business sector continued. Advice, translation and proofreading services were provided to the business community, especially as part of the celebration of Irish Language Week. These included the Marketing Institution Ireland, Business Allstars, the Irish Hospitality Institute, Gnó Mhaigh Eo, Gael-Taca, the chambers of commerce and the enterprise boards.

An information service was provided in the form of tweets aimed at the use of Irish in the context of the business sector (www.twitter.comgnoasgaeilge and @gnoasgaeilge) which had more than 1,100 followers by the end of 2019.

Thirty-one specific aids have been developed for the business sector and are available free from the ordering system on the Foras na Gaeilge website. There is a choice of self-adhesive signage, badges, leaflets and other support goods as part of the package to increase the visibility of Irish in a business environment. In 2019 323 orders were dealt with, through which more than 36,914 aids were provided to businesses in the south, and seven orders abroad.

Among the business sponsorship projects was the All-Ireland Marketing Prizes 2019, organised by the Marketing Institute Ireland. Comhar Creidmheasa Chorca Dhuibhne were the winners of the Marketing with Irish Prize category. A new partnership was developed with the All-Ireland Business Summit to present Irish on new business platforms and as part of that Professor Fionnbarra Ó Brolcháin gave a keynote speech on the aspects of identity and the use of Irish in business and Optum was presented with a prize under the category focused on bilingualism good practice.

Through the Business Support Scheme in 2019 a fund of €51,770 was made available in the form of a grants on a match funding basis to forty-one businesses in fourteen counties on an all-island basis.

Implementation of the partnership structures with the Lead Organisations

Continuous monitoring was carried out on the implementation of the Lead Organisations' plans through monitoring meetings, progress reports and updates at meetings of the Partnership Forum. All the main goals which had been agreed at the start of the year were achieved.

The evaluation process of the partnership structures were continued with, and a consultant was appointed to undertake the review.

Raise the status of the Irish language among young people

Gaelbhratach
Foras na Gaeilge approved a grant worth €120,000 for the Lead Organisation Gael Linn for the Gaelbhratach project. 109 primary schools took part in the scheme in the 2019/2020 school year and ninety postprimary schools. There is a waiting list for the scheme (105 schools at primary level and seventy-five schools at postprimary level) and they will be accepted as spaces arise on the project in the future.

Tacú le hardú feasachta Gaeilge san earnáil gnó phríobháidigh

Leanadh den fheachtas feasachta ar luach agus ar fheidhm na Gaeilge i gcomhthéacs na hearnála gnó phríobháidigh. Cuireadh seirbhísí comhairle, aistriúcháin agus profléitheoireachta ar fáil don lucht gnó, go háirithe mar chuid de cheiliúradh Sheachtain na Gaeilge. Ina measc bhí Institiúid Margíochta na hÉireann, Uile-Réaltaí Gnó, Institiúid Aíochta na hÉireann, Gnó Mhaigh Eo, Gael-Taca, na cumainn tráchtála gnó agus na boird fiontair.

Soláthraíodh seirbhís eolais i bhfoirm tvuíteanna dírithe ar úsáid na Gaeilge i gcomhthéacs na hearnála gnó (www.twitter.comgnoasgaeilge agus @gnoasgaeilge) ag a raibh breis agus 1,100 leantóir faoi dheireadh 2019.

Tá aon sain-áis is tríocha tacaíochta ann don earnáil gnó forbartha agus ar fáil saor in aisce ón gcóras ordaithe ar shuíomh gréasáin Fhoras na Gaeilge. Tá rogha de chomharthaí féinghreamaithe, suaitheantais, bileoga agus earraí tacaíochta eile mar chuid den phacáiste chun cur le hinfheictheacht na Gaeilge i dtimpeallacht ghnó. In 2019, déileáladh le 323 ordú trínar cuireadh breis agus 36,914 áis ar fáil do ghnólachtaí ó dheas, agus seacht n-ordú thar lear.

I measc na dtionscadal urraíochta gnó bhí na Duaiseanna Margaíochta Uile-Éireann 2019, á n-eagrú ag Institiúid Margaíochta na hÉireann. Ba é Comhar Creidmheasa Chorca Dhuibhne buaiteoir na catagóire Gradam Margaíochta le Gaeilge. Forbraíodh comhpháirtíocht nua chomh maith le Cruinniú Mullaigh Gnó Uile-Éireann leis an nGaeilge a chur i láthair ar ardáin nua gnó agus mar chuid de sin thug an tOllamh Fionnbarra Ó Brolcháin eochairchaint ar thréithe na féiniúlachta agus úsáid na Gaeilge sa ghnó agus bronnadh gradam ar Optum faoin gcatagór dírithe ar dhea-chleachtas an dátheangachais.

Tríd an Scéim Tacaíochta Gnó in 2019, cuireadh €51,770 de chiste ar fáil i bhfoirm deontas ar bhonn maoiniú meaitseála do ghnólacht agus daichead i gceithre chontae dhéag ar bhonn uile-oileáin.

Feidhmiú na struchtúr comhpháirtíochta leis na Ceanneagraíochtaí

Rinneadh monatóireacht leanúnach ar fheidhmiú phleananna na gCeanneagraíochtaí trí chruinnithe monatóireachta, tuairiscí ar dhul chun cinn agus nuashonruithe ag cruinnithe den Fhóram Comhpháirtíochta. Baineadh amach na mórspriocanna ar fad a bhí aontaithe ag tús na bliana.

Leanadh den phroiséas luachála ar na struchtúir chomhpháirtíochta, agus ceapadh sainchomhairleoirí nua le tabhairt faoin athbhreithniú.

Stádas na Gaeilge a ardú i measc daoine óga

Gaelbhratach
Cheadaigh Foras na Gaeilge deontas ar luach €120,000 don Cheanneagraíocht Gael Linn don tionscadal Gaelbhratach. Bhí 109 mbunscoil páirteach sa scéim sa bhliain scoile 2019/2020 agus nócha iar-bhunscoil freisin. Tá liosta feithimh ann don scéim (105 scoil ag an mbunleibhéal agus cúig scoil agus seachtó ag an iar-bhunleibhéal) agus glacfar leo de réir mar a thagann spásanna ar an tionscadal sa todhchaí.

There was an award ceremony for the schools in Leopardstown, Dublin, on the 21 May 2019, when sixteen flags and thirteen certificates were awarded to primary schools and fifty-nine postprimary schools. The Department of Education and Skills provided funding worth €120,000 to the project during 2019 as well.

Enjoying Gaelbhratach.

Gael Linn
Gael Linn carried out much work to support the status of Irish in 2019. They ensured, for example, representation on the working party working on amendments to the senior cycle from November 2019 in conjunction with An Gréasán (the network), a new group of post-primary Irish teachers.

Gael Linn exchanged correspondence with the chief examiner of Irish with the State Examinations Commission regarding sample papers for An Gréasán and they made a submission to the NCCA as part of the consultation in respect of amendments to the senior cycle and concerns that Irish may be made an optional subject.

Raise the status of the Irish language in the community

Funding of €840,866 was given to Conradh na Gaeilge to complete a programme of work in the area of raising awareness, language protection and representation. A series of public awareness raising sessions and successful campaigns was organised throughout the country, such as the Forums (the Language Development Forum and the Partnership Forum).

Other Words
The European project Other Words came to an end in 2019. The collection was published in all the languages that were involved in the scheme, ten languages in all. The collection was publicly launched in Donostia, the Basque Country, on 19 July.

Other Words was officially ended on behalf of all the regions on 31 July in Foras na Gaeilge head office. Chief Executive, Seán Ó Coinn, launched the collection. The Irish language writers who were involved in the scheme read a passage from their work as did writers from Friesland and the Basque Country.

Bhí ócáid bhronnta do na scoileanna i mBaile na Lobhar, Baile Átha Cliath, ar an 21 Bealtaine 2019 nuair a bronnadh sé bhratach déag agus trí theastas déag ar bhunscoileanna agus naoi mbratach is caoga ar iar-bhunscoileanna. Chuir an Roinn Oideachais agus Scileanna maoiniú ar luach €120,000 ar fáil don tionscadal le linn 2019 freisin.

Taitneamh á bhaint as Gaelbhratach.

Gael Linn
Rinne Gael Linn go leor oibre le tacú le stádas na Gaeilge in 2019. Chinntigh siad, mar shampla, ionadaíocht ar an meitheal oibre atá ag obair ar leasuithe don tsraith shinsearach ó mhí na Samhna 2019 i gcomhar leis an nGréasán, grúpa nua do mhúinteoirí iar-bhunscoile Gaeilge.

Mhalartaigh Gael Linn comhfhreagras le príomhscrúdaitheoir na Gaeilge le Coimisiún na Scrúduithe Stáit maidir le páipéir shamplacha i gcomhar leis an nGréasán agus chuir siad aighneacht chuig an CNCM mar chuid den chomhairliúchán maidir le leasuithe don tsraith shinsearach agus buarthaí ann go ndéanfaí ábhar roghnach den Ghaeilge.

Stádas na Gaeilge a ardú i measc an phobail

Tugadh €840,866 de mhaoiniú do Chonradh na Gaeilge chun clár oibre a chur i gcrích sa réimse ardú feasachta, cosaint teanga agus ionadaíocht. Reáchtáladh sraith de sheisiúin phoiblí ardaithe feasachta agus feachtais rathúla ar fud na tíre, ar nós na bhFóram (an Fóram Forbartha Teanga agus an Fóram Comhpháirtíochta).

Focail Eile
Tháinig an tionscadal Eorpach Focail Eile chun críche in 2019. Foilsíodh an díolaim sna teangacha ar fad a bhí bainteach leis an scéim, deich dteanga san iomlán. Seoladh an díolaim go poiblí in Donostia, Tír na mBascach, ar an 19 Iúil.

Cuireadh críoch oifigiúil ar Fhocail Eile thar ceann na réigiún ar fad ar an 31 Iúil i gceannáras Fhoras na Gaeilge. Sheol an Príomhfheidhmeannach, Seán Ó Coinn, an díolaim. Léigh na scríbhneoirí Gaeilge a bhí bainteach leis an scéim sliocht as a gcuid saothar agus bhí léamha ann ó scríbhneoirí ón bhFreaslainn agus ó Thír na mBascach freisin.

Drama Companies Scheme 2019
This scheme focuses on Irish language drama companies which aim to foster, develop and provide Irish language drama to the arts sector, the Irish language community, the general public and the education sector. As well as that, this scheme focuses on the development of attendee and audience communities. Funding was made available to seventeen companies under this scheme.

The Festivals Scheme
This scheme focuses on festivals which aim to foster and promote through Irish or bilingually the Irish language, the Irish language arts, the indigenous arts and Irish language heritage, as an integral part of the festival, and to provide a stage for the Irish language community, to the wider community and to the arts sector. Funding was made available to fifty-three companies under this scheme.

The Major Arts Events Scheme
This scheme focuses on major events which aim to foster and promote the Irish language and language-based Irish language arts through the medium of Irish or bilingually as a part of a major event. As well as that, the scheme focuses on the Irish language social networks, the general public and the arts sector on an all-island and international basis. Funding was made available to seven major events under this scheme.

IMRAM
IMRAM Irish language literature events were held in 2019 with a wide range of events encompassing prose, poetry and music so that the Irish speakers throughout the country might meet and that Irish language publishers and authors might have an opportunity to showcase their work. These events provided a very important platform for Irish language writing and writers. These included:

- A celebration of the work of Micheál Ó hAirtnéide, twenty years after his death;
- The Nick Drake project, Fear na hAbhann, the song lyrics translated to Irish by Gabriel Rosenstock and presented by Liam Ó Maonlaí;
- File ar Fhile, European poets' work organised for Poetry Ireland.

The Status of the Irish language in the education systems

Targets were achieved which were agreed through the Partnership Forum involving advocacy with the education departments, north and south, by agreeing priorities with Gael Linn and Gaeloideachas, and by monitoring the implementation of their plans.

€650,183 was made available to the Lead Organisation Gael Linn to complete a programme of work in the area of education in the English language sector and adult education, and opportunities for use for school pupils

€708,562 was made available to the Lead Organisation Gaeloideachas to complete a programme of work in the area of Irish-medium education/immersion education and Irish language preschool education.

Scéim na gCompántas Drámaíochta 2019
Díríonn an scéim seo ar chompántais drámaíochta Gaeilge a bhfuil sé mar aidhm acu drámaíocht na Gaeilge a chothú, a fhorbairt, agus a chur ar fáil d'earnáil na n-ealaíon, do phobal na Gaeilge, don mhórphobal, agus don earnáil oideachais. Lena chois sin, is ar fhorbairt pobal freastail agus féachána ar imeachtaí drámaíochta a dhíríonn an scéim seo. Cuireadh maoiniú ar fáil do sheacht gcompántas déag faoin scéim seo.

Scéim na bhFéilte
Díríonn an scéim seo ar fhéilte a bhfuil sé mar aidhm acu an Ghaeilge, na healaíona Gaeilge, na healaíona dúchasacha agus oidhreacht na Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach, mar dhlúthchuid den fhéile, agus ardán a chur ar fáil do phobal na Gaeilge, don mhórphobal agus d'earnáil na n-ealaíon. Cuireadh maoiniú ar fáil do thrí fhéile agus caoga faoin scéim seo.

Scéim na Mór-Imeachtaí Ealaíon
Díríonn an scéim seo ar mhór-imeachtaí a bhfuil sé d'aidhm acu an Ghaeilge agus na healaíona teangabhunaithe Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach mar dhlúthchuid de mhór-imeacht. Lena chois sin díríonn an scéim ar na gréasáin shóisialta Ghaeilge, ar an mórphobal agus ar earnáil na n-ealaíon ar bhonn uile-oileáin agus go hidirnáisiúnta. Cuireadh maoiniú ar fáil do sheacht mór-imeacht faoin scéim seo.

IMRAM
Reachtáladh imeachtaí litríochta Gaeilge de chuid IMRAM in 2019 le réimse leathan imeachtaí a chuimsíonn prós, filíocht agus ceol ionas go mbeadh teacht le chéile ag na cainteoirí Gaeilge ar fud na tíre agus go mbeadh deis ag foilsitheoirí agus údair na Gaeilge a gcuid saothar a chur i lár an aonaigh. Thug na himeachtaí seo árdán iontach tábhachtach do scríbhneoireacht agus do scríbhneoirí na Gaeilge.
Ina measc bhí:

- Ceiliúradh ar shaothair Mhicheáil Uí Airtnéide, fiche bliain i ndiaidh a bháis;
- Tionscadal Nick Drake, Fear na hAbhann, liricí na n-amhrán aistrithe go Gaeilge ag Gabriel Rosenstock agus curtha i láthair ag Liam Ó Maonlaí;
- File ar Fhile, saothair filí Eorpacha eagraithe i gcomhar le hÉigse Éireann.

Stádas na Gaeilge sna córais oideachais

Baineadh amach spriocanna atá aontaithe tríd an bhFóram Comhpháirtíochta a bhaineann le hábhcóideacht leis na ranna oideachais thuaidh agus theas trí thosaíochtaí a aontú le Gael Linn agus le Gaeloideachas, agus trí mhonatóireacht a dhéanamh ar fheidhmiú a gcuid pleananna.

Cuireadh €650,183 ar fáil don Cheanneagraíocht Gael Linn chun clár oibre a chur i gcrích sa réimse oideachas in earnáil an Bhéarla agus d'aosaigh, agus deiseanna úsáide do dhaltaí scoile.

Cuireadh €708,562 ar fáil don Cheanneagraíocht Gaeloideachas chun clár oibre a chur i gcrích sa réimse Gaeloideachas/tumoideachas agus réamhscolaíocht lán-Ghaeilge.

Representation in the education sector

Foras na Gaeilge has named representatives on various boards and committees in connection with education on an all-island basis and the representatives participated in various meetings. Among these were Comhairle na Gaelscolaíochta, the National Council for Curriculum and Assessment, and the Council for Gaeltacht and Irish Medium Education. Foras na Gaeilge also participated in the Advisory Group for Gaeltacht Education which was involved in the implementation of the Policy for Gaeltacht Education.

Ionadaíocht san earnáil oideachais

Tá ionadaithe ainmnithe ag Foras na Gaeilge ar bhoird agus ar choistí éagsúla a bhaineann le cúrsaí oideachais ar bhonn uile-oileáin agus bhí na hionadaithe rannpháirteach sna cruinnithe éagsúla. Ina measc bhí Comhairle na Gaelscolaíochta, an Chomhairle Náisiúnta Curaclaim agus Measúnachta, agus An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta.
Tá Foras na Gaeilge rannpháirteach freisin sa Ghrúpa Comhairleach um Oideachas Gaeltachta a bhfuil baint aige le cur i bhfeidhm an Pholasaí don Oideachas Gaeltachta.

CORPORATE OBJECTIVE 2: ACQUISITION

CORPORATE OBJECTIVE 2: ***Support the learning, acquisition and strengthening of the Irish language through increasing the number of learning opportunities at all levels and improve the standard of teaching***

Increase the acquisition of Irish through cooperation and partnership

A grant worth €708,562 was provided to the Lead Organisation Gaeloideachas to complete a programme of work in the area of Irish-medium education/immersion education and Irish language preschool education.

A grant worth £272,486 was approved for St. Mary's College, Belfast, for the Áisaonad to provide resources to the Irish-medium education sector. Extra funding worth £53,914 was approved during 2019 to make reprints of various titles.

€1,089,510 of funding was approved for the Lead Organisation Glór na nGael to complete a programme of work in the area of community and economic development.

A grant worth €650,183 was made available to the Lead Organisation Gael Linn to complete a programme of work in the area of education in the English language sector and adult education, and opportunities for use for school pupils.

Gaeloideachas

This Lead Organisation did much work in the areas below:

Lobbying
Interviews were carried out with the media on new schools, units, patronage, exemption, establishing schools, Coláiste Lú, information technology, a policy for Irish-medium education and the work of the organisation. Statistics on the sector were published on www.gaeloideachas.ie.

Supply
One new nursery school opened: Naíonra Chuain Bhaoi, Cork; three new primary schools: Gaelscoil Ruairí in Maynooth; Gaelscoil Áine in Glasnevin; Gaelscoil Laighean in Booterstown; and one postprimary unit: Gaelcholáiste Mhic Suibhne, Cork.

Support for the Irish-medium sector
131 primary schools have membership with Gaeloideachas, three in Northern Ireland, forty-six schools in the Gaeltacht, and eighty-two schools outside of the Gaeltacht, comprising 46% of all Irish-medium primary schools.

Thirty-eight postprimary schools have membership with Gaeloideachas, one in Northern Ireland, ten schools in the Gaeltacht, and twenty-seven schools outside of the Gaeltacht, comprising 49% of all postprimary Irish-medium schools.

A network of immersion practitioners in the Irish-medium sector was established through the regional structure and a new scheme, Ar Scáth a Chéile, has been established and is in operation. Four applications have

CUSPÓIR CORPARÁIDEACH 2: SEALBHÚ

CUSPÓIR CORPARÁIDEACH 2: ***Tacú le foghlaim, sealbhú agus daingniú na Gaeilge trí chur le líon na ndeiseanna foghlama ag gach leibhéal agus cur le caighdeán teagaisc***

Cur le sealbhú na Gaeilge trí chomhoibriú agus trí chomhpháirtíocht

Cuireadh deontas ar fáil don Cheanneagraíocht Gaeloideachas ar luach €708,562 chun clár oibre a chur i gcrích sa réimse Gaeloideachas/ tumoideachas agus réamhscolaíocht lán-Ghaeilge.

Ceadaíodh deontas ar luach £272,486 do Choláiste Ollscoile Naomh Muire, Béal Feirste, don Áisaonad chun áiseanna a sholáthar d'earnáil na Gaelscolaíochta. Ceadaíodh maoiniú breise ar luach £53,914 le linn 2019 chun athchlónna a dhéanamh ar theidil éagsúla.

Ceadaíodh €1,089,510 de mhaoiniú don Cheanneagraíocht Glór na nGael chun clár oibre a chur i gcrích sa réimse forbairt pobail agus geilleagair.

Cuireadh deontas ar luach €650,183 ar fáil don Cheanneagraíocht Gael Linn chun clár oibre a chur i gcrích sa réimse oideachas in earnáil an Bhéarla agus d'aosaigh agus deiseanna úsáide do dhaltaí scoile.

Gaeloideachas

Rinne an Cheanneagraíocht seo go leor oibre sna réimsí seo thíos:

Stocaireacht
Rinneadh agallaimh leis na meáin maidir le scoileanna nua, aonaid, pátrúnacht, díolúine, bunú scoileanna, Coláiste Lú, teicneolaíocht na faisnéise, polasaí don oideachas lán-Ghaeilge agus obair na heagraíochta. Foilsíodh staitisticí faoin earnáil ar www.gaeloideachas.ie.

Soláthar
D'oscail naíonra nua amháin: Naíonra Chuain Bhaoi, Corcaigh; trí bhunscoil nua: Gaelscoil Ruairí i Maigh Nuad; Gaelscoil Áine i nGlas Naíon; Gaelscoil Laighean i mBaile an Bhóthair; agus aonad iar-bhunscoile nua amháin: Gaelcholáiste Mhic Suibhne, Corcaigh.

Tacaíocht don earnail lan-Ghaeilge
Tá ballraíocht ag 131 bhunscoil le Gaeloideachas , trí cinn i dTuaisceart Éireann, sé scoil is daichead sa Ghaeltacht, agus dhá scoil is ochtó lasmuigh den Ghaeltacht, is é sin 46% d'iomlán na mbunscoileanna gaelscolaíochta.

Tá ballraíocht ag 38 iar-bhunscoil le Gaeloideachas, ceann amháin i dTuaisceart Éireann, deich scoil sa Ghaeltacht, agus seacht scoil is fiche lasmuigh den Ghaeltacht, is é sin 49% d'iomlán na n-iar-bhunscoileanna gaelscolaíochta.

Bunaíodh gréasán de chleachtóirí tumoideachais san earnáil lán-Ghaeilge tríd an struchtúr réigiúnach agus tá scéim nua, Ar Scáth a Chéile, bunaithe

been received, twenty schools participating on an all-island basis and €2,000 worth of grants approved.

The organisation's information services
Newsletters: 2,916 subscribers
Facebook: 5,305 followers
Twitter: 3,337 followers
Instagram: 1,212 followers
YouTube: 120 followers, 1,179 views
There were 496 users during the year on www.gaeilgedonnaoinra.ie and 1347 hits in total.

Representation
An enormous amount was taking place in the education and early years sectors on a whole in 2019, which had an impact on the nursery school and school communities which Gaeloideachas serves. Gaeloideachas provided strong representation on consultative forums and at meetings, and through carrying out strong advocacy and lobbying for the nursery schools and primary schools. Highlights in this area included:

- The announcement by Minister McHugh that a policy for Irish-medium education will be developed;
- The establishment of new provision at third level:
- The significant improvements to the school establishment process at the primary level;
- Acknowledgment of the complexity of units at post-primary level;
- An increased awareness of special educational needs in the Irish-medium system;
- The #gaelscoil4all and #gaeilge4all campaigns in partnership with Conradh na Gaeilge and the Foras Pátrúnachta; and
- A review report on the Language Assistants Scheme.

2019 was not without challenges, however, challenges on which Gaeloideachas lobbied but which have not yet been resolved:

- Exemption (at our request, the Irish Primary Principals' (IPPA) accepted an article from Pádraig Ó Duibhir for the journal. Arising from that, he received an invitation to speak at the IPPA conference);
- Supply of teachers;
- Lack of support from the state for the nursery schools, although some progress has been made;
- A ban in the future on recognising nursery schools in school admissions policies and the challenges that will be involved regarding admissions for Irish-medium schools; and
- Review of the Senior Cycle and the Junior Certificate.

As regards the organisation's other services, 2019 highlights include:

- A development assembly with more than 450 in attendance, including Minister McHugh;
- The organisation's information and news services growing and developing continuously – three sites, five newsletters, sixteen videos, thousands of followers on social media;
- Highly-regarded and very popular publicity material;
- New Beatha Teanga booklet;
- The Le Chéile Trí Ghaeilge (*Together Through Irish*) and Ar Scáth a Chéile *(In Each Other's Shadow*) schemes;
- A very successful day conference on special education needs; and
- Consultation meetings in all the Gaeltacht areas.

agus á feidhmiú. Tá ceithre iarratas faighte, fiche scoil rannpháirteacha ar bhonn uile-oileáin agus luach €2,000 de dheontais ceadaithe.

Seirbhísí eolais na heagraíochta
Nuachtlitreacha: 2,916 shíntiúsóir
Facebook: 5,305 leantóir
Twitter: 3,337 leantóir
Instagram: 1,212 leantóir
YouTube: 120 leantóir, 1,179 n-amharc
Bhí 496 úsáideoir i gcaitheamh na bliana ar www.gaeilgedonnaoinra.ie agus 1347 n-amas san iomlán.

Ionadaíocht
Bhí an t-uafás ag tarlú sna hearnálacha oideachais agus luathbhlianta trí chéile in 2019, rudaí a raibh tionchair acu ar phobail na naíonraí agus na scoileanna a bhfuil Gaeloideachas ag freastal orthu. Rinne Gaeloideachas ionadaíocht láidir ar fhóraim chomhairliúcháin agus ag cruinnithe, agus trí abhcóideacht agus stocaireacht thréan a dhéanamh ar son na naíonraí agus na scoileanna. I measc na mbuaicphointí sa réimse seo bhí:

- Fógra an Aire McHugh go bhforbrófar polasaí don oideachas lán-Ghaeilge;
- Bunú soláthar nua ag an tríú leibhéal;
- Na leasuithe suntasacha ar an bpróiseas bunaithe scoile ag an mbunleibhéal;
- Aitheantas do chastacht cheist na n-aonad ag an iar-bhunleibhéal;
- Feasacht níos airde ar riachtanais speisialta oideachais sa chóras lán-Ghaeilge;
- Feachtais #gaelscoil4all agus #gaeilge4all i gcomhpháirt le Conradh na Gaeilge agus an Fhoras Pátrúnachta; agus
- Tuarascáil athbhreithnithe ar Scéim na gCúntóirí Teanga.

Ní raibh 2019 gan dúshláin, áfach, dúshláin a ndearna Gaeloideachas stocaireacht ina leith ach nach bhfuil réiteach orthu go fóill:

- Díolúine (ar iarratas uainn, ghlac Gréasán Phríomhoidí Bunscoile na hÉireann (GPBÉ) le halt ó Phádraig Ó Duibhir don iris. Ag eascairt uaidh sin, fuair sé cuireadh labhairt ag comhdháil GPBÉ);
- Soláthar múinteoirí;
- Easpa tacaíochta ón stát do na naíonraí, cé go bhfuil dul chun cinn áirithe déanta;
- Cosc amach anseo ar aitheantas do naíonraí i bpolasaithe iontrála scoile agus na dúshláin a bheidh san iontráil do gach scoil lán-Ghaeilge; agus
- Athbhreithniú ar an tSraith Shinsearach agus an Teastas Sóisearach.

Mar a bhaineann le seirbhísí eile na heagraíochta, áirítear i measc bhuaicphointí 2019:

- Tionól forbartha le breis agus 450 i láthair, an tAire McHugh ina measc;
- Seirbhísí eolais agus nuachta na heagraíochta ag fás agus ag forbairt go leanúnach – trí shuíomh, cúig nuachtlitir, sé fhíseán déag, na mílte leantóirí ar na meáin shóisialta;
- Ábhar bolscaireachta a bhfuil meas agus an-tóir air;
- Leabhrán nua Beatha Teanga;
- Na scéimeanna Le Chéile Trí Ghaeilge agus Ar Scáth a Chéile;
- Comhdháil lae an-rathúil ar riachtanais speisialta oideachais; agus
- Cruinnithe comhairliúcháin sna ceantair Ghaeltachta ar fad.

The Áisaonad

The Áisaonad worked in conjunction with An Gúm, an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) and other parties to achieve the best result for the Irish-medium sector north and south. The work included:

CLEITE – collaboration was carried out with parties including Foras na Gaeilge, COGG and the Council for Curriculum, Examinations and Assessment (CCEA) to reprint various bands of the project (band 2 and band 4) and provide support resources in 2019.

Comhairle na Gaelscolaíochta – continuous cooperation at the highest level between the Áisaonad and Comhairle na Gaelscolaíochta on a wide range of issues, including efforts to influence the Department of Education as regards extra funding for resources.

Léigh Leat – (Read on) a meeting was held with Foras na Gaeilge, An Gúm, COGG and Áis to develop a resource to encourage reading.

Scríobh Leabhar – (Write a book) the prize ceremony was organised in conjunction with Foras na Gaeilge. 1,500 pupils from fifteen schools took part in the competition and twelve of the schools attended the awards event. Máire Zepf was the guest speaker. Schools were invited to send examples of pupils' writing to the Áisaonad and they were sent on then to Scríobh Leabhar in July.

IMSGOL (Irish Medium Steering Group for Online Learning) – the Áisaonad takes a central role in this organisation for CCEA, Comhairle na Gaelscolaíochta, C2K and teachers, and issues were discussed about appropriate provision for the sector and actions were carried out accordingly.

LOT 8/STAG – this group invited the Áisaonad Education Advisor and Maria Thomasson, Senior Education Support Officer with Comhairle na Gaelscolaíochta, to represent it on the working group assessing requirements for the new C2K contract in respect of supplying information technology in the schools in the north.

Assessment – the Áisaonad has representation on the project board run by CCEA at the request of the Department of Education regarding assessment.

Glór na nGael

The Lead Organisation Glór na nGael organised the Teanga Tí (home language) project in which twenty seven schools are registered. Eighty-three organiser actions were undertaken with Teanga Tí play groups. Three weekends were organised for families (one in the north and two in the south) and the National Families Weekend was organised in the Youth Centre of Ireland, Drumree, County Meath.

Twenty four editions of a newsletter for families were published, in which there was advice and information about events.

In addition, Glór na nGael organised a series of Irish language activities in partnership with Lexicon, Dún Laoghaire Library (funded by Dún Laoghaire-Rathdown County Council), Blackrock Library, Dublin, focused on Irish language families. A workshop on playgroup good practice was run in November with support from Newry, Mourne and Down District Council.

An tÁisaonad

D'oibrigh an tÁisaonad i gcomhar leis an nGúm, an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) agus pairtithe eile leis an toradh is fearr a bhaint amach d'earnáil na Gaelscolaíochta thuaidh agus theas. I measc na hoibre bhí:

CLEITE – rinneadh comhoibriú le páirtithe lena n-áirítear Foras na Gaeilge, COGG agus an Chomhairle Curaclaim, Scrúdúchain agus Measúnaithe (CCSM) le bandaí éagsúla den tionscadal (banda 2 agus banda 4) a athchló agus áiseanna tacaíochta a chur ar fáil in 2019.

Comhairle na Gaelscolaíochta – bhí comhoibriu leanúnach ag an leibhéal is airde idir an tÁisaonad agus Comhairle na Gaelscolaíochta ar raon leathan saincheisteanna, iarrachtaí dul i gcion ar an Roinn Oideachais maidir le maoiniú breise le haghaidh áiseanna ina measc.

Léigh Leat – reáchtáladh cruinniú leis an nGúm, COGG agus Áis le háis a fhorbairt a chuirfeadh an léitheoireacht chun cinn.

Scríobh Leabhar – eagraíodh searmanas na nduaiseanna i gcomhar le Foras na Gaeilge. Ghlac 1,500 dalta ó chúig scoil déag páirt sa chomórtas agus d'fhreastail dhá cheann déag de na scoileanna ar an ócáid bhronnta. Ba í Máire Zepf an t-aoichainteoir. Iarradh ar scoileanna samplaí de scríbhneoireacht na ndaltaí a chur chuig an Áisaonad agus cuireadh ar aghaidh ansin iad go dtí Scríobh Leabhar i mí Iúil.

IMSGOL (Irish Medium Steering Group for Online Learning) – glacann an tÁisaonad ról lárnach san eagraíocht seo i gcomhar le CCSM, Comhairle na Gaelscolaíochta, C2K agus múinteoirí, agus pléadh ceisteanna faoi sholáthar cuí don earnáil agus rinneadh gníomhartha dá réir.

LOT 8/STAG – d'iarr an grúpa seo ar Chomhairleoir Oideachais an Áisaonaid agus ar Maria Thomasson, Oifigeach Sinsearach Tacaíochta Oideachais Chomhairle na Gaelscolaíochta, ionadaíocht a dhéanamh thar a gceann ar an ngrúpa oibre atá ag tiomsú riachtanas don chonradh C2K nua maidir le soláthar theicneolaíocht na faisnéise sna scoileanna ó thuaidh.

Cúrsaí measúnaithe – tá ionadaíocht ag an Áisaonad ar an mbord tionscadail a reáchtáil CCSM ar iarratas ón Roinn Oideachais maidir le cúrsaí measúnaithe.

Glór na nGael

D'eagraigh an Cheanneagraíocht Glór na nGael an tionscadal Teanga Tí lena bhfuil seacht scoil is fiche cláraithe. Tugadh faoi thrí ghníomh agus ochtó timireachta ar ghrúpaí súgartha Teanga Tí. Eagraíodh trí dheireadh seachtaine do theaghlaigh (ceann amháin ó thuaidh agus dhá cheann ó dheas) agus eagraíodh Deireadh Seachtaine Náisiúnta na dTeaghlach ag Ionad Óige na hÉireann, Droim Rí, Co. na Mí.

Foilsíodh ceithre eagrán is fiche de nuachtlitir do theaghlaigh, ina raibh comhairle agus eolas faoi imeachtaí.

Chomh maith leis sin, d'eagraigh Glór na nGael sraith d'imeachtaí Gaeilge i gcomhpháirt leis an Lexicon, Leabharlann Dhún Laoghaire (maoinithe ag Comhairle Contae Dhún Laoghaire-Ráth an Dúin), Leabharlann na Carraige Duibhe, Baile Átha Cliath, dírithe ar theaghlaigh Ghaeilge. Reáchtáladh ceardlann ar dhea-chleachtas grúpa spraoi i mí na Samhna le tacaíocht ó Chomhairle Ceantair an Iúir, Mhúrn agus an Dúin.

Through the Joe McDonagh Foundation, which is organised in conjunction with the Gaelic Athletic Association, the Irish language was promoted at local clubs level.

Continuous support was given to the Gaeltacht Service Town Dungarvan through Dún Garbhán le Gaeilge.

Gael Linn

To provide opportunities to develop a network of teachers to exchange good practice and facilitate the gathering of opinions, Gael Linn supported An Gréasán. 227 teachers filled out an online survey and a year plan was prepared for An Gréasán which included a series of workshops, meetings, establishing branches and more.

Stakeholders were advised as well in relation to the supply of resources and inservice opportunities for Irish teachers. For example, Gael Linn made forty-three teachers aware of information about new packages to support the examination roleplays.

As regards adult education, Gael Linn distributed information about Líofa, Foras na Gaeilge and Gael Linn scholarships, and provided advice and support to groups of adult learners from An Droichead, Belfast, to support them in organising trips, activities and classes in the Gaeltacht, a project in which sixty learners and four teachers participated.

Promote the teaching of Irish

Through the Summer Camps Scheme Foras na Gaeilge provided grants for eighty three camps throughout the island worth €172,847. More than 3,400 young people benefited from the scheme.

An Gúm

The primary school project Séideán Sí
Nine workbooks connected to novels for third class to sixth class were made available online. A wide range of various new works was commissioned for third class to sixth class. Developmental work was carried out on a new layout for the site www.seideansi.ie. The design and layout of the app was finalised and half of the technical work in connection with the development of the app was completed.

The following works were published for preschool and primary school pupils:

Cinnín Óir agus na Trí Bhéar
Cochaillín Dearg
Na Trí Mhuicín
Treasa Ní Ailpín created the Irish language versions. They are new editions of these old stories aimed at children in infant classes.

Suaimhneas sa Stábla
Created by Gabrielle Ní Mheachair and illustrated by Fergal O'Connor. This is a retelling of the Christmas story through the eyes of a little mouse inside the stable.

Trí Fhondúireacht Sheosaimh Mhic Dhonncha, a eagraítear i gcomhar le Cumann Lúthchleas Gael, cuireadh an teanga chur chun cinn ag leibhéal clubanna áitiúla.

Tugadh tacaíocht leanúnach don Bhaile Seirbhíse Gaeltachta Dún Garbhán trí Dhún Garbhán le Gaeilge.

Gael Linn

Le deiseanna a sholáthar le líonraí de mhúinteoirí a fhorbairt chun dea-chleachtas a mhalartú agus bailiú tuairimí a éascú, thacaigh Gael linn leis an nGréasán. Líon 227 múinteoir suirbhé ar líne amach agus ullmhaíodh plean bliana don Ghréasán ina raibh sraith ceardlann, cruinnithe, bunú craobhacha agus eile san áireamh.

Cuireadh comhairle ar pháirtithe leasmhara freisin i dtaca le soláthar acmhainní agus deiseanna inseirbhíse do mhúinteoirí Gaeilge. Mar shampla, chuir Gael Linn eolas in iúl do thrí mhúinteoir is daichead meánscoile Gaeilge faoi phacáistí nua le tacú le rólimirtí na scrúduithe.

Maidir le hoideachas d’aosaigh de, scaip Gael linn eolas faoi Líofa agus faoi scoláireachtaí Fhoras na Gaeilge agus Ghael Linn agus chuir siad comhairle agus tacaíocht ar fáil do ghrúpaí foghlaimeorií fásta ó An Droichead, Béal Feirste, le tacú leo turais, imeachtaí agus ranganna a eagrú sa Ghaeltacht, tionscadal ina raibh seasca foghlaimeoir agus ceithre mhúinteoir páirteach.

Múineadh na Gaeilge a chur chun cinn

Trí Scéim na gCampaí Samhraidh chuir Foras na Gaeilge deontais ar fáil le haghaidh trí champa is ochtó ar fud an oileáin ar luach €172,847. Trí Scéim na gCampaí Samhraidh, bhain breis agus 3,400 duine óg tairbhe as an scéim.

An Gúm

An tionscadal bunscoile Séideán Sí
Cuireadh naoi leabhar saothair a bhain le húrscéalta rang a trí go rang a sé ar fáil ar líne. Rinneadh coimisiúniú ar raon leathan de shaothair nua éagsúla do rang a trí go dtí rang a sé. Rinneadh obair forbartha ar leagan amach nua ar an suíomh www.seideansi.ie. Socraíodh ar dhearadh agus leagan amach na haipe agus cuireadh leath den obair theicniúil a bhaineann le forbairt na haipe i gcrích.

Foilsíodh na saothair seo a leanas do dhaltaí réamhscoile agus bunscoile:

Cinnín Óir agus na Trí Bhéar
Cochaillín Dearg
Na Trí Mhuicín
Treasa Ní Ailpín a rinne na leaganacha Gaeilge. Is eagráin nua iad de na seanscéalta seo dírithe ar leanaí i ranganna na naíonán.

Suaimhneas sa Stábla
Gabrielle Ní Mheachair a chum agus Fergal O’Connor a mhaisigh. Athinsint ar scéal na Nollag atá anseo trí shúile luichín istigh sa stábla.

An Eala Órga agus scéalta eile ón India
Created by Gabriel Rosenstock agus illustrated by Brian Fitzgerald. These are folklore stories from India, presented to young people and illustrated in a unique style.

Pádraigín Phléascach – Raic agus Ribíní
Is Mise Manachán Maximus
Two Irish language versions of graphic works aimed at senior classes in primary school.

An Capall agus a Ghiolla
Created by C.S. Lewis. Irish language version by Antain Mac Lochlainn. A translation of one of the great works of the Narnia series.

Support the provision of teaching and learning resources

An Gúm
Material published included:

Primary education
Féach Thart: Stair Rang 6
Nineteen online slide series and a printed work-book.

Líon an Dúlra
Four editions of this environmental newsletter were published, one per quarter.

Postprimary education
Editing started on the mathematics textbook for the Leaving Certificate. Two extra chapters were added to the art textbook for the Leaving Certificate, available online.

Materials technology, wood; four new chapters were provided online.

Building textbook for the Leaving Certificate; four new chapters were provided online.

Editing began on the Irish language version of the great work *La Adventura de Said*.

Provide advice about education questions

Foras na Gaeilge provided submissions do the National Council for Curriculum and Assessment on the senior cycle (January and November) as well as giving advice on the exemption from Irish (January).

Foras na Gaeilge participated in the consultation sessions with the Teaching Council on the review of Initial Teacher Training (a workshop in November).

Develop lexicography

Cross-dictionary editing was carried out on the New English-Irish Dictionary on 30,500 new sense units.

The Terminology Committee approved terms arising from the dictionary project.

A public procurement process was organised for the printing of the dictionary, and a contract signed.

An Eala Órga agus scéalta eile ón India
Gabriel Rosenstock a chum agus Brian Fitzgerald a mhaisigh. Scéalta béaloidis ón India atá anseo, curtha i lathair do dhaoine óga agus iad maisithe le stíl ar leith.

Pádraigín Phléascach – Raic agus Ribíní
Is Mise Manachán Maximus
Dhá leagan Gaeilge de shaothair ghrafacha atá dírithe ar léitheoirí sna hardranganna sa bhunscoil.

An Capall agus a Ghiolla
C.S. Lewis a chum. Antain Mac Lochlainn a rinne an leagan Gaeilge. Aistriúchán ar cheann de mhórshaothair na sraithe Nairnia.

Tacú le soláthar áiseanna teagaisc agus foghlama

An Gúm
I measc an ábhair a foilsíodh bhí:

An bhunscolaíocht
Féach Thart: Stair Rang 6
Naoi sraith sleamhnán déag ar líne agus leabhar saothair clóite.

Líon an Dúlra
Foilsíodh ceithre eagrán den nuachtlitir timpeallachta seo, ceann in aghaidh na ráithe.

An iar-bhunscolaíocht
Tosaíodh ar an eagarthóireacht ar an téacsleabhar matamaitice don Ardteist. Cuireadh dhá chaibidil sa bhreis den téacsleabhar ealaíne don Ardteist ar fáil ar line.

Teicneolaíocht ábhar, adhmad: cuireadh ceithre chaibidil nua ar fáil ar líne.

Téacsleabhar foirgníochta don Ardteist: cuireadh ceithre chaibidil ar fáil ar líne.

Tosaíodh ar an eagarthóireacht ar eagrán Gaeilge den mhórshaothar *L'Adventura de Said*.

Comhairle a sholáthar faoi cheisteanna oideachais

Chuir Foras na Gaeilge aighneachtaí ar fáil don Chomhairle Náisiúnta Curaclaim agus Measúnachta maidir leis an tsraith shinsearach (Eanáir agus Samhain) mar aon le comhairle a thabhairt maidir leis an díolúine ón nGaeilge (Eanáir).

Bhí Foras na Gaeilge rannpháirteach sna seisiúin chomhairliúcháin leis an gComhairle Mhúinteoireachta ar an athbhreithniú ar Oiliúint Tosaigh Múinteoirí (ceardlann i mí na Samhna).

An fhoclóireacht a fhorbairt

Rinneadh eagarthóireacht trasfhoclóra ar an bhFoclóir Nua Béarla-Gaeilge ar 30,500 aonad céille sa bhreis.

Rinne an Coiste Téarmaíochta faomhadh ar théarmaí a d'eascair ó thionscadal an fhoclóra.

Eagraíodh próiseas tairisceana poiblí maidir le cur i gcló an fhoclóra agus síníodh conradh ina leith.

Most of the entries in the print version were proofread.

The dictionary material was sent to the printers in the first quarter of 2020.

Develop terminology

Eleven meetings of the Terminology Committee were convened in 2019.

The public had continuous access to the National Terminology Database at www.tearma.ie. The review was completed and the new version of the public site www.téarma.ie was launched in 2019.

The Terminology Committee approved more than 5000 terms, including terms from the New English-Irish Dictionary, and these terms were made available on the public site www.téarma.ie.

Clare Coughlan and Dr Brian Ó Raghallaigh, Fiontar, Dublin City University, at the launch of the new version of tearma.ie.

Rinneadh profáil ar fhormhór na n-iontrálacha sa leagan clóite.

Cuirfear ábhar an fhoclóra chuig na clódóirí sa chéad ráithe de 2020.

An téarmaíocht a fhorbairt

Tionóladh cruinniú dhéag den Choiste Téarmaíochta in 2019.

Bhí rochtain leanúnach ag an bpobal ar an mBunachar Náisiúnta Téarmaíochta ar www.tearma.ie. Cuireadh an togra athchóirithe i gcrích agus seoladh an leagan nua den suíomh poiblí www.téarma.ie sa chéad ráithe de 2019.

Rinne an Coiste Téarmaíochta faomhadh ar bhreis agus 5000 téarma, lena n-áirítear téarmaí ón bhFoclóir Nua Béarla-Gaeilge, agus cuireadh na téarmaí sin ar fáil ar an suíomh poiblí www.téarma.ie.

Clare Coughlan agus an Dr Brian Ó Raghallaigh, Fiontar, Ollscoil Chathair Bhaile Átha Cliath ag an seoladh don leagan nua de tearma.ie.

CORPORATE OBJECTIVE 3: USE

CORPORATE OBJECTIVE 3: To increase the use of Irish throughout the island of Ireland.

Increase the use of Irish through cooperation and partnership

The provision of opportunities using Irish was ensured based on agreed priorities (school-based opportunities, opportunities for adults and opportunities for young people) by funding for the Lead Organisations.

Oireachtas na Gaeilge

Oireachtas na Gaeilge is the Lead Organisation selected with responsibility for the development of opportunities for the use of Irish and networks for adults. More than 9,000 people attended the festival held for in Citywest, Co. Dublin, in 2019. Twenty two networking events were organised at the Oireachtas and forty one organisations/institutions/companies organised activities or events. Other activities Oireachtas na Gaeilge undertook in this area of work included:

Women's Christmas Night – ten events in total, eight in the south and two in the north.

The Oireachtas communication prizes – which give recognition to good practice in journalism, the media and such.

Literary competitions – the longest established literary competitions in Europe. A competition programme was published and 3,000 hard copies were distributed to third level colleges, Irish language teachers, writing groups, institutions and past competitors. There were twenty-three competitions and a prize fund of €26,500 was presented (up 4.7% from 2018). 169 competitors entered the competitions in 2019 (up 6.9% from 2018).

Publishing prizes – three competitions were run this year, the Ó Súilleabháin Award, the de Bhaldraithe Award and the Réics Carló Award. Eleven publishing houses entered works, thirty two in total, fourteen for the Ó Súilleabháin Award, eight for the Réics Carló Award and ten for the de Bhaldraithe Award. The three prizes were awarded during a special event in conjunction with Foras na Gaeilge and COMHAR in the Mansion House, Dublin, on 1 October 2019. Foras na Gaeilge Chairperson, Pól Ó Gallchóir, presented the awards. The Ó Súilleabháin Award went to Fearghal Ó Béarra for his work *An Tromhdhámh*, published by Leabhar Breac. The publishing house Cois Life won the Réics Carló Award for *Boscadán* by Áine Ní Ghlinn and Cois Life also won the de Bhaldraithe Award for the work *File ar Fhile*.

Sean-Nós na Fearsaide – the 2019 events took place in Áras Mhic Reachtain, Belfast, on 15 and 16 February. Highlights of the festival included:

- **The Uí Chriagáin Commemoration Competition** – a sean-nós singing competition (nine competitors);
- **Social evenings** – (Friday and Saturday of the festival);

CUSPÓIR CORPARÁIDEACH 3: ÚSÁID

CUSPÓIR CORPARÁIDEACH 3: Úsáid na Gaeilge a mhéadú ar fud oileán na hÉireann

Cur le húsáid na Gaeilge trí chomhoibriú agus trí chomhpháirtíocht

Deimhníodh gur soláthraíodh deiseanna úsáidte Gaeilge bunaithe ar thosaíochtaí aontaithe (deiseanna scoilbhunaithe, deiseanna d'aosaigh agus deiseanna do dhaoine óga) trí mhaoiniú a chur ar fáil do na Ceanneagraíochtaí.

Oireachtas na Gaeilge

Tá Oireachtas na Gaeilge roghnaithe mar Cheanneagraíocht freagrach as forbairt deiseanna úsáide Gaeilge agus gréasán do dhaoine fásta. D'fhreastail breis is 9,000 duine ar an bhféile a tionóladh in Citywest, Co. Bhaile Átha Cliath, in 2019. Eagraíodh dhá ócáid is fiche gréasánaíochta ag an Oireachtas agus d'eagraigh daichead a haon d'eagraíochtaí/institiúidí/comhlachtaí imeachtaí nó ócáid ann. I measc na nither eile ar thug Oireachtas na Gaeilge fúthu sa réimse oibre seo bhí:

Oíche Nollag na mBan – bhí deich n-ócáid ann san iomlán, ocht gcinn ó dheas agus dhá cheann ó thuaidh.

Gradaim chumarsáide an Oireachtais – a thugann aitheantas don dea-chleachtas san iriseoireacht, sna meáin agus mar sin de.

Comórtais liteartha – na comórtais liteartha is fadbhunaithe san Eoraip. Foilsíodh clár comórtais agus scaipeadh 3,000 cóip chrua ar choláistí tríú leibhéal, múinteoirí Gaeilge, grúpaí scríbhneoireachta, institiúidí agus iar-iomaitheoirí. Bhí trí chomórtas is fiche sa tsraith agus bronnadh €26,500 de dhuaischiste (suas 4.7 % ó 2018). Chuir 169 iomaitheoir isteach ar na comórtais in 2019 (suas 6.9% ó 2018).

Gradaim foilsitheoireachta – reáchtáladh trí chomórtas i mbliana, Gradam Uí Shúilleabháin, Gradam de Bhaldraithe agus Gradam Réics Carló. Chuir teach foilsitheoireachta déag saothair isteach, dhá cheann is tríocha san iomlán, ceithre cinn déag do Ghradam Uí Shúilleabháin, ocht gcinn do Ghradam Réics Carló agus deich gcinn do Ghradam de Bhaldraithe. Bronnadh na trí ghradam le linn ócáid speisialta i gcomhar le Foras na Gaeilge agus COMHAR i dTeach an Ardmheára, Baile Átha Cliath, ar an 1 Deireadh Fómhair 2019. Is é Cathaoirleach Fhoras na Gaeilge, Pól Ó Gallchóir, a bhronn na gradaim foilsitheoireachta. Bronnadh Gradam Uí Shúilleabháin, ar shaothar de chuid Fhearghail Uí Bhéarra dá shaothar *An Tromdhámh*, a d'fhoilsigh Leabhar Breac. Is ar an teach foilsitheoireachta Cois Life a bronnadh Gradam Réics Carló don saothar *Boscadán* le hÁine Ní Ghlinn agus is ar Chois Life freisin a bronnadh Gradam de Bhaldraithe don saothar *File ar Fhile*.

Sean-nós na Fearsaide – bhí ócáidí 2019 ar siúl in Áras Mhic Reachtain, Béal Feirste, an 15 agus an 16 Feabhra. I measc bhuaicphointí na féile bhí:

- **Comórtas Cuimhneacháin Uí Chriagáin** – comórtas amhránaíochta ar an sean-nós (naonúr iomaitheoirí);
- **Oícheanta airneála** – (Dé hAoine agus Dé Sathairn na féile);

- **Workshops in the traditional arts**;
- **Campaigns in social media** - Twitter 5,000 & Facebook 10,500.

Féile na Gealaí – a celebration of the best Irish language artistes in various genres attended by around 120 people.

The International Pan Celtic Festival – The festival was run in Letterkenny, from Tuesday to Sunday, 23 to 28 April 2019, and more than a thousand representatives travelled to it from the other nations: Scotland, Cornwall, the Isle of Man, Wales and Brittany. An tOireachtas was central in running all the events as well as the competitions – night clubs, meetings, workshops, the choir concert and other entertainment events. 320 competitors entered the competitions: solo traditional singing; traditional singing for groups; original song; solo dancing; group dancing; violin; harp; singing in pairs and a series of competitions for choirs.

Culture Night – coordination of Irish language aspects of this project. An tOireachtas supported forty-four events throughout the island of Ireland for Culture Night 2020, events which attracted 2,774 attendees.

#Parkrunabú – more than 2,000 people took part in thirteen #parkrunabú events in 2019. A bilingual article was published in the Irish Parkrun newsletter, which is distributed to the 120,000 registered with Parkrun about the series and this created more interest in the series. A special poster was designed for #parkrunabú and an Irish language version of the information guidance given at the start of each parkrun was provided to the local directors of Parkrun. An tOireachtas participated in the National Parkrun Convention on the 14 September 2019 and we received an invitation to make a presentation at the networking session at the start of the conference.

Féile an Phobail – the new partnership was a success and it is planned to build on it. The events included:

- An excellent exhibition of sean-nós singing, sean-nós dancing and storytelling; and
- Workshops in the arts which gave an opportunity to people to get a taste for themselves and to have a new arts experience through the medium of Irish. The workshop tutors are people who have experience of Oireachtas na Samhna and the festival's perspective and approach, aiming to create the Oireachtas experience, as well as teach new skills.

Art and entertainment event – this was run in conjunction with Fermanagh and Omagh District Council. The Oireachtas Concert was run in Trillick, Co. Tyrone, on the 30 November 2019 in which 2019 Oireachtas winners took part as special guests, including Joe Ó Dónaill, Ray Mac Mánais (sung dialogues and dialogues in verse), Ruadhán Ó Flatharta (sean-nós dancing) and Diane Ní Chanainn (sean-nós singing). There were more than sixty people present.

- **Ceardlanna sna healaíona traidisiúnta**;
- **Feachtas sna meáin shóisialta** – Twitter 5,000 & Facebook 10,500.

Féile na Gealaí – ceiliúradh ar scoth na n-ealaíontóirí Gaeilge i seánraí éagsúla ar fhreastail timpeall 120 duine air.

An Fhéile Idirnáisiúnta Phan-Cheilteach – féile idirnáisiúnta. Reáchtáladh an fhéile i Leitir Ceanainn, ó Dé Máirt go dtí Dé Domhnaigh, an 23 go dtí an 28 Aibreán 2019, agus thaistil os cionn míle ionadaí ó na náisiúin eile, Albain, Corn na Breataine, Manainn, an Bhreatain Bheag agus an Bhriotáin, chuici. Bhí an tOireachtas lárnach i reáchtáil na n-imeachtaí ar fad chomh maith leis na comórtais – clubanna oíche, cruinnithe, ceardlanna, ceolchoirm na gcór agus ócáidí siamsaíochta eile. Bhí 320 iomaitheoir istigh ar na comórtais: amhránaíocht thraidisiúnta aonair; amhránaíocht thraidisiúnta do ghrúpaí; amhrán nuachumtha; damhsa aonair; damhsa grúpaí; veidhlín; cruit; ceol beirte agus sraith comórtas do chóir.

Oíche Chultúir – comhordú ar ghnéithe Gaeilge den tionscadal seo. Thug an tOireachtas tacaíocht do cheithre ócáid is daichead fud fad oileán na hÉireann le haghaidh Oíche Chultúir 2029, ócáidí a mheall 2,774 de lucht freastail.

#Parkrunabú – ghlac os cionn 2,000 duine páirt sna trí #parkrunabú déag in 2019. Foilsíodh alt dátheangach i nuachtlitir Parkrun na hÉireann, a dháiltear ar an 120,000 atá cláraithe le Parkrun faoin tsraith agus cruthaíodh níos mó spéise sa tsraith leis sin. Bhí póstaer faoi leith deartha d'ócáidí #parkrunabú agus cuireadh leagan Gaeilge den treoir eolais a thugtar ag tús gach parkrun ar fáil do na stiúrthóirí Parkrun áitiúla. Bhí an tOireachtas rannpháirteach i gComhdháil Náisiúnta Parkrun ar an 14 Meán Fómhair 2019 agus bhí cuireadh againn cur i láthair a dhéanamh ag an seisiún gréasánaíochta ag tús na comhdhála.

Féile an Phobail – d'éirigh go maith leis an gcomhpháirtíocht nua agus tá beartaithe tógáil uirthi. I measc na n-imeachtaí bhí:

- Sárthaispeántas d'amhránaíocht ar an sean-nós, damhsa ar an sean-nós agus scéalaíocht; agus
- Ceardlanna sna healaíona a thug deis do dhaoine blaiseadh a fháil dóibh féin agus eispéireas ealaíne nua a bheith acu trí mheán na Gaeilge. Maidir le teagascóirí na gceardlann, is daoine le taithí ar Oireachtas na Samhna agus ar mheon agus ar chur chuige na féile a bhí i mbun na gceardlann, agus é mar aidhm acu eispéireas Oireachtais a chruthú, chomh maith le scileanna nua a theagasc.

Ócáid ealaíne agus siamsaíochta – reáchtáladh í seo i gcomhar le Comhairle Ceantair Fhear Manach agus na hÓmaí. Reáchtáladh Ceolchoirm an Oireachtais i dTrí Leac, Co. Thír Eoghain ar an 30 Samhain 2019 ina raibh buaiteoirí Oireachtais 2019 rannpháirteach mar aíonna speisialta, ina measc Joe Ó Dónaill, Ray Mac Mánais (lúibíní agus agallaimh bheirte), Ruadhán Ó Flatharta (damhsa ar an sean-nós) agus Diane Ní Chanainn (amhránaíocht ar an sean-nós). Bhí suas le seasca duine i láthair.

Develop and encourage the regional and local use of Irish

Achievement of the targets agreed with the successful candidates under the Irish Language Communities Scheme promoting the use of Irish was ensured by continuous monitoring of the implementation of the scheme and the provision of training opportunities for the development officers. Twenty two local committees throughout the country are funded through the Irish Language Communities Scheme, Foras na Gaeilge's principal funding scheme through which twenty-two Irish language development officers are employed to implement a community development programme throughout the year.

Achievement of the targets of local projects agreed with other grantees, including Cultúrlann McAdam Ó Fiaich, Cultúrlann Uí Chanain, East Belfast Mission, was ensured. A support scheme was agreed to support Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanáin in Derry over a three year period from January 2018 and an agreed plan of work was implemented in 2019.

Cross community work

The multi-annual grant for the East Belfast Mission was continued as well for the Irish language support initiative for the Protestant community known as 'Turas' and an activities programme by Gaeláras Mhic Ardghail in Newry was also funded.

Foras na Gaeilge's support for cross-community work is carried out through our funding for the East Belfast Mission. That project is very successful and in addition many of the activities organised under the Irish Language Communities Scheme, the Irish Language Officers Scheme, the Cultúrlanna Scheme and the Lead Organisations' annual plans are focused on cross community activities.

The Community Radio Scheme: Raidió na Life and Raidió Fáilte

The Community Radio Scheme was readvertised and another multi-annual grant was approved for the two successful applicants – Raidió na Life in Dublin and Raidió Fáilte in Belfast. Raidió na Life is based in the Foras na Gaeilge head office on Amiens Street and Raidió Fáilte is located in a newly built building in the centre of Belfast.

Both stations broadcast around 160 hours of Irish language material per week and both of them have around one hundred students in training per quarter.

Úsáid réigiúnach agus logánta na Gaeilge a fhorbairt agus a chothú

Deimhníodh gur baineadh amach na spriocanna aontaithe leis na hiarrthóirí rathúla faoin Scéim Pobal Gaeilge a bhaineann le húsáid na Gaeilge trí mhonatóireacht leanúnach a dhéanamh ar fheidhmiú na scéime agus deiseanna oiliúna a chur ar fáil do na hOifigigh Forbartha. Tá dhá choiste is fiche áitiúla ar fud na tíre maoinithe tríd an Scéim Pobal Gaeilge, mórscéim tacaíochta Fhoras na Gaeilge trína bhfuil gréasán de dhá Oifigeach Forbartha Gaeilge is fiche fostaithe le clár forbartha pobail a chur i bhfeidhm ar feadh na bliana.

Deimhníodh gur baineadh amach na spriocanna aontaithe de thionscadail logánta le deontaithe eile, ina measc Cultúrlann McAdam Ó Fiaich, Cultúrlann Uí Chanáin, agus Misean Oirthear Bhéal Feirste. Aontaíodh scéim tacaíochta do Chultúrlann McAdam Ó Fiaich i mBéal Feirste agus Chultúrlann Uí Chanáin i nDoire thar tréimhse trí bliana ó Eanáir 2018. ar aghaidh agus cuireadh clár oibre aontaithe i bhfeidhm in 2019.

Obair thrasphobail

Leanadh fosta den deontas ilbhliantúil do Mhisean Oirthear Bhéal Feirste ar son an tionscnaimh tacaíochta Gaeilge don phobal Protastúnach ar ar tugadh ‘Turas’ agus maoiníodh clár gníomhaíochtaí le Gaeláras Mhic Ardghail ar an Iúr le linn 2019 chomh maith.

Is trínár maoiniú do Mhisean Oirthear Bhéal Feirste is mó a a thacaíonn Foras na Gaeilge leis an obair thrasphobail. Tá ag éirí go han-mhaith leis an tionscadal sin agus lena chois sin, bíonn cuid de na gníomhaíochtaí a dhéantar a eagrú faoin Scéim Pobal Gaeilge, faoi Scéim na nOifigeach Gaeilge, faoi Scéim na gCultúrlann agus faoi phleananna bliana na gCeanneagraíochtaí dírithe ar imeachtaí trasphobail.

An Scéim Raidió Pobail:
Raidió na Life agus Raidió Fáilte

Athfhógraíodh an Scéim Raidió Pobail agus ceadaíodh deontas ilbhliantúil eile don dá iarratasóir rathúla, mar atá Raidió na Life i mBaile Átha Cliath agus Raidió Fáilte i mBéal Feirste. Tá Raidió na Life lonnaithe i gceannáras Fhoras na Gaeilge ar Shráid Amiens agus tá Raidió Fáilte suite i bhfoirgneamh nuathógtha i lár Bhéal Feirste.

Craolann an dá stáisiún faoi seach timpeall 160 uair an chloig d’ábhar Gaeilge in aghaidh na seachtaine agus bíonn thart ar chéad mac léinn faoi oiliúint acu faoi seach in aghaidh na ráithe.

Language Planning & Irish Language Networks

Subject to the Gaeltacht Act (2012) Foras na Gaeilge ran an open application process under which five successful applicants were chosen to undertake the preparation of a language plan for the following areas: Ennis in County Clare, Clondalkin in County Dublin and Loughrea in County Galway in the southern jurisdiction and two in the northern jurisdiction, Carntogher in County Derry and West Belfast in County Antrim. A cooperation working group was established in conjunction with the five organisations appointed and the preparatory work continued on the language plans under the direction and guidance of a Foras na Gaeilge language planning consultant. The DCHG made additional funding available to Foras na Gaeilge to carry out the duties under the act as regards the three southern networks and Foras na Gaeilge funded the related costs for the two northern networks. A language plan was prepared for the five network areas and presented to Foras na Gaeilge and the DCHG by July 2019 for assessment. All the plans were approved in the first quarter of 2020.

Gaeltacht service towns

Subject to the Gaeltacht Act (2012), Foras na Gaeilge is responsible for the administration of the application and support process for thirteen of the sixteen towns identified as towns that could gain recognition as a Gaeltacht service town (GST). DTCAGSM provides extra funding to Foras na Gaeilge to carry out the duties under the act. A Lead Organisation was appointed for Cahersiveen in 2019 and the support continued with the language plans in the six Gaeltacht service towns which already have a Lead Organisation appointed: Galway, Letterkenny, Cork, Castlebar, Tralee and Dungarvan.

Provide opportunities for use for youth

Irish Language usage opportunities provided for young people based on priorities agreed with Cumann na bhFiann and Gael Linn were ensured by monitoring of agreed plans. Funding was provided to the Lead Organisations mentioned below to carry out the responsibilities assigned to them:

Cumann na bhFiann – €745,136 to complete a programme in the area of developing opportunities for the use of Irish and networks for young people.

Gael Linn – €650,183 to complete a programme of work in the area of education in the English language sector and adult education, and opportunities for use for school pupils.

Foras na Gaeilge provided a grant to the value of €30,144 to Gael Linn and €40,380 to Conradh na Gaeilge to award Gaeltacht scholarships to 472 young people and twenty-five adults.

Gaeltacht scholarships were awarded to fifteen families by providing €10,000 to Cumann an Phiarsaigh.

Pleanáil Teanga & Líonraí Gaeilge

Faoi réir Acht na Gaeltachta (2012) reáchtáil Foras na Gaeilge próiseas oscailte iarratais faoinar roghnaíodh cúig iarratasóir rathúla le tabhairt faoi phlean teanga a ullmhú ar son na gceantar seo a leanas: Inis i gContae an Chláir, Cluain Dolcáin i gContae Bhaile Átha Cliath agus Baile Locha Riach i gContae na Gaillimhe sa dlínse ó dheas agus dhá cheann sa dlínse ó thuaidh, Carn Tóchair i gContae Dhoire agus Iarthar Bhéal Feirste i gContae Aontroma. Bunaíodh meitheal chomhoibrithe i gcomhar leis na cúig eagraíocht atá ceaptha agus leanadh den obair ullmhúcháin ar na pleananna teanga faoi stiúir agus treoir sainchomhairleora pleanála teanga de chuid Fhoras na Gaeilge. Chuir an RCOG maoiniú breise faoi leith ar fáil d'Fhoras na Gaeilge leis na dualgais faoin acht a chomhlíonadh mar a bhaineann leis na trí líonra lonnaithe ó dheas agus chlúdaigh Foras na Gaeilge na costais ghaolmhara don dá líonra ó thuaidh. Ullmhaíodh plean teanga do na cúig cheantar líonra agus cuireadh faoi bhráid Fhoras na Gaeilge agus RCOG faoi Iúil 2019 iad lena meas. Faomhadh na pleananna uile sa chéad ráithe de 2020.

Bailte seirbhíse Gaeltachta

Faoi réir Acht na Gaeltachta (2012), tá Foras na Gaeilge freagrach as próiseas iarratais agus tacaíochta a riar do thrí cinn déag de na sé baile dhéag atá ainmnithe mar bhailte a d'fhéadfadh aitheantas mar bhaile seirbhíse Gaeltachta (BSG) a bhaint amach. Cuireann an RTCEGSM maoiniú breise faoi leith ar fáil d'Fhoras na Gaeilge leis na dualgais faoin acht a chomhlíonadh. Ceapadh ceanneagraíocht do Chathair Saidhbhín in 2019 agus leanadh den tacaíocht leis na pleananna teanga sna sé bhaile seirbhíse Gaeltachta ag a bhfuil Ceanneagraíocht ceaptha cheana: Gaillimh, Leitir Ceanainn, Corcaigh, Caisleán an Bharraigh, Trá Lí agus Dún Garbhán.

Deiseanna úsáide a chur ar fáil don óige

Deimhníodh go soláthraíodh deiseanna úsáidte Gaeilge don óige bunaithe ar thosaíochtaí aontaithe le Cumann na bhFiann agus le Gael Linn trí mhonatóireacht a dhéanamh ar phleananna aontaithe. Tugadh maoiniú do na Ceanneagraíochaí seo atá luaite thíos le plé leis na freagrachtaí atá luaite leo:

Cumann na bhFiann – €745,136 chun clár oibre a chur i gcrích sa réimse forbairt deiseanna úsáidte Gaeilge agus gréasán do dhaoine óga.

Gael Linn – €650,183 chun clár oibre a chur i gcrích sa réimse oideachas in earnáil an Bhéarla agus d'aosaigh agus deiseanna úsáidte do dhaltaí scoile.

Chuir Foras na Gaeilge deontas ar luach €30,144 ar fáil do Ghael Linn agus €40,380 do Chonradh na Gaeilge le scoláireachtaí Gaeltachta a bhronnadh ar 472 dhuine óga agus cúig dhuine fhásta is fiche.

Bronnadh scoláireachtaí Gaeltachta ar chúig theaghlach déag trí dheontas €10,000 a chur ar fáil do Chumann an Phiarsaigh.

Cumann na bhFiann

The Lead Organisation Cumann na bhFiann organises a weekly network of sixty-five weekly standard youth clubs which were started in each province for twenty-five weeks during the school year. This means that 1,625 events or activities are involved in this aspect of the work. In 2019 new clubs were started in Limerick, Ennis and Galway. Weekly meetings take place throughout the year to provide this service and to recognise development opportunities. As well as that, the Lead Organisation undertook the following projects:

Tóstal na bhFiann
Tóstal na bhFiann took place in the Youth Centre of Ireland in Drumree, Co. Meath, on Saturday the 7 September 2019. The event was a great success attended by 1,400 people. The events on the day included:

- Slua le Bua talent competition (semi-final round and national championship)
- Picnic
- Archery workshop
- Bumping cars
- Water zorbing
- Great fairground swing
- Fairground "terminator"
- Trampoline bungee
- Barbeque
- Inflatable games
- UV céilí
- Disco

The Lead Organisations and Foras na Gaeilge were invited to take a stall at it to make the children and parents present aware of the work taking place in all of the sector.

Scléip na hÓige
Scléip na hÓige took place from 29 October to 1 November 2019 in the Youth Centre of Ireland, Co. Meath. Four youth organisations in total attended this event with 205 present (Cumann na bhFiann, Spleodar, Ógras and Feachtas). Activities at the event included:

- Quiz
- Crazy Halloween Competition
- Trip to Tayto Park
- Youth organisations' champions competition
- UV Disco
- Sport competitions
- Workshop
- 'Pound' flashdance
- Beo competition
- Halloween céilí

Irish-medium schools carnival
The Carnival was developed this year with the first one in Munster. It took place on the 14 May 2019 in Mallow with 190 children in attendance. The Irish-medium schools in general were very interested in this event again this year and 850 children attended the days organised, from 22 to 24 May in the Youth Centre of Ireland, Co. Meath, on 16 May in Dungannon, Co. Tyrone, and in Cork. Fifteen schools in total attended on these days.

Cumann na bhFiann

Eagraíonn an Cheanneagraíocht Cumann na bhFiann gréasán seachtainiúil de chlubanna, gréasán de chúig ógchlub agus seasca sheachtainiúla chaighdeánacha a cuireadh sa siúl i ngach cúige ar feadh cúig seachtaine is fiche i rith na scoilbhliana. Ciallaíonn sin go raibh 1,625 ócáid nó imeacht i gceist leis an ngné seo den obair. In 2019 cuireadh tús le clubanna nua i Luimneach, Inis agus Gaillimh. Bíonn cruinnithe seachtainiúla tríd an mbliain ar fad leis an tseirbhís leanúnach seo a chur ar fáil agus le deiseanna forbartha a aithint. Anuas air sin, thug an Cheanneagraíocht faoi na tionscadail seo leanas:

Tóstal na bhFiann
Tharla Tóstal na bhFiann in Ionad Óige na hÉireann i nDroim Rí, Co. na Mí, Dé Sathairn, an 7 Meán Fómhair 2019. D'éirigh thar cionn leis an imeacht ar ar fhreastail 1,400 duine. I measc na n-imeachtaí ar an lá bhí:

- Comórtas tallainne Slua le Bua (babhta leathcheannais agus craobh náisiúnta)
- Picnic
- Ceardlann bhoghdóireachta
- Tuairtcharranna
- Sóirb san uisce
- Luascán ollmhór an aonaigh siamsaíochta
- "Terminator" an aonaigh siamsaíochta
- Buinsí trampailín
- Beárbaiciú
- Cluichí inséidte
- Céilí UV
- Dioscó

Tugadh cuireadh do na Ceanneagraíochtaí agus d'Fhoras na Gaeilge seastán a ghlacadh ann ar mhaithe leis na páistí agus tuismitheoirí i láthair a chur ar an eolas faoin obair atá ar siúl san earnáil ar fad.

Scléip na hÓige
Bhí Scléip na hÓige ar siúl ón 29 Deireadh Fómhair go an 1 Samhain 2019 in Ionad Óige na hÉireann, Co. na Mí. D'fhreastail ceithre eagraíocht óige san iomlán ar an imeacht seo le 205 i láthair (Cumann na bhFiann, Spleodar, Ógras agus Feachtas). I measc na n-imeachtaí ag an ócáid bhí:

- Tráth na gceist
- Comórtais Chraiceáilte na Samhna
- Turas go Páirc Tayto
- Comórtas seaimpíní na n-eagraíochtaí óige
- Dioscó UV
- Comórtais spóirt
- Ceardlann
- Tobshlua damhsa 'Pound'
- Comórtas Beo
- Céilí na Samhna

Carnabhal na nGaelscoileanna
Tharla forbairt ar an gCarnabhal i mbliana leis an gcéad cheann i gCúige Mumhan. Tharla sé ar an 14 Bealtaine 2019 i Mala le 190 páiste i láthair. Bhí spéis mhór ag na Gaelscoileanna go ginearálta san imeacht seo arís i mbliana agus d'fhreastail 850 páiste ar na laethanta a eagraíodh, an 22 go dtí an 24 Bealtaine in Ionad Óige na hÉireann, Co. na Mí, an 16 Bealtaine i nDún Geanainn, Co. Thír Eoghain, agus i gCorcaigh. D'fhreastail cúig scoil déag san iomlán ar na laethanta seo.

Networks strategy for young people
The strategy was launched on 7 September 2019 in the Youth Centre of Ireland, Drumree. The guest speakers included Thomas Byrne T.D., Seán Ó Coinn (Chief Executive, Foras na Gaeilge) and Diarmaid Ua Bruadair (Chairperson, Cumann na bhFiann).

A workshop was organised for children who attend regional youthclubs in County Donegal. Many special interest workshops were organised for children during term two. Two support workshops were organised for youth workers in County Donegal and County Armagh.

Much development has been carried out in the implementation of the strategy in 2019, such as:

- Development carried out during the year of youth clubs during school time.
- There were sixteen days of exhibitions from clubs on summer camps this year.
- There is an up to date contact database (Irish-medium schools, Irish teachers, youth organisations and other Irish language organisations) for the Ulster and Munster areas.
- A questionnaire was sent to the youth organisations, community groups and the Youth Events Scheme participants to express an interest in a workshop evening or a network for clubs. As a result of this, it is intended that two evenings be organised during the first term of 2020, one in Leinster and one in Ulster.
- An entry form was sent to the youth organisations, community groups and Youth Events Scheme participants to consent to their details being published in a newsletter or in a database of all-island youth services. Due to a lack of feedback coming back from these groups (eleven groups answered out of eighty in total), Cumann na bhFiann is discussing possibilities with the youth organisations for the most effective ways that publicity can be carried out for the services during 2020.
- Two meetings were organised with the youth organisations (Cumann na bhFiann, Spleodar, Feachtas and Ógras) on 31 October 2019 and 20 November 2019 to discuss possibilities as regards the strategy. Planning on the following was carried out:
    - A database of voluntary workers
    - Matters relating to child protection and vetting
    - Publicising the services
    - General communal training
    - Networks development events
    - YouTube channel
- Recording of games for the YouTube channel began and a company edited the material.
- A special interest workshop was organised for children throughout the year and a networking evening was organised at the Bowling Centre, Stillorgan, Dublin, on 29 November with sixty-seven children in attendance from different clubs.
- Irish-medium primary schools and secondary schools in Munster were contacted and discussion is under way with two schools in connection with establishing a youth club in them (an Irish-medium secondary school and an Irish-medium primary school in Cork City).

Straitéis gréasán do dhaoine óga
Seoladh an straitéis ar an 7 Meán Fómhair 2019 in Ionad Óige na hÉireann, Droim Rí. I measc na n-aoichainteoirí bhí Thomas Byrne T.D., Seán Ó Coinn (Príomhfheidhmeannach Fhoras na Gaeilge) agus Diarmaid Ua Bruadair (Cathaoirleach Chumann na bhFiann).

Eagraíodh ceardlann do pháistí a bhíonn ag freastal ar ógchlubanna réigiúnacha i gContae Dhún na nGall. Eagraíodh neart ceardlann sainspéise do pháistí i rith ráithe a dó. Eagraíodh dhá cheardlann tacaíochta d'oibrithe óige i gContae Dhún na nGall agus Contae Ard Mhacha.

Tá neart forbartha déanta maidir le feidhmú na straitéise in 2019, mar seo**:**

- Tá forbairt déanta i rith na bliana ar na hógchlubanna i rith am scoile.
- Bhí sé lá dhéag de thaispeántais ó chlubanna ar champaí samhraidh i mbliana.
- Tá bunachar teagmhála (Gaelscoileanna, múinteoirí Gaeilge, eagraíochtaí óige agus eagraíochtaí Gaeilge eile) suas chun dáta do cheantar Uladh agus na Mumhan.
- Seoladh ceistneoir chuig na heagraíochtaí óige, grúpaí pobail agus lucht Scéim na nImeachtaí Óige le spéis a léiriú in oíche cheardlainne nó gréasán do chlubanna. Mar thoradh air seo, tá i gceist dhá oíche a eagrú i rith na chéad ráithe de 2020, ceann i gCúige Laighean agus ceann i gCúige Uladh.
- Seoladh foirm chlárúcháin chuig na heagraíochtaí óige, grúpaí pobail agus lucht Scéim na nImeachtaí Óige lena gcuid sonraí a cheadú le bheith foilsithe i nuachtlitir nó i mbunachar de sheirbhísí óige uile-oileáin. De bharr easpa aiseolais ag teacht ar ais ó na grúpaí seo (d'fhreagair grúpa dhéag as ochtó ceann ar fad), tá Cumann na bhFiann ag plé féidearthachtaí leis na heagraíochtaí óige ar na bealaí is éifeachtaí gur féidir poiblíocht a dhéanamh ar na seirbhísí i rith 2020.
- Eagraíodh dhá chruinniú leis na heagraíochtaí óige (Cumann na bhFiann, Spleodar, Feachtas & Ógras) ar an 31 Deireadh Fómhair 2019 agus an 20 Samhain 2019 le féidearthachtaí a phlé mar a bhaineann leis an straitéis. Rinneadh pleanáil air seo a leanas:
    - Bunachar d'oibrithe deonacha
    - Cúrsaí maidir le cosaint leanaí agus grinnfhiosrúchán
    - Poiblíocht a bhaint amach do na seirbhísí
    - Comhoiliúint ghinearálta
    - Ócáidí forbartha gréasán
    - Cainéal YouTube
- Cuireadh tús le taifead ar chluichí don chainéal YouTube agus rinne comhlacht eagarthóireacht ar an ábhar.
- Eagraíodh ceardlann sainspéise do pháistí i rith na bliana agus eagraíodh oíche líonraithe ag Ionad Babhlála, Stigh Lorgan, Baile Átha Cliath, ar an 29 Samhain le seacht bpáiste agus seasca i láthair ó chúig chlub éagsúla.
- Rinneadh teagmháil le Gaelscoileanna agus Gaelcholáistí i gCúige Mumhan agus tá plé ar siúl le dhá scoil maidir le hógchlub a bhunú iontu (Gaelcholáiste agus Gaelscoil i gCathair Chorcaí).

Youth Events Scheme
Through the Youth Events Scheme 2019/2020 Foras na Gaeilge provided grants worth €278,381 for seventy-two grants for groups to provide events through Irish. Twelve applications were not successful under the scheme due to a lack of funding. Through the Youth Events Scheme 2019/2020 it is predicted that more than 4,000 young people will benefit from these opportunities.

The Investment Fund
Regarding the Investment Fund for Establishing Preschool and Childcare Provision, a grant based on a value of £73,000 was approved for Cúram Leanaí na Fuiseoige in west Belfast to provide a daycare service in the area. A grant was approved as well for the Naíscoil Aodha Dhuibh project in south Belfast worth £73,000 to establish a new Irish-medium nursery school.

BEO
BEO, a bands competition for young people and a joint project with Údarás na Gaeltachta, was a great success again in 2019. TG4 streamed the competition live online as part of Scléip na hÓige at Oireachtas na Gaeilge in Citywest on the 31 October 2019. The first prize was awarded to Clióna McDonald from Co. Laois.

Another spellbinding performance at BEO.

Gael Linn

Gael Linn organised many extra-curricular events. The 2019 programme of events was a success and the following goals were achieved:

The Ó Cadhain Debating Competition – there were fifty-seven teams from thirty-three Irish-medium schools taking part. There were more than 300 in attendance at the championship in Birr.
The Pearse Debate Competition – 154 teams from 111 English-medium schools took part. There were debating rounds in approximately forty-two different venues around the country from the start to the end of the competition.
Quiz – 1,890 pupils and 113 teachers from forty-four schools took part.
Scléip – thirty-seven Irish-medium schools took part in Scléip 2019. There were four preliminary rounds, one of them in the north, and there was a championship in the Clasach theatre in Dublin. The venue was full,

Scéim na nImeachtaí Óige
Trí Scéim na nImeachtaí Óige 2019/2020 chuir Foras na Gaeilge deontais ar luach €278,381 ar fáil le haghaidh dhá dheontas agus seachtó do ghrúpaí chun imeachtaí trí Ghaeilge a chur ar fáil. Níor éirigh le dhá iarratas déag faoin scéim cheal maoinithe. Trí Scéim na nImeachtaí Óige 2019/2020 tá sé tuartha go mbainfidh breis agus 4,000 duine óg tairbhe as na deiseanna seo.

An Ciste Infheistíochta
Maidir leis an gCiste Infheistíochta do Bhunú Soláthair Réamhscolaíochta agus Cúraim Leanaí, ceadaíodh deontas bunaithe ar luach £73,000 do Chúram Leanaí na Fuiseoige in iarthar Bhéal Feirste chun seirbhís cúraim lae a sholáthar sa cheantar. Ceadaíodh deontas chomh maith don tionscadal Naíscoil Aodha Dhuibh i ndeisceart Bhéal Feirste ar luach £73,000 chun naíscoil nua a bhunú.

BEO
D'éirigh thar barr le BEO, comórtas bannaí ceoil don óige agus comhthionscadal le hÚdarás na Gaeltachta, arís in 2019. Shruthaigh TG4 an comórtas beo ar líne mar chuid de Scléip na hÓige ag Oireachtas na Gaeilge in Citywest ar an 31 Deireadh Fómhair 2019. Bronnadh an chéad duais ar Chlióna McDonald as Co. Laoise.

Léiriú draíochtúil eile ag BEO.

Gael Linn

D'eagraigh Gael Linn go leor imeachtaí seach-churaclaim. D'éirigh go maith le clár imeachtaí na bliana 2019 agus baineadh amach na spriocanna seo a leanas:

Comórtas Díospóireachta Uí Chadhain – bhí seacht bhfoireann agus caoga as trí scoil lán-Ghaeilge is tríocha páirteach ann. Bhí breis agus 300 i láthair ag an gcraobh i mBiorra.
Comórtas Díospóireachta an Phiarsaigh – bhí 154 fhoireann as 111 scoil Bhéarla páirteach. Bhí babhtaí díospóireachta i dtimpeall trí ionad is daichead éagsúla timpeall na tíre ó thús deireadh an chomórtais.
Tráth na gCeist – 1,890 dalta agus 113 mhuinteoir as ceithre scoil is daichead a ghlac páirt.
Scléip – bhí seacht scoil lán-Ghaeilge agus tríocha páirteach i Scléip 2019. Bhí ceithre réamhbhabhta ann, ceann amháin acu sa tuaisceart, agus

with more than 300 in attendance, and there was an excellent standard in the singing competitions especially. A CD of the winners was issued and that was played on the Irish language radio stations.
Coirm – there were nine days of festivals throughout the country, one in Northern Ireland, with seventy-two schools taking part (increased from sixty-four in the previous year), excellent musical dramas produced by them in theatres of a high standard and attended by large audiences. The children had great fun with Giggles, the clown, who was at each festival.
Communication matters 2019 – ten courses were organised during the year.
Abair 2019 – there were eighty-seven students from eighteen schools in Northern Ireland and the surrounding counties taking part.
Irish-medium schools day – 121 attended the Secondary Schools Day:
113 in attendance at football festivals – five football festivals were organised in May and June 2019 in different Gaeltacht areas, which lasted two days. At least eight teams took part in each festival and schools were permitted to bring up to twenty pupils. For the first time ever, one of the festivals was run in Uíbh Ráthaigh and the locals were very appreciative that Gael Linn went there seeing it as a great support for their efforts to promote Irish in the area. Around 800 pupils took part in the festivals, in addition to two hundred in the preliminary rounds but who did not succeed in continuing on to the festival. More than sixty schools, both Gaeltacht schools and Irish-medium schools, took part in this project.

As for the work of Gael Linn creating opportunities for use at third level, the following results were achieved:

The Gael Linn 2019 Ó Dálaigh Mock Trial Championship in the Four Courts before High Court Judge Bronagh O'Hanlon on 8 November and the University of Ireland Cork team won.
The debating competition for the third level, organised in conjunction with Conradh na Gaeilge, was a great success. The event received much praise in the Irish language media. University of Ireland Galway won.
Support in the form of advice and sponsorship was given to two Irish language Maidens competitions: in University College Dublin, and in Trinity College in 2019 and to another new competition, Óráid, organised by the Irish Society in University College, Dublin, for the first time, a public speaking competition rather than debate.

Foster Irish language writing, publishing & reading

Book of the Year Prize

Foras na Gaeilge took on board responsibility for the two book awards (the Ó Súilleabháin Award and the Réics Carló Award) as well as a newly announced award for translated works, the de Bhaldraithe Award. *An Tromdhámh* by Feargal Ó Béarra was the winner of the Ó Súilleabháin Award, published by Leabhar Breac. *Boscadán* by Áine Ní Ghlinn was the winner of the Réics Carló Award, published by Cois Life. *File ar Fhile* won the de Bhaldraithe Award.

ÁIS administered the scheme to provide marketing support to the Irish language publishing sector in 2019. It is under this scheme that the marketing campaign Love Leabhar Gaeilge is organised. This scheme was established for the first time in 2014 and a new scheme was started for the 2017-2019 period, administered in conjunction with Cumann na bhFoilsitheoirí.

bhí an chraobh in Amharclann Clasach i mBaile Átha Cliath. Bhí an t-ionad lán, le breis is 300 i láthair, agus bhí sárchaighdeán sna comórtais amhránaíochta go háirithe. Eisíodh dlúthdhiosca de na buaiteoirí agus seinneadh sin ar na stáisiúin raidió Ghaeilge.

Coirm – bhí naoi lá d'fhéilte ann timpeall na tíre, ceann amháin i dTuaisceart Éireann, le dhá scoil is seachtó páirteach (ardaithe ó cheithre cinn is seasca an bhliain roimhe sin), ceoldrámaí den scoth léirithe acu in amharclanna ar ardchaighdeán agus bhí na sluaite i láthair. Bhí an-spraoi ag na páistí le Giggles, an fear grinn a bhí ag gach féile.

Cúrsaí cumarsáide 2019 – eagraíodh deich gcúrsa i rith na bliana.

Abair 2019 – bhí seacht scoláire agus ochtó as ocht scoil déag i dTuaisceart Éireann agus na contaetha máguaird rannpháirteach.

Lá na nGaelscoileanna – D'fhreastail 121 ar Lá na Meánscoileanna:

113 i láthair ag féilte peile – reáchtáladh cúig fhéile pheile i mí na Bealtaine agus i mí an Mheithimh 2019 i gceantair Ghaeltachta éagsúla, féilte a mhair dhá lá. Ghlac ar a laghad ocht bhfoireann páirt i ngach féile agus bhí cead ag na scoileanna suas le fiche dalta a bhreith leo. Den chéad uair riamh, reáchtáladh ceann de na féilte in Uíbh Ráthach agus bhí muintir an cheantair an-bhuíoch go ndeachaigh Gael Linn ann mar d'fhéach siad air mar thacaíocht mhór ina gcuid iarrachtaí an Ghaeilge a chur chun cinn sa cheantar. Ghlac tuairim is 800 páiste páirt sna féilte, móide cúpla céad eile a ghlac páirt sna réamhbhabhtaí ach nár éirigh leo dul ar aghaidh chuig féile. Ghlac os cionn seasca scoil, idir scoileanna Gaeltachta agus Ghaelscoileanna, páirt sa tionscadal seo.

Maidir le hobair Ghael Linn ag cruthú deiseanna úsáide ag an tríú leibhéal baineadh amach na torthaí seo:

Eagraíodh Craobhchomórtas Bhréagchúirt Uí Dhálaigh Ghael Linn 2019 sna Ceithre Cúirteanna os comhair an Bhreithimh Ardchúirte Bronagh O'Hanlon ar an 8 Samhain agus bhí an bua ag foireann ó Choláiste Ollscoile Chorcaí.

Bhí an-rath ar an gcomórtas díospóireachta don tríú leibhéal a eagraítear i gcomhar le Conradh na Gaeilge. Moladh an ócáid go hard sna meáin Ghaeilge. Bhí an bua ag Ollscoil Náisiúnta na hÉireann, Gaillimh.

Tugadh tacaíocht i bhfoirm comhairle agus urraíochta do dhá chomórtas Maidens na Gaeilge i gColáiste na hOllscoile, Baile Átha Cliath, agus i gColáiste na Tríonóide in 2019 agus do chomórtas nua eile, Óráid, a reáchtáil an Cumann Gaelach i gColáiste na hOllscoile, Baile Átha Cliath, den chéad uair, comórtas cainte poiblí seachas díospóireacht.

Scríbhneoireacht, foilsitheoireacht & léitheoireacht na Gaeilge a chothú

Gradaim Leabhar na Bliana

Ghlac Foras na Gaeilge le cúram an dá ghradam leabhair (Gradam Uí Shuilleabháin agus Gradam Reics Carló) agus chomh maith le gradam nuafhógraithe ar shaothair aistrithe, Gradam de Bhaldraithe. Ba é *An Tromdhámh* le Feargal Ó Bearra buaiteoir Ghradam Uí Shuilleabháin, foilsithe ag Leabhar Breac. Ba é *Boscadán* le hÁine Ní Ghlinn buaiteoir Ghradam Réics Carló, foilsithe ag Cois Life. Bhuaigh *File ar Fhile* Gradam de Bhaldraithe.

Riar ÁIS an scéim le tacaíocht mhargaíochta a sholáthar d'earnáil na foilsitheoireachta Gaeilge in 2019. Is faoin scéim seo a eagraítear an feachtas margaíochta Love Leabhar Gaeilge. Bunaíodh an scéim seo den chéad uair in 2014 agus cuireadh tús le scéim nua don tréimhse 2017-2019 agus é á riar i gcomhar le Cumann na bhFoilsitheoirí.

The Irish Language Books Programme
Five meetings of the Clár na Leabhar Gaeilge Committee were organised in 2019. Funding was provided under the Literature Projects Scheme for the following projects to foster Irish language writing, publishing and reading:

- ClubLeabhar.com, an online book club
- An Scríobhlann, an intensive training course in short story and novel writing
- A prize fund for a blogging scheme in Pobalscoil Chorca Dhuibhne (Oidhreacht Chorca Dhuibhne)
- Residency periods in Anam Cara (Irish Writers Centre)
- The Conference on Irish Language Literature and Culture 2019 (University of Ireland, Galway)
- Series of residencies in schools throughout the country (Poetry Ireland)
- Sessions for children with Irish language authors (Young at Art)
- A series of bilingual poetry readings (Ó Bhéal)

Under the Publishing Scheme support is provided for Irish language publishers in the areas of productivity, development and marketing, based on a comprehensive year plan which they will have provided. Funding assistance was given to thirteen publishers under the 2019 scheme and 108 books were published. Various marketing and development activities were completed as well, as a result of this funding. The following are the publishers for whom funding was approved under the 2019 Publishing Scheme:

- Cumann na Sagart
- An tSnáthaid Mhór
- Cló Iar-Chonnacht
- Coiscéim
- Cois Life
- Éabhlóid
- Foilseacháin Ábhair Spioradálta
- Futa Fata
- LeabhairCOMHAR
- Leabhar Breac
- Arlen House
- Ponc Press
- Oidhreacht Chorca Dhuibhne

A selection of books published under the Publishing Scheme was assessed and feedback was provided to the publishers in respect of them.

Write a Book
In this project primary school children are asked to write a book, which gives them the opportunity to gain experience of the creativity, skills and, of course, the fun of writing and publishing their own books. Ten Education Centres were involved in the project in the 2018/2019 school year: Dublin West Education Centre; Kilkenny Education Centre; Carrick-on-Shannon Education Centre; Wexford Education Centre; Gort an Choirce Teachers' Centre; West Cork Education Centre; Laois Education Centre, Tralee Education Centre, Cork Education Support Centre, Clare Education Centre; and Tralee Education Centre. Schools in Northern Ireland took part in the project with support from the Áisaonad. The project was a great success and more than 9,500 children participated. A selection of the books written is available on the website Scríobh Leabhar, www.scriobhleabhar.ie.

Clár na Leabhar Gaeilge
Eagraíodh cúig chruinniú de choiste Chlár na Leabhar Gaeilge in 2019. Cuireadh maoiniú ar fáil faoi Scéim na dTionscadal Litríochta do na tionscadail seo a leanas chun scríbhneoireacht, foilsitheoireacht agus léitheoireacht na Gaeilge a chothú:

- ClubLeabhar.com, club leabhar ar líne
- An Scríobhlann, dianchúrsa oiliúna i scríobh an ghearrscéil agus an úrscéil
- Duaischiste do scéim blagála i bPobalscoil Chorca Dhuibhne (Oidhreacht Chorca Dhuibhne)
- Tréimhsí cónaitheachta in Anam Cara. (Áras Scríbhneoirí na hÉireann)
- An Chomhdháil ar Litríocht agus ar Chultúr na Gaeilge 2019 (Ollscoil na hÉireann, Gaillimh)
- Sraith chónaitheachta i scoileanna ar fud na tíre (Éigse Éireann)
- Seisiúin do pháistí le húdair Ghaeilge (Young at Art)
- Sraith léamha filíochta dátheangacha (Ó Bhéal)

Faoi Scéim na Foilsitheoireachta, cuirtear tacaíocht mhaoinithe ar fáil d'fhoilsitheoirí na Gaeilge sna réimsí táirgeacht, forbairt agus margaíocht bunaithe ar phlean cuimsitheach bliana a bheith curtha ar fáil acu. Tugadh cúnamh maoinithe do thrí fhoilsitheoir déag faoi scéim na bliana 2019 agus foilsíodh 108 leabhar. Cuireadh gníomhaíochtaí margaíochta agus forbartha éagsúla i gcrích chomh maith mar thoradh ar an maoiniú sin. Is iad seo a leanas na foilsitheoirí ar faomhadh maoiniú dóibh faoi Scéim na Foilsitheoireachta 2019:

- Cumann na Sagart
- An tSnáthaid Mhór
- Cló Iar-Chonnacht
- Coiscéim
- Cois Life
- Éabhlóid
- Foilseacháin Ábhair Spioradálta
- Futa Fata
- LeabhairCOMHAR
- Leabhar Breac
- Arlen House
- Ponc Press
- Oidhreacht Chorca Dhuibhne

Rinneadh measúnú ar rogha de leabhair a foilsíodh faoi Scéim na Foilsitheoireachta agus cuireadh aiseolas ar fáil do na foilsitheoirí ina leith.

Scríobh Leabhar
Is éard atá i gceist leis an tionscadal seo go n-iarrtar ar pháistí bunscoile leabhar a scríobh, rud a thugann an deis dóibh taithí a fháil ar an gcruthaitheacht, ar na scileanna agus, ar ndóigh, ar an spraoi, a bhaineann lena leabhair féin a scríobh agus a fhoilsiú. Bhí deich n-ionad oideachais páirteach sa tionscadal sa scoilbhliain 2018/2019: Ionad Oideachais Bhaile Átha Cliath Thiar; Ionad Oideachais Chill Chainnigh; Ionad Oideachais Chora Droma Rúisc; Ionad Oideachais Loch Garmain; Ionad na Múinteoirí, Gort an Choirce; Ionad Oideachais Iarthar Chorcaí; Ionad Oideachais Laoise; Ionad Tacaíochta Oideachais Chorcaí; Ionad Oideachais An Chláir; agus Ionad Oideachais Thrá Lí. Ghlac scoileanna i dTuaisceart Éireann páirt sa tionscadal chomh maith, le tacaíocht ón Áisaonad. D'éirigh thar barr leis an tionscadal agus bhí breis agus 9,500 páiste páirteach ann. Tá rogha de na leabhair a scríobhadh ar fáil ar shuíomh idirlíon www.scriobhleabhar.ie.

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An Gúm
An electronic version of *Croidhe Cainnte Ciarraighe* by Seán a' Chóta (edited by Dr Tracey Ní Mhaonaigh) was made available on line.

ÁIS
The Books Distribution Agency (ÁIS) was set up in 1980 to distribute Irish language publications as a wholesaler nationally and internationally. This is a challenging period throughout the books business but ÁIS managed to exceed the target for 2019 with sales more than 9.4% higher than the previous year. More than 198,500 books in total were sold in 2019, sales worth more than €1,000,000. In 2019 ÁIS distributed to more than 267 different shops, 256 of them on the island of Ireland and eleven in the rest of the world.

Foster the use of the Gaelic languages - Colmcille

Various aspects of the Colmcille programme were provided for: the Grants Scheme, the Small Grants Scheme and the Bursary Scheme. The work on the St Columba Trail was postponed until 2020 so that in would be ready for the 2020-2021 celebration of 1,500 since the birth of Colm Cille. The Foras na Gaeilge Board and Bord na Gàidhlig approved the Colmcille three year plan (2019-2021) and it has been submitted to the sponsoring departments.

Special strategy on the business sector

A consultation was started on reviewing a set of support services Foras na Gaeilge will provide to the business community. The draft strategy is to be agreed in 2020.

Q-Mark for Irish
NSAI carried out an annual examination of the processes concerned with the Q-Mark under the direction of Foras na Gaeilge and they reconfirmed this high standard recognition seal as a standard of ISO 9001:2015. The external auditor examined another eight businesses in 2019 and they were awarded the Business with Irish Q-Mark in 2020. Another twelve business have been recognised to begin the auditing process in 2020.

Guide booklet for good practice for the private sector
Two guide booklets for good practice in the use of Irish in business have been published by Foras na Gaeilge:
An Dearadh Dátheangach don Ghnó: Cuid 1 – Comharthaíocht Dhátheangach and *An Dearadh Dátheangach don Ghnó: Cuid 2 – Pacáistiocht Dhátheangach*. They are available on the Foras na Gaeilge website.

Glór na nGael: Glór na nGael competition
The Glór na nGael competition, which the Lead Organisation organises, was announced in a special edition of the programme Barrscéalta on RTÉ Raidió na Gaeltachta in April.

A formal review was carried out on the structure of the competition and it was amended accordingly.

Fifty one different community committees which had not participated already in 2019 were contacted.

An Gúm
Cuireadh eagrán leictreonach de *Croidhe Cainnte Ciarraighe* le Seán a' Chóta (in eagar ag an Dr Tracey Ní Mhaonaigh) ar fáil ar line.

ÁIS
Bunaíodh an Áisíneacht Dáileacháin Leabhar (ÁIS) in 1980 chun foilseacháin Ghaeilge a dháileadh mar mhórdhíoltóir go náisiúnta agus go hidirnáisiúnta. Is tréimhse dhúshlánach í seo i ngnó na leabhar trí chéile ach d'éirigh le hÁIS an sprioc do 2019 a shárú le díolachán a bhí 9.4% níos airde ná an bhliain roimhe. Dáileadh os cionn 198,500 leabhar san iomlán in 2019, díolachán ar fiú nach mór €1,000,000 é. In 2019 rinne ÁIS dáileadh chuig os cionn 267 siopa éagsúla, 256 acu ar oileán na hÉireann agus aon cheann déag sa chuid eile den domhan.

Úsáid na dteangacha Gaelacha a chothú - Colmcille
Rinneadh riar ar na gnéithe éagsúla de chlár oibre Cholmclle: an Scéim Deontas, an Scéim Miondeontas agus an Scéim Sparánachta. Cuireadh an obair ar shuíomh gréasáin Shlí Cholmcille siar go dtí 2020 le go mbeadh sé in inmhe don chomóradh in 2020-2021 ar 1,500 bliain ó rugadh Colm Cille. D'fhaomh Bord Fhoras na Gaeilge agus Bord na Gàidhlig plean trí bliana Cholmcille (2019-2021) agus tá sé curtha faoi bhráid na ranna coimircíochta.

Straitéis i leith earnáil an ghnó

Cuireadh tús le comhairliúchán maidir le hathbhreithniú a dhéanamh ar thacar de sheirbhísí tacaíochta a chuirfidh Foras na Gaeilge ar fáil don lucht gnó. Beidh an dréachtstraitéis le haontú in 2020.

Q-Mharc don Gaeilge
Rinne an NSAI scrúdú bliaintúil ar na próisis a bhaineann leis an Q-Mharc faoi stiúir Fhoras na Gaeilge agus d'athdheimhnigh siad an seála aitheantais ardchaighdeáin seo mar chaighdeán de chuid ISO 9001:2015. Chuir an t-iniúchóir seachtrach ocht ngnólacht eile faoi scrúdú in 2019 agus bronnfar an seála Q-Mharc Gnó le Gaeilge orthu in 2020. Tá dhá ghnólacht déag eile aitheanta le tús a chur leis an bpróiseas iniúchta in 2020.

Treoirleabhráin ar dhea-chleachtas don earnáil phríobháideach
Tá dhá threoirleabhrán ar dhea-chleachtas in úsáid na Gaeilge sa ghnó foilsithe ag Foras na Gaeilge:
An Dearadh Dátheangach don Ghnó: Cuid 1 – Comharthaíocht Dhátheangach agus *An Dearadh Dátheangach don Ghnó: Cuid 2 – Pacáistíocht Dhátheangach*. Tá siad ar fáil ar line freisin ar shuíomh Fhoras na Gaeilge.

Glór na nGael: comórtas Ghlór na nGael
Fógraíodh na torthaí ar chomórtas Ghlór nan Gael a eagraíonn an Cheanneagraíocht ar eagrán speisialta den chlár Barrscéalta ar RTÉ Raidió na Gaeltachta i mí Aibreáin.

Rinneadh athbhreithniú foirmiúil ar struchtúr an chomórtais agus rinneadh leasuithe dá réir.

Rinneadh teagmháil le coiste pobail agus caoga éagsúla nach raibh páirteach cheana sa chomórtas in 2019.

Support the use of Irish in the media and on multimedia platforms

A consultation was carried out on the future of the Irish language media schemes which are under the direction of Foras na Gaeilge and the Foras na Gaeilge Board agreed a revised approach to grantee selection. The implementation of this process started at the end of 2019.

The Online Newspaper Scheme
A four year grant worth €1.2 million was approved for tuairisc.ie in 2014. The online newspaper was being read by more than 276,000 users to the end of the year, a 6% increase on 2018. Between 10,000 and 15,000 unique users visited the site per week in 2019 and there were 2,211,189 page views in total during the year.

The Scheme for a Lifestyle Magazine
NOS.ie was the successful applicant with this scheme to publish a features magazine online. Monthly editions were published online in 2019 with more than 66,062 visitors to the magazine site, a small reduction of 3.4% on 2018. There was an increase of 30% in the number of regular readers. The 2020 NÓS Music Prizes were organised under the auspices of www.NOS.ie as well.

The Scheme for an Irish Language Print Magazine
Comhar was the successful applicant in this scheme to provide a publication on Irish language material. Twelve editions of the magazine were published. Among the developments in 2019, three celebratory/special editions were published, the number of subscribers increased to 338 and between 120 and 220 copies of the magazine sold now monthly from Easons and other shops.

Tacú le húsáid na Gaeilge sna meáin agus ar na hardáin ilmheán

Rinneadh comhairliúchán ar thodhchaí scéimeanna na meán Gaeilge atá faoi stiúir Fhoras na Gaeilge agus d'aontaigh Bord Fhoras na Gaeilge ar chur chuige athbhreithnithe maidir le roghnú deontaithe. Cuireadh tús le cur i bhfeidhm an phróisis seo ag deireadh 2019.

An Scéim le haghaidh Nuachtán ar Líne
Ceadaíodh deontas ceithre bliana de luach €1.2 milliún do tuairisc.ie in 2014. Foilsíodh an nuachtán ar líne go seachtainiúil in 2019 agus bhí sé á léamh ag os cionn 276,000 úsáideoir anuas go deireadh na bliana, sin 6% d'ardú ar líon na n-úsáideoirí in 2018. Thug idir 10,000 agus 15,000 úsáideoir uathúil cuairt ar an suíomh in aghaidh na seachtaine in 2019 agus rinneadh 2,211,189 n-amharc leathanaigh ar fad ar feadh na bliana.

An Scéim le haghaidh Iris Stíle Maireachtála
Ba é NOS.ie an t-iarratasóir rathúil leis an scéim seo chun gné-iris ar líne a fhoilsiú. Rinneadh eagráin mhíosúla a fhoilsiú in 2019 agus bhí os cionn 66,062 cuairteoir ar shuíomh na hirise anuas go deireadh na bliana, sin laghdú beag 3.4% ar 2018. Tháinig ardú 30% ar líon na léitheoirí rialta. Eagraíodh Gradaim Cheoil NÓS 2020 faoi scáth www.NOS.ie chomh maith.

An Scéim le haghaidh Iris Ghaeilge Chlóite
Ba é Comhar an t-iarratasóir rathúil sa scéim seo chun foilseachán ar ábhar Gaeilge a chur ar fáil. Foilsíodh dhá eagrán déag den iris ó thús 2019 agus bíonn 600-700 cóip á gcur i gcló. I measc na bhforbairtí a rinneadh in 2019, foilsíodh trí eagrán comórtha/speisialta, ardaíodh líon na síntiúsóirí go 338 agus bíonn idir 120 agus 220 cóip den iris á ndíol anois go míosúil ó shiopaí Easons agus eile.

CORPORATE OBJECTIVE 4: COMMUNICATION

CORPORATE OBJECTIVE 4: ***Communicate effectively with interested parties and promote the effective marketing of Irish throughout the island of Ireland***

Publicing the Irish language

Various publicity campaigns were organised to support Foras na Gaeilge projects including Do Ghairm le Gaeilge (your career with Irish), #Foras20 (a celebration of 20 years of Foras na Gaeilge) and a major Foras na Gaeilge awareness campaign.

As part of the major awareness campaign #ÁrdTeangaFéin a major video campaign was organised on social media which demonstrated the support Foras na Gaeilge gives different areas and groups: na Gaeil Óga; the Carntogher community; drama companies; and the area of publishing. The cross platform campaign which was aimed at Facebook, Instagram, IGTV and Twitter was very successful.

As part of the celebration of twenty years of Foras na Gaeilge, #Foras20, some of the major developments achieved in the Irish language sector in the last twenty years were recalled, including establishing the Partnership approach with the six Irish language Lead Organisations. In keeping with the transformation of how we communicate since the establishment of Foras na Gaeilge in 1999, an active and lively campaign was organised on the contemporary and digital platforms, both podcasts and social media.

Major events

A new version of the www.tearma.ie site, the National Terminology Committee for Irish, was launched during the Irish Language Week at a launch event at Foras na Gaeilge head office on the 14 March.

The heritage of Colm Cille was celebrated at a special event in the Music Room in Christ Church Cathedral on Saturday 8 June, the eve of the feast of Colm Cille. 2020-2021 will be the 1500th anniversary of Colm Cille's birth, and the night gave a taste in Irish and in English of that heritage internationally and in Dublin itself.

Díolaim, which arose from the European project Other Words, was launched on the 31 July 2019 in the Foras na Gaeilge headquarters. As part of the European project Other Words *Díolaim* was published. It is a collection of prose and poetry written by Irish language, Basque, Frisian, Slovenian and Macedonian writers who took part in the project.

The well-known TG4 and Raidió na Gaeltachta broadcaster, Eibhlín Ní Chonghaile, officially launched An Gúm publications in Foras na Gaeilge head office in Amiens Street in Dublin on 5 December, including *An Eala Órga* by Gabriel Rosenstock, a collection of stories from India, and *Suaimhneas sa Stábla* by Gabrielle Ní Mheachair.

CUSPÓIR CORPARÁIDEACH 4: CUMARSÁID

*CUSPÓIR CORPARÁIDEACH 4: **Cumarsáid éifeachtach a dhéanamh le páirtithe leasmhara agus margaíocht éifeachtach na Gaeilge ar fud oileán na hÉireann a chur chun cinn***

Aird an phobail a tharraingt ar an nGaeilge

Eagraíodh feachtais phoiblíochta éagsúla le tacú le tionscadail de chuid Fhoras na Gaeilge lena n-áirítear Do Ghairm le Gaeilge, #Foras20 (comóradh 20 bliain d'Fhoras na Gaeilge) agus mórfheachtas feasachta Fhoras na Gaeilge.

Mar chuid den mhórfheachtas feasachta #ÁrdTeangaFéin reáchtáladh mórfheachtas físe ar na meáin shóisialta a léirigh an tacaíocht a thugann Foras na Gaeilge do réimsí agus grúpaí éagsúla: na Gaeil Óga; pobal Charn Tóchair; compántais drámaíochta; agus réimse na foilsitheoireachta. Bhí an-rath ar an bhfeachtas trasardáin a bhí dírithe ar Facebook, Instagram, IGTV agus Twitter.

Mar chuid de chomóradh fiche bliain Fhoras na Gaeilge, #Foras20, caitheadh súil siar ar mhórfhorbairtí atá déanta in earnáil na Gaeilge le fiche bliain anuas, bunú an Chur Chuige Comhpháirtíochta leis na sé Cheanneagraíocht ina measc. Ag teacht leis an gclaochlú atá tagtha ar na bealaí a ndéanaimid cumarsáid ó bunaíodh Foras na Gaeilge in 1999, reáchtáladh feachtas gníomhach agus bríomhar ar ardáin chomhaimseartha agus dhigiteacha, idir phodchraoltaí agus na meáin shóisialta.

Mórócáidí

Seoladh leagan nua de shuíomh www.tearma.ie an Bunachar Náisiúnta Téarmaíochta don Ghaeilge i Seachtain na Gaeilge ag ócáid seolta i gceannáras Fhoras na Gaeilge ar an 14 Márta.

Rinneadh ceiliúradh ar oidhreacht Cholmcille ag ócáid speisialta i Seomra an Cheoil in Ardteampall Chríost ar an Satharn an 8 Meitheamh, oíche chinn fhéile Cholmcille. In 2020-2021 beidh sé 1500 bliain ó rugadh Naomh Colmcille, agus thug an oíche blaiseadh i nGaeilge agus i mBéarla ar an oidhreacht sin go hidirnáisiúnta agus i mBaile Átha Cliath féin.

Seoladh *Díolaim*, a d'eascair ón tionscadal Eorpach Focail Eile, ar an 31 Iúil 2019 i gceannáras Fhoras na Gaeilge. Mar chuid den tionscadal Eorpach Focail Eile a foilsíodh *Díolaim*. Is bailiúcháin é de phrós agus filíocht scríofa ag scríbhneoirí Gaeilge, Bascaise, Freaslainnise, Slóivéinise agus Macadóinise a ghlac páirt sa tionscadal.

Sheol an craoltóir aitheanta de chuid TG4 agus Raidió na Gaeltachta, Eibhlín Ní Chonghaile, foilseacháin an Ghúim go hoifigiúil i gceannáras Fhoras na Gaeilge ar Shráid Amiens i mBaile Átha Cliath ar an 5 Nollaig, cnuasach scéalta ón India *An Eala Órga* le Gabriel Rosenstock agus *Suaimhneas sa Stábla* le Gabrielle Ní Mheachair ina measc.

Foras na Gaeilge was represented and major national events, including Fleadh Cheoil na hÉireann in Drogheda and Oireachtas na Samhna 2019 in Citywest, Baile Átha Cliath.

Coverage and presence in national media

This is a very important aspect of the work of Foras na Gaeilge to keep the public aware of projects, relevant news and other activities.

Foras na Gaeilge was in regular contact with Irish language and English language media during 2019. Representatives were provided for radio, television and newspaper interviews and press releases were issued on a continuous basis. Communication plans were implemented to share important information with the media and to discuss relevant questions with appropriate parties.

Sponsorships and projects with partners

Foras na Gaeilge was pleased to provide sponsorship for a wide range of projects and the projects included: the International Women's day literary event, Zeminar, and the Kíla Festival.

A wide range of prizes were sponsored to give recognition to excellent practice through Irish in different areas. The prizes included the Aisling Awards and the Irish Marketing Prizes.

Feature advertising in the media and other projects

Print media continues to serve as a powerful marketing tool. These media offer us a valuable opportunity to disseminate material and messages widely, not only among the Irish language community, but among all the public of the island. An Irish Language Week supplement in *The Irish Independent*, titled *Bain Triail Aisti!*, which was provided with the newspaper on 1 March, was sponsored.

The portal site www.gaeilge.ie , which is a practical aid for those seeking information about the Irish language, was redesigned.

Twitter, Instagram, Facebook, LinkedIn and YouTube were regularly used to publicise Foras na Gaeilge activities during 2019. Innovative campaigns were run on the various platforms to focus public attention on the work of Foras na Gaeilge, various grantees as well as the Irish language Lead Organisations.

Information was disseminated on the online version of the English-Irish Dictionary on www.focloir.ie as a flagship project of Foras na Gaeilge and the additional developments on the site as they occur. Work was carried out in conjunction with PEIG.ie on the Focal an Lae campaign.

An internal working group developed Foras na Gaeilge's presence on social media and public awareness of Foras na Gaeilge was increased.

The Do Ghairm le Gaeilge campaign was run in conjunction with gradireland and Peig.ie.

In 2019 videos of interviews with people working through the medium of Irish were made available online, information was disseminated to students throughout the island about employment opportunities through Irish, and a new edition of the information booklet Do Ghairm le Gaeilge was made available.

As part of the campaign Foras na Gaeilge had a stall at the gradireland work faire on 2 October and at the Zeminar fair from 8 until 10 October.

Bhí ionadaíocht ag Foras na Gaeilge ag mórócáidí náisúnta lena n-áirítear Fleadh Cheoil na hÉireann i Droichead Átha agus Oireachtas na Samhna 2019 in Citywest, Baile Átha Cliath.

Clúdach agus láithreacht sna meáin náisiúnta

Is gné an-tábhachtach í seo d'obair Fhoras na Gaeilge leis an bpobal a choimeád ar an eolas maidir le tionscadail, nuacht ábhartha agus gníomhaíochtaí eile.

Bhí teagmháil rialta ag Foras na Gaeilge leis na meáin Ghaeilge agus Bhéarla le linn 2019. Cuireadh ionadaithe ar fáil d'agallaimh raidió, teilifíse agus nuachtáin agus eisíodh preaseisiúintí ar bhonn leanúnach. Cuireadh pleananna cumarsáide i bhfeidhm le heolas tábhachtach a roinnt leis na meáin agus le ceisteanna ábhartha a chíoradh le páirtithe cuí.

Urraíochtaí agus tionscadail le comhpháirtithe

Bhí áthas ar Fhoras na Gaeilge urraíocht a chur ar fáil do raon leathan tionscadal agus i measc na dtionscadal bhí: ócáid liteartha Lá Idirnáisiúnta na mBan, Zeminar, agus Féile Kíla.

Rinneadh urraíocht ar raon leathan gradam le haitheantas a thabhairt don sárchleachtas trí Ghaeilge i réimsí difriúla. I measc na ngradam bhí Gradaim na hAislinge agus Gradaim Mhargaíochta na hÉireann.

Gnéfhógraíocht sna meáin agus tionscadail eile

Is uirlis iontach láidir mhargaíochta iad na meáin chlóite i gcónaí. Tugann na meáin seo deis luachmhar dúinn ábhar agus teachtaireachtaí a scaipeadh go forleathan, ní hamháin i measc phobal na Gaeilge ach i measc phobal uile an oileáin. Rinneadh urraíocht ar fhorlíonadh Sheachtain na Gaeilge in *The Irish Independent* dar teideal *Bain Triail Aisti!* a cuireadh ar fáil leis an nuachtán ar an 1 Márta.

Rinneadh athdhearadh ar an suíomh tairsí www.gaeilge.ie atá ina áis phraiticiúil dóibh siúd a bhfuil eolas á lorg acu faoin nGaeilge.

Baineadh úsáid rialta as Twitter, Instagram, Facebook, LinkedIn agus YouTube le gníomhaíochtaí Fhoras na Gaeilge a phoibliú in 2019. Reáchtáladh feachtais nuálacha ar na hárdáin éagsúla le haird an phobail a dhíriú ar obair Fhoras na Gaeilge, deontaithe éagsúla chomh maith leis na Ceanneagraíochtaí Gaeilge.

Scaipeadh eolas maidir leis an leagan ar líne den Fhoclóir Béarla-Gaeilge ar www.focloir.ie mar thionscadal suaitheanta de chuid Fhoras na Gaeilge agus maidir leis na forbairtí breise ar an suíomh de réir mar a tharlaíonn siad. Rinneadh obair i gcomhar le PEIG.ie ar an bhfeachtas Focal an Lae.

Rinne meitheal inmheánach forbairt ar láithreacht Fhoras na Gaeilge ar na meáin shóisialta agus feasacht faoi Fhoras na Gaeilge i measc an phobail a threisiú.

Reáchtáladh an feachtas Do Ghairm le Gaeilge i gcomhar le gradireland agus Peig.ie.

In 2019 cuireadh físeáin d'agallaimh le daoine atá ag obair trí mheán na Gaeilge ar fáil ar líne, scaipeadh eolas faoi dheiseanna fostaíochta trí Ghaeilge ar mhic léinn ar fud an oileáin agus cuireadh eagrán nua den leabhrán eolais Do Ghairm le Gaeilge ar fáil.

Mar chuid den fheachtas bhí seastán ag Foras na Gaeilge ag aonach oibre gradireland ar an 2 Deireadh Fómhair agus ag aonach Zeminar ón 8 go dtí an 10 Deireadh Fómhair.

Provision was made for the worldwide Irish speaking community and those interested in Irish throughout the world by emphasising online services - especially on-line learners' resources on the Foras na Gaeilge website under An Gúm (http://www.forasnagaeilge.ie/fuinn/an-gum) and the support material connected to the Séideán Sí project (http://www.seideansi.ie), and language resources at www.focloir.ie, www.tearma.ie and www.teanglann.ie. An Gúm and publishers funded by the Irish Language Books Programme published a suitable range of their work in e-book form which can be found worldwide. Other groups whom we provide funding for were asked to be cognisant in their work about the opportunities which exist to cater for these international communities, for example the way both Raidió na Life and Raidió Fáilte broadcast their programmes on-line.

Rinneadh freastal ar phobal domhanda na Gaeilge agus ar lucht spéise na Gaeilge ar fud an domhain trí bhéim a chur ar sheirbhísí ar líne – go háirithe áiseanna foghlama atá ar fáil ar shuíomh Fhoras na Gaeilge faoin nGúm (http://www.forasnagaeilge.ie/fuinn/an-gum) agus an t-ábhar tacaíochta a bhaineann leis an tionscadal Séideán Sí (http://www.seideansi.ie), agus áiseanna teanga ag www.focloir.ie, www.tearma.ie agus www.teanglann.ie. D'fhoilsigh an Gúm agus foilsitheoirí atá maoinithe ag Clár na Leabhar Gaeilge rogha oiriúnach dá saothar i bhfoirm ríomhleabhar ar féidir teacht orthu ar fud an domhain. Iarradh ar ghrúpaí eile a gcuirtear maoiniú ar fáil dóibh a bheith airdeallach agus iad i mbun oibre ar na deiseanna atá ann freastal ar na pobail idirnáisiúnta seo, mar shampla an tslí a gcraolann idir Raidió na Life agus Raidió Fáilte a gcuid clár ar líne.

CORPORATE OBJECTIVE 5: POLICY, PLANNING & RESEARCH

CORPORATE OBJECTIVE 5: To recommend policies and work programmes, to advise about them, to implement and monitor them in order to serve needs relating to the promotion of the language in the public and private sectors throughout the island of Ireland.

Staff cohesion and organisational administration

Three plenary staff meetings were run to promote staff cohesion from the various offices and share important information centrally.

Staff performance management was carried out through a standard system throughout the organisation with personal, section and directorate plans which arise from the organisation's annual business plan. The new attendance system was implemented and staff were given opportunities to undertake relevant training as an aspect of staff development.

There was ongoing discussion of the future of the organisation as part of the process through which the draft of the *Strategic Direction for Foras na Gaeilge* was developed.

Preparatory work was done to review how human resources are deployed in the organisation. External advisors were employed to facilitate this work and their report will be distributed to staff early in 2020.

Statutory Duties

Statutory duties: annual reports and accounts
Work continued on the site audit of the 2018 accounts. Several questions were resolved concerning 2017 accounts, and an updated version was sent to the sponsoring departments on 1 November.

Statutory Duties: business plan and corporate plan
Drafts of the 2019 business plan and the 2020 business plan were sent to the appropriate authorities. Similarly, a draft of the Foras na Gaeilge corporate plan for the period 2020-2022 was developed and submitted to the appropriate authorities.

Other legislative and reporting duties
Many other duties were attended to in connection with legislative duties: appropriate reporting of prompt payments, freedom of information, Dáil questions, questions from other government departments.

CUSPÓIR CORPARÁIDEACH 5: POLASAÍ, PLEANÁIL & TAIGHDE

CUSPÓIR CORPARÁIDEACH 5: Polasaithe agus cláir oibre a mholadh, comhairle orthu a thabhairt, iad a chur chun feidhme agus monatóireacht a dhéanamh orthu d'fhonn freastal ar na riachtanais a bhaineann le cur chun cinn na teanga san earnáil phoiblí agus san earnáil phríobháideach ar fud oileán na hÉireann

Comhtháthú foirne agus reáchtáil eagraíochtúil

Reáchtáladh trí ollchruinniú foirne le comhtháthú na foirne ó na hoifigí éagsúla a chur chun cinn agus eolas tábhachtach a roinnt go lárnach.

Rinneadh bainistíocht ar fheidhmíocht na foirne trí chóras caighdéanach ar fud na heagraíochta le pleananna oibre pearsanta, rannóige agus stiurthóireachta a eascraíonn ó phlean gnó bliantúil na heagraíochta. Feidhmíodh an córas nua tinrimh agus tugadh deiseanna don fhoireann tabhairt faoi oiliuint ábhartha mar ghné den fhorbairt foirne.

Rinneadh plé leanúnach faoi thodhchaí na heagraíochta mar chuid den phróiseas trínar forbraíodh an dréacht de *Treo Straitéiseach d'Fhoras na Gaeilge.*

Rinneadh obair ullmhúcháin le hathoiriúnú a dhéanamh ar úsáid acmhainní daonna san eagraíocht. Fostaíodh comhairleoirí seachtracha leis an obair seo a éascú agus scaipfear a dtuairisc ar an bhfoireann go luath in 2020.

Dualgais reachtúla

Dualgais reachtúla: tuarascálacha bliantúla agus cuntais
Leanadh den obair ar an iniúchadh suímh ar chuntais 2018. Réitíodh roinnt ceisteanna faoi chuntais 2017, agus cuireadh leagan nuashonraithe chuig na ranna urraíochta ar an 1 Samhain.

Dualgais reachtúla: plean gnó agus plean corparáideach
Cuireadh dréacht de phlean gnó 2019 agus plean gnó 2020 chuig na húdaráis chuí in am tráth. Mar an gcéanna forbraíodh dréacht de phlean corparáideach Fhoras na Gaelge don tréimhse 2020-2022 agus cuireadh é faoi bhráid na n-údarás cuí.

Dulagais reachtúla agus tuairiscithe eile
Rinneadh freastal ar go leor cúraimí eile a raibh dualgais reachtúla ag roinnt leo: tuairisciú cuí ar phrasíocaíochtaí, saoráil faisnéise, ceisteanna dála, ceisteanna ó ranna rialtais eile.

Tuairisciú i leith fuinnimh

Oifig	Leictreachas	Breosla Iontaise					Céimeanna agus Pleanáil	
Láthair / Contae	**kWh Leictreachas**	**kWh Gás Nádúrtha (teas)**	**kWh Gás Ola**	**kWh Breosla iompar (Peitreal, artola)**	**kWh Breosla iompar (LPG)**	**kWh Breosla Iontaise iomlán**	**Céimeanna tógtha 2019**	**Pleanáil do 2020**
Sráid Amiens / Baile Átha Cliath	194,856	128,780	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Oifig/Foirgneamh nua, grád A. Painéil gréine in úsáid. Córas aerchóirithe in úsáid. Córas athghabhála teasa freisin. Doirse agus fuinneoga dúnta den chuid is mó.	Leanacht ar aghaidh leis na córais nua uathoibríocha.
Gaoth Dobhair / Dún na nGall	39035	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Bolgáin coigilteach ar fuinneamh a oiread agus is féidir.	Múchtar soilse agus coinnítear doirse dúnta.
ÁIS - Dún Seachlainn / Co. na Mí	36300	146,230	Ní/bh	Ní/bh	Ní/bh	159,579	Oifigí & trádstóras nua, grád C3. Doirse dúnta agus soilse múchta a oiread is féidir. Soilse LED curtha isteach sna hoifigí, agus sa trádstóras.	Múchtar soilse agus coinnítear doirse dúnta.
Ráth Chairn (RC) / Co. na Mí	28,786	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Taiscthéitheoirí in úsáid agus sin an fáth nach bhfuil ach bille amháin anseo.	Múchtar soilse agus teas nuair nach mbíonn duine sa seomra.

Dea-chleachtas pleanála teanga

Leanadh den chomhoibriú le hÚdarás na Gaeltachta ar bhonn eagraíochtúil agus go háirithe ar chur chuige le tacaíocht a thabhairt don phróiseas pleanála teanga, ina measc sraith de cheardlanna oiliúna, cruinnithe pleanála agus roinnt áiseanna.

Tar éis plé leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, d'fhógair Foras na Gaelge post Pleanálaí Teanga mar chuid den phróiseas pleanála teanga de chuid an rialtais ó dheas.

Rinne Foras na Gaeilge tuairisciú foirmiúil faoi dhó ar an dul chun cinn a bhí déanta ag Foras na Gaeilge fad is a bhain leis an bplean gníomhaíochta 2018-2022 (atá mar fho-phlean d'fhorfheidhmiú *Straitéis 20 Bliain don Ghaeilge 2010-2030*).

Polasaí, pleanáil agus taighde

Treo Straitéiseach d'Fhoras na Gaeilge
Forbraíodh dréacht de *Treo Straitéiseach d'Fhoras na Gaeilge* trí phróiseas ina raibh idir fhoireann agus Bhord Fhoras na Gaeilge páirteach. Reáchtáladh ócáid chomhairliúcháin phoiblí ag an Oireachtas, Citywest, Co. Bhaile Átha Cliath, ag deireadh Dheireadh Fómhair. Cuireadh síneadh ama leis an bpróiseas comhairliúcháin go dtí deireadh mhí Eanáir 2020 agus reáchtáladh an dara hócáid chomhairliúcháin phoiblí i mBéal Feirste.

Energy reporting

Office	Electricity	Fossil Fuels					Actions and Planning	
Láthair / Contae	**kWh Leictreachas**	**kWh Natural Gas (heat)**	**kWh Gas Oil**	**kWh Transport Fuel (Petrol, diesel)**	**kWh Transport Fuel (LPG)**	**kWh Total Fossil Fuel**	**Actions taken in 2019**	**Planning for 2020**
Amiens St / Dublin	194,856	128,780	N/a	N/a	N/a	N/a	New A-rated Office Building, solar panels in use. Air-conditioning system in use. Heat recovery system also in use. Doors and windows closed most of the time.	Continue with the new automatic systems.
Gaoth Dobhair / Donegall	39035	N/a	N/a	N/a	N/ba	N/a	Energy-saving bulbs in use where possible.	Lights are kept off and doors closed.
ÁIS - Dunshaughlin / Co. Meath	36300	146,230	N/a	N/a	N/a	159,579	New office and warehouse, C3-rated. Doors closed and lights off where possible. LED lights installed in the offices and warehouse.	Lights are kept off and doors closed.
Ráth Chairn (RC) / Co. Meath	28,786	N/a	N/a	N/a	N/a	N/a	Storage heaters in use which accounts for the single bill here.	Lights and heat are kept off when nobody is in the room.

Good language planning practice

The cooperation continued with Údarás na Gaeltachta on an organisational basis and especially on an approach to give support to the language planning process, including a series of training workshops, planning meetings and some resources.

After discussion with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, Foras na Gaeilge advertised the post of Language Planner as part of the southern government's language planning process.

Foras na Gaeilge formally reported twice on the progress made by Foras na Gaeilge on the 2018-2022 activities plan (which is as a subplan for the implementation of the *20 Year Strategy for the Irish Language 2010-2030*).

Policy, planning and research

A Strategic Direction for Foras na Gaeilge 2020-2025
A draft of *Strategic Direction for Foras na Gaeilge 2020-2025* was developed through a process in which both Foras na Gaeilge staff and Board were involved. A public consultation event was organised at the Oireachtas, Citywest, Co. Dublin, at the end of October. A time extension was added to the consultation process to the end of January 2020 and the second public event was organised in Belfast.

Public consultation about *A Strategic Direction for Foras na Gaeilge* held in Citywest with Shane Ó hEidhin, Siún Ní Dhuinn, Freda Nic Giolla Chatháin, Áine Ní Ghlinn and Caolán Mac Grianna.

The Language Development Forum
Three meetings of the Language Development Forum were held in 2019, two meetings in Dublin and one in Foras na Gaeilge offices in Belfast.

In those meetings, the work and plans of the Lead Organisations were discussed and examined and feedback was given accordingly in meetings of the Partnership Forum. In addition recommendations were given to the Lead Organisations on a wide range of subjects.

These included recommendations on research areas which would be beneficial to the work of the Lead Organisations; gaps recognised in the community in respect of the provision of schemes and initiatives; specific requirements of particular target groups; the most effective ways to present new initiatives to the public, the kind of support provided at different stages of a scheme or initiative and the most effective metrics to judge the merit of a scheme.

It was agreed that consideration would be given to the work of the Language Development Forum when plans of the Lead Organisations are discussed with Foras na Gaeilge.

Cad é an scéal?
As part of the awareness work done in 2019, as Lead Organisation responsible for advocacy, Conradh na Gaeilge published *Cad é an Scéal 2019*, annual research on questions in connection with the Irish language.

Educational research
As part of the work they do in the area of education, the Lead Organisation Gaeloideachas undertook the following activities in respect of research: Research was carried out in order to develop a system of quality assurance for nursery schools. Information was gathered from nursery schools in respect of the Irish language qualifications of the teachers. Of the 611 teachers, 15% have a TEG qualification and discussion took place with the Department of Education and Skills inspectorate on immersion education in the nursery schools. As a result a recommendation was made for a new role

Comhairliúchán poiblí faoi *Treo Straitéiseach Fhoras na Gaeilge* in Citywest le Shane Ó hEidhin, Siún Ní Dhuinn, Freda Nic Giolla Chatháin, Áine Ní Ghlinn agus Caolán Mac Grianna.

An Fóram Forbartha Teanga
Tionóladh trí chruinniú den Fhóram Forbartha Teanga in 2019, dhá chruinniú i mBaile Átha Cliath agus ceann amháin in oifigí Fhoras na Gaeilge i mBéal Feirste.

Sna na gcruinnithe sin, rinneadh plé agus scagadh ar obair agus ar phleananna na gCeanneagraíochtaí agus tugadh aiseolas dá réir i gcruinnithe den Fhóram Comhpháirtíochta. Lena chois sin, tugadh moltaí do na Ceanneagraíochtaí maidir le réimse leathan ábhar.

Ina measc, bhí moltaí maidir le hábhair thaighde a rachadh chun sochair d'obair na gCeanneagraíochtaí; bearnaí a aithníodh sa phobal ó thaobh soláthar scéimeanna agus tograí de; sainriachtanais atá ag spriocghrúpaí faoi leith; na bealaí is éifeachtaí le tograí nua a chur i láthair an phobail, an cineál tacaíochta a chuirtear ar fáil ag céimeanna éagsúla de scéim nó de thogra agus na slata tomhais is éifeachtaí le breithiúnas a thabhairt ar fhiúntas scéime.

Socraíodh cur chuige le go ndéanfaí obair an Fhóraim Forbartha a chur san áireamh agus pleananna na gCeanneagraíochtaí á bplé le Foras na Gaeilge.

Cad é an scéal?
Mar chuid den obair feasachta a rinne siad in 2019, mar Cheanneagraíocht atá freagrach as cúrsaí abhcóideachta, d'fhoilsigh Conradh na Gaeilge *Cad é an Scéal 2019,* taighde bliantuil faoi cheisteanna a bhaineann leis an nGaeilge.

Taighde oideachasúil
Mar chuid den obair a dhéanann siad i réimse an oideachais, thug an Cheanneagraíocht Gaeloideachas faoi na gníomhaíochtaí seo leanas i dtaca le taighde de: Rinneadh taighde d'fhonn córas dearbhaithe caighdeáin a fhorbairt do naíonraí. Bailíodh eolas ó naíonraí maidir le cáilíochtaí Gaeilge na múinteoirí. As na 611 mhúinteoir, tá cáilíocht TEG ag 15% agus rinneadh plé le cigireacht na Roinne Oideachais agus Scileanna maidir le tumoideachas sna naíonraí. Dá bharr sin rinneadh moladh maidir le ról nua le

of the Tusla inspectorate, a coordinator of services through Irish for the early years.

Gaeloideachas published interim advice for both nursery schools and schools on including attendance at nursery school in a school entry policy.

Strategic Plan for Irish as a Family Language
This work is taking place under the Lead Organisation Glór na nGael. Foras na Gaeilge representatives participated in meetings of the representative joint committee which is preparing the *Strategic Plan for Irish as a Family Language*. In 2019 a research programme was started in the Gaeltacht and outside the Gaeltacht on the use of Irish at the family level and a recommended draft wording was made available for the census questions (most of which was accepted in the tests for the new form by the Central Statistics Office).

Enterprise strategy
This work is taking place under the Lead Organisation Glór na nGael. Foras na Gaeilge representatives participated in meetings of the representative joint committee for relevant organisations. The joint committee aims to agree a strategic sector plan in respect of encouraging and increasing the use of the Irish language in a business context. In 2019, research began and a draft sector strategy has been prepared.

Various Foras na Gaeilge corporate projects.
A major launch of the year's publications from An Gúm was organised in December.

There were publicity stalls on school aids during the year at the Primary Principals' Conference, the Deputy Principals' Conference and at the Irish National Teachers' Organisation Conference, the Gaeloideachas Conference and at the Comhairle na Gaelscolaíochta Conference.

There was regular advertising on social media of resources and new publications.

Publicity material for the dictionary was distributed continuously. Public talks and readings were given. The Word of the Day campaign was underway in conjunction with PEIG.ie.

A new version of the site tearma.ie was launched.

The Chief Terminologist gave a guest lecture to students of Fiontar, School of Irish, DCU.

An article by J. Ní Mhaoileoin, Assistant Terminologist, on the work of the Terminology Committee was published in the Irish Translators' and Interpreters' Association newsletter.

The one millionth search was made on tearma.ie.

An international terminology workshop TOTh (Terminology and Onthology: Theories and applications) was organised in Foras na Gaeilge head office.

An annual general meeting of the European Association for Terminology (EAFT) was facilitated in the Foras na Gaeilge head office.

cigireacht Tusla, comhordaitheoir ar sheirbhísí trí Ghaeilge do na luathbhlianta.

D'fhoilsigh Gaeloideachas comhairle eatramhach foilsithe do naíonraí agus scoileanna araon maidir le haitheantas a thabhairt do fhreastal ar naíonra i bpolasaí iontrála scoile.

Plean Straitéiseach don Ghaeilge mar Theanga Chlainne

Is faoi scáth na Ceanneagraíochta Glór na nGael atá an obair seo ar siúl. Bhí ionadaithe ó Fhoras na Gaeilge rannpháirteach i gcruinnithe an chomhchoiste ionadaíoch atá ag ullmhú *Plean Straitéiseach don Ghaeilge mar Theanga Clainne*. In 2019 cuireadh tús le clár taighde sa Ghaeltacht agus lasmuigh den Ghaeltacht ar úsáid na Gaeilge ag leibhéal na clainne agus cuireadh dréachtfhoclaíocht mholta ar fáil do cheisteanna an daonáirimh (ar glacadh le mórchuid di sna tástálacha don fhoirm úr a d'úsáid an Phríomhoifig Staidrimh).

Straitéis fiontraíochta

Is faoi scáth na Ceanneagraíochta Glór na nGael atá an obair seo ar siúl. Bhí ionadaithe ó Fhoras na Gaeilge rannpháirteach i gcruinnithe an chomhchoiste ionadaíoch d'eagrais ábhartha. Tá sé mar aidhm ag an gcomhchoiste plean straitéiseach earnála a aontú maidir le húsáid na Gaeilge i gcomhthéacs gnó a spreagadh agus a mhéadú. In 2019, cuireadh tús le taighde agus tá dréacht de straitéis earnála ullmhaithe.

Tionscadail chorparáideacha éagsúla de chuid Fhoras na Gaeilge

Eagraíodh mórsheoladh fhoilseacháin na bliana ón nGúm i mí na Nollag.

Bhí seastáin phoiblíochta ar áiseanna scoile i gcaitheamh na bliana ag Comhdháil na bPríomhoidí Bunscoile, Comhdháil na Leas-Phríomhoidí agus ag Comhdháil Chumann Múinteoirí Éireann, Comhdháil Ghaeloideachais agus ag Comhdháil Chomhairle na Gaelscolaíóchta.

Rinneadh fógraíocht rialta ar na meáin shóisialta ar áiseanna agus ar fhoilseacháin nua.

Bhí ábhar poiblíochta an fhoclóra á dháileadh go leanúnach. Tugadh cainteanna agus léachtaí poiblí. Bhí an feachtas Focal an Lae ar bun in éineacht le PEIG.ie.

Seoladh leagan nua den suíomh tearma.ie.

Thug an Príomhthearmeolaí aoi-léacht do mhic léinn Fhiontair, Scoil na Gaeilge, OCBÁC.

Foilsíodh alt le J. Ní Mhaoileoin, Téarmeolaí Cúnta, faoi obair an Choiste Téarmaíochta i nuachtlitir Chumann Aistritheoirí agus Ateangairí na hÉireann.

Rinneadh an milliúnú cuardach ar téarma.ie.

Reáchtáladh ceardlann idirnáisiúnta téarmeolaíochta TOTh (Terminology and Onthology: Theories and applications) i gceannáras Fhoras na Gaeilge.

Éascaíodh cruinniú cinn bhliana an Chumainn Téarmeolaíochta Eorpaigh (EAFT) i gceannáras Fhoras na Gaeilge.

The Chief Terminologist attended the joint general assembly of the European Federation of National Institutions for Language (EFNIL) in Tallinn in Estonia.

D'fhreastail an Príomhthéarmeolaí ar chomhthionól ginearálta Chónaidhm Eorpach na nInstitiúidí Náisiúnta Teanga (EFNIL) i dTaillinn na hEastóine.

REMUNERATION REPORT

The North/South Implementation Bodies Annual Reports and Accounts Guidance, issued jointly by the Department of Finance (DoF) in the North and the Department of Public Expenditure & Reform (DPER) in the South, requires the disclosure of the remuneration and pension entitlements of certain senior staff members.

The Senior Management team consists of the Chief Executive and Directors.

The Chief Executive is the Accountable Person for Foras na Gaeilge.

Remuneration Policy
Foras na Gaeilge's remuneration policy is to follow Public Sector salaries for staff based on the island of Ireland and as directed by sponsor departments in the relevant jurisdiction.

Recruitment and Selection Policy
Staff appointments are made in accordance with the Language Body recruitment code which requires appointments to be made on merit principle on the basis of fair and open competition.

Termination, compensation or severance payments
During 2019 there were no termination, compensation or severance payments made.

Benefit in kind
The monetary value of benefits in kind covers any benefits provided by the employer to staff and treated as a taxable emolument. Senior management received no benefits in kind during 2019.

Bonuses
It is not the policy of Foras na Gaeilge to make any bonus payments to members of the senior management team or staff. No bonus payments have been made during the year.

Pay multiples
Foras na Gaeilge is required to disclose the relationship between remuneration of the highest-paid director in the organisation and the median remuneration of the organisation's workforce.

	2019 €	2019 £	2018 €	2018 £
The highest paid Director	125,715	113,144	120,989	108,890
Median Remuneration of staff	49,943	44,949	48,739	43,865
Ratio	2.52	2.52	2.48	2.48

The remuneration of the highest paid director in 2019 was €125,715 (2018: €120,989). This was 2.52 times the median salary of the workforce which in 2019 was €49,943 (2018: €48,739).

In 2019 and 2018 no employee received remuneration in excess of the highest paid director.

TUAIRISC AR LUACH SAOTHAIR

Éilíonn an Treoir do Chuntais do na Comhlachtaí Forfheidhmithe Thuaidh/Theas atá comh-eisithe ag an Roinn Airgeadais i dTuaisceart Éireann agus ag an Roinn Caiteachais Phoiblí agus Athchóirithe i bPoblacht na hÉireann go bhfoilseofaí teidlíochtaí sochair oifige agus pinsin i gcás baill shinsearacha foirne áirithe.

Is é an Fhoireann Ardbhainistíochta ná an Príomhfheidhmeannach agus na stiúrthóirí.

Is é an Príomhfheidhmeannach an Duine Freagrach i bhForas na Gaeilge.

Polasaí Íocaíochta
Is é polasaí íocaíochta Fhoras na Gaeilge ná treoir na seirbhíse poiblí a leanúint i dtaobh tuarastail de ar oileán na hÉireann, agus faoi ordú na ranna urraíochta sa dlínse chuí.

Polasaí Earcaíochta agus Roghnaithe
Earcaítear baill foirne de réir chód earcaíochta an Fhoras Teanga, cód a ordaíonn go ndéanfar ceapacháin ar phrionsabal an fhiúntais agus ar bhonn na hiomaíochta córa agus oscailte.

Íocaíochtaí Foirceanta, i gCúiteamh nó Téarfa
Níor íocadh aon íocaíochtaí foirceanta, i gcúiteamh nó téarfa, in 2019.

Sochar Comhchineáil
Clúdaíonn luach airgeadais ar shochar comhchineáil aon sochar tugtha ag an bhfostaí don fhoireann agus caitear leis mar shaothar oifige inchánach. Ní bhfuair baill na hardbhainistíochta aon sochar comhchineáil in 2019.

Íocaíochtaí sa Bhreis
Ní polasaí é i bhForas na Gaeilge íocaíochtaí sa bhreis a íoc le lucht na hardbhainistíochta nó leis an bhfoireann. Níor íocadh aon íocaíocht sa bhreis i mbliana.

Iolraithe Pá
Éilítear ar Fhoras na Gaeilge an gaol idir luach saothair an stiúrthóra is airde pá san eagraíocht agus luach saothair airmheánach fhoireann na heagraíochta.

	2019 €	**2019 £**	**2018 €**	**2018 £**
An stiúrthóir is airde pá	125,715	113,144	120,989	108,890
Luach saothair airmheánach na foirne	49,943	44,949	48,739	43,865
Cóimheas	2.52	2.52	2.48	2.48

Ba é luach saothair an stiúrthóra ab airde pá in 2019 €125,715 (2018: €120,989). B’in 2.52 uair níos mó ná luach saothair airmheánach na foirne, ba é sin €49,943 in 2019 (2018: €48,739).

Ní bhfuair aon fhostaí in 2019 nó 2018 luach saothair níos mó ná an stiúrthóir ab airde pá.

Salary and Pension entitlements of the Senior Management team

	Chief Executive	Director of Development Services	Director of Corporate Services	Director of Publishing, Lexicography & Terminology	Deputy Chief Executive/ Director of Education Services
	S. Ó Coinn				
Salary 2019	€120,989	€100,402	€96,353	€97,471	€63,400
Accrued Pension at Pension Age as at 31 12 19	€13,200	€50,000	€4,200	€11,400	€3,500
Accrued Lump Sum as at 31 12 19	€39,600	€150,100	€17,100	€34,100	-
Real increase in Pension at pension age	€1,900	€1,700	€1,100	€1,400	€1,500
Real increase in Lump Sum at pension age	€5,600	€5,200	€4,300	€4,000	-
CETV @ 31/12/18	€255,400	€1,119,700	€47,800	€238,000	€15,900
CETV @ 31/12/19	€305,400	€1,133,700	€65,600	€269,500	€31,000
Real increase in CETV	€50,000	€14,000	€17,800	€31,500	€15,100
Value of Pension benefits accrued in 2018	€31,000	€99,900	€28,800	€46,100	€40,000
Value of Pension benefits accrued in 2019	€43,600	€39,200	€26,300	€32,000	€30,000

Notes

The Cash Equivalent Transfer Values ("CETVs") are not guaranteed and are for illustrative purposes only.

CETVs have been calculated based on estimated projected pension benefits as at 31 December 2018 and 31 December 2019. The value of pension benefits accrued in 2018 and 2019 include employee contributions payable given individual data is not available. For members over NRA there are no available CETV factors published. In such circumstances we have calculated an estimated factor using extrapolation.

For Alpha benefits, the accrued pension figures assume the salary provided by the Body is equal to Actual Pensionable Earnings over the year to 31 March 2019.

The calculations in the table above are based on salary as at 31 March 2019 which is the renewal date for the North South Pension Scheme.

Teidlíochtaí tuarastail agus pinsin na Foirne Ardbhainistíochta

	Príomh-fheidhmeannach	Stiúrthóir Seirbhísí Forbartha	Stiúrthóir Seirbhísí Corparáid-eacha	Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta	Leas-Phríomh-fheidhmeannach/ Stiúrthóir Seirbhísí Oideachais
	S. Ó Coinn				
Tuarastal 2019	€120,989	€100,402	€96,353	€97,471	€63,400
Sochar Fabhraithe ag Aois Pinsin de réir 31 12 19	€13,200	€50,000	€4,200	€11,400	€3,500
Cnapshuim fhabhraithe de réir 31 12 19	€39,600	€150,100	€17,100	€34,100	-
Méadú iarbhír ar Shochar ag Aois Phinsin	€1,900	€1,700	€1,100	€1,400	€1,500
Méadú iarbhír ar Chnapshuim ag Aois Phinsin	€5,600	€5,200	€4,300	€4,000	-
LACA@ 31/12/18	€255,400	€1,119,700	€47,800	€238,000	€15,900
LACA@ 31/12/19	€305,400	€1,133,700	€65,600	€269,500	€31,000
Méadú iarbhír ar LACA	€50,000	€14,000	€17,800	€31,500	€15,100
Luach ar Shochair Phinsin Fhabhraithe in 2018	€31,000	€99,900	€28,800	€46,100	€40,000
Luach ar Shochair Phinsin Fhabhraithe in 2019	€43,600	€39,200	€26,300	€32,000	€30,000

Nótaí
Níl an Luach Aistrithe Coibhéis Airgid (LACA) cinnte agus foilsítear é chun críocha léiriúcháin amháin.

Ríomhadh Luach Aistrithe Coibhéis Airgid (LACA) bunaithe ar shochair phinsin réamh-mheasta ar an 31 Nollaig 2018 agus an 31 Nollaig 2019. Tá ranníocaíochtaí foirne san áireamh i luach na sochar pinsin iníoctha in 2018 agus 2019 toisc nach bhfuil fáil ar shonraí faoi dhaoine aonair. I gcás ball thar an ngnáthaois scoir ní fhoilsítear aon tosca LACA. Ina gcásanna siúd, ríomhamar toisc mheasta trí eachtarshuí.

I gcás sochair Alpha, glactar leis sna figiúirí fabhraithe pinsin gurbh ionann an tuarastal a íocann an Foras agus Tuilleamh Iarbhír Inphinsin thar an mbliain go 31 Márta 2019.

Tá na ríomhanna sa tábla thuas bunaithe ar thuarastail amhail an 31 Márta 2019 atá ina dháta athnuachana don Scéim Phinsin Thuaidh Theas

Salary Bands for Employees
The number of employees at the end of the year whose emoluments (including pension contributions) fell within the following bands (this represents the annual emoluments) were as follows:

	2019	2018
	No.	No.
Less than €40,000	24	19
€40,001-€50,000	6	14
€50,001 - €60,000	10	7
€60,001 - €70,000	4	4
€70,001 - €80,000	9	8
€80,001 - €90,000	1	1
€90,001 - €100,000	1	2
€100,001 - €110,000	2	1
€110,001 - €120,000	0	0
€120,001 - €130,000	1	1

Board members remuneration

Board Members' emoluments (the Chairperson included) for the year ended 31 December 2019 were as follows:

Board 01 January - 31 December 2019	**2019**	**2019**
	€	**Stg£**
Pól Ó Gallchóir – Chairperson	11,970	10,507
Barra Ó Muirí – Deputy Chairperson	7,621	6,690
Máire Ní Neachtain	2,394	2,101
Seán Mícheál Ó Domhnaill **Note (ii)**	7,302	6,410
Conor Mc Guinness	7,695	6,755
Mairéad Farrell	7,695	6,755
Gráinne Mc Elwain **Note (ii)**	7,302	6,410
Maighréad Ní Chonghaile	5,964	5,235
Seán Ó hArgáin **Note (ii)**	**Note (i)**	**Note (i)**
Sorcha Ní Chéide	7,695	6,755
Niall Ó Gallochobhair	7,695	6,755
Séan Ó Coistealbha **Note (ii)**	**Note (i)**	**Note (i)**
Bláthnaid Ní Chofaigh **Note (ii)**	**Note (i)**	**Note (i)**
Northern Nominee (to be confirmed)	n/a	n/a
Northern Nominee (to be confirmed)	n/a	n/a
Northern Nominee (to be confirmed)	n/a	n/a
	73,333	**64,413**

There were eight vacancies (five southern nominees and three northern nominees) on the Board of Foras na Gaeilge at 31 December 2019.

Board Members' expenses were €55,861 (Stg£49,035) in 2019.

Note (i) No board fees payable under the Department of Public Expenditure and Reform's, 'One Person One Salary' principle.

Bandaí tuarastail na foirne

Seo a leanas an líon fostaithe ag deireadh na bliana ar tháinig a gcuid sochar oifige (lena n-áirítear ranníocaíochtaí pinsin) laistigh de na bandaí seo a leanas (léiríonn sé seo na sochair oifige bhliantúla).

	2019	**2018**
	No.	**No.**
Níos lú ná €40,000	24	19
€40,001-€50,000	6	14
€50,001 - €60,000	10	7
€60,001 - €70,000	4	4
€70,001 - €80,000	9	8
€80,001 - €90,000	1	1
€90,001 - €100,000	1	2
€100,001 - €110,000	2	1
€110,001 - €120,000	0	0
€120,001 - €130,000	1	1

Luach saothair an Bhoird

Seo a leanas luach saothair na gcomhaltaí boird (an Cathaoirleach san áireamh) don bhliain dar chríoch an 31 Nollaig 2019.

An Bord 01 Eanáir - 31 Nollaig 2019	**2019**	**2019**
	€	**Stg£**
Pól Ó Gallchóir – Cathaoirleach	11,970	10,507
Barra Ó Muirí – Leaschathaoirleach	7,621	6,690
Máire Ní Neachtain	2,394	2,101
Seán Mícheál Ó Domhnaill **Nóta (ii)**	7,302	6,410
Conor Mc Guinness	7,695	6,755
Mairéad Farrell	7,695	6,755
Gráinne Mc Elwain **Nóta (ii)**	7,302	6,410
Maighréad Ní Chonghaile	5,964	5,235
Seán Ó hArgáin **Nóta (ii)**	**Nóta (i)**	**Nóta (i)**
Sorcha Ní Chéide	7,695	6,755
Niall Ó Gallochobhair	7,695	6,755
Séan Ó Coistealbha **Nóta (ii)**	**Nóta (i)**	**Nóta (i)**
Bláthnaid Ní Chofaigh **Nóta (ii)**	**Nóta (i)**	**Nóta (i)**
Ainmí ón Tuaisceart (le deimhniú)	n/bh	n/bh
Ainmí ón Tuaisceart (le deimhniú)	n/bh	n/bh
Ainmí ón Tuaisceart (le deimhniú)	n/bh	n/bh
	73,333	**64,413**

Bhí ocht bhfolúntas (cúig ainmní ó dheas agus trí ainmní ó thuaidh) ar bhord Fhoras na Gaeilge ar an 31 Nollaig 2019.

Ba é an méid a caitheadh ar chostais Chomhaltaí Boird in 2019 €55,861 (Stg£49,035).

Nóta (i) Ní raibh aon táillí boird iníoctha faoin bprionsabal Duine Amháin Tuarastal Amháin de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe.

Note (ii) Term as a Board Member of Foras na Gaeilge ended 12 December 2019.

Board members received no bonus payments, benefits in kind or pension benefits during 2019.

Nóta (ii) Tháinig deireadh lena tréimhse mar Chomhalta Bord le Foras na Gaeilge ar an 12 Nollaig 2019.

Ní bhfuair comhaltaí boird íocaíochtaí sa bhreis, sochair chomhchineáil nó sochair phinsin le linn 2019.

Accoont o Tha Boord o Ulstèr-Scotch

Report of The Ulster-Scots Agency

Tuairisc ó Ghníomhaireacht na hUltaise

Ulster-Scots Agency
Boord o Ulstèr-Scotch

CONTENTS

Vision and Mission Statement ***47***

Chairman's Foreword ***48***

Background to the Ulster-Scots Agency ***49***

Directors' Report ***50***

Remuneration Report ***52***

Review of the Year ***57***

ÁBHAR

Fís agus Ráiteas Misin 47

Réamhrá an Chathaoirligh *48*

Cúlra Ghníomhaireacht na hUltaise *49*

Tuairisc na Stíurthóirí *50*

Tuairisc ar Luach Saothair *52*

Athbhreithniú ar an mBliain *57*

VISION & MISSION STATEMENT

Vision

The vision of the Ulster-Scots Agency is that Ulster-Scots should flourish as a rich, vibrant and growing culture with a global legacy that is recognised at home and abroad.

Mission Statement

The Ulster-Scots Agency will inspire, educate and empower people to understand and enjoy their Ulster-Scots identity, while working to continuously improve the governance, financial performance and customer focus of the organisation.

FÍS & RÁITEAS MISIN

Fís

Is é fís Ghníomhaireacht na hUltaise an Ultais a bheith faoi bhláth mar chultúr saibhir, beoga agus fásmhar a bhfuil oidhreacht domhanda aige a aithnítear sa bhaile agus thar lear.

Ráiteas Misin

Tabharfaidh Gníomhaireacht na hUltaise inspioráid, oideachas agus cumas do dhaoine lena bhféiniúlacht Ultaise a thuiscint agus le taitneamh a bhaint aisti, ag obair go leanúnach ag an am céanna le rialachas, feidhmíocht airgeadais agus fócas ar chustaiméirí na heagraíochta a fheabhsú.

CHAIRMAN'S FOREWORD

2019 was another busy year in the Agency; during the period the Agency awarded grants to the value of £1.314m (€1.5m).

There was no change in the budget allocation and the Agency continued to work through the Draft Corporate & Business Plans and performed well to meet targets under sometimes difficult circumstances. There were new areas of work introduced in the Scots-Irish field and work was progressed on updating the presidential cottages in Ulster.

The inaugural Ulster-Scots Language week took place during November 2019; the week attracted television coverage and new booklets were developed and launched during the week highlighting elements of Ulster-Scots culture and heritage.

Throughout the year the Agency delivered 38 outreach events across Northern Ireland and into the counties of Cavan and Monaghan.

Focus was placed on the social media aspect of the Agency and we achieved a 100% increase in our following throughout the year.

The Agency maintained its presence in schools and has had encouraging feedback and enquiries from new schools. The Flagship programme had 32 schools in the programme during 2019. Afterschool clubs and workshops remained popular with 29 clubs and 32 workshops being completed. In addition to this the Agency supported 75 schools in music and dance tuition.

The Agency continued to assist the development of capacity within the Ulster-Scots community at grassroots level through our funding of the Ulster-Scots Community Network who provided guidance on funding opportunities, governance, event planning and training needs. This led to groups getting access to £577K of grant funding from a range of sources in this year.

On behalf of the Agency board I would like to thank all those, both inside and outside the Agency, who contributed to our work in 2019, which has continued to improve awareness of and participation in Ulster-Scots across Ulster and build the reputation of Ulster-Scots at home and abroad.

Keith Gamble
Chairman

RÉAMHRÁ AN CHATHAOIRLIGH

Bliain ghnóthach eile ab ea 2019 sa Ghníomhaireacht; le linn na tréimhse bhronn an Ghníomhaireacht deontais dar luach £1.314 milliún (€1.5 milliún).

Ní raibh aon athrú sa leithdháileadh buiséid agus lean an Ghníomhaireacht ar aghaidh ag obair trí na Pleananna Dréachtacha Corparáideacha & Gnó agus d'éirigh go maith léi spriocanna a chur i gcrích i dtosca a bhí deacair in amanna. Bhí réimsí nua oibre ann a tugadh isteach sa réimse Albanach-Éireannach agus rinneadh dul chun cinn maidir le hobair ar thithe na n-uachtarán a thabhairt cothrom le dáta i gCúige Uladh.

Bhí an chéad seachtain Ultaise ar siúl le linn mhí na Samhna 2019; tharraing an tseachtain clúdach teilifíse agus forbraíodh leabhráin nua a lainseáladh le linn na seachtaine ina dtarraingítear aird ar ghnéithe de chultúr agus d'oidhreacht na hUltaise.

I rith na bliana chuir an Ghníomhaireacht i gcrích ocht n-imeacht for-rochtana agus tríocha ar fud Thuaisceart Éireann agus isteach i gContae an Chabháin agus i gContae Mhuineacháin.

Díríodh ar ghné na meán sóisialta den Ghníomhaireacht agus bhaineamar amach méadú 100% ar ár lucht leanúna i rith na bliana.

Choinnigh an Ghníomhaireacht a láithreacht i scoileanna agus fuair sí aiseolas atá ina údar misnigh agus fiosrúcháin ó scoileanna nua. Bhí dhá scoil is tríocha sa Chlár Suaitheantais le linn 2019. Bhí éileamh fós ar chlubanna iarscoile, agus naoi gclub is fiche agus dhá cheardlann is tríocha curtha i gcrích. Chomh maith leis seo thacaigh an Ghníomhaireacht le cúig scoil is seachtó maidir le teagasc ceoil agus damhsa.

Lean an Ghníomhaireacht ar aghaidh ag cabhrú cumas a fhorbairt istigh i bpobal na hUltaise ag an mbonnleibhéal trínár maoiniú do Líonra Pobail na hUltaise a thug treoir ar dheiseanna maoinithe, rialachas, pleanáil imeachtaí agus riachtanais oiliúna. De thoradh air seo bhí rochtain ag grúpaí ar £577,000 de mhaoiniú deontais ó réimse foinsí i mbliana.

Thar ceann na Gníomhaireachta ba mhaith liom buíochas a ghabháil leo siúd go léir, taobh istigh agus taobh amuigh den Ghníomhaireacht, a chabhraigh lenár n-obair in 2019, a lean léi ag feabhsú feasacht ar an Ultais agus rannpháirtíocht inti ar fud Chúige Uladh agus a lean léi a tógáil chlú na hUltaise sa bhaile agus thar lear.

Keith Gamble
Cathaoirleach

BACKGROUND TO THE ULSTER-SCOTS AGENCY

The North/South Language Body was set up as one of the North/South bodies under the Belfast Agreement of 1998. The body comprises two agencies, Tha Boord o Ulster-Scotch (The Ulster-Scots Agency) and Foras na Gaeilge (The Irish Language Agency). Each of these Agencies has a separate Board; the two Boards together constitute the Board of the North/South Language Body. The Chairpersons of the Agencies are the Joint Chairs of the North/South Language Body – otherwise known as *Tha Boord o Leid* in Ulster-Scots and *An Foras Teanga* in Irish.

> The Body has a Board of 24 members appointed by the North/South Ministerial Council (NSMC). Of those members:-
>
> 16 are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the Body in relation to the Irish language; and
>
> 8 are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the Body in relation to Ullans and Ulster-Scots cultural issues.

The Agency is responsible to the North/South Ministerial Council, and in particular to the two Ministers, in the Northern Ireland Assembly and Dáil Eireann, whose remit includes language and culture.

The Agency's statutory remit is the "promotion of greater awareness and use of Ullans and Ulster-Scots cultural issues, both within Northern Ireland and throughout the island"

In carrying out its functions in relation to Ulster-Scots language and cultural issues the Agency may:

- Provide advice to both administrations, public bodies and other groups in the private and voluntary sectors;
- Undertake research and promotional campaigns; and
- Support projects and grant aid bodies and groups.

The Agency has a staffing complement of 15.77 approved posts, headed by a Chief Executive Officer and 3 Directors. The Agency has its headquarters in Belfast with a regional office in Raphoe, County Donegal.

CÚLRA GHNÍOMHAIREACHT NA HULTAISE

Bunaíodh an Foras Teanga Thuaidh/Theas mar cheann de na comhlachtaí Thuaidh/Theas faoi Chomhaontú Bhéal Feirste 1998. Tá dhá ghníomhaireacht sa chomhlacht, Gníomhaireacht na hUltaise agus Foras na Gaeilge. Tá Bord ar leith ag an dá Ghníomhaireacht seo; is ionann an dá Bhord le chéile agus Bord an Fhorais Teanga Thuaidh/Theas. Is iad Cathaoirligh na nGníomhaireachtaí Comh-Chathaoirligh an Fhorais Teanga Thuaidh/Theas – ar a dtugtar *Tha Boord o Leid* in Ultais agus *An Foras Teanga* i nGaeilge.

> Tá Bord ceithre chomhalta is fiche ag an bhForas Teanga, arna cheapadh ag an gComhairle Aireachta Thuaidh/Theas (CATT). Ar na comhaltaí sin:-
>
> tarraingítear seisear déag acu as measc daoine ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an nGaeilge; agus
>
> tarraingítear ochtar acu as measc daoine ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an Ultais agus le saincheisteanna cultúrtha na hUltaise.

Tá an Foras Teanga freagrach don Chomhairle Aireachta Thuaidh/Theas, agus go háirithe don dá Aire, i dTionól Thuaisceart Éireann agus i nDáil Éireann, a bhfuil teangacha agus cultúr san áireamh ina sainchúram.

Is é sainchúram reachtúil na gníomhaireachta "níos mó feasachta ar an Ultais agus a húsáid, agus níos mó feasachta ar shaincheisteanna cultúrtha na hUltaise, a chur chun cinn laistigh de Thuaisceart Éireann agus ar fud an oileáin".

Agus í ag comhlíonadh a cuid feidhmeanna maidir le teanga na hUltaise agus le saincheisteanna cultúrtha, féadfaidh an ghníomhaireacht na nithe seo a leanas a dhéanamh:

- Comhairle a thabhairt don dá lucht riaracháin, do chomhlachtaí poiblí agus do ghrúpaí eile san earnáil phríobháideach agus san earnáil dheonach;
- Tabhairt faoi thaighde agus faoi fheachtais fógraíochta; agus
- Tacaíocht a thabhairt do thionscadail agus comhlachtaí agus grúpaí deontaschabhracha.

Tá líon foirne 15.77 phost faofa, faoi cheannas an Phríomhfheidhmeannaigh agus trí Stiúrthóir. Tá ceanncheathrú na Gníomhaireachta i mBéal Feirste agus tá oifig réigiúnach i Ráth Bhoth gContae Dhún na nGall.

DIRECTORS' REPORT

How the Board Operates
The Chairperson leads the Board and ensures its effectiveness. In addition to the Chairperson, there were seven independent North South Ministerial Council (NSMC) appointed board members who have a range of strong and complementary skills and a keen interest in Ulster-Scots. Unfortunately due to the stalemate at Stormont and the elections in the Southern jurisdiction the Southern appointees' terms ran out in mid- December 2019 and at this time it is uncertain when new appointments will be made. A statement of their responsibilities is set out in the foreword to the Accounts.

The Agency Board provides strategic direction and leadership to the organisation within the parameters of policy set by, and in consultation with, the NSMC. The Board has delegated responsibility to the Senior Management Team for the day to day management of operations, staff and budgets to ensure that the business targets set by the Board are progressed on a timely basis. The Board's primary function is, therefore, to set the corporate business agenda and ensure that the organisation delivers in terms of its strategic goals. The Board reviews performance against targets including any consequent corrective actions, risk implications and contingency measures.

The Agency also has an Audit & Risk Committee to support the Board in identifying risk, its impact and the corporate response to managing that risk. The Committee's main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

Before each Board and Committee meeting, relevant reports and papers, including financial performance data and detailed updates on the progress and implementation of the strategic plan where appropriate, are circulated to Board/Committee members. The Board has the opportunity to discuss these reports and updates and to challenge directly the Senior Management Team, who attend all or part of the Board meetings.

The key responsibilities and areas of focus for the Board are:

- Strategy – contribute to the development of, and agree, the Agency's strategy.
- Financial and operational performance – review and monitor the performance of the Agency, through regular reporting and discussions with the Senior Management Team.
- Senior management – ensure that the Senior Management Team has the skills and resources to deliver the strategy and that appropriate succession and contingency planning is in place.
- Evaluation and composition – review the performance of the Board and its Committees to ensure that they are effective. Ensure that the Board and its Committees comprise competent and capable individuals with a range of skills and experience who bring independent views to the decisions being made.
- Internal controls – maintain an appropriate internal control framework.
- Risk – ensure that there are effective risk management policies and processes in place and an appropriate governance structure.

TUAIRISC NA STIÚRTHÓIRÍ

An Chaoi a bhFeidhmíonn an Bord
Tá an Cathaoirleach i gceannas ar an mBord agus cinntíonn sé nó sí go bhfuil sé éifeachtach. Chomh maith leis an gCathaoirleach, bhí seacht gcomhalta boird ann arna gceapadh ag an gComhairle Aireachta Thuaidh Theas (CATT) a bhfuil réimse de scileanna láidre agus comhlántacha acu agus a bhfuil spéis mhór acu san Ultais. Ar an drochuair, mar gheall ar an tsáinn ag Stormont agus na toghcháin sa dlínse ó Dheas, bhí téarmaí na gceapachán ó Dheas thart i lár mhí na Nollag 2019 agus ag an am seo níl sé cinnte cén uair a dhéanfar ceapacháin nua. Leagtar amach ráiteas ar a bhfreagrachtaí sa réamhrá leis na Cuntais.

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag, agus i gcomhairle leis, an gComhairle Aireachta Thuaidh Theas. Tá an fhreagracht tarmligthe ag an mBord don Fhoireann Ardbhainistíochta as bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil na spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú agus a chinntiú go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an Bord athbhreithniú ar fheidhmíocht de réir spriocanna, ag áireamh aon bheart ceartaitheach dá bharr sin, impleachtaí riosca agus bearta teagmhasachta.

Tá Coiste Iniúchta & Riosca ag an nGníomhaireacht chomh maith le tacú leis an mBord riosca, a thionchar agus an fhreagairt chorparáideach ar bhainistiú an riosca sin a aithint. Is é príomhchuspóir an Choiste cur go neamhspleách le próiseas foriomlán an Bhoird maidir le cinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

Roimh gach cruinniú Boird agus Coiste scaiptear tuairiscí agus páipéir ábhartha, lena n-áirítear sonraí maidir le feidhmíocht airgeadais agus nuashonruithe mionsonracha ar dhul chun cinn agus feidhmiú an phlean straitéisigh nuair is cuí, ar bhaill Boird/Coiste. Bíonn an deis ag an mBord na tuairiscí agus na nuashonruithe seo a phlé agus dúshlán díreach a thabhairt don Fhoireann Ardbhainistíochta, a fhreastalaíonn ar na cruinnithe Boird go léir nó ar chuid acu.

Is iad príomhfhreagrachtaí agus réimsí fócais an Bhoird:

- Straitéis – cur le forbairt straitéis na Gníomhaireachta agus í a chomhaontú.
- Feidhmíocht airgeadais agus oibriúcháin – athbhreithniú agus monatóireacht ar fheidhmíocht na Gníomhaireachta, lena n-áirítear tuairisciú rialta agus comhráite leis an bhFoireann Ardbhainistíochta.
- Ardbhainistíocht – a chinntiú go bhfuil na scileanna agus na hacmhainní ag an bhFoireann Ardbhainistíochta leis an straitéis a chur i gcrích agus go bhfuil pleanáil chuí maidir le comharbas agus teagmhas i bhfeidhm.
- Measúnú agus ballraíocht – athbhreithniú a dhéanamh ar fheidhmíocht an Bhoird agus a Choistí lena chinntiú go bhfuil siad éifeachtach. A chinntiú go bhfuil daoine inniúla agus cumasacha ar an mBord agus a Choistí a bhfuil réimse scileanna agus taithí acu a thugann tuairimí neamhspleácha go dtí na cinntí atá á ndéanamh.
- Rialuithe inmheánacha – creatlach rialaithe inmheánaigh chuí a choinneáil.
- Riosca – a chinntiú go bhfuil polasaithe agus próisis éifeachtacha maidir le bainistíocht riosca i bhfeidhm agus struchtúr rialachais cuí.

During 2019, the Board of the Agency met on 9 occasions and the following table sets out the attendance:

Board Member	Number of Meetings Potentially able to attend	Number of Meetings actually attended
Mr Keith Gamble (Chairperson)	9	9
Mr Frederick Kettyle (Vice - Chairperson)	9	8
Ms Ida Fisher	9	9
Ms Julie Andrews	9	6
Ms Val O'Kelly	9	7
Mr Iain Carlisle	9	6
Mr Allen McAdam	9	6
Mr David Mc Narry	9	7

The Audit and Risk Committee
The Audit and Risk Committee comprised 3 Board members and 2 members co-opted from other bodies as follows and met on 4 occasions during 2019 and the following table sets out the attendance:

Audit and Risk Committee Member	Number of Meetings Potentially able to attend	Number of Meetings actually attended
Ms Julie Andrews (Chairperson)	4	3
Ms Val O'Kelly	4	3
Mr Allen McAdam	4	4
Mr Ray Dolan (co-opted from *Safe*food)	4	3
Ms Patricia McCaffrey (co-opted from Waterways Ireland)	4	4

During the year other sub- committees namely the Grants Committee met on 4 occasions, Grants Appeals Committee met on 3 occasions and one appeal was conducted via correspondence and the Joint Language Body met on 1 occasion.

Le linn 2019 chruinnigh Bord na Gníomhaireachta naoi n-uaire agus leagtar amach sa tábla seo thíos an tinreamh:

Comhalta Boird	**Líon na gcruinnithe arbh fhéidir freastal orthu**	**Líon na gcruinnithe a ndearnadh freastal orthu go fíor**
An tUasal Keith Gamble (Cathaoirleach)	9	9
An tUasal Frederick Kettyle (Leas-Chathaoirleach)	9	8
An tUasal Ida Fisher	9	9
An tUas Julie Andrews	9	6
An tUasal Val O'Kelly	9	7
An tUasal Iain Carlisle	9	6
An tUasal Allen McAdam	9	6
An tUasal David McNarry	9	7

An Coiste Iniúchta agus Riosca
Ar an gCoiste Iniúchta agus Riosca bhí trí chomhalta Boird agus dhá Chomhalta comhthofa ó chomhlachtaí eile mar a leanas agus chruinnigh siad le chéile ceithre huaire le linn 2019 agus leagtar amach sa tábla seo a leanas an freastal:

Comhalta Coiste Iniúchta agus Riosca	**Líon na gcruinnithe arbh fhéidir freastal orthu**	**Líon na gcruinnithe a ndearnadh freastal orthu go fíor**
An tUasal Julie Andrews (Cathaoirleach)	4	3
An tUasal Val O'Kelly	4	3
An tUasal Allen McAdam	4	4
An tUasal Ray Dolan (comhthofa ó Bhiaslán)	4	3
An tUasal Patricia McCaffrey (comhthofa ó Uiscebhealaí Éireann)	4	4

Le linn na bliana tháinig fochoistí eile le chéile, is é sin tháinig Coiste na nDeontas le chéile ceithre huaire, Coiste Achomhairc na nDeontas trí huaire agus tionóladh comhchoiste trí chomhfhreagras agus tháinig an Foras Teanga le chéile uair amháin.

REMUNERATION REPORT

Report on the Remuneration of Senior Management
The senior management of the Agency are considered to be the CEO, Directors and Board of the Ulster-Scots Agency. The Chief Executive is the Accounting Officer as approved by NSMC and is responsible for the efficient and effective administration of the Agency.

Policy on the remuneration of senior managers for current and future financial years.
At the beginning of the year, senior managers are set objectives based on the Agency's Corporate and Business plans. These are periodically reviewed and reported to the Board on a continual basis. Individual goals and objectives of the senior management team are reviewed and assessed throughout the year using the Agency's Performance Management Framework. This means that the CEO assesses the Directors' performance which is then reviewed and countersigned by the Chairman of the Board. The CEO's is also assessed by the Chairman of the Board.

The pay scales of the Senior Management who are based in the NI jurisdiction mirror those of the NICS pay scales. The pay scales for each NICS grade contain a number of pay points from minima to maxima, allowing progression towards the maxima based on performance. The Annual increments are issued to the Agency through the Sponsoring Department in the relevant jurisdiction (Department for Communities (DfC)) from the Department of Finance which has been approved by the Finance Minister. Prior to implementation, the proposed salary increases are approved by the Agency's Board and both Sponsoring Departments of each jurisdiction (DfC and Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM)).

Service contracts
Senior management appointments are made in accordance with the North/South Language Recruitment Code, which requires appointment to be on merit principle on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made. The senior management of the Ulster-Scots Agency appointments are open-ended with a notice period of three months/twelve weeks. Termination payments are in accordance with contractual terms. During the year 2019 there were no compensation or severance payments to senior management.

Salary and pension entitlements
The following sections provide details of the remuneration and pension interests of the senior management of the Agency.

TUAIRISC AR LUACH SAOTHAIR

Tuairisc ar luach saothair Ardbhainisteoirí
Meastar gurb iad Príomhoifigeach Feidhmiúcháin, Stiúrthóirí agus Bord Ghníomhaireacht na hUltaise ardbhainisteoirí na Gníomhaireachta. Is é an Príomhfheidhmeannach an tOifigeach Cuntasach mar atá faofa ag CATT agus tá sé freagrach as riarachán éifeachtúil agus éifeachtach na Gníomhaireachta.

Polasaí ar luach saothair ardbhainisteoirí don bhliain airgeadais reatha agus do bhlianta amach anseo
Ag tús na bliana, socraítear cuspóirí do bhainisteoirí sinsearacha bunaithe ar phleananna Corparáideacha agus Gnó na Gníomhaireachta. Déantar iad seo a athbhreithniú go tréimhsiúil agus tuairiscítear iad don Bhord ar bhonn leanúnach. Déantar spriocanna agus cuspóirí fhoireann na hardbhainistíochta a athbhreithniú agus a mheasúnú i rith na bliana ag úsáid Chreatlach Bainistíochta Feidhmíochta na Gníomhaireachta. Ciallaíonn sé seo go ndéanann an Príomhoifigeach Feidhmiúcháin feidhmíocht na Stiúrthóirí a mheasúnú, atá ansin athbhreithnithe agus comhshínithe ag Cathaoirleach an Bhoird. Déanann Cathaoirleach an Bhoird measúnú chomh maith ar fheidhmíocht an Phríomhoifigigh Feidhmiúcháin.

Tá scálaí pá na nArdbhainisteoirí, atá go léir bunaithe ar dhlínse TÉ, ar aon dul le scálaí pá Státseirbhís Thuaisceart Éireann. Sna scálaí pá do gach grád de Státseirbhís Thuaisceart Éireann tá cuid pointí pá ón mbun go dtí an barr, rud a ligean do dhul chun cinn i dtreo an bhairr bunaithe ar fheidhmíocht. Eisítear na hincrimintí bliantúla don Ghníomhaireacht trí na Ranna Coimircíochta sa dlínse chuí (an Roinn Pobal (RP)) ón Roinn Airgeadais atá ceadaithe ag an Aire Airgeadais. Sula gcuirtear i bhfeidhm iad, ceadaíonn Bord na Gníomhaireachta agus an dá Roinn Coimircíochta sa dá dhlínse (RP agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)).

Conarthaí seirbhíse
Déantar ceapacháin bhainistíochta shinsearacha de réir an Chóid Earcaíochta an Fhorais Teanga Thuaidh/Theas, a éilíonn go mbeidh ceapachán de réir fiúntais ar bhonn iomaíocht chothrom agus oscailte ach a áiríonn chomh maith na tosca nuair a fhéadfaidh ceapacháin a dhéanamh seachas sin. Is ceapacháin ceannoscailte iad ardbhainisteoirí Ghníomhaireacht na hUltaise, le fógra trí mhí nó dhá sheachtain déag. Tá íocaíochtaí foirceanta de réir téarmaí conartha. Le linn na bliana 2019 ní raibh aon chúiteamh nó scaoilíocaíocht le hardbhainisteoirí.

Teidlíochtaí tuarastail agus pinsin
Sna codanna seo a leanas tá sonraí chúiteamh agus leasanna pinsin ardbhainisteoirí na Gníomhaireachta.

Remuneration (including salary) and pension entitlements of Senior Management Staff – CEO (Chief Executive Officer), DOCS (Director of Corporate Services), DOEL (Director of Education & Language).

	2019				2018			
	Salary £	**Salary €**	**Pension Benefits £***	**Benefits in kind**	**Salary £**	**Salary €**	**Pension Benefits £***	**Benefits in kind**
Ian Crozier ** (CEO)	55,458	63,178	24,000	Nil	56,252	63,583	30,400	Nil
David McCallum (DOCS)	41,934	47,772	31,100	Nil	40,913	46,245	18,000	Nil
Richard Hanna (DOEL)	36,929	42,070	18,000	Nil	36,539	41,301	16,000	Nil

*The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

The Chief Executive was receiving additional remuneration for work done on a project for Department for Communities which was being reimbursed by them until 31st January 2019.

Pay multiples
The Agency is required to disclose the relationship between remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

	2019 £	**2019 €**	**2018 £**	**2018 €**
The highest paid Director	55,458	63,178	56,252	63,583
Median remuneration of staff	31,614	36,014	30,149	34,078
Ratio	1.7		1.9	

The remuneration of the highest paid director in 2019 was £55,458 (2018: £56,252). This was 1.7 times the median salary of the workforce which in 2019 was £31,614. In 2019 no employee received remuneration in excess of the highest paid director.

Total remuneration includes salary and non-consolidated performance-related pay. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Salary
'Salary' includes gross salary and any other allowance to the extent that it is subject to UK/Irish taxation. There were no overtime, recruitment and retention allowances, private office allowances or ex gratia payments paid to any staff member in the year.

Benefits in Kind
The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs / Ireland's Department of Revenue as a taxable emolument. There were no benefits in kind provided to staff in the year.

Luach saothair (lena n-áirítear tuarastal) agus teidlíochtaí pinsin Ball Foirne Ardbhainistíochta – POF (Príomhoifigeach Feidhmiúcháin, SSC (Stiúrthóir Seirbhísí Corparáideacha), SOT (Stiúrthóir Oideachais & Teanga).

	2019				2018			
	Tuarastal £	**Tuarastal €**	**Sochair phinsin £***	**Sochair chomh-chineáil**	**Tuarastal £**	**Tuarastal €**	**Sochair phinsin £***	**Sochair chomh-chineáil**
Ian Crozier ** (POF)	55,458	63,178	24,000	Nialas	56,252	63,583	30,400	Nialas
David McCallum (SSC)	41,934	47,772	31,100	Nialas	40,913	46,245	18,000	Nialas
Richard Hanna (SOT)	36,929	42,070	18,000	Nialas	36,539	41,301	16,000	Nialas

*Déantar luach sochar pinsin a fhabhraítear le linn na bliana a ríomh mar (an fíorardú pinsin iolraithe faoi 20) móide (an fíorardú in aon chnapshuim) lúide (na ranníocaíochtaí déanta ag an duine). Ní áirítear sna fíorarduithe arduithe mar gheall ar bhoilsciú agus aon ardú nó ísliú mar gheall ar aistriú ceartuithe pinsin.

Tá an Príomhfheidhmeannach faoi láthair ag fáil luach saothair breise as obair déanta ar thionscadal don Roinn Pobal atá á chúiteamh acu go dtí an 31 Eanáir 2019.

Iolraí pá
Tá de cheangal ar an nGníomhaireacht an coibhneas idir luach saothair an stiúrthóra is airde pá ina n-eagraíocht agus luach saothair airmheánach lucht oibre na heagraíochta.

	2019 £	**2019 €**	**2018 £**	**2018 €**
An stiúrthóir is airde pá	55,458	63,178	56,252	63,583
Luach saothair airmheánach foirne	31,614	36,014	30,149	34,078
Cóimheas	1.7		1.9	

Ba é luach saothair an stiúrthóra ab airde pá in 2019 £55,458 (2018: £56,252). Bhí seo 1.7 uair níos airde ná tuarastal airmheánach an lucht oibre in 2019, £31,614. In 2019 ní bhfuair aon fhostaí luach saothair níos mó ná an stiúrthóir is airde pá.

Áirítear ar luach saothair iomlán tuarastal agus pá i gcoibhneas le feidhmíocht neamh-chomhdhlúite. Ní áirítear air ranníocaíochtaí pinsin an fhostaí agus comhluach in airgead tirim luach aistrithe pinsean.

Tuarastal
Áirítear ar 'tuarastal' olltuarastal agus aon liúntas eile a fhad is go bhfuil sé faoi réir chánachas RA/na hÉireann. Ní raibh aon liúntas ragoibre, earcaíochta agus coinneála, liúntas d'oifig phríobháideach nó íocaíochtaí ex gratia íoctha le haon bhall foirne sa bhliain.

Sochair chomhchineáil
Clúdaíonn luach airgid sochar comhchineáil aon sochair a chuireann an fostóir ar fáil agus a bpléann HM Revenue and Customs/Coimisinéirí Ioncaim na hÉireann leis mar dhíolaíocht inchánach. Níor cuireadh aon sochair chomhchineáil eile ar fáil do bhaill foirne sa bhliain.

Bonuses
It is not the policy of the Agency to make any bonus payments to members of the senior management team or staff. No bonus payments have been made during the year.

Pension Benefits

	Accrued pension at pension age as at 31/12/19 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/12/19	CETV at 31/12/18	Real increase in CETV
	£	**£**	**£**	**£**	**£**
Mr. Ian Crozier *Chief Executive*	Pension £9,300 Lump Sum £9,300	Pension £1,200 Lump Sum £0	103,000	91,000	12,000
Mr. David McCallum *Director of Corporate Services*	Pension £11,300 Lump Sum £20,500	Pension £1,500 Lump Sum £1,100	169,000	147,000	22,000
Mr. Richard Hanna *Director of Education & Language*	Pension £ 1,800 Lump Sum £ -	Pension £ 900 Lump Sum £ -	25,000	13,000	12,000

Members of the Board do not receive pension benefits. For full listing of the Board and their total remuneration, please see below.

Pension Arrangements - General Description of the Scheme
The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 68 in Ireland. Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2019 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2019.

Bónais
Níl sé de pholasaí ag an ghníomhaireacht aon íocaíochtaí bónais a dhéanamh le baill foirne ardbhainistíochta nó baill foirne. Ní dhearnadh aon íocaíochtaí bónais le linn na bliana.

Sochair phinsin

	Pinsean fabhraithe ag aois phinsin mar a bhí ag 31/12/19 agus cnapshuim ghaolmhar	**Fíorardú i bpinsean agus sa chnapshuim ghaolmhar ag aois phinsin**	**Luach aistrithe coibhéise airgid ag 31/12/19**	**Luach aistrithe coibhéise airgid ag 31/12/18**	**Fíorardú i luach aistrithe coibhéise airgid**
	£	**£**	**£**	**£**	**£**
An tUasal Ian Crozier *Príomhoifigeach Feidhmiúcháin*	Pinsean £9,300 Cnapshuim £9,300	Pinsean £1,200 Cnapshuim £0	103,000	91,000	12,000
An tUasal David McCallum *Stiúrthóir Seirbhísí Corparáideacha*	Pinsean £11,300 Cnapshuim £20,500	Pinsean £1,500 Cnapshuim £1,100	169,000	147,000	22,000
An tUasal Richard Hanna *Stiúrthóir Oideachais & Teanga*	Pinsean £1,800 Cnapshuim £ -	Pinsean £900 Cnapshuim £ -	25,000	13,000	12,000

Ní fhaigheann comhaltaí Boird aon sochair phinsin. Chun liosta iomlán an Bhoird agus a luach saothair iomlán a fheiceáil, féach thíos le do thoil.

Socruithe Pinsin – Cur Síos Ginearálta ar an Scéim
Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochar éagsúla acu. Is iad na príomhrannáin:

An Croírannán Tuarastail Deiridh – is socrú pinsin tuarastail deiridh seo le sochair múnlaithe ar rannán Classic Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Cuireann an scéim pinsean ar fáil (ochtódú amháin in aghaidh bliain seirbhíse), aisce nó cnapshuim (trí ochtódú in aghaidh bliain seirbhíse) agus pinsin céile agus leanaí. Is é an ghnáthaois scoir seascadú breithlá an bhaill. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Croírannán Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré seo nó scéim TAMG le sochair múnlaithe ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna) agus pinsin céile agus leanaí. Is é an ghnáthaois phinsin aois phinsin stáit sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 68 in Éirinn. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Tá sochair ag an gcuid is mó ball den Chroírannán sa rannán Tuarastail Deiridh agus sa rannán alpha araon agus beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh an 1 Aibreán 2015, sa chuid is mo cásanna, ina mball den Chroírannán alpha.

Tá an luacháil a úsáidtear do nochtuithe FRS 102 ag an 31 Nollaig 2019 déanta ag achtúire neamhspleách cáilithe (Deloitte). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéim ag an 31 Nollaig 2019.

Cash Equivalent Transfer Values (CETV)
A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Agency's pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV
This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Compensation for loss of office
During the current and preceding financial year there were no compulsory or voluntary redundancies in the Agency. Therefore no costs have been incurred by the Agency and no compensation payments have been made.

Board Members' Remuneration

	2018	2018	2017	2017
	£	€	£	€
Keith Gamble	8,140	9,201	8,140	9,285
Ida Fisher	6,746	7,625	6,746	7,695
Val O'Kelly	6,746	7,625	6,746	7,695
Allen McAdam	6,746	7,625	6,746	7,695
Frederick Kettyle	8,618	9,741	8,618	9,830
Iain Carlisle	5,235	5,917	5,235	5,971
Julie Andrews	5,235	5,917	5,235	5,971
David McNarry	5,235	5,917	5,235	5,971

Board members received no bonus payments, benefits in kind or pension benefits during the years ended 31 December 2018 and 2019. The amounts above reflect their total remuneration. Southern board members (*) retired 12th December 2019 and were not immediately replaced.

Board Members expenses in 2019 were £8,234 (€9,381) (2018 £8,423 (€9,521)).

Luachanna Aistrithe Coibhéise Airgid (LACA)
Is é is Luach Aistrithe Coibhéise Airgid (LACA) luach caipitlithe measúnaithe go hachtúireach shochair na scéime pinsin fabhraithe ag baill ag pointe áirithe san am. Is iad na sochair a luacháiltear sochair fhabhraithe an bhaill agus aon phinsean céile teagmhasach atá iníoctha ón scéim. Is íocaíocht é LACA a dhéanann scéim nó socrú pinsin le sochair phinsin a chinntiú i scéim nó socrú pinsin eile nuair a imíonn an ball ó scéim agus a roghnaíonn na sochair atá fabhraithe ina seanscéim a aistriú. Baineann na figiúirí pinsin a thaispeántar leis na sochair atá fabhraithe ag duine mar thoradh ar a mballraíocht iomlán sa scéim pinsin, ní hamháin a seirbhís i gcáil shinsearach lena mbaineann nochtadh.

Áirítear ar fhigiúir LACA luach aon sochair pinsin i scéim nó socrú eile atá aistrithe ag an duine isteach i socruithe pinsin na gníomhaireachta. Áirítear orthu chomh maith aon socrú pinsin breise a fhabhraítear don bhall mar thoradh ar iad blianta breise seirbhíse pinsin a cheannach sa scéim ar a gcostas féin. Déantar LACA a áireamh de réir *The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations* 2008 agus ní chuireann siad san áireamh aon laghdú iarbhír nó féideartha i sochair mar thoradh ar Cháin Liúntais Saoil a fhéadfaidh a bheith dlite nuair a ghlactar sochair phinsin.

Fíorardú i luach aistrithe coibhéise airgid
Léiríonn seo an méadú in LACA atá maoinithe ag an bhfostaitheoir. Ní áirítear air an méadú sa phinsean fabhraithe mar thoradh ar bhoilsciú, ranníocaíochtaí déanta ag an fhostaí (lena n-áirítear luach aon sochair a aistrítear ó scéim nó sochar pinsin eile) agus úsáideann sé fachtóirí coitianta luachála margaidh do thús agus deireadh na tréimhse.

Cúiteamh as oifig a chailleadh
Le linn na bliana airgeadais reatha agus roimhe seo ní raibh aon iomarcaíochtaí éigeantacha nó deonacha sa Ghníomhaireacht. Mar sin níl aon chostais tabhaithe ag an nGníomhaireacht agus níl aon íocaíochtaí cúitimh déanta.

Luach Saothair Bhaill an Bhoird

	2018	2018	2017	2017
	£	€	£	€
Keith Gamble	8,140	9,201	8,140	9,285
Ida Fisher	6,746	7,625	6,746	7,695
Val O'Kelly	6,746	7,625	6,746	7,695
Allen McAdam	6,746	7,625	6,746	7,695
Frederick Kettyle	8,618	9,741	8,618	9,830
Iain Carlisle	5,235	5,917	5,235	5,971
Julie Andrews	5,235	5,917	5,235	5,971
David McNarry	5,235	5,917	5,235	5,971

Ní bhfuair baill an bhoird aon íocaíochtaí bónais, sochair chomhchineáil nó sochair phinsin le linn na mblianta dar chríoch an 31 Nollaig 2018 agus 2019. Léiríonn na méideanna thuas ar luach saothair iomlán. Comhaltaí boird sa deisceart (*) ar scor ar an 12 Nollaig 2019 agus nár ionadaíodh láithreach.

Ba iad speansais Comhaltaí boird in 2019 £8,234 (€9,381) (2018 £8,423 (€9,521)).

Salary bands for all employees
Number of employees whose emoluments for the twelve months ending 31 December 2019 fell within the following bands:

Salary bands (£)	2019 (Number of employees)	2018 (Number of employees)
Less than 40,000	10	11
40,000 – 49,999	2	2
50,000 – 59,999	1	1
60,000 – 69,999	0	0

Bandaí tuarastail do gach fostaí
Líon na bhfostaithe ar thit a luach saothair do na dhá mhí dhéag dar chríoch an 31 Nollaig 2019 sna bandaí seo a leanas:

Bandaí tuarastal (£)	**2019 (Líon fostaithe)**	**2018 (Líon fostaithe)**
Níos lú ná 40,000	10	11
40,000 – 49,999	2	2
50,000 – 59,999	1	1
60,000 – 69,999	0	0

REVIEW OF THE YEAR

Following the review of the structure of the business plan the number of strategic objectives were reduced from four to three. It has been deemed a success recognising 'learning' about Ulster-Scots at the core of all the Agency's work.

Although an important aspect of the Agency's work, schools' based education is one aspect of a much broader lifelong learning approach.

SA1 – Inspire
The Agency will identify, interpret and animate Ulster-Scots language, heritage and culture.

SA2 – Empower
The Agency will equip individuals and groups with knowledge and skills to engage with Ulster-Scots heritage, language and culture.

SA3 – Engage
The Agency will reach out locally and globally, to enhance friendship with people in Ulster whose primary identity is not Ulster-Scots: and foster kinship with people beyond Ulster who share our identity.

Late 2019 saw the secondment of a Director of Development, a position that has been vacant for a long period. We will see the benefits of this position in 2020.

There was no change in the budget allocation and the Agency continued to work through the Draft Corporate & Business Plan and performed well to meet targets under sometimes difficult circumstances. There were new areas of work introduced in the Scots-Irish field and additional funding secured to progress work on the presidential cottages as well as the Gobbins project. A summary of the draft Business Plan targets can be seen below:

Strategic Area	BP Targets 2019
SA1 - Inspire	18
SA2 - Empower	12
SA3 - Engage	7

The Draft Corporate Plan is underpinned by the Business Plan which sets out how we intend to deliver the corporate objectives.

The Agency achieves its monitoring and evaluation targets with monthly Board meetings, quarterly Audit and Risk Committee meetings, a Grants Committee and a Grants Appeal Committee. Externally the Agency attended 4 Monitoring meetings with Foras Na Gaeilge and Sponsor Departments meetings by year end. The Director of Corporate Services attends the Chief Executive's Pension Committee on behalf of the Chief Executive as well as various working groups with other members of the North/South bodies. The Staff Officer Accountant attends the North/South Finance Committee and the HR & Office Manager attends the North/South HR Committee.

ATHBHREITHNIÚ AR AN mBLIAIN

Tar éis athbhreithniú ar struchtúr an phlean gnó laghdaíodh líon na gcuspóirí straitéiseacha ó cheithre cinn go dtí trí cinn. Measadh gur éirigh leis, ag aithint 'foghlaim' faoin Ultais a bheith ag croílár obair na Gníomhaireachta.

Cé gur gné thábhachtach d'obair na Gníomhaireachta é, is gné amháin é an t-oideachas scoilbhunaithe de chur chuige i bhfad níos leithne maidir le foghlaim ar feadh an tsaoil.

> *RS1 – Inspioráid*
> Aithneoidh, léirmhíneoidh agus cuirfidh an Ghníomhaireacht i láthair teanga, oidhreacht agus cultúr na hUltaise.
>
> *RS2 – Cumasú*
> Tabharfaidh an Ghníomhaireacht do dhaoine aonaracha agus do ghrúpaí eolas agus scileanna le bheith páirteach in oidhreacht, teanga agus cultúr na hUltaise.
>
> *RS3 – Rannpháirtíocht*
> Déanfaidh an Ghníomhaireacht for-rochtain go háitiúil agus ar fud na cruinne, le cairdeas a fheabhsú le daoine i gCúige Uladh nach Albanach-Uladh a bpríomhfhéiniúlacht, agus le dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht.

Go mall in 2019 rinneadh Stiúrthóir Forbartha a cheapadh ar iasacht, post a bhí folamh ar feadh tréimhse fhada. Feicfimid tairbhí an phoist seo in 2020.

Ní raibh aon athrú sa leithdháileadh buiséid agus lean an Ghníomhaireacht ar aghaidh ag obair trí na Pleananna Dréachtacha Corparáideacha & Gnó agus d'éirigh go maith léi spriocanna a chur i gcrích i dtosca a bhí deacair in amanna. Bhí réimsí nua oibre ann a tugadh isteach sa réimse Albanach-Éireannach agus fuarthas maoiniú breise chun obair a chur chun cinn maidir le tithe na n-uachtarán chomh maith tionscadal na nGobán. Is féidir achoimre ar spriocanna an Dréachtphlean Gnó a fheiceáil thíos:

Réimse Straitéiseach	Spriocanna Plean Gnó 2019
RS1 – Inspioráid	18
RS2 – Cumasú	12
RS3 – Rannpháirtíocht	7

Cuireann an Dréachtphlean Gnó, ina leagtar amach an chaoi ar rún dúinn na cuspóirí corparáideacha a chur i gcrích, taca faoin Dréachtphlean Corparáideach .

Baineann an Ghníomhaireacht amach a spriocanna monatóireachta agus measúnaithe le cruinnithe Boird uair sa mhí, cruinnithe Iniúchta agus Riosca, Coiste Deontas agus Coiste Achomhairc Deontas. Go seachtrach d'fhreastail an Ghníomhaireacht ar cheithre chruinniú monatóireachta le Foras na Gaeilge agus Ranna Coimhdeachta faoi dheireadh na bliana. Freastalaíonn an Stiúrthóir Seirbhísí Corparáideacha ar Choiste Pinsin na bPríomhfheidhmeannach thar ceann an Phríomhfheidhmeannaigh chomh maith le grúpaí oibre éagsúla le baill eile de na comhlachtaí Thuaidh/Theas. Freastalaíonn an Cuntasóir Oifigigh Foirne ar an gCoiste Airgeadais Thuaidh/Theas agus freastalaíonn an Bainisteoir AD agus Oifige ar an gCoiste AD Thuaidh/Theas.

The Agency strives for the best performance from its staff and has training programmes in place to take care of Governance, Safeguarding, Health and Safety as well as technical training which was identified by legislative needs, professional development needs of individual Agency staff and Audit recommendations following the internal audit of the HR function.

The Agency's Board completed governance training in 2019.

Tá an Ghníomhaireacht ar a dícheall an fheidhmíocht is fearr a fháil óna foireann agus tá cláir oiliúna i bhfeidhm aici le cúram a dhéanamh den Rialachas, Cumhdach, Sláinte agus Sábháilteacht chomh maith le hoiliúint theicniúil a shainaithnítear mar gheall ar riachtanais reachtúla, riachtanais maidir le forbairt ghairmiúil atá ag baill aonair d'fhoireann na Gníomhaireachta agus moltaí Iniúchta tar éis iniúchadh inmheánach na feidhme AD.

Chuir Bord na Gníomhaireachta oiliúint i rialachas i gcrích in 2019.

INSPIRE

Ulster-Scots Language Week
The Ulster-Scots Language Week (USLW), took place from 25th to 30th November 2019. A total of 25 events took place at venues around Ulster. The programme was supported by six local councils, Derry and Strabane; Mid Ulster; Mid and East Antrim; Antrim and Newtownabbey; Lisburn and Castlereagh; and Belfast City Council.

Three new booklets were launched during language week, *A Wee Guide to the Ulster-Scots Language*; *Ulster-Scots Place Names of Belfast*; and *Answering 10 Nonsense myths about Ulster-Scots*. A special Language Week edition of The Ulster-Scot newspaper was also produced. All of the publications have been well received.

The events which featured contributors from Scotland were particularly useful, both in building relationships with key players from the Scots language scene and building the knowledge base of our own sector. An event delivered in conjunction with Northern Ireland Human Rights Commission (NIHRC) has provided the basis for future work.

The Agency with NVTV produced a short television programme on Language Week which captured important feedback from a number of contributors. USLW also received coverage in the Belfast News Letter, several weekly newspapers and featured on Newsline on BBC1 Northern Ireland.

We also launched the new online Wheen o Wurds quiz for people to test their Ulster-Scots knowledge, together with an accompanying badge which they can claim for free. To date, the quiz has been taken by over 30,000 people in over 80 countries.

Wheen o Wurds – click the picture to take the quiz

Burns Week
The Burns by the Lagan Concert took place on 22nd January 2019. This year we developed a programme in conjunction with Tern TV and the BBC to deliver Burns by the Lagan, a flagship production for broadcast in Northern Ireland and Scotland.

INSPIORÁID

Seachtain Teanga na hUltaise
Bhí Seachtain Teanga na hUltaise (USLW) ar siúl ón 25 go dtí an 30 Samhain 2019. Bhí cúig imeacht is fiche ar siúl ag ionaid timpeall Chúige Uladh.
Thacaigh sé chomhairle áitiúla leis an gclár: Doire agus an Srath Bán; Lár Uladh; Lár agus Oirthear Aontroma; Aontroim agus Baile na Mainistreach; Lios na gCearrbhach agus an Caisleán Riabhach; agus Comhairle Cathrach Bhéal Feirste.

Lainseáladh trí leabhrán nua le linn na seachtaine teanga, *A Wee Guide to the Ulster-Scots Language*; *Ulster-Scots Place Names of Belfast*; agus *Answering 10 Nonsense myths about Ulster-Scots*. Táirgeadh eagrán speisialta den nuachtán The Ulster-Scot don tSeachtain Teanga. Glacadh go maith leis na foilseacháin go léir.

Bhí na himeachtaí ina raibh rannpháirtithe ón Albain go háirithe úsáideach, le haghaidh caidrimh a thógáil le príomh-rannpháirtithe ó shaol na hAlbainise agus ag méadú an bhonn eolais ar ár n-earnáil féin. Thug imeacht a cuireadh ar fáil i gcomhar le Coimisiún um Chearta Daonna Thuaisceart Éireann (NIHRC) bonn eolais le haghaidh obair amach anseo.

Léirigh an Ghníomhaireacht i gcomhar le NVTV clár gairid teilifíse ar an tSeachtain Teanga, ina bhfuarthas aiseolas tábhachtach ó roinnt rannpháirtithe. Fuair USLW clúdach chomh maith in Belfast News Letter, roinnt nuachtáin seachtainiúla, agus bhí sí ar Newsline ar BBC1 Tuaisceart Éireann.

Lainseálamar chomh maith an tráth ceisteanna ar líne Wheen o Wurds do dhaoine chun a n-eolas ar an Ultais a thástáil, chomh maith le suaitheantas a théann leis ar féidir leo é a éileamh saor in aisce. Go dtí seo rinne níos mó ná 30,000 duine an tráth ceisteanna i níos mó ná ochtó tír.

Wheen o Wurds – cliceáil ar an bpictiúr chun an tráth ceisteanna a dhéanamh

Seachtain Burns
Bhí Ceolchoirm Burns cois Lagáin ar siúl ar an 22 Eanáir 2019. I mbliana d’fhorbraíomar clár i gcomhar le Tern TV agus an BBC chun Burns cois Lagáin a chur ar fáil, léiriú suaitheanta le craoladh i dTuaisceart Éireann agus in Albain.

The programme for the concert was developed by Phil Cunningham, who acted as Musical Director for the event. As well as variety in the material performed, the use of filmed vignettes as part of the show helped to give it a very fresh, modern feel, as well as helping to maximise delivery of Ulster-Scots cultural content.

The line-up for the concert included a range of household names from Scotland, including Phil Cunningham, Aly Bain and Eddi Reader, as well as Hannah Rarity and a range of very talented house musicians. The Ulster input came from Cup O Joe, a young bluegrass trio from County Armagh.

Burns by the Lagan

The Agency's Juvenile Pipe Band featured prominently in the show, with a slightly slimmed down band performing in the concert and also being featured as the subject of one of the short films.

Burns by the Lagan was the basis for a television programme of the same name, which was broadcast in Northern Ireland and Scotland on Burns Night. The programme received a combined audience of 162,000 (123,000 in Scotland and 39,000 in Northern Ireland). The show also featured in a programme of the same name on BBC Radio Ulster.

A screening of Eddi Reader's Rabbie Burns Road Trip was organised in the Discover Ulster-Scots Centre, which was open to staff in the Ulster-Scots Hub and colleagues from the Department for Communities (DfC). The event was also addressed by Gary Blair, who featured in the Rabbie Burns Road Trip programme.

Ba é Phil Cunningham, a d'fheidhmigh mar Stiúrthóir Ceoil don ócáid, a d'fhorbair an clár don cheolchoirm. Chomh maith le héagsúlacht san ábhar a cuireadh i láthair, mar gheall ar ghearrscannáin a úsáid tugadh braistint an-úr, nua-aimseartha di, agus rinneadh ábhar cultúrtha Ultaise a chur i láthair ar an gcaoi is fearr.

Ar an gclár don cheolchoirm bhí réimse daoine a bhfuil clú agus cáil orthu as Albain, lena n-áirítear Phil Cunningham, Aly Bain agus Eddi Reader, chomh maith le Hannah Rarity agus réimse de cheoltóirí tí an-chumasacha. Ó chúige Uladh bhí Cup O Joe, tríréad óg bluegrass ó Chontae Ard Mhacha.

Burns cois Lagáin

Bhí Ógbhanna Píob na Gníomhaireachta feiceálach sa cheolchoirm, le banna beagáinín tanaithe ag seinm, agus bhí ceann de na gearrscannáin fúthu chomh maith.

Ba é Burns cois Lagáin ba bhonn le clár teilifíse dar an teideal céanna, a craoladh i dTuaisceart Éireann agus in Albain. Bhí lucht féachana iomlán 162,000 ag an gclár (123,000 in Albain agus 39,000 in i dTuaisceart Éireann). Bhí an choirm i gclár dar an teideal céanna ar BBC Raidió Uladh.

Eagraíodh taispeáint de Rabbie Burns Road Trip le Eddi Reader in Ionad Eolais na hUltaise, a bhí oscailte do bhaill foirne i Mol na hUltaise agus do chomhghleacaithe ón Roinn Pobal (RP). Rinne Gary Blair, a bhí sa chlár Rabbie Burns Road Trip, aitheasc ag an ócáid chomh maith.

The traditional wreath laying at the Burns statue at the Linen Hall Library in Belfast and the Burns Monument at St Nicholas' Parish Church in Dundalk were also arranged around the Burns events.

The Agency hosted three representatives from the New Cumnock Burns Club in Ayrshire. We arranged for them to visit the Linen Hall Library, to view the Andrew Gibson Collection (Gibson was from New Cumnock), as well as attending Burns by the Lagan. The group were extremely impressed by all of the efforts of the Agency to promote Burns here and are extremely keen to work with us in the future.

Education Interventions

The Agency continued to support the educational sector with grant funding of **£277,681** towards interventions in the schools sector.

Music & Dance tuition in schools
The school music and dance tuition programme remained popular in 2019. A total of 65 schools were awarded funding for tuition up to June 2019, and a total of 40 schools awarded funding from September 2019 to June 2020. There was an initial reduction in the number of schools offered funding due to budget limitations. However, the Agency secured additional funding from the Department for Communities (DfC) resulting in a further 26 schools being offered funding. There is a mix of primary and secondary schools running tuition in 2019, as well as two further all age church schools and one all age school from the special education sector. Tuition programmes varied in length ranging with a small number of tuition programmes lasting six weeks; to the majority of programmes lasting 20 weeks. Each school submitted an appraisal report as part of their funding claim, all schools rated the tutors and quality of teaching very highly as well as the student achievements. The feedback has been very positive from schools and demand for the programme remains high.

After School Clubs
The After School club programme proved to very successful in 2019. The Clubs give pupils and school staff a taster of the various strands of the Ulster-Scots language and culture which serve as a very successful "taster" for more in-depth programmes such as Flagship Schools Programme. The feedback from teachers has been very positive and this was reflected by the number of schools that contacted us to become involved in the programme, having heard feedback from teachers in other schools.

Flagship Programme
The Flagship Programme is a popular and well-received series of activities that bring an in-depth study of subjects chosen by the schools. The "Starter" component has been removed and replaced by an After School Club as an indication of commitment. We have addressed the issue of what is our role in a school on completion of the programme by a school. This was reviewed in detail and we will be introducing a Schools of Excellence programme which will require the schools to be involved in an annual assessment to retain recognition as an Ulster-Scots School.

Eagraíodh cuireadh traidisiúnta na bláthfhleisce ag dealbh Burns i Leabharlann Halla an Línéadaigh i mBéal Feirste agus Séadchomhartha Burns ag Eaglais Pharóiste San Nioclás i nDún Dealgan timpeall ar na himeachtaí Burns.

D'óstaigh an Ghníomhaireacht trí ionadaí ó Chumann Burns Cumnag Nuadh i Siorrachd Àir. Rinneamar socrú dóibh cuairt a thabhairt ar Leabharlann Halla an Línéadaigh chun breathnú ar Bhailiúchán Andrew Gibson (ba as Cumnag Nuadh Gibson), chomh maith le freastal ar Burns cois Lagáin. Chuaigh iarrachtaí uile na Gníomhaireachta Burns a chur chun cinn anseo i bhfeidhm go mór ar an ngrúpa agus tá fonn mór orthu a bheith ag obair linn amach anseo.

Idirghabhálacha Oideachais

Lean an Ghníomhaireacht ar aghaidh ag tacú leis an earnáil oideachais le maoiniú deontais **£277,681** i dtreo idirghabhálacha san earnáil scoileanna.

Teagasc Ceoil & Damhsa i scoileanna
Bhí ráchairt fós ar an gclár teagaisc ceoil agus damhsa in 2019. Bronnadh maoiniú ar chúig scoil is seasca ar fad le haghaidh teagaisc a fhad le Meitheamh 2019, agus bronnadh maoiniú ar dhaichead scoil ar fad ó Mheán Fómhair 2019 go dtí Meitheamh 2020. Bhí laghdú ar dtús i líon na scoileanna ar tairgeadh maoiniú dóibh mar gheall ar shriantaí buiséid. Ach fuair an Ghníomhaireacht maoiniú breise ón Roinn Pobal (RP) a raibh de thoradh air maoiniú a thairiscint do shé scoil is fiche eile. Tá meascán de bhunscoileanna agus meánscoileanna ag reáchtáil teagaisc in 2019, chomh maith le dhá scoil eaglaise uile-aoise agus scoil uile-aoise amháin ó earnáil an oideachais speisialta. Bhí cláir theagaisc éagsúil ó thaobh faid de, le líon beag de chláir theagaisc a mhair sé seachtaine; agus bunús na gclár a mhair fiche seachtain. Chuir gach scoil isteach tuairisc bhreithmheasa mar chuid dá n-éileamh ar mhaoiniú. Thug gach scoil rátáil an-ard ar son na dteagascóirí agus chaighdeán an teagaisc, chomh maith le héachtaí na scoláirí. Bhí an t-aiseolas an-dearfach ó scoileanna agus tá éileamh ar an gclár fós ard.

Clubanna Iarscoile
Bhí an-rath ar chlár na gclubanna Iarscoile in 2019. Tugann na clubanna do dhaltaí agus do bhaill foirne blaiseadh ar shnáithe éagsúla de theanga agus de chultúr na hUltaise agus is blaiseadh an-mhaithe iad le haghaidh cláir níos doimhne ar nós an Chláir Suaitheantais Scoileanna. Bhí an t-aiseolas ó mhúinteoirí iontach dearfach agus léiríodh seo i líon na scoileanna a rinne teagmháil linn chun a bheith páirteach sa chlár tar éis cloisteáil faoin gclár ó mhúinteoirí i scoileanna eile.

Clár Suaitheantais
Is sraith de ghníomhaíochtaí é an Clár Suaitheantais a bhfuil ráchairt air agus glacadh maith leis, a thugann leis staidéar domhain ar ábhair roghnaithe ag na scoileanna. Baineadh amach an pháirt a bhaineann le "Blaiseadh" agus ina háit cuireadh Club Iarscoile mar léiriú ar thiomantas. Thugamar aghaidh ar an gceist maidir le cad é ár ról i scoil nuair tar éis do scoil an clár a chríochnú. Rinneadh athbhreithniú mionsonrach air seo agus beimid ag tabhairt isteach clár Scoileanna Feabhais ina n-éileofar ar na scoileanna a bheith páirteach i measúnú bliantúil chun aitheantas a choinneáil mar Scoil Ultaise.

Culcrow Primary School pupils visiting Ulster American Folk Park

School Twinnings

Due to the prior success of this scheme there are now 2 types of Twinnings, the North / South and East / West Twinnings. These Twinnings went ahead and proved very successful. The Hawick Festival enabled us to twin Newtownbutler with Denholm Primary, Hawick, Scotland. A second Twinning between Harryville Primary School, Ballymena and Gardenrose Primary School, Scotland came to fruition during the period. The Twinnings taught children about their own social history and the social history of other areas. The Agency received positive feedback from all participating schools.

Daltaí ó Bhunscoil Chúil Chnó ar cuairt ar Dhaonpháirc Uladh-Mheiriceánach

Nascadh Scoileanna
Mar gheall ar an rath roimhe seo ar an scéim seo tá anois dhá chineál Nascadh ann, Nascadh Thuaidh/Theas agus Nascadh Thoir/Thiar. Chuaigh an nascadh seo ar aghaidh agus d'éirigh go han-mhaith leis. Mar gheall ar Fhéile Hamhaig bhíomar in ann an Baile Nua (Newtownbutler) a nascadh le Bunscoil Denholm, Hamhaig, Albain. Tharla Nascadh eile idir Bunscoil Bhaile Éinrí, an Baile Meánach, agus Bunscoil Gardenrose, Albain, le linn na tréimhse. Theagasc an Nascadh do pháistí faoina stair shóisialta féin agus faoi stair shóisialta ceantar eile. Fuair an Ghníomhaireacht aiseolas an-dearfach ó gach scoil rannpháirteach.

EMPOWER

Corefunded Groups
Investment of **£362,142** was committed to core funded groups undertaking Ulster-Scots activities.

The Ulster-Scots Community Network (USCN) assisted member groups to secure necessary funding of (£577K) to support, design and deliver projects. The USCN delivered 22 geographically diverse information sessions throughout the year to inspire and assist the community. They also provide a grant applicant support programme focused on Ulster-Scots Agency Festival and Music & Dance tuition funding schemes and follow up support for applicants/grant claims process. The USCN provided a service assisting 12 groups to complete Charity Commission registration in 2019 as well as delivering an access NI disclosure certificate service for member groups. The USCN increased the number to 96 groups who were delivered presentations on a range of Ulster-Scots cultural and historical topics. These were delivered to schools and a diverse mix of historical societies, libraries, women's and older peoples groups.

The USCN grew their membership by 10% in the year welcoming another 51 groups on board.

The USCN delivered 5 courses of accredited learning opportunities via the Open College Network on Ulster-Scots Cultural Identity which saw attendance increase to 207 students.
The USCN exceeded the 'walk in' visitors to the Discover Ulster-Scots target by 18% taking the average monthly visitors to 300 per month.

The Monreagh Heritage Centre continued to increase its visitor numbers throughout the year. This has contributed to the development of Ulster-Scots in the Laggan area through a range of workshops, events and Ulster-Scots themed exhibitions.

The centre has formed a partnership with a USA tour operator which guaranteed 24 tour groups visiting the centre throughout the year. The Centre produced educational resources in the form of videos with a narrative about the emigration from the area and showcasing local writers.

The Centre has moved into the area of providing outreach at other community events such as the Brinaleck Heritage Festival and White Oaks Harvest Festival.

The Centre continues to have a strong focus on family history and hosted their annual "The Gathering of the Clans" festival which was part of the Donegal Connect diaspora week. Monreagh also worked in partnership with Donegal Connect (Donegal County Council) to promote overseas tourism in Donegal. Looking forward Monreagh is working in partnership with Inishowen Development Partnership on a Peace 4 Project which will provide a series of Ulster -Scots programmes in 2019/2020.

CUMASÚ

Grúpaí Bunmhaoinithe
Tiomnaíodh **£362,142** d'infheistíocht do ghrúpaí bunmhaoinithe ag gabháil de láimh gníomhaíochtaí Ultaise.

Chuidigh Líonra Pobail na hUltaise (LPU) le ballghrúpaí maoiniú riachtanach £577 míle a fháil le tacú le tionscadail, iad a dhearadh agus a chur i gcrích. Chuir an LPU dhá sheisiún is fiche i gcrích a bhí in áiteanna éagsúla i rith na bliana chun inspioráid agus cabhair a thabhairt don phobal. Cuireann siad ar fáil chomh maith clár tacaíochta iarratasóra deontais, ag díriú ar Fhéile Ghníomhaireacht na hUltaise agus scéimeanna maoinithe do theagasc ceoil agus damhsa agus tacaíocht leantach d'iarratasóirí/próisis éilimh deontais. Chuir an LPU seirbhís ar fáil ag cuidiú le dhá ghrúpa dhéag chun clárúchán a chríochnú le Coimisiún na gCarthanas in 2019 chomh maith le seirbhís um dheimhniú nochtaithe access NI a chur ar fáil do bhallghrúpaí. Mhéadaigh an LPU an líon go dtí sé ghrúpa is nócha ar tugadh cur i láthair dóibh ar réimse ábhar cultúrtha agus staire a bhaineann leis an Ultais. Cuireadh iad seo ar fáil do scoileanna agus meascán ilchineálach cumann staire, leabharlanna, grúpaí ban agus grúpaí do dhaoine níos sine.

Mhéadaigh an LPU a mballraíocht faoi 10% sa bhliain, ag fáiltiú roimh grúpa is caoga eile ar bord.

Chuir an LPU cúig chúrsa de dheiseanna foghlama creidiúnaithe ar fáil tríd an Líonra Coláistí Oscailte ar Fhéiniúlacht Chultúrtha na hUltaise, inar mhéadaigh an tinreamh go dtí 207 scoláire.
Sháraigh an LPU an sprioc le haghaidh cuairteoirí ag siúl isteach ar a gcoiscéim to dtí Ionad Eolais na hUltaise faoi 18%, rud a mhéadaigh líon míosúil na gcuairteoirí go dtí 300 sa mhí.

Lean Ionad Oidhreachta Mhóin Riabhach ar aghaidh ag méadú líon a chuairteoirí i rith na bliana. Thacaigh seo le forbairt na hUltaise trí réimse i gceantar an Lagáin trí réimse de ceardlanna, imeachtaí agus taispeántais le téama Ultaise.

Tá comhpháirtíocht déanta ag an ionad le comhlacht taistil ó na Stáit Aontaithe, rud a dheimhnigh go mbeadh ceithre ghrúpa turasóireachta is fiche ag tabhairt cuairte ar an ionad i rith na bliana. Tháirg an tIonad acmhainní oideachais i bhfoirm físeán ina raibh aithris ar an imirce ón gceantar agus inar taispeánadh scríbhneoirí áitiúla.

Tá an tIonad tar éis dul i dtreo for-rochtain a chur ar fáil ag imeachtaí pobail eile ar nós Féile Oidhreachta Bhun an Leaca agus Féile Fómhair na nDaracha Bána.

Leanann an tIonad ar aghaidh le fócas láidir ar stair theaghlaigh agus d'óstáil siad a bhféile bhliantúil, "Cruinniú na gClann", a bhí mar chuid de sheachtain diaspóra Nasc Dhún na nGall. D'oibrigh Móin Riabhach freisin i gcomhpháirtíocht le Nasc Dhún na nGall (Comhairle Contae Dhún na nGall) chun an turasóireacht thar sáile isteach a chur chun cinn i nDún na nGall. Ag breathnú chun cinn tá Móin Riabhach ag obair i gcomhpháirtíocht le Comhpháirtíocht Forbartha Inis Eoghain ar Thionscadal PEACE 4 ina gcuirfear ar fáil sraith de chláir Ultaise in 2019/2020.

Music and Dance Tuition in the Community
The Agency provided grant aid to 116 projects valued at **£187,297**, which provided tuition in Scottish country and highland dance, piping, drumming, accordion, flute, drum major, fife and lambeg drumming. Approximately 1,848 people attended tuition classes supported by the Agency in 2019. We also saw an increase in applications from groups in the border counties. During the year the Agency provided training to 82 groups participating in the programme.

Summer Schools.
The Agency provided funding valued at **£56,729** for 24 summer schools including two very successful Drama Summer schools in Newtownstewart and Raphoe, both summer schools adapted Alice in Wonderland into a short Ulster-Scots drama production. In 2019 there was a slight increase in the number of groups participating in the Summer School programme.

Community Festivals
The Agency supported 8 community festivals with funding of **£41,962** which included the East Donegal and Foyle Family History Festival in Burt Co Donegal, the New Gate Fringe festival in Londonderry, which was a very innovative festival hosted over a two week period and the Schomberg Reivers Festival in Kilkeel. The Agency saw applications from a number of new festivals which we were able to support in Killinchy Co Down, Seslinore, Co Tyrone and a very successful Ulster-Scots Tattoo in Rathfriland, Co Down.

Community Impact
The Agency continued our support of three projects with funding of **£103,407** aimed at supporting community development and capacity building within the Ulster-Scots community. In addition to building capacity and offering a wide range of training opportunities, one of the three projects focused on supporting the development of cultural tourism in the Mournes area. We tackled Ulster-Scots language development in West Tyrone and in the Mournes by engaging with young people. In the North Belfast area we acknowledged the rich Ulster-Scots built heritage in North Belfast. The three projects have also been successful in securing other funding opportunities and have collectively secured over £350,000 to support Ulster-Scots projects from a range of funders.

Raphoe Ulster-Scots Heritage Day
Approximately 2,500 people attended the Ulster-Scots Heritage Day in Raphoe during September 2019. The day's main objective was a celebration of the rich Ulster-Scots heritage and traditions of East Donegal. 14 pipe bands from Counties, Donegal, Tyrone, Down and Monaghan attended the event along with individual pipers and drummers from a number of bands throughout Northern Ireland and the Border Counties. The Ulster-Scots Agency Juvenile Pipe Band opened the event with an excellent display involving over 40 young pipers and drummers who are participating in the Juvenile Pipe Band tuition programme.

A Former World Champion Drum Major along with 20 local drum majors displayed their skills in the Diamond and then involved members of public by encouraging 12 members of the audience to test their drum majoring ability.

The event also attracted almost 100 Highland Dancers who performed in the Diamond. There were a whole range of displays and activities including Living History Ireland recreating a plantation village with re-enactors engaging with public and explaining life in East Donegal in the 17th Century.

Teagasc ceoil agus damhsa sa phobal
Thug an ghníomhaireacht cúnamh deontais do 116 thionscadal dar luach **£187,297**, lenar cuireadh ar fáil teagasc sa damhsa tíre Albanach agus damhsa na nGarbhchríoch, píobaireacht, drumadóireacht, cairdín, feadóg mhór, maor druma, fíf agus drumadóireacht Lann Bheag. D'fhreastail timpeall 1,848 nduine ar ranganna teagaisc a fuair tacaíocht ón nGníomhaireacht in 2019. Chonaiceamar freisin ardú ón mbliain roimhe in iarratais ó ghrúpaí i gcontaetha na teorann. Le linn na bliana thug an Ghníomhaireacht oiliúint do dhá ghrúpa is ochtó a bhí ag glacadh páirte sa chlár.

Scoileanna Samhraidh.
Chuir an Ghníomhaireacht maoiniú ar fáil dar luach **£56,729** le haghaidh ceithre scoil samhraidh is fiche, lena n-áirítear dhá Scoil Samhraidh Drámaíochta an-rathúla ar an Bhaile Nua (Newtownstewart) agus i Rath Bhoth. Chóirigh an dá scoil samhraidh Eachtraí Eilíse i dTír na nIontas i léiriú drámaíochta Ultaise. In 2019 bhí méadú beag i líon na ngrúpaí a bhí ag glacadh páirte i gclár na Scoileanna Samhraidh.

Féilte Pobail
Thacaigh an Ghníomhaireacht le hocht bhféile phobail le maoiniú dar luach **£41,962**, lena n-áirítear Féile Staire Teaghlaigh Dhún na nGall Thoir agus an Fheabhail ar an mBeart, i gContae Dhún na nGall, Féile Imill an Gheata Nua i nDoire, a bhí ina fhéile iontach nuálach a óstáladh ar feadh coicíse agus Féile Creachairí Schomberg i gCill Chaoil. Chonaic an Ghníomhaireacht iarratais ó roinnt féilte nua a rabhamar ábalta tacú leo i gCill Dhuinsí, Co. an Dúin, Seascann Odhar, Co. Thír Eoghain, agus Tóstal Oíche Ultaise a bhí an-rathúil i Ráth Fraoileann, Co. an Dúin.

Tionchar ar an bPobal
Lean an Ghníomhaireacht ar aghaidh lenár dtacaíocht do thrí thionscadal le maoiniú **£103,407** dírithe ar thacú le forbairt pobail agus tógáil cumais laistigh de phobal na hUltaise. Chomh maith le cumas a thógáil agus réimse leathan deiseanna oiliúint a thairiscint, dhírigh ceann de na trí thionscadal ar thacú le forbairt na turasóireachta cultúrtha i gceantar na mBeann Boirche. Chuamar i ngleic le forbairt teanga Ultaise in Iarthar Thír Eoghain agus sna Beanna Boirche trí dhul i dteagmháil le daoine óga. I gceantar Bhéal Feirste Thuaidh d'aithníomar an oidhreacht láidir Ultaise i mBéal Feirste Thuaidh. D'éirigh leis na trí thionscadal chomh maith deiseanna maoinithe eile a fháil agus le chéile fuair siad níos mó ná £350,000 chun tacú le tionscadail Ultaise ó réimse maoinitheoirí.

Lá Oidhreachta Ultaise Ráth Bhoth
D'fhreastail timpeall 2,500 duine ar an Lá Oidhreachta Ultaise i Ráth Bhotha le linn Mheán Fómhair 2019. Ba é príomhchuspóir an lae oidhreacht shaibhir agus traidisiúin shaibhre na hUltaise in Oirthear Dhún na nGall. D'fhreastail ceithre bhanna píobaireachta dhéag ó Chontaetha Dhún na nGall, Thír Eoghain, an Dúin agus Mhuineacháin ar an imeacht, chomh maith le píobairí agus drumadóirí aonair ó roinnt banna ar fud Thuaisceart Éireann agus Contaetha na Teorann. D'oscail Ógbhanna Píob Ghníomhaireacht na hUltaise an t-imeacht le taispeántas den scoth ina raibh daichead píopaire agus drumadóir óg atá ag glacadh páirte i gclár teagaisc an Ógbhanna Píob.

Chuir Maor Druma a bhí ina Iarchuradh Domhanda, chomh maith le fiche maor druma áitiúil, a scileanna ar taispeáint ar an Diamant, agus ansin mheall siad baill den phobal le bheith páirteach trí dháréag den lucht féachana a spreagadh chun a gcumas a thástáil mar mhaor druma.

Mheall an t-imeacht beagnach 100 Damhsóir Garbhchríche chomh maith, a thug taispeántas ar an Diamant. Bhí réimse iomlán taispeántas agus imeachtaí ann, ar a n-áiríodh Stair Bheo Éireann ag athchruthú sráidbhaile plandála le hathléiritheoirí agus plé leis an bpobal agus ag míniú an tsaoil in Oirthear Dhún na nGall sa 17ú hAois.

Advert for Raphoe Ulster-Scots Heritage Weekend

Other Grants
£285,405 was grant funded during the year towards projects such as funding the Agency's USA Juvenile Pipe Band and the Mid Armagh Community Network. The Agency provided support to the broadcasts of a community radio station in Kilkeel during the summer and Christmas periods. The radio station FuseFM also attracted the support of over 50 volunteers from across a broad spectrum of ages. The Agency also supported the "Not So Serious Burns" project delivered by Bready & District Ulster-Scots whom delivered the project to 30 schools and to an audience of approximately 2,000 school children.

The Agency secured funding to work in partnership with the Presbyterian Church in Ireland (PCI) to deliver a heritage project at Church House and Assembly Buildings, the PCI's historic headquarters building, located at Fisherwick Place in Belfast city centre. This project objective was to interpret the rich story of the Presbyterian Church in Ireland which is the largest single component of the Ulster-Scots community.

The Agency also contributed funding to the Killinchy Parish Church Livingstone project which provides a multi-functional community space and will house a permanent Ulster-Scots exhibition.

During the year the Agency also funded the erection of blue plaques commemorating famous Ulster-Scots and important research work in conjunction with Queens University, Belfast.

Fógra le haghaidh Dheireadh Seachtaine Oidhreachta Ultaise Ráth Bhoth

Deontais Eile

Tugadh **£285,405** de mhaoiniú deontais le linn na bliana i dtreo tionscadal, ar nós Ógbhanna Píob Ghníomhaireacht na hUltaise agus Líonra Pobail Lár Ard Mhacha. Chuir an Ghníomhaireacht tacaíocht ar fáil do chraoladh stáisiúin raidió i gCill Chaoil le linn thréimhsí an tsamhraidh agus na Nollag. Mheall an stáisiún raidió, Fuse FM, tacaíocht ó chaoga saorálaí ó réimse leathan aoiseanna. Thacaigh an Ghníomhaireacht leis an tionscadal “Not So Serious Burns” arna a chur i láthair ag Lucht Ultaise na Bréadaí & an Ceantar, a chuir an tionscadal i láthair do thríocha scoil agus do lucht féachana timpeall ar 2,000 páiste scoile.

Fuair an Ghníomhaireacht maoiniú chun a bheith ag obair i gcomhpháirtíocht leis an Eaglais Phreispitéireach in Éirinn (EPÉ) chun tionscadal oidhreachta a chur i gcrích ag Teach na hEaglaise agus Tithe an Tionóil, ceanncheathrú stairiúil EPÉ, lonnaithe ag Cearnóg Fisherwick i mBéal Feirste. Ba é cuspóir an tionscadail stair shaibhir na hEaglaise Preispitéirí in Éirinn a léirmhíniú, an pháirt is mó de phobal na hUltaise.

Chuir an Ghníomhaireacht chomh maith le maoiniú do thionscadal Livingstone de chuid Eaglais Pharóiste Chill Dhuinsí, a chuireann ar fáil spás pobail ilfheidhme agus ina mbeidh taispeántas buan Ultaise.

Le linn na bliana thug an Ghníomhaireacht maoiniú freisin le haghaidh plaiceanna gorma a chur suas i gcuimhne ar Albanaigh Ultacha cáiliúla agus obair thábhachtach thaighde i gcomhar le hOllscoil na Banríona Béal Feirste.

ENGAGE

Joint Projects
The Safeguarding team were involved in the Department for Communities Arts and Culture Safeguarding Forum which has commissioned advisory services for the sector in conjunction with Foras Na Gaeilge. The Corporate teams also worked together on the annual Section 75 duties and reports.

The appearance of the Omagh Protestant Boys Melody Flute Band in the St Patrick's Day Parade made front page news in Savannah.

Showcasing USA
Two visits to the USA took place in March and April which supported outreach with the USA diaspora and supported Agency objectives of raising awareness about Ulster-Scots abroad.

Events that took place included the Omagh Protestant Boys band's appearance in the St Patrick's Day Parade in Savannah, Georgia. This was a project jointly funded by the Agency, the NI Bureau and the Department of Foreign Affairs. The Savannah St Patrick's Day Committee also made a financial contribution towards accommodation costs. A reception was jointly hosted by The Ulster-Scots Agency, The Northern Ireland Bureau and the Department of Foreign Affairs. This event was attended by the Mayor of Savannah, the British and Irish Consul Generals the Director General of International Relations in the NI Executive Office and David Staunton TD, Irish Minister for Equality.

RANNPHÁIRTÍOCHT

Comhthionscadail
Bhí an fhoireann um Chumhdach páirteach i bhFóram na Roinne Pobail, Ealaíon agus Cultúir um Chumhdach, a choimisiúnaigh seirbhísí comhairleacha don earnáil i gcomhar le Foras na Gaeilge. D'oibrigh na foirne corparáideacha le chéile chomh maith ar dhualgais agus tuairiscí bliantúla Alt 75.

Savannah Morning News
SUNDAY
savannahnow.com
EXPERTS OFFER TIPS ON TAX CHANGES, WILL TAKE QUESTIONS NEXT WEEK
GEORGIA SOUTHERN FOOTBALL COACHES GET RAISES AFTER 10-3 SEASON
UP TO $237 IN COUPON SAVINGS
IRISH HEARTS, SAVANNAH HUGS
Area residents, visitors from all over the world welcome this year's St. Patrick's Day parade
PUBLIC SAFETY SUMMARY
Teen arrested in fatal stabbing of mother
CLOUDY

Ba nuacht ar an leathanach tosaigh in Savannah é Banna Fliúite Séise Bhuachaillí Protastúnacha na hÓmaí a bheith i Mórshiúl Lá Fhéile Pádraig.

Taispeántas SAM
Tugadh dhá chuairt ar SAM i Márta agus in Aibreán, a thacaigh le for-rochtain le diaspóra SAM agus a thacaigh le cuspóirí na Gníomhaireachta maidir le feasacht a thógáil maidir leis an Ultais thar lear.

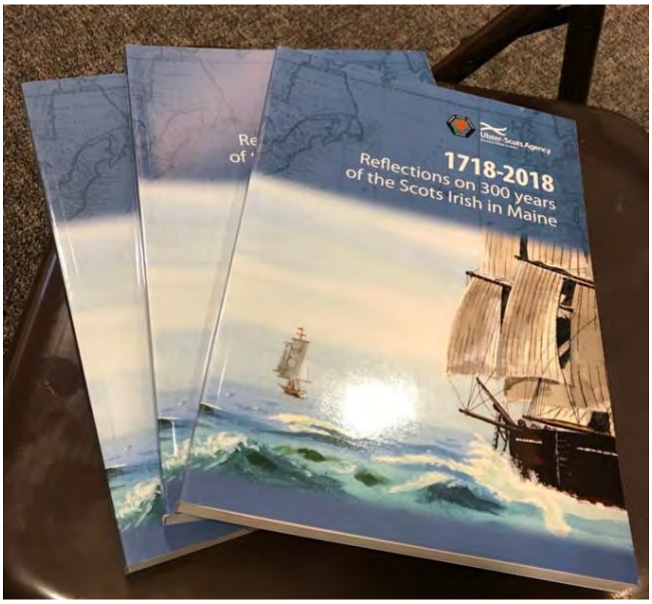
Ba nuacht ar an leathanach tosaigh in Savannah é Banna Fliúite Séise Bhuachaillí Protastúnacha na hÓmaí a bheith i Mórshiúl Lá Fhéile Pádraig. Ba thionscadal é seo a chómhaoinigh an Ghníomhaireacht, Biúró TÉ agus an Roinn Gnóthaí Eachtracha. Chuir Coiste Lá Fhéile Pádraig Savannah airgead ar fáil i dtreo costais lóistín freisin. Rinne Gníomhaireacht na hUltaise, Biúró Thuaisceart Éireann agus an Roinn Gnóthaí Eachtracha fáiltiú a chomhóstáil.. Bhí Méara Savannah, Ardchonsal na Breataine agus Ardchonsal na hÉireann agus Ardstiúrthóir Caidrimh Idirnáisiúnta in Oifig Fheidhmeannas TÉ agus David Staunton TD, Aire Comhionannais na hÉireann.

The Omagh Protestant Boys Melody Flute Band perform at the First Presbyterian Church in Savannah Georgia. The first St Patrick's Day Parade was organised by Ulster-Scots Presbyterians in Savannah in 1824.

A ten panel exhibition celebrating Ulster-Scots links with Savannah was produced by the Agency and this was displayed at the reception.

The Agency was also represented at a number of events in Washington DC in the days leading up to St Patrick's Day.

The book published by the Agency in association with the Maine Ulster-Scots Project *1718-2018 Reflections on 300 years of the Scots-Irish in Maine* was launched in Freeport Maine in April.



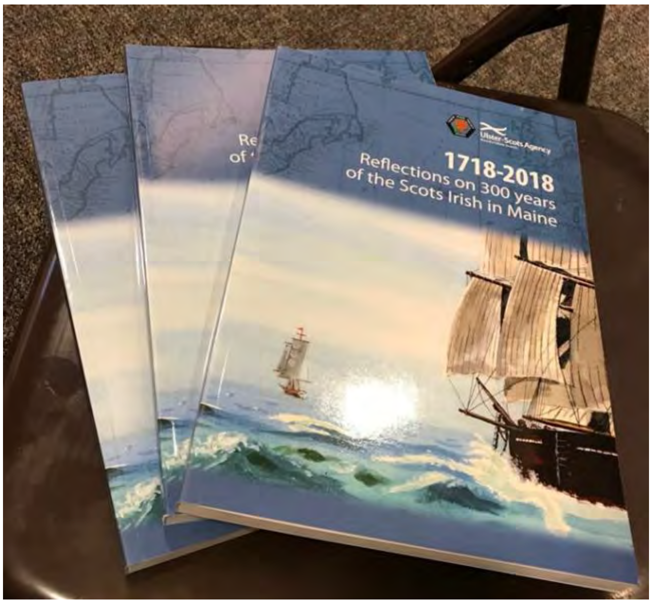
1718 - 2018 Reflections on 300 years of the Scots-Irish in Maine.

Banna Fliúite Séise Bhuachaillí Protastúnacha na hÓmaí ag an gCéad Eaglais Phreispitéireach in Savannah, Georgia. Preispitéirigh Albanacha-Uladh a d'eagraigh an chéad Mhórshiúl Lá Fhéile Pádraig in Savannah in 1824.

Léirigh an Ghníomhaireacht taispeántas deich bpainéal ag ceiliúradh naisc Ultaise le Savannah agus taispeánadh seo ag an bhfáiltiú.

Bhí ionadaíocht ag an nGníomhaireacht freisin ag roinnt imeachtaí in Washington DC sna laethanta roimh Lá Fhéile Pádraig.

Lainseáladh an leabhar a d'fhoilsigh an Ghníomhaireacht i gcomhar le Tionscadal Ultaise Maine *1718-2018 Reflections on 300 years of the Scots-Irish in Maine* in Freeport, Maine, in Aibreán.



1718 - 2018 Reflections on 300 years of the Scots-Irish in Maine.

The Agency supported 'Founders' Weekend' in Londonderry New Hampshire in April which was attended by more than 100 descendants of First Settlers and families with Ulster-Scots heritage. Delegates travelled from all over the USA to attend.

Nuttfield New Hampshire was established by Rev McGregor from Aghadowey Co Londonderry in 1719 and was renamed Londonderry shortly after.

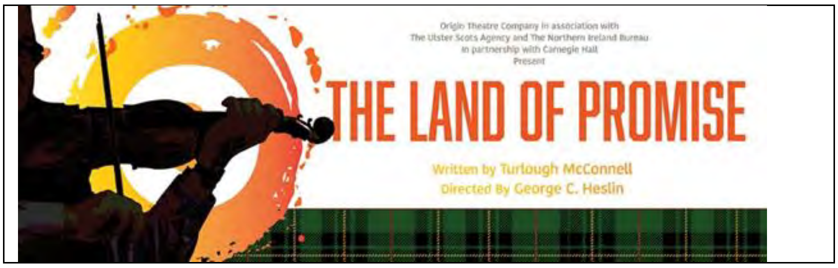
The celebration cake at the Founders Weekend in Londonderry New Hampshire. The Ulster-Scots Agency supported the 300 year celebrations on 'Founders Weekend' in Londonderry, New Hampshire (Nuttfield)

Thacaigh an Ghníomhaireacht le 'Deireadh Seachtaine na mBunaitheoirí' in Londonderry in New Hampshire in Aibreán, ag a raibh níos mó ná 100 de shliocht na gCéad Lonnaitheoirí agus teaghlaigh a bhfuil oidhreacht Ultaise acu i láthair. Thaistil toscairí ó fud fad na Stát Aontaithe le bheith i láthair.

An tUrramach Mac Griogair ó Achadh Dubhthaigh ó Chontae Dhoire a bhunaigh Nuttfield in 1719 agus athainmníodh é Londonderry go gairid ina dhiaidh sin.

An císte ceiliúrtha ag Deireadh Seachtaine na mBunaitheoirí in Londonderry in New Hampshire. Thacaigh Gníomhaireacht na hUltaise leis an gceiliúradh 300 bliain le linn Dheireadh Seachtaine na mBunaitheoirí in Londonderry, New Hampshire (Nuttfield)

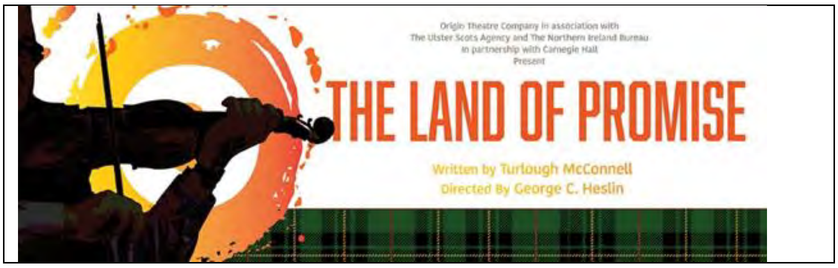
A gala event took place at which a presentation by the Ulster-Scots Agency was made to event organisers.



There was also a performance of 'Land of Promise' in New York City. This unique theatrical event presented the history and legacy of Ulster-Scots in America and was funded by the NI Bureau. A capacity audience attended this public ticketed event.

This was followed by a reception in New York City at which a 10 panel Ulster-Scots exhibition was on display. This display presented a comprehensive history of Ulster-Scots links with New York City which was produced by the Agency.

Bhí ócáid cheiliúrtha ar siúl nuair a rinne Gníomhaireacht na hUltaise cur i láthair do lucht eagraithe na hócáide.



Léiríodh 'Land of Promise' freisin i gCathair Nua-Eabhrac. San ócáid uathúil théatair seo cuireadh i láthair stair agus oidhreacht na hUltaise i Meiriceá agus ba é Biúró TÉ a mhaoinigh í. Bhí lán tí de lucht féachana i láthair ag an ócáid seo a raibh ticéid de dhíth lena haghaidh.

Ina dhiaidh seo bhí fáiltiú i gCathair Nua-Eabhrac ina raibh taispeántas deich bpainéal Ultaise ar taispeáint. Sa taispeántas seo cuireadh i láthair stair chuimsitheach naisc Ultaise le Cathair Nua-Eabhrac, arna táirgeadh ag an nGníomhaireacht.

CORPORATE

Corporate Plan & Business Plan 2019
An annual review of activity against the 2017-2019 Corporate Plan took place in January 2019, it showed that the Agency were on target to meet the vast majority of the aims and objectives as laid out in the plan.

Systems
The Agency continued to monitor its IT systems and at the end of 2019 secured additional funding to upgrade the Agency's desktop machines and refresh the server in early 2020. There were no significant outages during the year or any breaches of security in the system.

Internal Audit
Internal Audit is an important part of the overall Corporate Governance of the Agency. The Internal Audit function is carried out by an external contractor so as to operate an independent appraisal function. The Internal Audit tests systems, associated procedures and controls and reports upon their effectiveness which Management then review and adjust as necessary to ensure robust systems of control are in place.

Below is the table of ratings achievable.

Satisfactory	***Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.***
Limited	***There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.***
Unsatisfactory	***The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.***

During 2019 the Agency reviewed the following areas and achieved the ratings indicated:

Area Audited 2019	**Internal Audit Assurance Rating**
Events Management	Satisfactory
Procurement & Contract Mgt	Satisfactory
Governance & Risk Mgt	Satisfactory
Financial Mgt Information	Satisfactory
Grants & Funding Database	Satisfactory
Accounts Payable	Satisfactory

Prompt Payments
Monthly reviews were conducted to measure how promptly the Agency paid suppliers and grant payments. During 2019 the Agency ensured that 100% of supplier payments were issued within 30 days, in addition to this, 100% of grant payments were issued within 15 days during 2019.

Section 75 Duties
During the year the Agency reviewed 35 of their policies for Section 75 purposes. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. It provides an opportunity to improve decision-making and support evidence based policy making. All policies screened were screened out (meaning the policies did not give any due concern in relation to Section 75 and did not

CORPARÁIDEACH

Plean Corparáideach & Plean Gnó 2019
Rinneadh athbhreithniú bliantúil ar ghníomhaíocht de réir Phlean Corparáideach 2017-2019 i mí Eanáir 2019 agus léirigh sé go raibh an Ghníomhaireacht ar sprioc an chuid is mó de na haidhmeanna agus cuspóirí mar a leagtar amach sa phlean a bhaint amach.

Córais
Lean an Ghníomhaireacht ar aghaidh ag déanamh monatóireachta ar a córais TF agus ag deireadh 2019 fuair sí maoiniú breise chun ríomhairí deisce na Gníomhaireachta a uasghrádú agus an freastalaí a athnuachan go luath in 2020. Ní raibh aon éaradh seirbhíse suntasach ann le linn na bliana nó aon sárú slándála sa chóras.

Iniúchadh Inmheánach
Is cuid thábhachtach de Rialachas Corparáideach iomlán na Gníomhaireachta é an tIniúchadh Inmheánach. Gabhann conraitheoir seachtrach de láimh feidhm an Iniúchta Inmheánaigh chun feidhm breithmheasa neamhspleách a chur i bhfeidhm. Déanann an tIniúchadh Inmheánach tástáil ar chórais, nósanna imeachta gaolmhara agus riail agus tuairiscí ar a n-éifeachtúlacht, a ndéanann lucht bainistíochta a athbhreithniú agus a choigeartú de réir mar is gá lena chinntiú go bhfuil córais láidre rialacháin i bhfeidhm.

Thíos anseo tá tábla de ghráduithe atá inbhainte amach.

Sásúil	***Ar an iomlán tá córas sásúil rialachais, bainistíochta riosca agus rialaithe ann. Cé gur féidir riosca iarmharach éigin a bheith aitheanta, níor chóir go gcuirfeadh seo isteach go suntasach ar chur i gcrích chuspóirí an chórais.***
Teoranta	***Tá roinnt laigí suntasacha sa rialachas, bainistiú riosca agus creat rialaithe, agus mura dtabharfar fúthu d'fhéadfadh sé go mbeidh do thoradh air nach mbainfear cuspóirí amach.***
Neamhshásúil	***Tá teipthe ar an chóras rialaithe, bainistithe riosca agus rialaithe nó tá fíor-riosca nó riosca substaintiúil go dteipfidh ar an chóras a chuspóirí a bhaint amach.***

Le linn 2019 d'athbhreithnigh an Ghníomhaireacht na réimsí seo a leanas agus léirigh na rátálacha:

Réimse a Iniúchadh in 2019	**Grádú Ráthaíochta Iniúchta Inmheánaigh**
Bainistíocht Imeachtaí	Sásúil
Bainistíocht Soláthair & Conarthaí	Sásúil
Bainistíocht Rialachais & Riosca	Sásúil
Faisnéis um Bainistíocht Airgeadais	Sásúil
Deontais & Bunachar Maoinithe	Sásúil
Cuntais Iníoctha	Sásúil

Prasíocaíochtaí
Rinneadh athbhreithnithe míosúla lena thomhas cé chomh pras a d'íoc an Ghníomhaireacht a soláthraithe agus íocaíochtaí deontais. Le linn 2019 chinntigh an Ghníomhaireacht gur eisíodh 100% d'íocaíochtaí do sholáthraithe faoi thríocha lá, chomh maith leis seo eisíodh 100% d'íocaíochtaí deontais taobh chúig lá dhéag le linn 2019.

Dualgais Alt 75
Le linn na bliana d'athbhreithnigh an Ghníomhaireacht cúig pholasaí agus tríocha dá gcuid maidir le hAlt 75. Is é an cuspóir atá ag an scagadh seo na polasaithe a aithint is dócha go mbeadh tionchar acu ar chomhionannas deise agus/nó an dea-chaidreamh. Tugann sé deis an chinnteoireacht a fheabhsú agus tacaíonn sé le ceapadh polasaithe bunaithe ar fhianaise. Scagadh amach gach polasaí a scagadh (is é sin le rá níor thug na polasaithe aon ábhar imní

require an Equality Impact Assessment carried out.) The screening documents were uploaded to the Agency website showing the results of the screening processes.

Freedom of Information & Complaints
The Agency received 3 Freedom of Information requests in year which were promptly dealt with, within policy guidelines. The Agency received one complaint which was subsequently withdrawn.

Investors in People Accreditation
The Agency successfully retained their Investors in People (IIP) accreditation by working within the IIP structure and will continue to do so over the next couple of years in the hope of attaining the next higher award. The Agency accreditation will be due for renewal end of 2021 start of 2022.

Human Resources
The Agency's HR function in 2019 maintained its focus on effective administration to ensure relevant details were being recorded appropriately. The Agency's HR function also ensured that HR policies were followed and that staff were kept updated on any changes in policy and procedure and evidenced their compliance with policies and procedures.

Policy Development remains a focus for the Agency and the following policies were monitored, reviewed or amended where appropriate. Below is an example of some of the policies that were reviewed:

- Managing Attendance Policy
- Performance Management Policy
- Flexi and Toil
- Employee Exit Procedures and Policy
- Conflict of Interest
- Inefficiency – Performance
- Inefficiency – Sickness Absence
- Secondment Policy
- Probation Policy

In total the Agency reviewed 35 of its policies.

Staffing
The Agency had a number of staff changes throughout 2019 as a result of maternity leave and 2 staff resignations throughout the year.

The Director of Development and Marketing officer positions were successfully appointed through the Interchange Programme.

An external recruitment campaign for a Development Officer/Programmes and Projects post was undertaken but due to the limited number of applications received, the Agency withdrew this campaign with a view to reviewing the recruitment documentation and process in order to re-advertise at the beginning of 2020.

The Agency continues to support employees and regularly promotes the Agency's Employee Assisted programmes such as Inspire Workplaces, Occupational Health Services and supports reasonable adjustments when required. All employees are encouraged and reminded of a healthy work/life balance.

Training
The Agency staff completed various training during 2019. Training was identified by legislative needs, professional development needs of individual Agency staff and Audit recommendations following internal Audit of the HR function.

cuí maidir le hAlt 75 agus nárbh éigean measúnú tionchair comhionannais a dhéanamh ina leith.) Uaslódáladh na doiciméid scagtha go dtí suíomh gréasáin na gníomhaireachta, ag taispeáint thorthaí an phróisis scagtha.

Saoráil Faisnéise & Gearáin
Fuair an Ghníomhaireacht sé iarratas ar shaoráil faisnéise sa bhliain agus pléadh go pras leo, taobh istigh de threoirlínte polasaí. Fuair an Ghníomhaireacht gearán amháin a tarraingíodh siar ina dhiaidh sin.

Creidiúnú Infheisteoirí i nDaoine.
D'éirigh leis an nGníomhaireacht a creidiúnú Infheisteoirí i nDaoine (IIP) a choinneáil trí bheith ag obair le struchtúr IIP agus leanfaidh sí ar aghaidh a dhéanamh seo sa chúpla bliain seo amach romhainn, ag súil go bhfaighidh sí an chéad dámhachtain eile is airde. Beidh creidiúnú na Gníomhaireachta le hathnuachan ag deireadh 2021 agus tús 2022.

Acmhainní Daonna
Choinnigh feidhm AD na Gníomhaireachta in 2019 a fócas ar riarachán éifeachtach lena chinntiú go raibh sonraí bainteacha á dtaifeadadh go cuí. Dheimhnigh feidhm AD na Gníomhaireachta freisin gur leanadh polasaithe AD agus gur coinníodh baill foirne ar an eolas maidir le haon athruithe i bpolasaithe agus i nósanna imeachta agus gur thug siad fianaise ar a gcomhlíonadh maidir le polasaithe agus nósanna imeachta.

Is fócas don Ghníomhaireacht fós é Forbairt Polasaithe, agus rinneadh monatóireacht, athbhreithniú nó leasú ar na polasaithe seo a leanas nuair ba chuí. Thíos anseo tá sampla de roinnt de na polasaithe a athbhreithníodh:

- Polasaí um Thinreamh a Bhainistiú
- Polasaí um Bainistíocht Tinrimh
- Fleisc-am agus Saoir Chúitimh
- Nósanna Imeachta agus Polasaí maidir le hImeacht Fostaithe
- Coimhlint Leasa
- Neamhéifeachtúlacht – Feidhmíocht
- Neamhéifeachtúlacht – Neamhláithreacht Bhreoiteachta
- Polasaí maidir le hIasacht
- Polasaí um Promhadh

San iomlán rinne an Ghníomhaireacht athbhreithniú ar chúig cinn is tríocha dá polasaithe.

Soláthar foirne
Bhí roinnt athruithe foirne ag an nGníomhaireacht i rith 2019 mar gheall ar shaoire mháithreachais agus dhá bhall foirne ag éirí as i rith na bliana.

Rinneadh ceapachán rathúil le haghaidh phost an Stiúrthóra Forbartha agus le haghaidh phost an oifigigh Margaíochta tríd an gClár Idirmhalartaithe.

Tugadh faoi fheachtas earcaíochta le haghaidh post Oifigigh Forbartha/Clár agus Tionscadal ach mar gheall ar líon teoranta na n-iarratas a fuarthas, tharraing an Ghníomhaireacht siar an feachtas seo d'fhonn an cháipéisíocht agus próiseas earcaíochta a athbhreithniú chun athfhógairt a dhéanamh ag tús 2020.

Leanann an Ghníomhaireacht ar aghaidh ag tacú le fostaithe agus cuireann sí chun cinn go rialta cláir chuidithe fostaithe na Gníomhaireachta lena n-áirítear Inspire Workplaces agus Seirbhísí Sláinte Ceirde, agus tacaíonn sí le leasuithe réasúnta nuair is gá. Spreagtar do gach fostaí agus cuirtear i gcuimhne dóibh maidir le cothromaíocht oibre/saoil.

Oiliúint
Chuir baill foirne na Gníomhaíochta i gcrích cúrsaí éagsúla oiliúna le linn 2019. Bhí oiliúint aitheanta de réir riachtanais reachtaíochta, riachtanais forbartha gairmiúil ag baill aonair na Gníomhaireachta agus moltaí Iniúchta i ndiaidh Iniúchadh Inmheánach na feidhme AD.

All Agency staff completed the following training:

- Health & Safety in the Workplace
- Safeguarding Awareness Training (Both Children and Adults)
- Cyber Security and Fraud Awareness

Specific Training included:

Finance

- Payroll

HR Department attended a number of training events to include:

- Payroll

Pension Management

The Agency is required to offer a pension scheme to all employees and to automatically enroll qualifying staff. This is known as automatic enrolment and the Agency has fully complied with its duties in the current year. Every 3 years the Agency is required to re-enrol staff. The Agency has a pension scheme and the HR Officer attends regular meetings with other HR representatives from the North/South bodies where pension issues are discussed. The Agency carried out its auto-enrolment in April 2019, the next auto enrolment is due 2022.

Corporate Responsibility

In 2019 the Agency continued to action its Corporate Social Responsibility Charter which is focused on the key impact areas relating to employees, community and environment. The Agency documents its commitment to operate in a responsible, sustainable and value-for-money manner as best serves all stakeholders.

Environmental Responsibility

During the year the Agency focused on increasing recycling and continued to use the designated recycling area in the office, which has resulted in a lot of recyclable waste such as cardboard, plastics and paper being diverted from landfill. It also continues to donate used ink cartridges to benefit local charities. The Agency has automatic lighting and seeks to minimise as many outputs as possible. We are currently gearing up to pass furniture through the recycling system of the NICS.

Employees

Agency employees continue to avail of additional benefits in the form of the Agency's membership of the childcare voucher scheme, the NICS Sports Association and also independent and confidential support through Inspire Workplaces for mental wellbeing. Agency employees are actively encouraged to continue their professional development incorporated in the Staff Development and Training policy.

Looking Forward

Armed with our strategic aims and objectives the Agency look forward to the continued journey of change and service throughout its HR function in 2020. While many of the foundations have already been formed, the Agency is now committed to evolving the HR function within the Agency as well as improving upon our data and reporting as well as meeting our operational demands. The New Decade New Approach deal has the potential to impact on the staffing resources of the Agency and create another busy year ahead as a result.

Chuir baill foirne na Gníomhaireachta an oiliúint seo a leanas i gcrích:

- Sláinte & Sábháilteacht san Áit Oibre
- Oiliúint um Fheasacht um Chumhdach (Leanaí agus Daoine Fásta Araon)
- Cibearshlándáil agus Feasacht Chalaoise

Áiríodh ar Oiliúint Shonrach:

Airgeadas

- Párolla

D'fhreastail an Roinn AD ar roinnt imeachtaí oiliúna, ar a n-áiríodh:

- Párolla

Bainistíocht Pinsin
Tá de cheangal ar an Ghníomhaireacht scéim pinsin a thairiscint do gach fostaí, baill foirne incháilithe a chlárú go huathoibríoch. Tugtar clárú uathoibríoch air seo agus chloígh an Ghníomhaireacht go hiomlán lena dualgais sa bhliain reatha. Gach trí bliana caithfidh an Ghníomhaireacht baill foirne a athchlárú. Tá scéim pinsin ag an nGníomhaireacht agus freastalaíonn an tOifigeach AD ar chruinnithe rialta le hionadaithe AD eile ó na comhlachtaí Thuaidh/Theas, mar a bpléitear saincheisteanna pinsin. Rinne an Ghníomhaireacht a huathchlárú in Aibreán 2019. Tá an chéad uathchlárú eile le déanamh in 2022.

Freagracht Chorparáideach
In 2019 lean an Ghníomhaireacht ag cur i gcrích a Cairte Corparáidí Freagrachta Sóisialta a dhírítear ar na príomhréimsí tionchair a bhaineann le fostaithe, leis an bpobal agus leis an gcomhshaol. Déanann an Ghníomhaireacht doiciméadú ar a tiomantas feidhmiú ar bhealach freagrach, inbhuanaithe agus a thugann luach ar airgead mar is fearr a fhreastalaíonn ar gach páirtí leasmhar.

Freagracht Chomhshaoil
Le linn na bliana dhírigh an Ghníomhaireacht ar athchúrsáil a mhéadú agus lean ar aghaidh ag úsáid an limistéir ainmnithe athchúrsála san oifig, rud a raibh de thoradh air a lán dramhaíola in-athchúrsáilte mar chairtchlár, plaisteach agus páipéar a atreorú ó líonadh talún. Leanann sí ar aghaidh ag deonú cartúis dúigh chaite chun sochair do charthanais áitiúla. Tá soilsiú uathoibríoch ag an nGníomhaireacht agus féachann sí leis an oiread aschur agus is féidir a íoslaghdú. Táimid ag ullmhú faoi láthair chun troscán a chur trí chóras athchúrsála Státseirbhís Thuaisceart Éireann.

Fostaithe
Tá fostaithe na Gníomhaireachta ag baint tairbhe go fóill as buntáistí breise, mar atá ballraíocht na gníomhaireachta sa scéim dearbhán cúraim leanaí, Cumann Spórt Státseirbhís Thuaisceart Éireann agus fosta tacaíocht neamhspleách agus faoi rún trí Inspire Workplaces for Mental Wellbeing. Spreagtar go gníomhach fostaithe na Gníomhaireachta leanúint ar aghaidh lena bhforbairt ghairmiúil mar chuid den pholasaí Forbartha Foirne agus Oiliúna.

Ag Breathnú Chun Cinn
Lenár n-aidhmeanna agus cuspóirí straitéiseacha, amharcann an Ghníomhaireacht chun cinn ag súil le haistear leanúnach an athraithe agus na seirbhíse trína feidhm AD in 2020. Cé go bhfuil cuid mhór den dúshraith déanta cheana féin, tá an Ghníomhaireacht anois tiomanta don fheidhm AD a fhorbairt taobh istigh den ghníomhaireacht chomh maith lenár sonraí agus tuairisciú a fheabhsú chomh maith le riar ar ár n-éilimh oibriúcháin mhéadaitheacha. Tá d'fhéidearthacht ag an mbeart Ré Nua Cur Chuige Nua tionchar a imirt ar acmhainní soláthair foirne na Gníomhaireachta agus bliain ghnóthach eile romhainn a chruthú mar thoradh.

Financial Statements of The North/South Language Body 2019

Ráitis Airgeadais an Fhorais Teanga 2019

Accoonts o Tha Boord o Leid 2019

Financial Statements of

The Language Body 2019

Ráitis Airgeadais

An Fhorais Teanga 2019

CONTENTS | **PAGE**

FOREWORD TO CONSOLIDATED STATEMENT OF ACCOUNT	3
STATEMENT OF RESPONSIBILITIES	4
CERTIFICATE OF THE COMPTROLLERS AND AUDITORS GENERAL	5
CONSOLIDATED STATEMENT OF ACCOUNT	7
APPENDIX 1 – FORAS NA GAEILGE – ACCOUNTS AND NOTES TO THE ACCOUNTS	8
APPENDIX 2 – ULSTER-SCOTS AGENCY – ACCOUNTS AND NOTES TO THE ACCOUNTS	32
APPENDIX 3 – ACCOUNTS DIRECTION	56

ÁBHAR	**LEATHANACH**
RÉAMHRÁ LEIS AN RÁITEAS COMHDHLÚITE AR AN GCUNTAS	3
RÁITEAS I LEITH FREAGRACHTAÍ	4
TEASTAS AN ARD-REACHTAIRE CUNTAS AGUS CISTE	5
RÁITEAS COMHDHLÚITE CUNTAIS	7
AGUISÍN 1 – FORAS NA GAEILGE – CUNTAIS AGUS NÓTAÍ A GHABHANN LEIS NA CUNTAIS	8
AGUISÍN 2 – ULSTER-SCOTS AGENCY – CUNTAIS AGUS NÓTAÍ A GHABHANN LEIS NA CUNTAIS	32
AGUISÍN 3 – TREOIR DO NA CUNTAIS	56

FOREWORD TO THE CONSOLIDATED STATEMENT OF ACCOUNT

The Language Body (An Foras Teanga/Tha Boord o Leid) is a North/South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. It reports to the North South Ministerial Council.

The Language Body comprises two agencies:

- Foras na Gaeilge
- The Ulster-Scots Agency

BASIS OF ACCOUNTING

The Consolidated Statement of Account of the Language Body discloses for the year of account the:

- funding received from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities and
- funding applied to Foras na Gaeilge and the Ulster-Scots Agency.

Separate accounts for Foras na Gaeilge and the Ulster-Scots Agency are set out at page 8 and page 32.

The accounts direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities is set out at page 56.

RÉAMHRÁ LEIS AN RÁITEAS COMHDHLÚITE AR NA CUNTAIS

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn aige. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Dhá ghníomhaireacht atá san Fhoras Teanga:

- Foras na Gaeilge
- Gníomhaireacht na hUltaise

BONN NA CUNTASAÍOCHTA

Nochtaíonn an Ráiteas Comhdhlúite ar Chuntas an Fhorais Teanga don bhliain na nithe seo a leanas:

- Maoiniú ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal agus
- Maoiniú tugtha d'Fhoras na Gaeilge agus do The Ulster-Scots Agency.

Leagtar amach cuntais éagsúla d'Fhoras na Gaeilge agus do Ghníomhaireacht na hUltaise ar leathanach 8 agus leathanach 32.

Leagtar amach treoir ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal ar leathanach 56.

STATEMENT OF RESPONSIBILITIES

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction at Appendix 3 to these accounts.

The Accounts which comprise a Consolidated Statement of Account of the Body together with the separate accounts of Foras na Gaeilge and the Ulster-Scots Agency each comprising an Income and Expenditure Account, Balance Sheet, Cash Flow Statement and related notes and appendices are prepared on an accruals basis and must give a true and fair view of the state of affairs and of the income and expenditure, total recognised gains and losses and cash flows for the year.

In preparing the accounts the Body is required to:

- observe the accounts direction issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, including the relevant accounting and disclosure requirements and apply accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, unless it is inappropriate to presume that the Body will continue in operation.

The Language Body requires each agency to keep proper books of accounts and financial records and to prepare a statement of accounts in respect of each year. The accounting responsibilities of each agency are set out in the separate accounts.

The responsibilities of each Chief Executive are set out in the respective Statements of Responsibilities of each agency.

Seán Ó Coinn	23/04/2021	*Ian Crozier*	23/04/2021
Chief Executive	Date	Chief Executive	Date
Foras na Gaeilge		Ulster-Scots Agency	

Ráiteas i leith Freagrachtaí

Tá an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais seo.

Ullmhaítear na Cuntais, atá déanta den Ráiteas Comhdhlúite ar Chuntais an Fhorais Teanga, mar aon le cuntais ar leith Fhoras na Gaeilge agus Ghníomhaireacht na hUltaise agus an Cuntas Ioncaim agus Caiteachais, Cláir Chomhardaithe, Ráiteas Sreabhadh Airgid, nótaí agus aguisíní le gach ceann acu, réitítear iad ar bhonn fabhruithe agus ní mór dóibh léargas fírinneach agus cothrom a thabhairt ar staid chúrsaí an Fhorais mar atá, ar ioncam agus caiteachas, ar ghnóthacháin agus caillteanais aitheanta iomlána, agus ar an sreabhadh airgid don bhliain.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasaíocht agus faisnéisiú agus beartais chuntasaíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasaíochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh an Foras de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar an dá aonad cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana. Leagtar amach freagrachtaí cuntasacha an dá aonad sna cuntais éagsúla.

Leagtar amach na freagrachtaí atá ar an mbeirt Phríomhfheidhmeannach sna Ráitis i leith Freagrachtaí atá ag an dá aonad faoi seach.

Seán Ó Coinn	23/04/2021	*Ian Crozier*	23/04/2021
Príomhfheidhmeannach	Dáta	Príomhfheidhmeannach	Dáta
Foras na Gaeilge		Gníomhaireacht na hUltaise	

THE LANGUAGE BODY

CERTIFICATE OF THE COMPTROLLER AND AUDITORS GENERAL TO THE NORTHERN IRELAND ASSEMBLY AND THE HOUSES OF THE OIREACHTAS

Opinion on the accounts

We certify that we have audited the accounts of the Language Body (the Body) for the year ended 31 December 2019 pursuant to the provisions of the North/South Co-operation (implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 which require us to audit and to certify, in co-operation, the accounts presented to us by the Body. The accounts comprise:

- the consolidated statement of the Language Body
- the accounts of Foras na Gaeilge comprising the statement of income and expenditure, the statement of comprehensive income, the statement of financial position, the statement of cash flows and the related notes,
- the accounts of the Ulster Scots Agency comprising the income statement, the statement of comprehensive income, the statement of financial position, the statement of cash flows, the statement of changes in equity and related notes, and
- Appendix 3.

These accounts have been prepared under the accounting policies set out within them.

In our opinion, the accounts:

- give a true and fair view of the state of the Body's affairs as at 31 December 2019 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the accounts direction in appendix 3 to the accounts.

Opinion on regularity

In our opinion, the expenditure and income recorded in the accounts have in all material respects been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and the financial transactions reported in the accounts conform to the authorities which govern them.

Basis of opinions

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' responsibilities section of this certificate. We are independent of the Body in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016 and of the Code of Ethics issued by the International Organisation of Supreme Audit Institutions and have fulfilled our 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.

Information other than the accounts

The Body has presented certain other information together with the accounts. This comprises the annual report, the forewords to the accounts, the statements on the system of internal control and the remuneration reports. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained during the audit or otherwise appears to be materially misstated. 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.

Matters on which we report by exception

We have nothing to report in respect of the following matters which we report if, in our opinion:

- we have not received all the information and explanations we required for our audit, or
- the accounting records were not sufficient to permit the accounts to be readily and properly audited, or
- the accounts are not in agreement with the accounting records, or
- the statement on the system of internal control/governance statement does not reflect compliance with applicable guidance on corporate governance.

Responsibilities of the Body and the Accounting Officers for the accounts

As explained more fully in the Statement of Responsibilities, the Body is responsible for the preparation of the accounts on the basis of the accounts direction included in Appendix 3 to the accounts and for being satisfied that they give a true and fair view. The Chief Executives, as Accounting Officers, are responsible for the propriety and regularity in relation to the use of public funds.

AN FORAS TEANGA

DEIMNIÚ NA nARD-REACHTAIRÍ CUNTAS AGUS CISTE DO THIONÓL THUAISCEART ÉIREANN AGUS DO THITHE AN OIREACHTAIS

Tuairim ar na cuntais

Dearbhaímid go bhfuil iniúchadh déanta againn ar chuntais an Fhorais Teanga (an Foras) don bhliain dar chríoch 31 Nollaig 2019 de bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/(Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 a éilíonn orainn, i gcomhar le chéile, iniúchadh a dhéanamh agus dearbhú a thabhairt ar na cuntais a chuir an Foras inár láthair. Cuimsíonn na cuntais:

- ráiteas comhdhlúite cuntais an Fhorais Teanga
- cuntais Fhoras na Gaeilge, ina gcuimsítear ráiteas ioncaim agus caiteachais, ráiteas ar ioncam cuimsitheach, clár comhardaithe, ráiteas maidir le sreabhadh airgid, agus nótaí ábhartha
- cuntais Ghníomhaireacht na hUltaise, ina gcuimsítear ráiteas ioncaim, ráiteas ar ioncam cuimsitheach, clár comhardaithe, ráiteas maidir le sreabhadh airgid, ráiteas ar athruithe i gcothromas agus nótaí ábhartha, agus
- Aguisín 3

Ullmhaíodh na cuntais seo i gcomhréir leis na polasaithe cuntasaíochta a leagtar amach iontu.

Dar linn:

- tugann na cuntais dearcadh fírinneach agus cothrom ar staid chursaí an Fhorais amhail an 31 Nollaig 2019 agus ar a chuid ioncaim agus caiteachais don bhliain dar chríoch chéanna; agus
- ullmhaíodh na cuntais i gceart de réir na gCaighdeán Tuarascála Airgeadais i bhfeidhm sa Ríocht Aontaithe agus i bPoblacht na hÉireann (FRS 102) agus de réir treorach do chuntais in aguisín 3.

Tuairim ar rialtacht

Dar linn, i ngach slí ábhartha, cuireadh an caiteachas agus an t-ioncam i bhfeidhm ar son na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus tá na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

An Bunús lenár dtuairimí

Rinneamar ár n-iniúchadh ag teacht leis na Caighdeáin Idirnáisiúnta Iniúchóireachta (CII). Tabharfar tuilleadh sonraí faoinár bhfreagrachtaí faoi na caighdeáin seo sa chuid den teastas seo dar teideal Freagrachtaí na nIniúchóirí i leith an iniúchta ar na cuntais. Táimid neamhspleách ar an bhForas, ag teacht leis na riachtanais eitice de chuid Chaighdeán Athbhreithnithe Eitice 2016 na Comhairle um Thuairisciú Airgeadais, agus leis an gCód Eitice, arna eisiúint ag an Eagraíocht Idirnáisiúnta Uasfhoras Iniúchóireachta; agus tá ár gcuid dulgas eitice á gcomhlíonadh againn de réir na riachtanas sin.
Creidimid go bhfuil an fhaisnéis iniúchta a fuaireamar dóthanach agus cuí le bunús a thabhairt dár dtuairim.

Ábhar nach mar chuid de na cuntais é

Chuir an Foras eolas áirithe sa bhreis inár láthair chomh maith leis na cuntais. Cuimsíonn sé seo an tuarascáil bhliantúil, na réamhráite leis na cuntais, na ráitis maidir le córas an rialúcháin inmheánaigh agus na tuarascálacha ar luach saothair. Ní chuimsíonn ár dtuairim ar na cuntais an t-eolas sa bhreis agus ní chuirimid aon chonchlúid bharántais in iúil ina leith.

I gcomhpháirt lenár n-iniúchadh ar na cuntais, tá sé mar fhreagracht againn an t-eolas sa bhreis a léamh agus, mar chuid den léitheoireacht, caithfimid a mheas an réitíonn an fhaisnéis sa bhreis leis na cuntais nó leis an bhfaisnéis atá againn féin ón bpróiseas iniúchóireachta, nó cé acu a réitíonn an fhaisnéis leis na Cuntais ar bealach ábhartha eile nó nach réitíonn. Má chreidimid go bhfuil mínochtadh suntasach faisnéise ann, agus an tuairim sin bunaithe ar an obair atá déanta againn; tá orainn an fhíric sin a fhógairt.

Níl dada le fógairt againn ina leith seo.

Ábhar ar a ndéanaimid tuairisc eisceachtúil

Níl dada le fógairt againn i leith na nithe seo a leanas a bhíonn le fógairt againn má chreidimid, inár dtuairim:

- nach bhfuaireamar an t-eolas agus na míniúcháin a bhí ag teastáil le linn an iniúchta, nó
- nár leor na taifeadtaí ar na cuntais le go bhféadfaí iniúchadh ceart gan mhoill a dhéanamh orthu, nó
- nár réitigh na cuntais leis na taifid ar na cuntais, nó
- go léiríonn na ráitis ar an gcórás rialaithe inmheánach/ráiteas rialachais nach bhfuiltear ag leanúint na treorach cuí maidir leis an rialiú corparáideach.

Freagrachtaí an Fhorais agus na nOifigeach Cuntasach i leith na gcuntas

Mar a mhínítear níos iomláine sa Ráiteas i leith Freagachtaí, tá an Foras freagrach as na cuntais a ullmhú ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais; agus as bheith sásta go dtugann na cuntais dearcadh fírinneach agus cothrom ar an bhForas. Tá na Príomhfheidhmeannaigh, mar Oifigigh Chuntasacha, freagrach as cuimheas agus an rialiú i leith airgead poiblí a chaitheamh.

Responsibilities of the Auditors
Our responsibility is to audit the accounts in accordance with the provisions of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 and to report thereon to the Northern Ireland Assembly and to the Houses of the Oireachtas.

Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs 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 accounts.

As part of an audit in accordance with the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. In doing so:

- We identify and assess the risks of material misstatement of the accounts 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.
- We 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 internal controls.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- We conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Body's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the accounts 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 report. However, future events or conditions may cause the Body to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the accounts, including the disclosures, and whether the accounts 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.

In addition, we are required to obtain evidence sufficient to give reasonable assurance that expenditure and income recorded in the financial accounts have been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and that the financial transactions recorded in the accounts conform to the authorities which govern them.

Seamus McCarthy
Irish Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1
Ireland
DO1 PF72

29 April 2021

Kieran Donnelly
Comptroller and Auditor General for
Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

29 April 2021

Freagrachtaí na nIniúchóirí
Tá sé d'fhreagracht orainn iniúchadh a dhéanamh ar na cuntais bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/(Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 agus tuairisc a dhéanamh ar an iniúchadh sin do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Is é ár gcuspóir le linn an iniúchta ná dearbhú réasúnta a fháil go bhfuil na cuntais ina n-iomláine saor ó mhínochtadh suntasach faisnéise, bíodh calaois nó botún ina chúis leis. Is dearbhú ardleibhéil é an dearbhú réasúnta, ach ní barántas é go dtabharfaidh iniúchadh de réir na gCII mínochtadh faisnéise faoi deara i gcónaí; más ann dó. D'fhéadfadh mínochtadh teacht aníos de bharr calaoise nó botúin agus áirítear é mar mhínochtadh suntasach más féidir a bheith ag súil leis, go réasúnta, go n-imreodh sé, as féin nó ar bhonn comhiomlán, tionchar a imirt ar bhearta eacnamaíochta a dhéanfaí amach anseo bunaithe ar na cuntais seo.

Mar chuid d'iniúchadh de réir na gCII, tá orainn bheith proifisiúnta inár mbreithiúnas, agus amhras proifisiúnta a choinneáil le linn an iniúchta. Mar chuid de seo:

- Aithnímid agus déanaimid breithiúnas ar na rioscaí a bhaineann le mínochtadh suntasach ar na cuntais, bíodh calaois nó botún ina chúis leis; Cuirimid próisis iniúchta le chéile agus i bhfeidhm i dtaca leis na rioscaí sin; agus faighimid faisnéis iniúchta atá dóthanach agus ábhartha le bunús a thabhairt dár dtuairim. Is mó an riosca mura dtugtar mínochtadh suntasach faisnéise de bharr calaoise faoi deara i gcomparáid le mínochtadh de bharr botúin, toisc go bhféadfadh go mbeadh claonpháirteachas, brionnú, easnaimh d'aon ghnó, bréagléirithe, nó sárú an chórais rialaithe inmhéanaigh bainteach leis an gcalaois.
- Faighimid tuiscint ar an rialiú inmheánach ata ábhartha don iniúchadh le gur féidir linn próisis iniúchta a chur le chéile atá oiriúnach do chuinsí an Fhorais, ach ní ar maithe le héifeacht an rialaithe inmhéanaigh a mheas.
- Measaimid feiliúnacht na bpolasaithe cuntasaíochta atá in úsáid, agus réasúntacht na meastachán cuntasaíochta mar aon leis an nochtadh a bhunaítear orthu sin.
- Tugaimid breithiúnas ar a oiriúnaí is atá sé na cuntais a ullmhú ar bhonn gnóthas leantach, agus, bunaithe ar an bhfaisnéis iniúchta a fhaightear, tugaimid breithiúnas arc é acu atá nó nach bhfuil éiginnteacht ann i dtaca le eachtraí agus cúinsí a d'fhéadfadh amhras a chaitheamh ar chumas an Fhorais leanúint air mar ghnóthas leantach. Má chreidimid go bhfuil éiginnteacht suntasach ann, ceanglaítear orainn aird a tharraingt ar an nochtadh cuí sna cuntais inár dtuairisc nó, murar leor an nochtadh, ár dtuairim a athrú. Tá ár mbreithiúnas bunaithe ar faisnéis an iniúchta atá faighte go dtí dáta ár dtuairisce. D'fhéadfadh eachtraí nó cúinsí sa todhchaí stop a chur ar an bhForas leanúint air mar ghnóthas leantach, áfach.
- Déanaimid cur i láthair iomlán, struchtúr agus ábhar na gcuntas, nochtadh an áireamh, ina mheasc, agus measaimid an dtugann na cuntais léargas ar chroí-idirbhearta agus eachtraí ar bealach atá cóir agus cothrom.

Cuirimid in iúil dóibh siúd a bhfuil údarás acu maidir le, i measc ábhar eile, raon agus amscála beartaithe an iniúchta agus thorthaí suntasacha an iniúchta, teipeanna suntasacha sa chóras rialaithe inmheánaigh a thugamar faoi deara le linn ár n-iniúchta san áireamh.

Chomh maith leis sin, éilítear orainn fianaise a fháil atá imleor le hurrús réasúnta a thabhairt go bhfuil an caiteachas agus an t-ioncam a thuairiscítear sna cuntais curtha i bhfeidhm de réir na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus go bhfuil na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

Seamus McCarthy
Ardreachtaire Cuntas agus Ciste na hÉireann
3A Sráid an Mhéara Uachtarach
Baile Átha Cliath 1
Éire
D01 PFT2

29 Aibreán 2021

Kieran Donnelly
Ardreachtaire Cuntas agus Ciste Thuaisceart Éireann
Oifig Iniúchta Thuaisceart Éireann
106 Sráid na hOllscoile
Béal Feirste
BT7 1EU

29 Aibreán 2021

THE LANGUAGE BODY
CONSOLIDATED STATEMENT OF ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2019

	2019		2018	
	€	**Stg £**	**€**	**Stg £**
GRANTS RECEIVED				
Revenue grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	12,861,225	11,289,582	13,343,779	11,805,240
Department for Communities	6,143,569	5,392,824	5,726,147	5,065,922
Department of Education	120,000	105,336	25,000	22,117
	19,124,794	16,787,742	19,094,926	16,893,279
Capital grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	41,472	36,404	73,431	64,965
Department for Communities	37,467	32,889	17,737	15,691
	78,939	69,293	91,168	80,656
Total grants received	**19,203,733**	**16,857,035**	**19,186,094**	**16,973,935**
FUNDING APPLIED TO				
Foras na Gaeilge				
Revenue grants	16,082,858	14,117,531	16,452,669	14,555,675
Capital grants	42,676	37,461	37,456	33,137
	16,125,534	14,154,992	16,490,125	14,588,812
Ulster-Scots Agency				
Revenue grants	3,041,936	2,670,211	2,642,257	2,337,604
Capital grants	36,263	31,832	53,712	47,519
	3,078,199	2,702,043	2,695,969	2,385,123
Total grants paid	**19,203,733**	**16,857,035**	**19,186,094**	**16,973,935**

Seán Ó Coinn 23/04/2021
Chief Executive Date
Foras na Gaeilge

Ian Crozier 23/04/2021
Chief Executive Date
Ulster-Scots Agency

Barra Ó Muirí 23/04/2021
Deputy Chairperson Date
Foras na Gaeilge

Keith Gamble 23/04/2021
Chairperson Date
Ulster-Scots Agency

AN FORAS TEANGA
RÁITEAS COMHDHLÚITE CUNTAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2019

	2019		2018	
	€	**Stg £**	**€**	**Stg £**
DEONTAIS A FUARTHAS				
Deontais Ioncaim				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	12,861,225	11,289,582	13,343,779	11,805,240
An Roinn Pobal	6,143,569	5,392,824	5,726,147	5,065,922
An Roinn Oideachais	120,000	105,336	25,000	22,117
	19,124,794	16,787,742	19,094,926	16,893,279
Deontais Chaipitil				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	41,472	36,404	73,431	64,965
An Roinn Pobal	37,467	32,889	17,737	15,691
	78,939	69,293	91,168	80,656
Iomlán na nDeontas a fuarthas	**19,203,733**	**16,857,035**	**19,186,094**	**16,973,935**
MAOINIÚ CURTHA I BHFEIDHM DO:				
Foras na Gaeilge				
Deontais Ioncaim	16,082,858	14,117,531	16,452,669	14,555,675
Deontais Chaipitil	42,676	37,461	37,456	33,137
	16,125,534	14,154,992	16,490,125	14,588,812
Gníomhaireacht na hUltaise				
Deontais Ioncaim	3,041,936	2,670,211	2,642,257	2,337,604
Deontais Chaipitil	36,263	31,832	53,712	47,519
	3,078,199	2,702,043	2,695,969	2,385,123
Iomlán na nDeontas a íocadh	**19,203,733**	**16,857,035**	**19,186,094**	**16,973,935**

Seán Ó Coinn 23/04/2021
Príomhfheidhmeannach Dáta
Foras na Gaeilge

Ian Crozier 23/04/2021
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

Barra Ó Muirí 23/04/2021
Leas-Chathaoirleach Dáta
Foras na Gaeilge

Keith Gamble 23/04/2021
Cathaoirleach Dáta
Gníomhaireacht na hUltaise

Appendix 1

FORAS NA GAEILGE

Accounts and notes to the accounts

FOR THE YEAR ENDED 31 DECEMBER 2019

Aguisín 1

FORAS NA GAEILGE

Cuntais agus nótaí a ghabhann leis na cuntais

DON BHLIAIN DAR CHRÍOCH AN 31 NOLLAIG 2019

FOREWORD TO THE ACCOUNTS

Background Information

An Foras Teanga (The Language Body) is a North / South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established on 2 December 1999 under the Good Friday Agreement and underpinned by the North / South Co-operation (Implementation Bodies) (Northern Ireland) Order and the British-Irish Agreement Act 1999. It reports to the North / South Ministerial Council (NSMC).

The principal function of Foras na Gaeilge is the promotion of the Irish language on an all-Island basis.

These accounts have been prepared in accordance with:

- the financial arrangements which are applicable to the Body set out in Part 7 of Annex 2 of the British-Irish Agreement establishing Implementation Bodies;
- the form directed by and approved by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, as provided for in The Language Body's Financial Memorandum;
- the Annual Report and Accounts guidance provided by the Department of Finance and the Department of Public Expenditure and Reform.

Business Overview
An overview of Foras na Gaeilge's activities is given within its Annual Report. The results for Foras na Gaeilge are laid out in detail on the Statement of Income and Expenditure. The deficit for the year was €231,865 / Stg£203,534.

Fixed Assets
Details of the movements of fixed assets are set out in note 9 to the accounts.

Research and Development

Stakeholder Engagement
Research was conducted on the stakeholders of the organisation, focusing on the amounts and types of stakeholders and the different ways they are communicated with. A review was carried out on the consultation processes the organisation uses in light of this.

Review of the Partnership Approach
It was decided to begin the review of the Partnership Approach again during 2019. The current arrangements relating to the Partnership Approach have been put in place as a result of a decision made by the North/South Ministerial Council on 10 July 2013 and on 17 January 2014 Foras na Gaeilge announced the six Lead Organisations that were responsible for six main areas. This is the first opportunity to carry out a formal review of these arrangements since then. The review is expected to be completed in 2020.

Future Developments

Strategic Direction for Foras na Gaeilge
The draft of the Strategic Direction was developed to cover a five year period. It was ensured that the various planning strategies, both internal (Business Plan and the Corporate Plan) and external (the 20 year Strategy for the Irish Language and the Strategy to Enhance and Protect the Development of the Irish Language) were taken into consideration_. The Development Committee and Board of Foras na Gaeilge were central in this work as well as the planning objectives that applied to the work. They recognised in particular the communication function in the document if it was used as a basis for public consultation. As a result of the development and approval processes attached to both Foras na Gaeilge's Business and Corporate plans, it was challenging to give a formal role to the organisation's stakeholders and to the public in general in the planning process.

Full time Posts
Of the 70 full-time staff complement approved in principle by the NSMC for Foras na Gaeilge, 57 posts have been approved by the Sponsor and Finance Departments in both jurisdictions for the year ended 31 December 2019.

Details of the average weekly number of employees (full time equivalent) are set out in note 5 to the accounts.

Corporate Governance
The organisation was re-accredited in 2018 in relation to the SWIFT 3000 Code of Practice for Corporate Governance Assessment in Ireland. The organisation also achieved the On Board "Gold Standard" in 2018, which recognises high standards of corporate governance. Both of these accreditations are valid until 2021.

RÉAMHRÁ LEIS NA CUNTAIS

Cúlra

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn aige. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Is í príomhfheidhm Fhoras na Gaeilge ná an Ghaeilge a chur chun cinn ar bhonn uile-oileáin.

Ullmhaíodh na cuntais seo de réir:

- na socruithe airgeadais atá infheidhme i leith an Chomhlachta arna leagan amach i gCuid 7 d'Aguisín 2 de Chomhaontú na Breataine-na hÉireann lena mbunaítear Comhlachtaí Forfheidhmithe;
- na foirme atá ordaithe agus ceadaithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal, dá bhforáiltear i Meamram Airgeadais an Fhorais Theanga;
- na treorach do Thuarascáil Bhliantúil agus Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais agus an Roinn Caiteachas Poiblí agus Athchóirithe.

Forléargas ar Ghnó
Tugtar forléargas ar ghníomhaíochtaí Fhoras na Gaeilge laistigh dá Thuarascáil Bhliantúil. Tá na torthaí d'Fhoras na Gaeilge leagtha amach go mion ar an Ráiteas Ioncaim agus Caiteachais. Ba é an t-easnamh a bhí ann don bhliain ná €231,865/ Stg£203,534.

Sócmhainní Seasta
Tá mionsonraí faoi ghluaiseachtaí sócmhainní seasta leagtha amach i nóta 9 a ghabhann leis na cuntais.

Taighde agus Forbairt

Páirtithe Leasmhara
Rinneadh taighde san eagraíocht dírithe ar pháirtithe leasmhara, a líon, a gcineál agus na bealaí éagsúla a ndéantar cumarsáid leo. Ag eascairt as sin, rinneadh athbhreithniú ar na próisis chomhairliúcháin a bhíonn in úsáid san eagraíocht.

Athbhreithniú ar an gCur Chuige Comhpháirtíochta
Socraíodh an próiseas athbhreithnithe ar an gCur Chuige Comhpháirtíochta a thosú in athuair le linn 2019. Tá na socruithe a bhaineann leis an gCur Chuige Comhpháirtíochta i bhfeidhm de thoradh cinneadh an Chomhairle Aireachta Thuaidh/Theas ar an 10 Iúil 2013 agus gur fhógair Foras na Gaeilge ar an 17 Eanáir 2014 na sé cheanneagríocht a bhí le freagracht a ghlacadh as sé mhór-réimse oibre. Seo an chéad deis a bhí ann athbhreithniú foirmeálta a dhéanamh ar na socruithe ar fad ó shin. Táthar ag súil go gcríochnófar an t-athbhreithniú in 2020.

Forbairtí sa Todhchaí

Treo Straitéiseach d'Fhoras na Gaeilge
Rinneadh forbairt ar an ndréacht den Treo Straitéiseach a chlúdódh réimhse chúig bliana. Rinneadh deimhin de go raibh na sruthanna éagsúla pleanála, inmheánacha (Plean Gnó agus Plean Corparáideach) agus seachtracha (Straitéis 20 Bliain don Ghaeilge agus an Straitéis le Forbairt na Gaeilge a Fheabhsú agus a Chosaint) curtha san áireamh. Bhí an Coiste Forbartha agus an Bord lárnach san obair seo agus chomh maith leis na feidhmeanna pleanála a bhain leis an obair, d'aithin siad go háirithe an fheidhm chumarsáide a bhain leis an gcáipéis ach é a úsáid mar bhonn le comhairliúcháin. De dheasca na bpróiseas forbartha agus faofa a bhaineann le pleananna gnó agus corparáideacha Fhoras na Gaeilge, ba dheacair ról foirmeálta a thabhairt do pháirtithe leasmhara na heagraíochta agus don phobal i gcoitinne sa phróiseas pleanála.

Poist Lánaimseartha
As an 70 post lánaimseartha ceadaithe d'Fhoras na Gaeilge i bprionsabal ag an gCATT, tá 57 post díobh faofa ag na Ranna Coimircíochta agus Ranna Airgeadais sa dá dhlinse don bhliain dar chríoch 31 Nollaig 2019.

Tá sonraí maidir le meánlíon seachtainiúil fostaithe (coibhéis lánaimseartha) i nóta 5 a ghabhann leis na cuntais.

An Rialú Corparáideach
Bhain an eagraíocht cáilíocht amach arís in 2018 maidir le Cód Cleachtais SWiFT 3000 ar Mheasúnú ar an Rialú Inmheánach in Éirinn. Chomh maith leis sin, bhain an eagraíocht an "Caighdeán Óir" de chuid On Board amach i 2018, caighdeán a aithníonn ardchaighdeáin sa rialú corparáideach. Tá an dá cháilíocht seo bailí go dtí 2021.

Important Events Occurring After The Year End
No important events took place after 31 December 2019 which would affect the accounts.

Charitable Donations
Foras na Gaeilge made no charitable donations during the financial year ended 31 December 2019.

Board Members
The functions of Foras na Gaeilge are exercised by the Board. The following served as Board Members of Foras na Gaeilge during 2019.

Pól Ó Gallchóir – Chairperson	
Barra Ó Muirí – Deputy Chairperson	
Máire Ní Neachtain	
Sorcha Ní Chéide	
Mairéad Farrell	
Maighréad Ní Chonghaile	
Gráinne Mc Elwain	Term expired 12/12/19
Seán Ó hArgáin	Term expired 12/12/19
Seán Mícheál Ó Domhnaill	Term expired 12/12/19
Séan Ó Coistealbha	Term expired 12/12/19
Bláthnaid Ní Chofaigh	Term expired 12/12/19
Niall Ó Gallochobhair	
Conor Mc Guinness	

There were eight vacancies (five southern nominees and three northern nominees) on the Board of Foras na Gaeilge at 31 December 2019.

Payment to Suppliers
Foras na Gaeilge is committed to prompt payment for goods and services received, in accordance with the Irish 'Late Payments in Commercial Transactions Regulations, 2002' and 'Late Payment of Commercial Debts (Interest) Act 1998', as amended and supplemented by the 'Late Payment of Commercial Debts Regulations 2002' in the UK. Unless otherwise stated in the contract, payment is due within 30 days on receipt of the goods or services, or on presentation of an authorised invoice or similar demand, whichever is required in accordance with legislation. Regular reviews were conducted to measure how promptly Foras na Gaeilge pays its bills and found that in 2019 98% of bills were paid within the standard.

Health and Safety Policy
Foras na Gaeilge's Safety Statements (in accordance with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (General Application (Amendment) Regulations 2010) were revised in 2014. A standard review of Foras na Gaeilge's Occupational Safety & Health management system was satisfactorily concluded by the Health and Safety Authority in December 2017 with no compliance matters arising. The organisation has specifically reviewed its Safety Statement for its Headquarters in Dublin in light of building moves in 2017.

Equality and Employees with Disabilities
In the South, Foras na Gaeilge reports on the employment of disabled persons as required by the Disability Act 2005. Every employee and applicant (real or possible) will be dealt with fairly and selections as regards employment, promotion, training or any other benefits will be made on a basis of suitability and ability. An employee survey was conducted in 2019 in which 4.17% of those surveyed indicated that they had a disability (in the previous calendar year) as defined in the Disability Act 2005.

In compliance with the requirements of Section 75 of the Northern Ireland Act 1998 the two agencies of The Language Body jointly prepared a revised Equality Scheme in 2013. This was approved by the Equality Commission for Northern Ireland on the 13th of December 2013 which included provision for disabled employees. Foras na Gaeilge and the Ulster-Scots Agency co-operated on an annual progress report (2015-16) on Equality and Good Relations Duties.

Decentralisation
An office was opened in Gaoth Dobhair on 1 September 2010 with the appointment of the Director for Publishing, Lexicography and Terminology. At 31 December 2019 there were eight employees working in that office.

Employee Involvement
Employees were members of various trade unions during 2019, namely, SIPTU and FÓRSA. No labour relations difficulties arose during the year. Throughout the year employees were regularly advised of any new developments and were consulted with through formal and informal meetings, at courses and briefings where staff were given every opportunity to contribute or comment on new procedures and policies.

Nithe suntasacha a tharla tar éis Dheireadh na Bliana
Níor tharla aon imeacht tábhachtach tar éis 31 Nollaig 2019 a d'imreodh tionchar ar na cuntais.

Tabhartais Charthanúla
Ní dhearna Foras na Gaeilge aon tabhartais charthanúla i rith na bliana dar chríoch 31 Nollaig 2019.

Comhaltaí Boird
Is ar Bhord Fhoras na Gaeilge atá sé feidhmeanna Fhoras na Gaeilge a chur i bhfeidhm. D'fhreastail na daoine seo a leanas ar Bhord Fhoras na Gaeilge mar chomhaltaí boird le linn na bliana 2019.

Pól Ó Gallchóir – Cathaoirleach	
Barra Ó Muirí – Leaschathaoirleach	
Máire Ní Neachtain	
Sorcha Ní Chéide	
Mairéad Farrell	
Maighréad Ní Chonghaile	
Gráinne McElwain	Tréimhse in éag 12/12/19
Seán Ó hArgáin	Tréimhse in éag 12/12/19
Seán Mícheál Ó Domhnaill	Tréimhse in éag 12/12/19
Seán Ó Coistealbha	Tréimhse in éag 12/12/19
Bláthnaid Ní Chofaigh	Tréimhse in éag 12/12/19
Niall Ó Gallochobhair	
Conor Mc Guinness	

Bhí ocht bhfolúntas (cúig ainmní ó dheas agus trí ainmní ó thuaidh) ar bhord Fhoras na Gaeilge amhail 31 Nollaig 2019.

Íocaíocht le Soláthraithe
Tá Foras na Gaeilge tiomanta d'íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir 'Rialacháin um Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2002' in Éirinn, agus an 'Late Payment of Commercial Debts (Interest) Act, 1998', arna leasú agus arna fhorlíonadh ag an 'Late Payment of Commercial Debts Regulations 2002' sa Ríocht Aontaithe. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc údaraithe nó éileamh den sórt céanna isteach, cibé acu atá ag teastáil de réir reachtaíochta. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a íocann Foras na Gaeilge a bhillí agus fuarthas gur íocadh 98% de bhillí laistigh den chaighdeán sa bhliain 2019.

Beartas Sláinte agus Sábháilteachta
Rinneadh athbhreithnú in 2014 ar Ráitis Shábháilteachta Fhoras na Gaeilge (de réir an Achta um Shábháilteacht, Sláinte agus Leas ag an Obair 2005 agus na Rialachán um Shábháilteacht, Sláinte agus Leas ag an Obair (Feidhm Ghinearálta (Leasú) 2010). Chuir an tÚdarás Sláinte & Sabháilteachta measúnú caighdeánach ar an gcóras bainistíochta ar Shláinte & Shábháilteacht Cheirde atá in úsáid ag Foras na Gaeilge, a críochnaíodh in 2017 gan aon cheist maidir le comhlíonadh na rialacha a bheith ardaithe aige. Rinne an eagraíocht athbhreithniú ar a Ráitis Shábháilteachta dá Cheannáras i mBaile Átha cliath i ndiaidh a bhogtha in 2017.

Comhionannas agus Fostaithe atá faoi Mhíchumas
Ó dheas, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumais 2005. Caithfear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. Le linn 2019, rinneadh suirbhé foirne a léirigh go raibh 4.17% díobh siúd a ghlac páirt sa suirbhé (sa bhliain féilire roimhe) faoi mhíchumas de réir sainmhíniú an Achta um Mhíchumais 2005.

Ag comhlíonadh riachtanas Alt 75 den Northern Ireland Act 1998, d'ullmhaigh an dá ghníomhaireacht den Fhoras Teanga, i gcomhpháirt lena chéile, athbhreithniú ar an Scéim Comhionannais in 2013. Cheadaigh an Coimisiún Comhionannais i dTuaisceart Éireann an t-athbhreithniú seo ar 13 Nollaig 2013 ina raibh foráil d'fhostaithe faoi mhíchumas. Chomhoibrigh Foras na Gaeilge agus Gníomhaireacht na hUltaise ar thuarascáil bhliantiúil ar dhul chun cinn (2015-16) ar Chomhionannas agus Dualgais Dhea-Chaidrimh.

Dílárú
Osclaíodh oifig i nGaoth Dobhair ar 1 Meán Fómhair 2010 nuair a ceapadh an Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta & Téarmaíochta. Ar 31 Nollaig 2019 bhí ochtar fostaithe ag obair san oifig sin.

Rannpháirtíocht Fostaithe
Bhí fostaithe de chuid Fhoras na Gaeilge ina mbaill de cheardchumainn éagsúla le linn 2019, is iad sin: SIPTU agus FÓRSA. Níor tháinig aon deacrachtaí ó thaobh caidreamh tionsclaíoch de aníos le linn na bliana. I rith na bliana, coinníodh fostaithe ar an eolas faoi aon fhorbairtí nua go rialta agus chuathas i gcomhairle leo ag cruinnithe foirmiúla agus neamhfhoirmiúla, ag cúrsaí agus ag seisiúin eolais, ina raibh deis ag baill foirne cur le nó trácht a dhéanamh ar nósanna imeachta nó polasaithe nua.

Statement of Responsibilities for Board Members
The role of each Board member is to provide leadership, vision, continuity of purpose and to be accountable to the public. The Board Members are required to:

- Contribute to decision-making and to be jointly responsible for the decisions taken.
- Attend Board meetings on a regular basis and to be well prepared by reading relevant papers in advance.
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation.
- Contribute to the work of Board committees.
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a Board Member.

Seán Ó Coinn	23/04/2021
Chief Executive	Date
Foras na Gaeilge	

Ráiteas i leith Freagrachtaí do Chomhaltaí an Bhoird

Is é ról gach comhalta boird ceannaireacht, fís agus leanúnachas cuspóra a sholáthar agus a bheith freagrach don phobal. Iarrtar ar chomhaltaí boird:

- Cuidiú le cinnteoireacht agus a bheith freagrach i bpáirt lena chéile as na cinntí a dhéantar.
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith dóibh trí na cáipéisí cuí a léamh roimh ré.
- Freastal ar imeachtaí oiliúna agus coinneáil cothrom le dáta le hábhair a bhaineann le hobair na heagraíochta.
- Páirt a ghlacadh in obair na gcoistí boird.
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar chomhalta boird a nochtadh.

Seán Ó Coinn 23/04/2021
Príomhfheidhmeannach Dáta
Foras na Gaeilge

STATEMENT OF RESPONSIBILITIES

Foras na Gaeilge's Responsibilities

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction in the appendix to these accounts. The accounts are prepared on an accruals basis and must give a true and fair view of Foras na Gaeilge's state of affairs at the year end and of its income and expenditure, total recognised gains and losses, and cash flows for the financial year.

In preparing the accounts the Body is required to:

- observe the accounts direction issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, including the relevant accounting and disclosure requirements, and apply accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed or have not been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, unless it is inappropriate to presume Foras na Gaeilge will continue in operation.

The Language Body requires Foras na Gaeilge to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Chief Executive's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for Foras na Gaeilge, including the responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of Foras na Gaeilge.

Seán Ó Coinn 23/04/2021
Chief Executive Date
Foras na Gaeilge

RÁITEAS I LEITH FREAGRACHTAÍ

Freagrachtaí Fhoras na Gaeilge

Tá an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais san aguisín a ghabhann leis na cuntais seo. Ullmhaítear na cuntais ar bhonn fabhruithe agus caithfidh siad léargas fírinneach cóir a thabhairt ar staid chúrsaí an Fhorais ag deireadh na bliana agus ar a ioncam agus a chaiteachas, a ghnóthacháin agus a chaillteanais aitheanta iomlán, agus a shreabhadh airgid don bhliain airgeadais.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasaíocht agus faisnéisiú agus beartais chuntasaíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;

- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;

- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasaíochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;

- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh Foras na Gaeilge de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar Fhoras na Gaeilge cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana.

Freagrachtaí an Phríomhfheidhmeannaigh

Leagtar amach na freagrachtaí atá ar an bPríomhfheidhmeannach mar Dhuine Cuntasach Fhoras na Gaeilge, lena n-áirítear an fhreagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, i Meamram Airgeadais Fhoras na Gaeilge.

Seán Ó Coinn 23/04/2021
Príomhfheidhmeannach Dáta
Foras na Gaeilge

STATEMENT ON THE SYSTEM OF INTERNAL CONTROL

Responsibility for the System of Internal Control
As Chief Executive Officer of Foras na Gaeilge, I acknowledge my responsibility for ensuring that an effective system of internal control is operated and maintained.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded and that relevant errors or irregularities are either prevented or would be detected in a timely period.

Key Control Procedures
The system of internal control operated is based on detailed administrative procedures, segregation of duties, specific authorisations and monthly management review of reports outlining the actual and budgeted results of programmes operated by Foras na Gaeilge. In particular, it includes the following:

- An established organisational structure with clearly defined lines of responsibility;
- A Programme Manager for Finance and Information Technology who is a qualified accountant and is responsible for the financial procedures of the organisation and reports to Senior Management;
- The Director of Corporate Services is a qualified accountant, who reports to the Audit Committee and the Board;
- Risk assessment and mitigation processes are implemented at a Directorate level and at an Organisational level;
- The implementation of a comprehensive budgeting system, with bespoke software designed to monitor grant expenditure. The Corporate Services Directorate carries out monthly reviews of all budgets. All budgets are reviewed and agreed by the Board at each meeting;
- The Implementation of Conflict of Interest Policy and the associated procedures for both Board and staff;
- The Internal Audit function is outsourced to an accountancy and business advisory firm. The internal audit function reports to the Chair of the Audit Committee and the Chief Executive Officer;
- An Audit Committee consisting of five Board Members (one of whom acts as Chairperson), and two external appointees which met 5 times in 2019 to review the internal auditor's reports and discuss matters arising around the risk register and advised the Board accordingly;
- Outstanding audit recommendations, made by the internal auditor, are tracked and presented at Audit Committee meetings as a standing item on the agenda, they are also presented to Monitoring Meetings with the Sponsoring Departments;
- A representative from the Department for Communities occasionally attends Foras na Gaeilge Audit Committee meetings, and receives the relevant documentation;
- Quarterly Assurance Statements are completed by the Chief Executive in conjunction with the Senior Management Team. They are submitted to the Sponsoring Departments and reviewed in detail, along with other relevant matters, at quarterly Monitoring Meetings with the Sponsoring Departments. They are also presented for information purposes to the Audit Committee.

Annual Review of Controls
Foras na Gaeilge is committed to operating an efficient and economic internal control system.

My review of the effectiveness of the System of Internal Control is informed by the work of the internal auditor, the Audit Committee which oversees the work of the internal auditor, the managers within Foras na Gaeilge who have responsibility for the development and maintenance of the control processes and framework and by the comments made by the external auditors in the form of their management letter and other reports. This review was presented to the Audit Committee in March 2020 and to the Board in June 2020.

I have been advised on the implications of the result of my review of the effectiveness of the system of Internal Control by the Internal Auditor, managers within Foras na Gaeilge and the Audit Committee. No significant control matters occurred during the year.

Steps were taken to ensure its continuous improvement during the year. These include the following:

- A regular review of the risk register is carried out by the Audit Committee, the Board and Sponsoring Departments;
- A report on 2018 grant files of the 6 lead organisations was completed by the Internal Auditor in 2019;
- An update on the Gifts and Hospitality Policy was approved by the Audit Committee and the Board;
- A report on compliance with the GDPR was completed by the Internal Auditor and presented to the Audit Committee;
- A report on 2018 Bliain na Gaeilge funding was completed by the Internal Auditor and presented to the Audit Committee;
- An advisory review on Stakeholder Engagement was completed by the Internal Auditor and presented to the Audit Committee; and
- A report on the internal audit activities for 2019 was carried out by the Internal Auditor. The systems of internal control were found in their view to be adequate and effective overall. This report was considered by the Audit Committee in March 2020.

Seán Ó Coinn	23/04/2021
Chief Executive	Date
Foras na Gaeilge	

RÁITEAS MAIDIR LE RIALÚCHÁN INMHEÁNACH AIRGEADAIS

Freagracht as an gCóras Rialaithe Inmheánaigh Airgeadais

Mar Phríomhfheidhmeannach Fhoras na Gaeilge, admhaím mo fhreagracht as córas éifeachtach rialaithe inmheánaigh airgeadais a fheidhmiú agus a choimeád.

Ní féidir leis an gcóras ach urrús réasúnta seachas urrús absalóideach a chur ar fáil go gcumhdaítear sócmhainní, go n-údaraítear agus go dtaifeadtar go cuí idirbhearta agus go gcosctar nó go n-aimseofaí go tráthúil earráidí nó mírialtachtaí ábhartha.

Príomhnósanna Imeachta Rialaithe

Tá an córas rialaithe inmheánaigh a fheidhmítear bunaithe ar nósanna mionsonraithe riaracháin, deighilt dualgas, údaruithe sonracha agus athbhreithniú bainistíochta míosúil ar thuairiscí a thugann breac-chuntas ar thorthaí iarbhír agus buiséadaithe cláir atá á bhfeidhmiú ag Foras na Gaeilge. Áirítear air go sonrach na nithe seo a leanas:

- Struchtúr bunaithe eagraíochtúil, le línte soiléire freagrachtaí;
- Clárbhainisteoir Airgeadais agus Theicneolaíocht na Faisnéise atá ina chuntasóir cáilithe agus atá freagrach as nósanna imeachta airgeadais na heagraíochta agus a thuairiscíonn don fhoireann ardbhainistíochta;
- Stiúrthóir Seirbhísí Corparáideacha atá ina chuntasóir cáilithe agus a thuairiscíonn don Choiste Iniúchta agus don Bhord;
- Cuirtear próisis mheasúnaithe agus mhaolaithe rioscaí i bhfeidhm ag leibhéal na stiúrthóireachtaí agus ag leibhéal na heagraíochta ina hiomláine;
- Cuirtear córas cuimsitheach i bhfeidhm maidir le buiséadú, le bogearra sainceaptha chun monatóireacht a dhéanamh ar chaiteachas deontais. Déanann an Stiúrthóireacht Seirbhísí Corparáideacha athbhreithnithe míosúla ar gach buiséad. Athbhreithníonn agus faomhann an Bord gach buiséad ag gach cruinniú;
- Cuirtear Beartas um Choimhlint Leasa agus na nósanna imeachta gaolmhara i bhfeidhm don fhoireann agus don Bhord;
- Cuirtear feidhm an iniúchta inmheánaigh ar ghnó seachtrach cuntasaíochta agus comhairle gnó. Tuairiscíonn an tIniúchóir Inmheánach go comhuaineach do chathaoirleach an Choiste Iniúchta agus don Phríomhfheidhmeannach;
- Coiste Iniúchta atá comhdhéanta de chúigear comhaltaí boird (duine amháin díobh a fheidhmíonn mar Chathaoirleach), agus de bheirt atá ceaptha go seachtrach. Bhuail an Coiste Iniúchta le chéile 5 huaire sa bhliain chun athbhreithniú a dhéanamh ar thuarascálacha an Iniúchóra Inmheánaigh, agus le saincheisteanna a tháinig chun cinn maidir leis an gclár rioscaí a phlé agus chuir sé comhairle ar an mBord dá réir;
- Rianaítear moltaí iniúchta an Iniúchóra Inmheánaigh, agus cuirtear na cinn a bhíonn fós le réiteach faoi bhráid an Choiste Iniúchta mar mhír sheasta ar an gclár, cuirtear na moltaí seo faoi bhráid na Ranna Coimircíochta ag Cruinnithe Monatóireachta chomh maith;
- Bíonn ionadaí ón Roinn Pobal i láthair ag cruinnithe de chuid an Coiste Iniúchta ar bhonn ócáideach, agus cuirtear an cháipéisíocht chuí ar fáil dó;
- Cuireann an Príomhfheidhmeannach, i gcomhar leis an fhoireann ardbhainistíochta, Ráitis ráithiúla Dearbhúcháin ar fáil don dá Roinn Choimircíochta. Cuirtear faoi bhráid an Choiste Iniúchta mar eolas, agus faoi bhráid na Ranna Coimircíochta iad. Déantar imscrúdú mionsonraithe orthu, mar aon le saincheisteanna ábhartha eile, ag Cruinnithe ráithiúla Monatóireachta leis na Ranna.

Athbhreithniú Bliantúil ar Rialúcháin

Tá Foras na Gaeilge tiomanta do chóras rialaithe inmheánaigh atá éifeachtach agus eacnamúil a fheidhmiú.

Tagann eolas i gcomhair m'athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh ó obair an Iniúchóra Inmheánaigh, an Choiste Iniúchta a mhaoirsíonn obair an iniúchóra inmheánaigh, ó na bainisteoirí laistigh d'Fhoras na Gaeilge a bhfuil an fhreagracht orthu as forbairt agus cothabháil na bpróiseas agus an chreata rialaithe, agus ó na ráitis a dhéanann iniúchóirí seachtracha i bhfoirm a litreach bainistíochta agus tuairiscí eile. Cuireadh an tuairisc seo faoi bhráid an Choiste Iniúchta i mí an Mhárta 2020 agus faoi bhráid an Bhoird i mí an Mheithimh 2020.

Thug an tIniúchóir Inmheánach, bainisteoirí laistigh d'Fhoras na Gaeilge agus an Coiste Iniúchta comhairle dom ar impleachtaí thorthaí m'athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais. Níor tháinig aon saincheisteanna suntasacha rialúcháin aníos le linn na bliana.

Glacadh céimeanna le feabhsú leanúnach a chinntiú le linn na bliana. Ina measc seo tá na nithe seo a leanas:

- Déanann an Coiste Iniúchta, an Bord agus na Ranna Coimircíochta athbhreithniú rialta ar an gclár riosca;
- Chuir an tIniúchóir Inmheánach tuairisc i gcrích a rinne iniúchadh ar chomhaid dheontais 2018 na 6 cheanneagraíocht in 2019;
- D'fhaomh an Coiste Iniúchta agus an Bord uasdátú ar an bPolasaí Tabhartais agus Fáilteachais;
- Chuir an tIniúchóir Inmheánach tuairisc i gcrích a rinne iniúchadh ar chomhlíonadh na heagraíochta leis an RGCS agus cuireadh faoi bhráid an Choiste Iniúchta í;
- Chuir an tIniúchóir Inmheánach tuairisc i gcrích ar mhaoiniú Bhliain na Gaeilge 2018 agus cuireadh faoi bhráid an Choiste Iniúchta í;
- Chuir an tIniúchóir Inmheánach athbhreithniú comhairleach ar theagmháil le páirtithe leasmhara i gcrich agus cuireadh an t-athbhreithniú faoi bhráid an Choiste Iniúchta; agus
- Chuir an tIniúchóir Inmhéanach tuairisc i gcrích ar ghníomhaíochtaí iniúchta sa bhliain 2019. Measadh sa tuairisc go raibh na córais rialaithe inmheánacha sásúil agus éifeachtach ar an iomlán. Cuireadh an tuairisc seo faoi bhráid an Choiste Iniúchta i mí an Mhárta 2020.

Seán Ó Coinn	23/04/2021
Príomhfheidhmeannach	Dáta
Foras na Gaeilge	

FORAS NA GAEILGE
STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 €	2019 Stg£	2018 €	2018 Stg£
INCOME					
Revenue from Departments	2	**16,082,858**	**14,117,531**	16,452,669	14,555,675
Deferred funding for Pensions	15.4.4	**1,239,000**	**1,087,594**	1,605,000	1,419,944
Release from Capital Grant Reserve	13	**49,373**	**43,340**	44,602	39,460
Income from Book Distribution and Sales		**996,438**	**874,673**	900,476	796,651
Other Operating Income	4	**157,821**	**138,536**	55,959	49,506
Total Income		**18,525,490**	**16,261,674**	19,058,706	16,861,236
EXPENDITURE					
Staff Costs & Board Remuneration	5	**5,167,704**	**4,536,211**	5,398,508	4,776,061
Grants expended by Foras na Gaeilge	8	**9,754,227**	**8,562,261**	10,230,948	9,051,320
Other Operating Costs	7	**2,975,029**	**2,611,481**	2,892,344	2,558,859
Direct Printing and Distribution Costs	3	**811,022**	**711,915**	914,107	808,710
Depreciation	9	**49,373**	**43,340**	44,602	39,460
Total Expenditure		**18,757,355**	**16,465,208**	19,480,509	17,234,410
Deficit for the Year		**(231,865)**	**(203,534)**	(421,803)	(373,174)
Surplus carried forward from previous year		**1,682,850**	**1,505,306**	2,104,653	1,867,250
Currency Translation Adjustment	1.12	**-**	**(67,280)**	-	11,230
Surplus transferred to Revenue Reserves		**1,450,985**	**1,234,492**	1,682,850	1,505,306

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 €	2019 Stg£	2018 €	2018 Stg£
Deficit for the Year		**(231,865)**	**(203,534)**	(421,803)	(373,174)
Experience Gain / (loss)	15.4.3	**436,000**	**383,000**	(123,000)	(108,818)
(Loss) / Gain due to currency movements	15.4.3	**(99,000)**	**(87,000)**	12,000	10,616
(Loss) / Gain on change of financial assumptions	15.4.3	**(3,862,000)**	**(3,390,000)**	2,154,000	1,905,644
Actuarial (Loss) / Gain on the pension liabilities		**(3,525,000)**	**(3,094,000)**	2,043,000	1,807,442
Adjustment to deferred pension funding		**3,525,000**	**3,094,000**	(2,043,000)	(1,807,442)
Recognised Deficit for the Year		**(231,865)**	**(203,534)**	(421,803)	(373,174)

The notes 1 to 24 form part of these accounts.

Barra Ó Muirí 23/04/2021
Deputy Chairperson Date
Foras na Gaeilge

Seán Ó Coinn 23/04/2021
Chief Executive Date
Foras na Gaeilge

FORAS NA GAEILGE
RÁITEAS IONCAIM AGUS CAITEACHAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2019

	Nótaí	2019 €	2019 Stg£	2018 €	2018 Stg£
IONCAM					
Ioncam ó na Ranna	2	**16,082,858**	**14,117,531**	16,452,669	14,555,675
Cistiúchán iarchurtha pinsin	15.4.4	**1,239,000**	**1,087,594**	1,605,000	1,419,944
Scaoileadh ó chúlchiste deontais chaipitil	13	**49,373**	**43,340**	44,602	39,460
Ioncam ó dháileadh agus ó dhíol leabhar		**996,438**	**874,673**	900,476	796,651
Ioncam oibriúcháin eile	4	**157,821**	**138,536**	55,959	49,506
Ioncam iomlán		**18,525,490**	**16,261,674**	19,058,706	16,861,236
CAITEACHAS					
Costais foirne & luach saothair an bhoird	5	**5,167,704**	**4,536,211**	5,398,508	4,776,061
Deontais íoctha ag Foras na Gaeilge	8	**9,754,227**	**8,562,261**	10,230,948	9,051,320
Costais oibriúcháin eile	7	**2,975,029**	**2,611,481**	2,892,344	2,558,859
Costais dhíreacha phriontála agus dáilte	3	**811,022**	**711,915**	914,107	808,710
Dímheas	9	**49,373**	**43,340**	44,602	39,460
Caiteachas iomlán		**18,757,355**	**16,465,208**	19,480,509	17,234,410
Easnamh don Bhliain		**(231,865)**	**(203,534)**	(421,803)	(373,174)
Barrachas a tugadh ar aghaidh ón mbliain roimhe		**1,682,850**	**1,505,306**	2,104,653	1,867,250
Coigeartú aistrithe airgeadra	1.12	**-**	**(67,280)**	-	11,230
Barrachas arna aistriú chuig cúlchistí ioncaim		**1,450,985**	**1,234,492**	1,682,850	1,505,306

RÁITEAS AR IOMLÁN NA nGNÓTHACHAN AGUS AR NA gCAILLTEANAS AITHEANTA DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2019

	Nótaí	2019 €	2019 Stg£	2018 €	2018 Stg£
Easnamh don bhliain		**(231,865)**	**(203,534)**	(421,803)	(373,174)
Gnóthachan / (Caillteanas) ó thaithí	15.4.3	**436,000**	**383,000**	(123,000)	(108,818)
(Caillteanas) / Gnóthachan ó mhalartú airgeadra	15.4.3	**(99,000)**	**(87,000)**	12,000	10,616
(Caillteanas) / Gnóthachan maidir le hathruithe sna toimhtí airgeadais	15.4.3	**(3,862,000)**	**(3,390,000)**	2,154,000	1,905,644
(Caillteanas) / Gnóthachan achtúireach ar an scéim pinsin		**(3,525,000)**	**(3,094,000)**	2,043,000	1,807,442
Leasú ar mhaoiniú pinsean iarchurtha		**3,525,000**	**3,094,000**	(2,043,000)	(1,807,442)
Easnamh aitheanta don Bhliain		**(231,865)**	**(203,534)**	(421,803)	(373,174)

Is cuid de na cuntais seo na nótaí 1 go 24.

Barra Ó Muirí 23/04/2021
Leas-Chathaoirleach Dáta
Foras na Gaeilge

Seán Ó Coinn 23/04/2021
Príomhfheidhmeannach Dáta
Foras na Gaeilge

FORAS NA GAEILGE
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2019

	Notes	2019 €	2019 Stg£	2018 €	2018 Stg£
FIXED ASSETS					
Tangible assets	9	**87,805**	**74,703**	94,502	84,531
CURRENT ASSETS					
Stocks	10	**556,476**	**473,450**	548,554	490,682
Receivables due within one year	11	**621,237**	**528,549**	758,091	678,113
Cash at bank and in hand	14.2	**568,387**	**483,577**	640,449	572,878
		1,746,100	**1,485,576**	1,947,094	1,741,673
CURRENT LIABILITIES					
Creditors (amounts falling due within one year)	12	**(295,117)**	**(251,086)**	(264,246)	(236,369)
NET CURRENT ASSETS		**1,450,983**	**1,234,490**	1,682,848	1,505,304
Total Asset less current liabilities before pension		**1,538,788**	**1,309,193**	1,777,350	1,589,835
Deferred pension funding balance	15.4.6	**30,705,000**	**26,123,814**	25,941,000	23,204,225
Pension liability	15.4.2	**(30,705,000)**	**(26,123,814)**	(25,941,000)	(23,204,225)
TOTAL ASSETS LESS CURRENT IABILITIES		**1,538,788**	**1,309,193**	1,777,350	1,589,835
FINANCED BY:					
CAPITAL AND RESERVES					
Revenue Reserve		**1,450,985**	**1,234,492**	1,682,850	1,505,306
Capital Grant Reserve	13	**87,803**	**74,701**	94,500	84,529
		1,538,788	**1,309,193**	1,777,350	1,589,835

The notes 1 to 24 form part of these accounts.

Barra Ó Muirí 23/04/2021
Deputy Chairperson Date
Foras na Gaeilge

Seán Ó Coinn 23/04/2021
Chief Executive Date
Foras na Gaeilge

FORAS NA GAEILGE
RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2019

	Nótaí	2019 €	2019 Stg£	2018 €	2018 Stg£
SÓCMHAINNÍ SEASTA					
Sócmhainní inláimhsithe	9	**87,805**	**74,703**	94,502	84,531
SÓCMHAINNÍ REATHA					
Stoic	10	**556,476**	**473,450**	548,554	490,682
Féichiúnaithe dlite laistigh de bhliain amháin	11	**621,237**	**528,549**	758,091	678,113
Airgead sa bhanc agus ar láimh	14.2	**568,387**	**483,577**	640,449	572,878
		1,746,100	**1,485,576**	1,947,094	1,741,673
DLITEANAIS REATHA					
Creidiúnaithe (méideanna a bheidh dlite laistigh de bhliain amháin)	12	**(295,117)**	**(251,086)**	(264,246)	(236,369)
GLANSÓCHMHAINNÍ REATHA		**1,450,983**	**1,234,490**	1,682,848	1,505,304
Sócmhainní iomlána lúide dliteanais reatha roimh pinsean		**1,538,788**	**1,309,193**	1,777,350	1,589,835
Iarmhéid maoiniúcháin phinsin iarchurtha	15.4.6	**30,705,000**	**26,123,814**	25,941,000	23,204,225
Dliteanas pinsin	15.4.2	**(30,705,000)**	**(26,123,814)**	(25,941,000)	(23,204,225)
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA		**1,538,788**	**1,309,193**	1,777,350	1,589,835
ARNA AIRGEADÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste ioncaim		**1,450,985**	**1,234,492**	1,682,850	1,505,306
Cúlchiste deontais chaipitil	13	**87,803**	**74,701**	94,500	84,529
		1,538,788	**1,309,193**	1,777,350	1,589,835

Is cuid de na cuntais seo na nótaí 1 go 24.

Barra Ó Muirí 23/04/2021
Leas-Chathaoirleach Dáta
Foras na Gaeilge

Seán Ó Coinn 23/04/2021
Príomhfheidhmeannach Dáta
Foras na Gaeilge

FORAS NA GAEILGE
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 €	2019 Stg£	2018 €	2018 Stg£
NET CASH OUTFLOW FROM OPERATING ACTIVITIES	14.1	**(72,062)**	**(89,301)**	(41,995)	(32,588)
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire Tangible Fixed Assets	9	**(42,676)**	**(37,461)**	(37,456)	(33,137)
NET CASH OUTFLOW BEFORE FINANCING		**(114,738)**	**(126,762)**	(79,451)	(65,725)
FINANCING					
Capital Grant Received	13	**42,676**	**37,461**	37,456	33,137
DECREASE IN CASH AND CASH EQUIVALENTS	14.2	**(72,062)**	**(89,301)**	(41,995)	(32,588)

The notes 1 to 24 form part of these accounts.

RÁITEAS MAIDIR LE SREABHADH AIRGID DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2019

	Nótaí	2019 €	2019 Stg£	2018 €	2018 Stg£
EIS-SREABHADH GLAN AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	14.1	**(72,062)**	**(89,301)**	(41,995)	(32,588)
CAITEACHAS CAIPITIÚIL AGUS INFHEISTÍOCHT AIRGEADAIS					
Íocaíochtaí chun sócmhainní seasta inláimhsithe a fháil	9	**(42,676)**	**(37,461)**	(37,456)	(33,137)
EIS-SREABHADH GLAN AIRGID ROIMH MHAOINIÚ		**(114,738)**	**(127,189)**	(79,451)	(65,725)
MAOINIÚ					
Deontas caipitil faighte	13	**42,676**	**37,461**	37,456	33,137
LAGHDÚ AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM	14.2	**(72,062)**	**(89,301)**	(41,995)	(32,588)

Is cuid de na cuntais seo na nótaí 1 go 24.

FORAS NA GAEILGE – Notes to the accounts

1. Accounting Policies

The principal accounting policies, which have been adopted in the preparation of the accounts, are as follows:

1.1 Accounting Convention

The accounts have been prepared in accordance with the historic cost convention. The accounts have been prepared in accordance with the Accounts Direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities with the approval of the respective Finance Departments, in accordance with the North/South co-operation (implementation bodies Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999.

1.2 Transition to FRS 102

2017 was Foras na Gaeilge's first set of financial statements prepared in accordance with FRS 102.
The transition to FRS 102 has not affected Foras na Gaeilge's reported financial position or financial performance.

1.3 Statement of Compliance

The Financial Statements of Foras na Gaeilge for the year ended 31st December 2019 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

1.4 Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

1.5 Fixed Assets

a) Tangible Fixed Assets are entered at their cost to Foras na Gaeilge.

b) Depreciation is calculated to write off the cost or re-evaluated amounts of fixed assets within their useful life. The following are the methods and rates used each year:

Motor Vehicles	25% straight line
Fixtures and Fittings	10% straight line
Computer Equipment	33.33% straight line
Office Equipment	15% - 20% straight line

c) Impairment of Fixed Assets

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. Fixed assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

1.6 Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision, and is established when there is objective evidence that Foras na Gaeilge will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the statement for Income & Expenditure.

1.7 Pension Costs

The North/South Pension Scheme was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded annually on a pay as you go basis. The scheme is administered by an external administrator. Funding is provided to Foras na Gaeilge from the Irish Government by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and from the Northern Ireland Executive by the Department for Communities.

As per the requirements of FRS 102, pension liabilities represent the present value of future pension payments earned by staff to-date. Deferred pension funding represents the corresponding asset to be recovered in future periods from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC).

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Pension liabilities represent the present value of future pension payments earned by staff to date.

From 2012, the current service cost is recognised gross of members' contributions. The accounting treatment in prior years had been to recognise members' contributions separately within the pension's note.

FORAS NA GAEILGE - Notaí a ghabhann leis na cuntais

1. Beartais Chuntasaíochta

Is iad seo a leanas na príomhbheartais chuntasaíochta ar glacadh leo agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ullmhaíodh na cuntais de réir choinbhinsiúin an chostais stairiúil. Ullmhaíodh na cuntais de réir treoraithe cuntasaíochta tugtha ag an Roinn Cultúir, Oidhreachta agus Gaeltachta agus ag an Roinn Pobal, le faomhú ó na Ranna Airgeadais faoi seach, de réir Ordú Comhaontas Thuaidh/Theas (Comhlachtaí Forfeidhmithe Thuaisceart Éireann) 1999 agus Comhaontú na Breataine/na hÉireann 1999.

1.2 Aistriú go FRS 102

Ba é 2017 an chéad bhliain inar ullmhaíodh tuairiscí airgeadais de chuid Fhoras na Gaeilge de réir FRS 102.
Níor chuir an t-athrú go FRS 102 isteach ar staid tuairiscithe airgeadais nó feidhmíocht airgeadais Fhoras na Gaeilge

1.3 Ráiteas Comhlíonta

Ullmhaíodh Ráitis Aigeadais Fhoras na Gaeilge don bhliain dar chríoch 31 Nollaig 2019 de réir FRS 102, an caighdeán tuarascála airgeadais i bhfeidhm sa Ríocht Aontaithe agus in Éirinn agus atá eisithe ag an gComhairle Tuarascála Airgeadais (Financial Reporting Council – FRC), agus curtha i bhfeidhm ag Chartered Accountants Ireland.

1.4 Breithiúnais agus Meastacháin Chriticiúla Cuntasaíochta

Agus na ráitis airgeadais á gcur le chéile, bíonn ar an bhfoireann bainistíochta breithiúnais agus tuairimí a thabhairt, agus meastacháin a ríomh maidir le haon rud a d'fhéadfaí cur isteach ar na méideanna fógartha i gcomhair sócmhainní agus dliteanas le linn na bliana. Mar sin féin, is é nadúr an mheastacháin ná go bhféadfadh méideanna fíora a bheith éagsúil lena meastacháin sin. Bhí an tionchar is mó ag na breithiúnais seo a leanas ar na méideanna aitheanta ar na ráitis airgeadais.

1.5 Sócmhainní Seasta

a) Cuirtear luach a gcostais ar Fhoras na Gaeilge le Sócmhainní Seasta Inláimhsithe.

b) Ríomhtar dímheas chun costas nó méideanna athluacháilte sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Is iad seo a leanas na modhanna a ghlactar agus na rátaí a úsáidtear gach bliain:

Mótarfheithiclí	25% de réir líne chothrom
Daingneáin agus feistis	10% de réir líne chothrom
Trealamh ríomhaireachta	33.33% de réir líne chothrom
Trealamh oifige	15% - 20% de réir líne chothrom

c) Lagú Sócmhainní Seasta

Déantar athbhreithniú i gcomhair lagú sa chás go dtagann amúchadh i bhfeidhm ar shócmhainní. Déantar an t-athbhreithniú seo uair ar bith a athraíonn coinníollacha nó a tharlaíonn eachtraí a thugann le fios nach mbeadh an tsuim ghlanluacha in-aisghabhála. Aithnítear an difríocht idir an tsuim ghlanluacha agus an tsuim in-aisghabhála mar chaillteanas amúchta. Is í an tsuim in-aisghabhála ná luach cóir sócmhainne lúide costas a díolta agus luach a feidhmiú. Déantar athbhreithniú ag gach dáta tuarascála ar shócmhainní seasta ar tháinig amúchadh i bhfeidhm orthu i gcomhair malartú féideartha ar an amúchadh sin.

1.6 Infháltais

Aithnítear infháltais ag luach cóir, lúide soláthar i gcomhair fiacha amhrasacha. Is soláthar faoi leith é an soláthar i gcomhair fiacha amhrasacha, agus bunaítear é sa chás go bhfuil fianaise oibiachtúil ar fáil nach mbeadh sé de chumas Fhoras na Gaeilge gach méid atá dlíte dó a bhailiú. Aithnítear gach cinneadh maidir leis an soláthar i gcomhair fiacha amhrasacha sa ráiteas um Ioncam agus Chaiteachas.

1.7 Costais Phinsin

Bhunaigh na Forais Forfheidhmithe Thuaidh/Theas agus Tourism Ireland Limited an Scéim Pinsin Thuaidh/Theas le héifeacht ó 29 Aibreán 2005. Is scéim pinsin sochair shainithe í a chistítear go bliantúil ar bhonn íoctar-mar-a-úsáidtear. Bíonn an scéim á riar ag riarthóir seachtrach. Cuireann an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán maoiniú ó Rialtas na hÉireann ar fáil agus cuireann an Roinn Pobal maoiniú ó Fheidhmeannas Thuaisceart Éireann ar fáil.

De réir riachtanais FRS 102, is ionann dliteanais phinsin agus an luach reatha d'íocaíochtaí pinsin na todhchaí atá tuillte ag an bhfoireann go dáta. Is ionann an cístiúchán iarchurtha pinsin agus an tsócmhainn chomhfhreagrach a éileófar sa todhchaí ar an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus ar an Roinn Pobal (RP)

Léiríonn costais phinsin sochair phinsin a thuill fostaithe sa tréimhse. Aithnítear méid atá cothrom leis an muirear pinsin mar ioncam a mhéad is a bheidh sé in-aisghabhála, agus seach-churtha ag deontais a fuarthas sa bhliain le híocaíochtaí pinsin a chomhlíonadh. Is ionann dliteanais phinsin agus luach reatha íocaíochtaí pinsin amach anseo, a thuill baill foirne go dáta.

Ó 2012 ar aghaidh, is é costas seirbhíse reatha comhlán aitheanta ranníocaíochtaí na mball. An cur chuige cuntasaíochta a bhíodh ann roimhe seo ná ranníocaíochtaí na mball a aithint ar línte ar leith sa nóta pinsin.

Actuarial gains or losses arising from changes to actuarial assumptions and from experience surpluses and deficits are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Northern Ireland Executive and the Irish Government.

1.8 Deferred Pension Funding

In accordance with accounting practice for non-commercial State bodies in the Republic of Ireland, Foras na Gaeilge recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, Foras na Gaeilge has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice. This treatment is inconsistent with accounting practice for UK Non-Departmental Bodies, where, due to the absence of a formal guarantee, a funding liability is not recognised until the commitment falls due.

1.9 Stocks

Stocks comprise of books and other published material held for resale. Stocks are stated at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.10 Leases

Finance leases

Leases in which substantially all the risks and rewards of ownership are transferred by the lessor are classified as finance leases. Tangible fixed assets acquired under finance leases are capitalised at the lease's commencement at the lower of the fair value of the leased property and the present value of the minimum lease payments and are depreciated over the shorter of the lease term and their useful lives. The capital element of the lease obligation is recorded as a liability and the interest element of the finance lease rentals is charged to the profit and loss account on an annuity basis.

Operating leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

1.11 Value Added Tax

The divisions Áis, An Gúm, An Coiste Téarmaíochta and Foclóir within Foras na Gaeilge, are registered to reclaim VAT on appropriate purchases which are accounted for net of VAT. Otherwise Foras na Gaeilge was not registered for VAT and was not in a position to reclaim VAT. VAT was therefore included as expenditure in all other instances and where appropriate capitalised in the value of Fixed Assets.

1.12 Reporting Currency

The transactions and balances are reported in both Euro and Sterling. The working currency of the organisation is Euro and transactions are initially recorded in that currency. Transactions in currencies other than Euro or Sterling are recorded at the exchange rate ruling at date of the transactions. Monetary Assets and Liabilities denominated in other currencies are translated into Euro at the rates prevailing at the Balance Sheet date. Realised gains and losses are taken to the Income and Expenditure Account. The exchange rate amounts were reported in the Income and Expenditure Account, in the Cash flow Statement, in the Balance Sheet and in the related notes in Euro. The exchange rate used in the statement of financial position was €1=Stg£0.8508 (the exchange rate at the statement of financial position date) and the rate used for the statement of Income and Expenditure was €1=Stg£0.8778 (the average exchange rate during the year ended 2019).

1.13 Grants Payable

Grants payable to third parties are chargeable to the Income and Expenditure Account in the year in which the recipient carries out the activity that creates an entitlement.

1.14 Grants Receivable

Revenue Grants receivable are recognised as income in the period in which they are received. Capital Grants received are credited to the Capital Grant Reserve and released to the Income and Expenditure Account in line with the depreciation charged on the relevant assets.

1.15 Capital Grant Reserve

The Government Grant Reserve represents the unamortised value of income used for capital purposes.

Léirítear gnóthachain nó caillteanais achtúireacha a tharlaíonn de bharr athruithe ar thoimhdí achtúireacha agus de bharr taithí ar bharrachais agus ar easnaimh sa Ráiteas faoi na Gnóthacháin agus na hEasnaimh Aitheanta Iomlána agus aithnítear coigeartú dá réir sa tsuim in-aisghabhála ó Fheidhmeannas Thuaisceart Éireann agus ó Rialtas na hÉireann.

1.8 Cistiúchán Iarchurtha Pinsin

Faoi réir na gcleachtas cuntasaíochta do chomhlachtaí neamhthráchtála Stáit i bPoblacht na hÉireann, aithníonn Foras na Gaeilge sócmhainn a léiríonn acmhainní a chuirfidh státchistí an RA agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn roinnt eachtraí san am a chuaigh thart. Áirítear ar na heachtraí seo bunús reachtúil do scéimeanna aoisliúntais, agus an polasaí agus an cleachtas maidir le pinsin seirbhíse poiblí a mhaoiniú sa dá dhlínse lena n-áirítear próiseas na meastachán bliantúil.

Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Foras na Gaeilge nach leanfaidh an polasaí maoinithe seo ar aghaidh diaidh ar ndiaidh ag cur an méid seo ar fáil de réir an chleachtais reatha. Níl an cur chuige seo ag teacht leis an gcleachtas cuntasaíochta i gcás Forais Neamh-Rannacha sa RA, áit nach n-aithnítear dliteanas maoinithe go dtí go mbíonn an ceanglas dlite, de bhrí nach bhfuil barántas foirmiúil i gceist.

1.9 Stoic

Luaitear stoic leabhar agus ábhar foilsithe eile ag an luach is ísle idir an costas agus an glanluach inréadaithe, i ndiaidh soláthar a dhéanamh ar stoic atá as feidhm nó mall chun bogadh.

1.10 Léasanna

Léasanna airgeadais

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á n-aistriú go substainteach ag an léasóir mar léasanna airgeadais. Caipitlítear sócmhainní seasta inlámhsáilte atá ceannaithe faoi léasanna airgeadais ag tus chur i bhfeidhm an léasa ag an luach is ísle de luach cóir an earra léasaithe agus dímheastar luach reatha na mbuníocaíochtaí léasa thar an tréimhse is giorra den léas agus a saolré ionchais. Cláirítear an chuid chaipiteach den dualgas léasa mar dhliteanas agus gearrtar an chuid úis de chíosanna léasa airgeadais ar an gcuntas brabúis agus caillteanais ar bhonn anáide.

Léasanna Oibriúcháin

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á gcoinneáil go substainteach ag an léasóir mar léasanna oibriúcháin. Gearrtar íocaíochtaí a dhéantar faoi léasanna oibriúcháin ar brabús nó caillteanas ar bhonn líne cothrom thar tréimhse an léasa.

1.11 Cáin Bhreisluacha

Tá na rannáin Áis, An Gúm, Tionscadal an Fhoclóra agus an Coiste Téarmaíochta laistigh d'Fhoras na Gaeilge cláraithe chun CBL a aiséileamh ar cheannacháin chuí agus tá cuntas déanta orthu seo glan ó CBL. Taobh amuigh de sin, ní raibh Foras na Gaeilge cláraithe do CBL agus níorbh fhéidir CBL a aiséileamh. Dá bhrí sin tá CBL san áireamh mar chaiteachas agus nuair is cuí caipitilithe i luach na Sócmhainní Seasta.

1.12 Airgeadra Tuairiscithe

Déantar bearta agus iarmhéideanna a thuairisciú in Euro agus Steirling araon. Is é an Euro an príomhairgeadra na heagraíochta agus déantar bearta a thaifeadadh san airgeadra sin ar dtús. Déantar bearta in airgeadraí eile nach euro nó steirling iad a thaifeadadh ag an ráta malairte atá i bhfeidhm ar dháta an bhirt. Déantar sócmhainní agus dliteanais airgeadais in airgeadraí eile a aistriú go euro ag na rátaí malairte a bhíonn i bhfeidhm dáta an Ráitis ar Staid an Airgeadais. Breactar gnóthachain agus caillteanais réadaithe sa Chuntas Ioncaim agus Caiteachais. In Euro a tuairiscíodh méideanna aistrithe sa Chuntas Ioncaim agus Caiteachais, sa Ráiteas ar Shreabhadh Airgid, sa Ráiteas ar Staid an Airgeadais agus sna nótaí a ghabhann leo. Ba é an ráta malairte a úsáideadh sa Ráiteas ar Staid an Airgeadais ná €1=Stg£0.8508 (an ráta malairte amhail an 31 Nollaig 2019) agus ba é an ráta a úsáideadh don Chuntas Ioncaim agus Caiteachais €1=Stg£0.8778 (an meánráta malairte le linn na bliana dar chríoch 31 Nollaig 2019).

1.13 Deontais Iníoctha

Maidir le deontais a bhíonn iníoctha le tríú páirtithe, breactar sa Chuntas Ioncaim agus Caiteachais iad sa bhliain a ndéanann an faighteoir an ghníomhaíocht a chruthaíonn teidlíocht.

1.14 Deontais Infhála

Aithnítear deontais ioncaim mar ioncam sa tréimhse ina bhfaightear iad. Cuirtear deontais chaipitil leis an gcúlchiste deontais chaipitil agus scaoiltear iad leis an gcuntas ioncaim agus caiteachais i gcomhréir leis an dímheas a ghearrtar ar an sócmhainn ábhartha.

1.15 Cúlchiste Deontais Chaipitil

Is ionann an Cúlchiste Deontais Chaipitil agus an luach gan amúchadh ar an ioncam a caitheadh i leith críocha caipitil.

2. GRANTS FROM THE DEPARTMENTS

	2019 Grant Revenue €	2019 Grant Capital €	2019 Grant Total €	2018 Grant Revenue €	2018 Grant Capital €	2018 Grant Total €
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) **Vote 33 Subhead D** (Note (i))	**10,952,429**	**30,811**	**10,983,240**	10,872,099	27,583	10,899,682
DTCAGSM **Other funding**	**-**	-	-	-	-	-
Department for Communities (DfC) (Note (i))	**3,641,471**	**10,270**	**3,651,741**	3,628,224	9,195	3,637,419
DTCAGSM - Clár na Leabhar Gaeilge **Vote 33 Subhead D** (Note (ii))	**1,059,570**	**1,595**	**1,061,165**	1,072,339	678	1,073,017
DTCAGSM – Colmcille **Vote 33 Subhead D** (Note (iii))	**118,518**	**-**	**118,518**	110,634	-	110,634
DfC – Colmcille (Note (iii))	**118,370**	**-**	**118,370**	110,077	-	110,077
DTCAGSM – Líonraí & Bailte Seirbhíse **Vote 33 Subhead C.10**	**72,500**		**72,500**	93,960		93,960
DTCAGSM – Bliain na Gaeilge **Vote 33 Subhead D.3**	**-**	**-**	**-**	536,657	-	536,657
DfC – Clár na Leabhar Gaeilge	**-**	**-**	**-**	3,679	-	3,679
Department of Education & Skills (DES) – Gaelbhratach **Vote 26**	**120,000**	**-**	**120,000**	25,000	-	25,000
Total	**16,082,858**	**42,676**	**16,125,534**	**16,452,669**	**37,456**	**16,490,125**

	2019 Grant Revenue Stg£	2019 Grant Capital Stg£	2019 Grant Total Stg£	2018 Grant Revenue Stg£	2018 Grant Capital Stg£	2018 Grant Total Stg£
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) **Vote 33 Subhead D** (Note (i))	**9,614,042**	**27,046**	**9,641,088**	9,618,546	24,403	9,642,949
DTCAGSM **Other funding**	**-**	**-**	**-**	-	-	-
Department for Communities (DfC) (Note (i))	**3,196,483**	**9,015**	**3,205,498**	3,209,890	8,134	3,218,024
DTCAGSM - Clár na Leabhar Gaeilge **Vote 33 Subhead D** (Note (ii))	**930,090**	**1,400**	**931,490**	948,698	600	949,298
DTCAGSM – Colmcille **Vote 33 Subhead D** (Note (iii))	**104,035**	**-**	**104,035**	97,878	-	97,878
DfC – Colmcille (Note (iii))	**103,905**	**-**	**103,905**	97,385	-	97,385
DTCAGSM – Líonraí & Bailte Seirbhíse **Vote 33 Subhead C.10**	**63,640**		**63,640**	83,126	-	83,126
DTCAGSM – Bliain na Gaeilge **Vote 33 Subhead D.3**	**-**	**-**	**-**	474,780	-	474,780
DfC – Clár na Leabhar Gaeilge	**-**	**-**	**-**	3,255	-	3,255
Department of Education & Skills (DES) – Gaelbhratach **Vote 26**	**105,336**	**-**	**105,336**	22,117	-	22,117
Total	**14,117,531**	**37,461**	**14,154,992**	**14,555,675**	**33,137**	**14,588,812**

The Body was paid grants from money voted by Dáil Éireann and the Northern Ireland Assembly.
Note (i) DTCAGSM and DfC provide this ring fenced funding to Foras na Gaeilge in a 75:25 ratio.
Note (ii) DTCAGSM provide this ring fenced funding to Foras na Gaeilge for Clár na Leabhar Gaeilge.
Note (iii) DTCAGSM and DfC provide ring fenced funding to Foras na Gaeilge for Colmcille in a 50:50 ratio.

2. DEONTAIS Ó NA RANNA

	2019 Ioncam ó Dheontais	2019 Caipiteal Deontais	2019 Ioncam Iomlán ó Dheontais	2018 Ioncam ó Dheontais	2018 Caipiteal Deontais	2018 Ioncam Iomlán ó Dheontais
	€	€	€	€	€	€
An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) **Vóta 33 Fomhír D** (nóta (i))	**10,952,429**	**30,811**	**10,983,240**	10,872,099	27,583	10,899,682
RTCEGSM **Maoiniú eile**	-	-	-	-	-	-
An Roinn Pobal (RP) (nóta (i))	**3,641,471**	**10,270**	**3,651,741**	3,628,224	9,195	3,637,419
RTCEGSM - Clár na Leabhar Gaeilge (Nóta (ii)) **Vóta 33 Fomhír D**	**1,059,570**	**1,595**	**1,061,165**	1,072,339	678	1,073,017
RTCEGSM - Colmcille (Nóta (iii)) **Vóta 33 Fomhír D**	**118,518**	**-**	**118,518**	110,634	-	110,634
RP – Colmcille (Nóta (iii))	**118,370**	**-**	**118,370**	110,077	-	110,077
RTCEGSM – Líonraí & Bailte Seirbhíse **Vóta 33 Fomhír C.10**	**72,500**	**-**	**72,500**	93,960	-	93,960
RTCEGSM – Bliain na Gaeilge **Vóta 33 Fomhír D.3**	**-**	**-**	**-**	536,657	-	536,657
RP – Clár na Leabhar Gaeilge	**-**	**-**	**-**	3,679	-	3,679
Roinn Oideachais & Scileanna (RO&S) – Gaelbhratach **Vóta 26**	**120,000**	**-**	**120,000**	25,000	-	25,000
Iomlán	**16,082,858**	**42,676**	**16,125,534**	**16,452,669**	**37,456**	**16,490,125**

	2019 Ioncam ó Dheontais	2019 Caipiteal Deontais	2019 Ioncam Iomlán ó Dheontais	2018 Ioncam ó Dheontais	2018 Caipiteal Deontais	2018 Ioncam Iomlán ó Dheontais
	Stg£	Stg£	Stg£	Stg£	Stg£	Stg£
An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) **Vóta 33 Fomhír D** (nóta (i))	**9,614,042**	**27,046**	**9,641,088**	9,618,546	24,403	9,642,949
RTCEGSM **Maoiniú eile**	**-**	**-**	**-**	-	-	-
An Roinn Pobal (RP) (nóta (i))	**3,196,483**	**9,015**	**3,205,498**	3,209,890	8,134	3,218,024
RTCEGSM - Clár na Leabhar Gaeilge (Nóta (ii)) **Vóta 33 Fomhír D**	**930,090**	**1,400**	**931,490**	948,698	600	949,298
RTCEGSM - Colmcille (Nóta (iii)) **Vóta 33 Fomhír D**	**104,035**	**-**	**104,035**	97,878	-	97,878
RP – Colmcille (Nóta (iii))	**103,905**	**-**	**103,905**	97,385	-	97,385
RTCEGSM – Líonraí & Bailte Seirbhíse **Vóta 33 Fomhír C.10**	**63,640**		**63,640**	83,126	-	83,126
RTCEGSM – Bliain na Gaeilge **Vóta 33 Fomhír D.3**	**-**	**-**	**-**	474,780	-	474,780
RP – Clár na Leabhar Gaeilge	**-**	**-**	**-**	3,255	-	3,255
Roinn Oideachais & Scileanna (RO&S) – Gaelbhratach **Vóta 26**	**105,336**	**-**	**105,336**	22,117	-	22,117
Iomlán	**14,117,531**	**37,461**	**14,154,992**	**14,555,675**	**33,137**	**14,588,812**

Íocadh deontais leis an bhForas ó airgead a vótáil Dáil Éireann agus Tionól Thuaisceart Éireann.
Nóta (i) Cuireann an RTCEGSM agus an RP maoiniú imfhálaithe ar fáil d'Fhoras na Gaeilge i gcomhréir 75:25.
Nóta (ii) Cuireann an RTCEGSM maoiniú imfhálaithe ar fáil do Chlár na Leabhar Gaeilge.
Nóta (iii) Cuireann an RTCEGSM agus an RP maoiniú imfhálaithe ar fáil d'Fhoras na Gaeilge i leith gníomhaíochtaí Cholmcille i gcomhréir 50:50.

3. DIRECT PRINTING AND DISTRIBUTION COSTS

	2019 €	2019 Stg£	2018 €	2018 Stg£
Book Purchases and Distribution Costs (Áis)	**395,015**	**346,744**	314,242	278,010
Printing and Production Costs (An Gúm)	**416,007**	**365,171**	387,809	343,094
Write-off of obsolete stock (An Gúm) **(i)**	-	-	212,056	187,606
Total	**811,022**	**711,915**	914,107	808,710

(i) In 2018, following a review of stock, the Board wrote off an amount of €212,056 (Stg£187,606) in respect of obsolete publications and textbooks held which have no resale value.

4. OTHER OPERATING INCOME

	2019 €	2019 Stg£	2018 €	2018 Stg£
Early Education Scheme - (Séideán Sí) **Vote 26**	**117,757**	**103,367**	9,398	8,314
Gain on exchange of car	**4,773**	**4,190**	-	-
Miscellaneous Income Dictionary Project	**110**	**97**	675	597
Other Income - Other Words	**8,258**	**7,249**	-	-
Interest and miscellaneous income FNAG	**26,923**	**23,633**	45,886	40,595
Total	**157,821**	**138,536**	55,959	49,506

The net cost of the Early Education Scheme, after proceeds of sales of Séideán Sí books by Áis, is funded by the Department of Education and Skills.

5. STAFF COSTS AND BOARD REMUNERATION

(a) The average weekly number of employees (full time equivalent) for 2019 was 56 (2018: 57).

(b) The costs incurred in respect of these employees and Board members were:

	2019 €	2019 Stg£	2018 €	2018 Stg£
Wages and Salaries	**2,988,416**	**2,623,232**	2,970,594	2,628,085
Board Member Fees	**73,333**	**64,372**	74,184	65,631
Social Security Costs	**268,955**	**236,088**	254,730	225,360
Pension Costs	**1,837,000**	**1,612,519**	2,099,000	1,856,985
Total Staff Costs	**5,167,704**	**4,536,211**	5,398,508	4,776,061

During the year, additional superannuation contributions amounting to **€38,949** (Stg£34,189) were paid over to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Further information regarding the pay and pension packages of the senior management, staff and board is contained in the Remuneration Report in the Annual Report.

6. PERFORMANCE AGAINST KEY FINANCIAL TARGETS

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities did not consider it appropriate to set key financial targets for Foras na Gaeilge for the year ended 31 December 2019.
Foras na Gaeilge is accountable to the NSMC and to the Ministers in the Sponsoring Departments. Foras na Gaeilge reports formally to the NSMC at periodic sectoral meetings (when the NSMC is in session) and to Sponsoring Departments on a regular basis at monitoring meetings. Foras na Gaeilge also has a Service Level Agreement with the Departments in place for 2019 which sets out the primary areas of focus and responsibility and the method by which they are assessed for the year.

3. COSTAIS DHÍREACHA PHRIONTÁLA AGUS DÁILTE

	2019 €	2019 Stg£	2018 €	2018 Stg£
Ceannacháin leabhar agus costais dáiliúchán (Áis)	**395,015**	**346,744**	314,242	278,010
Costais chló agus táirgthe (An Gúm)	**416,007**	**365,171**	387,809	343,094
Díscríobh ar stoic as feidhm (An Gúm) **(i)**	**-**	**-**	212,056	187,606
Iomlán	**811,022**	**711,915**	**914,107**	**808,710**

(i) Sa bhliain 2018, tar éis go ndearnadh athbhreithniú stoic, rinne an Bord díscríobh ar shuim €212,056 (Stg£187,606) i dtaca le foilseacháin agus téacsleabhair a bhí coimeádta nach bhfuil aon luach athdhíolta orthu.

4. IONCAM OIBRIÚCHÁIN EILE

	2019 €	2019 Stg£	2018 €	2018 Stg£
Scéim Luathoideachais - (Séideán Sí) **Vóta 26**	**117,757**	**103,367**	9,398	8,314
Gnóthachán ar mhalartú cairr	**4,773**	**4,190**	-	-
Ioncam ilchineálach Tionscnamh an Fhoclóra	**110**	**97**	675	597
Ioncam eile - (Focail eile)	**8,258**	**7,249**	-	-
Ús agus ioncam eile FNAG	**26,923**	**23,633**	45,886	40,595
Iomlán	**157,821**	**138,536**	**55,959**	**49,506**

Maoiníonn an Roinn Oideachais agus Scileanna glanchostas na Scéime Luathoideachais tar éis díolacháin leabhair Shéideán Sí ag Áis.

5. COSTAIS FOIRNE AGUS LUACH SAOTHAIR AN BHOIRD

(a) Ba é meánlíon seachtainiúil fostaithe (coibhneas lánaimseartha) sa bhliain 2019 ná 56 (2018: 57).

(b) Ba iad na costais tabhaithe i leith na bhfostaithe agus na gcomhaltaí boird:

	2019 €	2019 Stg£	2018 €	2018 Stg£
Tuarastail agus pá	**2,988,416**	**2,623,232**	2,970,594	2,628,085
Táillí comhaltaí boird	**73,333**	**64,372**	74,184	65,631
Costais leasa shóisialaigh	**268,955**	**236,088**	254,730	225,360
Costais phinsin	**1,837,000**	**1,612,519**	2,099,000	1,856,985
Costais iomlána foirne	**5,167,704**	**4,536,211**	**5,398,508**	**4,776,061**

Le linn na bliana baineadh **€38,949** (Stg£34,189) d'asbhaintí pinsin agus íocadh é leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán.

Le haghaidh tuilleadh eolais maidir le socruithe pá agus pinsin na foirne ardbhainistíochta, na foirne agus na gcomhaltaí boird, féach ar an Tuarascáil ar Luach Saothair sa Tuarascáil Bhliantúil.

6. FEIDHMIÚ IN AGHAIDH EOCHAIR-SPRIOCANNA AIRGEADAIS

Níor chreid an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal go mbeadh sé iomchuí eochar-spriocanna airgeadais a leagan d'Fhoras na Gaeilge don bhliain dár chríoch 31 Nollaig 2019.
Tá Foras na Gaeilge freagrach don CATT agus do na hAirí sna Ranna Coimircíochta. Tuairiscíonn Foras na Gaeilge go foirmiúil don CATT ag cruinnithe rialta earnála (nuair a bhíonn an CATT ina shuí) agus do na Ranna Coimircíochta ar bhonn rialta ag cruinnithe monatóireachta. Chomh maith leis sin, tá Comhaontú Seirbhíse do 2019 ag Foras na Gaeilge leis na Ranna Coimircíochta, comhaontú a leagann amach príomhábhair fhócais agus fhreagrachta, mar aon leis an gcaoi a ndéanfar measúnú ar an bhForas don bhliain.

7. OTHER OPERATING COSTS

	2019 €	2019 Stg£	2018 €	2018 Stg£
Internal Programme Costs				
Internal Programmes & Activities	**269,207**	**236,310**	281,539	249,077
Communications & Sponsorship	**317,010**	**278,271**	382,447	338,351
Irish in the Business Community	**53,202**	**46,701**	76,396	67,587
Dictionary Project (i)	**276,395**	**242,619**	230,099	203,569
Corpus (ii)	**29,636**	**26,014**	37,929	33,556
Tibus national database	**11,529**	**10,120**	11,529	10,200
Sketch Engine	**-**	**-**	17,489	15,473
Early Education Scheme	**210,495**	**184,773**	101,023	89,375
Website (maintenance and development)	**52,493**	**46,078**	40,131	35,504
	1,219,967	**1,070,886**	1,178,582	1,042,692
Administration Expenses				
Travel & Subsistence (iii)	**188,414**	**165,390**	198,826	175,902
Office, Printing & Stationery	**106,823**	**93,770**	126,154	111,608
Consultancy (iv)	**14,252**	**12,511**	45,896	40,605
The Partnership Approach	**7,248**	**6,362**	3,376	2,987
Legal & Professional Services	**37,641**	**33,041**	19,724	17,450
Outsourcing	**189,808**	**166,613**	143,286	126,765
Audit	**31,000**	**27,212**	27,000	23,887
Telecommunications & Postage	**66,246**	**58,150**	74,291	65,725
Training & Staff Development	**40,366**	**35,434**	53,817	47,612
Recruitment	**6,783**	**5,954**	3,625	3,207
Pension Administration Costs	**26,618**	**23,366**	23,260	20,578
Distribution	**15,504**	**13,610**	13,300	11,766
Subscriptions	**9,396**	**8,248**	8,728	7,722
	740,099	**649,661**	741,283	655,814
Establishment Expenses				
Rent & Rates	**719,241**	**631,350**	723,106	639,732
Repairs & Renewals	**15,134**	**13,285**	14,618	12,933
Licence for Software	**38,190**	**33,523**	33,057	29,246
Lifts in the Head Office	**2,801**	**2,458**	150	133
Light & Heat	**72,186**	**63,365**	64,237	56,830
Insurance	**30,588**	**26,850**	47,683	42,185
Cleaning & Canteen	**70,798**	**62,146**	67,777	59,963
Office Relocation	**-**	**-**	(1,435)	(1,270)
	948,938	**832,977**	949,193	839,752
Financial Charges				
Bank Interest and Charges	**3,362**	**2,951**	4,007	3,545
Bad debt write off	**53,892**	**47,306**	-	-
Foreign Exchange Loss/(Gain)	**8,771**	**7,700**	19,279	17,056
	66,025	**57,957**	23,286	20,601
Total	**2,975,029**	**2,611,481**	2,892,344	2,558,859

(i) In 2019, Foras na Gaeilge incurred expenditure of €332,563 (Stg£291,924) in relation to its various dictionary projects. The largest of these is the New English-Irish Dictionary, which commenced in 2000 with the aim of producing a printed dictionary; the scope of the project was later changed to prioritise the development of a web-based dictionary and a dictionary app. The website and app versions have been completed since year-end 2016. At year-end 2019 the print version of the dictionary was at the proofreading stage and on schedule to be printed and delivered to Foras na Gaeilge in June 2020. Expenditure will be incurred in future years in completing the printed dictionary and in maintaining and enhancing the electronic dictionaries. The above project does not include broader/longer-term lexicographic work: websites teanglann.ie (containing digitised versions of older dictionaries, grammar files and sound files) and corpas.focloir.ie, the Irish-language corpus.

(ii) A Corpus is a very large collection of texts of all types, which can be analysed for information on language usage and patterns. It is an essential infrastructure component for modern dictionaries.

(iii) Foreign Travel in 2019 amounted to €7,115 / Stg£6,245 (2018:€8,443/ Stg£7,469).

(iv) Consultancy expenditure relating to Language Planning, a review of Irish Language Media funded by Foras na Gaeilge and the development of Software amounted to €14,252 / Stg£12,511. Consultancy expenditure in 2018 relating to Language Planning, a review of Irish Language Media funded by Foras na Gaeilge and the development of Software amounted to €45,891/ Stg£40,600.

7. COSTAIS OIBRIÚCHÁIN EILE

	2019 €	2019 Stg£	2018 €	2018 Stg£
Costais na gClár				
Cláir & Gníomhaíochtaí Inmheánacha	**269,207**	**236,310**	281,539	249,077
Cumarsáid & Urraíocht	**317,010**	**278,271**	382,447	338,351
Gaeilge i measc an Phobail Ghnó	**53,202**	**46,701**	76,396	67,587
Tionscnamh an Fhoclóra (i)	**276,395**	**242,619**	230,099	203,569
Corpus na Gaeilge Labhartha (ii)	**29,636**	**26,014**	37,929	33,556
Bunachar Náisiúnta Tibus	**11,529**	**10,120**	11,529	10,200
Sketch Engine	**-**	**-**	17,489	15,473
Scéim Luathoideachais	**210,495**	**184,773**	101,023	89,375
Suíomh gréasáin (cothabháil agus forbairt)	**52,493**	**46,078**	40,131	35,504
	1,219,967	**1,070,886**	1,178,582	1,042,692
Costais Riaracháin				
Taisteal & cothú (iii)	**188,414**	**165,390**	198,826	175,902
Oifig, priontáil & stáiseanóireacht	**106,823**	**93,770**	126,154	111,608
Sainchomhairliúchán (iv)	**14,252**	**12,511**	45,896	40,605
An cur chuige comhpháirtíochta	**7,248**	**6,362**	3,376	2,987
Seirbhísí dlí & gairmiúla	**37,641**	**33,041**	19,724	17,450
Seachfhoinsiú	**189,808**	**166,613**	143,286	126,765
Iniúchadh	**31,000**	**27,212**	27,000	23,887
Teileachumarsáid & postas	**66,246**	**58,150**	74,291	65,725
Oiliúint & forbairt foirne	**40,366**	**35,434**	53,817	47,612
Earcaíocht	**6,783**	**5,954**	3,625	3,207
Costais riartha pinsin	**26,618**	**23,366**	23,260	20,578
Dáileadh	**15,504**	**13,610**	13,300	11,766
Síntiúis	**9,396**	**8,248**	8,728	7,722
	740,099	**649,661**	741,283	655,814
Costais Bhunaíocha				
Cíos & Rátaí	**719,241**	**631,350**	723,106	639,732
Deisiúcháin & athnuachaintí	**15,134**	**13,285**	14,618	12,933
Ceadúnas bogearraí	**38,190**	**33,523**	33,057	29,246
Ardaitheoirí sa cheannoifig	**2,801**	**2,458**	150	133
Solas & teas	**72,186**	**63,365**	64,237	56,830
Árachas	**30,588**	**26,850**	47,683	42,185
Glanadh & ceaintín	**70,798**	**62,146**	67,777	59,963
Athlonnú Oifige	**-**	**-**	(1,435)	(1,270)
	948,938	**832,977**	949,193	839,752
Muirir Airgeadais				
Muirir & ús bainc	**3,362**	**2,951**	4,007	3,545
Díscríobh ar drochfhiacha	**53,892**	**47,306**	-	-
Caillteanas/(Gnóthachán) in airgeadra coigríche	**8,771**	**7,700**	19,279	17,056
	66,025	**57,957**	23,286	20,601
Iomlán	**2,975,029**	**2,611,481**	2,892,344	2,558,859

(i) Sa bhliain 2019, chaith Foras na Gaeilge €332,563 (Stg£291,924) ar na tionscadail éagsúla foclóireachta. Ar an gceann is mó díobh sin tá tionscadal an Fhoclóra Nua Béarla-Gaeilge, ar cuireadh tús leis in 2000. An aidhm a bhí ann ag an am sin ná foclóir clóite a chur ar fáil ach athraíodh scóip an tionscadail níos déanaí ar mhaithe le tús áite a thabhairt d'fhoclóir ar line agus d'fhoclóir i bhfoirm aipe. Cuireadh críoch leis an bhfoclóir ar line agus leis an aip ag deireadh 2016. Ag deireadh na bliana 2019 bhí an leagan clóite den fhoclóir ag céim na profléitheoireachta agus ar sprioc lena chur i gcló agus lena sheachadadh chuig Foras na Gaeilge faoi mhí an Mheithimh 2020. Caithfear airgead sna blianta amach romhainn ar chur i gcrích an fhoclóra chlóite agus ar chothabháil agus fheabhsú na bhfoclóirí digiteacha. Níl obair foclóireachta níos leithne/níos fadtéarmaí san áireamh sa tionscadal thuasluaite: teanglann.ie (ina bhfuil fáil ar leaganacha digiteacha d'fhoclóirí níos sine, comhaid ghramadaí, comhaid fuaime) agus corpas.focloir.ie, corpas na Gaeilge.

(ii) Is bailiúchán ollmhór téacsanna ilghnéitheach é Corpas, ar féidir anailís a dhéanamh orthu i gcomhar eolas ar úsáid agus pátrúin teanga. Is comhbhall riachtanach é de bhonneagar foclóir nua-aimseartha.

(iii) Ba é an méid a caitheadh ar thaisteal thar lear in 2019 ná €7,115 / Stg£6,245 (2018 :€8,443/ Stg£7,469).

(iv) In 2019, caitheadh €14,252 / Stg£12,511 ar comhairleoireacht ar an bpleanáil teanga, ar athbhreithniú ar chomhlachtaí sna Meáin Ghaeilge a bhfaigheann maoiniú ó Fhoras na Gaeilge, agus ar fhorbairt bogearraí. In 2018, caitheadh €45,891/ Stg£40,600 ar chomhairleoireacht ar an bpleanáil teanga, ar athbhreithniú ar chomhlachtaí sna Meáin Ghaeilge a bhfaigheann maoiniú ó Fhoras na Gaeilge, agus ar fhorbairt bogearraí.

8. GRANTS

Foras na Gaeilge makes offers of grant assistance which, if accepted, remain valid as commitments of the organisation. Such offers are de-committed when the offer period has expired or the circumstances alter.
The total net grant commitment authorised in respect of Foras na Gaeilge in 2019 was €8,709,923 / Stg£7,645,570 (2018: €10,555,421/ Stg£9,338,381).

	2019 €	2019 Stg£	2018 €	2018 Stg£
Grant Commitments at 1 January	**10,452,817**	**9,350,045**	10,157,542	9,011,771
Grant Approvals in the year	**8,859,525**	**7,776,891**	10,711,059	9,476,074
Grants De-committed in the year	**(149,602)**	**(131,321)**	(155,638)	(137,693)
Total net grant commitment authorised	**8,709,923**	**7,645,570**	10,555,421	9,338,381
Grant Expenditure	**(9,754,227)**	**(8,562,261)**	(10,230,948)	(9,051,320)
Grant Commitments at 31 December	**9,408,513**	**8,433,354**	10,482,015	9,298,832
Currency translation adjustment (Note 1.12)	**186,196**	**(270,176)**	(29,198)	51,213
Grant Commitments at 31 December as restated	**9,594,709**	**8,163,178**	10,452,817	9,350,045

- The currency translation adjustment shows the change in the value of grants approved (to reflect changes in rates of currency exchange).

Grant Payments to Lead Organisations

Foras na Gaeilge provides a significant percentage of its grant assistance to 6 lead organisations. Details of the payments made in 2019 and 2018 are set out in the table below:

	2019 €	2019 Stg£	2018 €	2018 Stg£
Gaeloideachas	**708,562**	**621,976**	712,686	630,513
Gael Linn	**650,183**	**570,731**	641,783	567,785
Glór na nGael	**1,078,615**	**946,808**	1,078,615	954,251
Oireachtas na Gaeilge	**581,687**	**510,605**	622,594	550,809
Conradh na Gaeilge	**832,457**	**730,731**	832,457	736,475
Cumann na bhFiann	**727,185**	**638,323**	745,136	659,222
Total	**4,578,689**	**4,019,174**	4,633,271	4,099,055

The Lead Organisations below are responsible for the following major areas and work relating to the Irish language:

Lead Organisation	**General Area of Work**
Gaelscoileanna Teo.	Irish Medium Education/Immersion Education & Irish Medium Preschool Education
Gael Linn	Education in the English language sector, adult education, & opportunities for use for school pupils
Glór na nGael	Community & Social-Economic Development
Oireachtas na Gaeilge	Opportunities which support the use of Irish & establishing networks for adults
Conradh na Gaeilge	Raising awareness, language protection & advocacy on behalf of the language to state authorities
Cumann na bhFiann	The development of opportunities for the use of Irish and networks for young people

8. DEONTAIS

Cuireann Foras na Gaeilge tairiscintí cúnaimh dheontais ar fáil agus, má ghlactar leo, fanann siad bailí mar cheangaltais ar an eagraíocht. Díthiomnaítear na tairiscintí sin nuair atá tréimhse na tairisceana in éag nó má athraítear cúinsí.
Ba é €8,709,923 / Stg£7,645,570 an glandliteanas iomlán deontais a údaraíodh maidir le Foras na Gaeilge in 2019 (2018: €10,555,421/ Stg£9,338,381).

	2019 €	2019 Stg£	2018 €	2018 Stg£
Ceangaltais deontas amhail 1 Eanáir	**10,452,817**	**9,350,045**	10,157,542	9,011,771
Deontais cheadaithe sa bhliain	**8,859,525**	**7,776,891**	10,711,059	9,476,074
Deontais díthiomnaithe sa bhliain	**(149,602)**	**(131,321)**	(155,638)	(137,693)
Glandliteanas iomlán deontais a údaraíodh	**8,709,923**	**7,645,570**	10,555,421	9,338,381
Caiteachas deontais	**(9,754,227)**	**(8,562,261)**	(10,230,948)	(9,051,320)
Ceangaltais deontais amhail 31 Nollaig	**9,408,513**	**8,433,354**	10,482,015	9,298,832
Coigeartú aistrithe airgeadra (nóta 1.12)	**186,196**	**(270,176)**	(29,198)	51,213
Ceangaltais deontais amhail an 31 Nollaig athshonraithe	**9,594,709**	**8,163,178**	10,452,817	9,350,045

- Léiríonn an coigeartú don aistriú airgeadra an t-athrú i luach deontais cheadaithe (chun athruithe i rátaí malairte airgeadra a léiriú).

Íocaíochtaí Deontais do Cheanneagraíochtaí
Tugann Foras na Gaeilge méid suntasach dá chúnamh airgid i ndeontais do 6 cheanneagraíocht. Seo thíos sonraí na híocaíochtaí a rinneadh in 2019 agus 2018:

	2019 €	2019 Stg£	2018 €	2018 Stg£
Gaeloideachas	**708,562**	**621,976**	712,686	630,513
Gael Linn	**650,183**	**570,731**	641,783	567,785
Glór na nGael	**1,078,615**	**946,808**	1,078,615	954,251
Oireachtas na Gaeilge	**581,687**	**510,605**	622,594	550,809
Conradh na Gaeilge	**832,457**	**730,731**	832,457	736,475
Cumann na bhFiann	**727,185**	**638,323**	745,136	659,222
Iomlán	**4,578,689**	**4,019,174**	4,633,271	4,099,055

Tá na ceanneagraíochtaí freagrach as na réimsí oibre Gaeilge seo a leanas:

Ceanneagraíocht	**Mór-réimse Oibre**
Gaelscoileanna Teo.	Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aosaigh, agus deiseanna úsáide do dhaltaí scoile
Glór na nGael	Forbairt Pobail agus Eacnamaíochta
Oireachtas na Gaeilge	Deiseanna a thacaíonn le hÚsáid na Gaeilge agus le bunú gréasán do dhaoine fásta
Conradh na Gaeilge	Ardú Feasachta, Cosaint Teanga agus Ionadaíocht thar ceann na teanga le húdaráis stáit
Cumann na bhFiann	Forbairt Deiseanna Úsáide Gaeilge agus Gréasán do Dhaoine Óga

9. FIXED ASSETS

	Office Furniture €	Office Equipment €	Motor Vehicles €	Total €
COST				
At 1 January 2019	**118,887**	**688,904**	**24,555**	**832,346**
Additions	**-**	**18,936**	**23,740**	**42,676**
Disposals	**-**	**-**	**(24,555)**	**(24,555)**
At 31 December 2019	**118,887**	**707,840**	**23,740**	**850,467**
ACCUMULATED DEPRECIATION				
At 1 January 2019	**91,567**	**621,722**	**24,555**	**737,844**
Charge for the year	**3,415**	**40,023**	**5,935**	**49,373**
Disposals	**-**	**-**	**(24,555)**	**(24,555)**
At 31 December 2019	**94,982**	**661,745**	**5,935**	**762,662**
NET BOOK VALUE				
At 31 December 2019 (€)	**23,905**	**46,095**	**17,805**	**87,805**
At 31 December 2019 (Stg£)	**20,984**	**40,461**	**15,629**	**77,074**
Currency translation adjustment	**(645)**	**(1,245)**	**(481)**	**(2,371)**
As 31 December 2019 (Stg£) as restated	**20,339**	**39,216**	**15,148**	**74,703**
At 31 December 2018 (€)	27,320	67,182	-	94,502
At 31 December 2018 (Stg£)	24,438	60,093	-	84,531

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year end exchange rates and their net book value stated at historic rates of exchange.

10. STOCK

	2019 €	2019 Stg£	2018 €	2018 Stg£
An Gúm: Book Stock	**36,320**	**30,901**	138,815	124,170
Áis: Book Stock	**520,156**	**442,549**	409,739	366,512
Total	**556,476**	**473,450**	548,554	490,682

9. SÓCMHAINNÍ SEASTA

	Troscán Oifige	Trealaimh Oifige	Mótar-fheithiclí	Iomlán
	€	€	€	€
COSTAS				
Amhail 1 Eanáir 2019	**118,887**	**688,904**	**24,555**	**832,346**
Breiseanna	**-**	**18,936**	**23,740**	**42,676**
Diúscairtí	**-**	**-**	**(24,555)**	**(24,555)**
Amhail 31 Nollaig 2019	**118,887**	**707,840**	**23,740**	**850,467**
DÍMHEAS CARNTHA				
Amhail 1 Eanáir 2019	**91,567**	**621,722**	**24,555**	**737,844**
Muirear don bhliain	**3,415**	**40,023**	**5,935**	**49,373**
Diúscairtí	**-**	**-**	**(24,555)**	**(24,555)**
Amhail 31 Nollaig 2019	**94,982**	**661,745**	**5,935**	**762,662**
GLANLUACH DE RÉIR NA LEABHAR				
Amhail 31 Nollaig 2019 (€)	**23,905**	**46,095**	**17,805**	**87,805**
Amhail an 31 Nollaig 2019 (Stg£)	**20,984**	**40,461**	**15,629**	**77,074**
Coigeartú ar airgeadra a aistriú	**(645)**	**(1,245)**	**(481)**	**(2,371)**
Amhail 31 Nollaig 2019 (Stg£) arna athlua	**20,339**	**39,216**	**15,148**	**74,703**
Amhail 31 Nollaig 2018 (€)	27,320	67,182	-	94,502
Amhail 31 Nollaig 2018 (Stg£)	24,438	60,093	-	84,531

Léiríonn an coigeartú ar airgeadra a aistriú an difríocht idir glanluach shócmhainní seasta de réir na leabhar, ríofa ag baint úsáid as rátaí malairte dheireadh na bliana, agus a nglanluach de réir na leabhar luaite ag rátaí malairte stairiúla.

10. STOC

	2019	2019	2018	2018
	€	Stg£	€	Stg£
An Gúm: stoc leabhar	**36,320**	**30,901**	138,815	124,170
Áis: stoc leabhar	**520,156**	**442,549**	409,739	366,512
Iomlán	**556,476**	**473,450**	548,554	490,682

11. RECEIVABLES DUE WITHIN ONE YEAR

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Receivables	**365,788**	**311,213**	480,453	429,765
Other Receivables	**10,087**	**8,582**	9,771	8,741
Early Education Scheme	**6,946**	**5,909**	2,809	2,513
Prepayments	**207,595**	**176,622**	225,079	201,333
Repayment of VAT	**30,821**	**26,223**	39,979	35,761
Total	**621,237**	**528,549**	758,091	678,113

12. PAYABLES DUE WITHIN ONE YEAR

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Grant Liabilities	**16,506**	**14,043**	50,097	44,812
PAYE/PRSI	**70,913**	**60,333**	76,327	68,275
Board Fees Accrual	**2,394**	**2,037**	-	-
Payables & Accruals	**205,304**	**174,673**	137,822	123,282
Total	**295,117**	**251,086**	264,246	236,369

13. CAPITAL GRANT RESERVE

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Opening balance at 1 January	**94,500**	**84,529**	101,646	90,180
Capital Grant Received	**42,676**	**37,461**	37,456	33,137
	137,176	**121,990**	139,102	123,317
Transfer to Income and Expenditure Account				
Amortisation of fixed assets	**(49,373)**	**(43,340)**	(44,602)	(39,460)
Disposal of fixed assets	**24,555**	**21,555**	-	-
Accumulated depreciation on disposal of fixed assets	**(24,555)**	**(21,555)**	-	-
	(49,373)	**(43,340)**	(44,602)	(39,460)
Currency translation adjustment		**(3,949)**	-	672
Balance at 31 December (as restated)	**87,803**	**74,701**	94,500	84,529

11. FÉICHIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Féichiúnaithe	**365,788**	**311,213**	480,453	429,765
Féichiúnaithe eile	**10,087**	**8,582**	9,771	8,741
Scéim luathoideachais	**6,946**	**5,909**	2,809	2,513
Réamhíocaíochtaí	**207,595**	**176,622**	225,079	201,333
Aisíoc CBL	**30,821**	**26,223**	39,979	35,761
Iomlán	**621,237**	**528,549**	758,091	678,113

12. CREIDIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Dliteanais deontas	**16,506**	**14,043**	50,097	44,812
ÍMAT/ÁSPC	**70,913**	**60,333**	76,327	68,275
Fabhruithe Táillí Boird	**2,394**	**2,037**	-	-
Creidiúnaithe agus fabhruithe	**205,304**	**174,673**	137,822	123,282
Iomlán	**295,117**	**251,086**	**264,246**	**236,369**

13. CÚLCHISTE DEONTAIS CHAIPITIL

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Iarmhéid tosaigh amhail an 1 Eanáir	**94,500**	**84,529**	101,646	90,180
Deontas Caipitil Faighte	**42,676**	**37,461**	37,456	33,137
	137,176	**121,990**	139,102	123,317
Aistriú chuig an gCuntas Ioncaim agus Caiteachais				
Maitheamh sócmhainní seasta	**(49,373)**	**(43,340)**	(44,602)	(39,460)
Diúscairt sócmhainní seasta	**24,555**	**21,555**	-	-
Dímheas carntha ar dhiúscairt sócmhainní seasta	**(24,555)**	**(21,555)**	-	-
	(49,373)	**(43,340)**	(44,602)	(39,460)
Coigeartú ar airgeadra a aistriú		**(3,949)**	-	672
Iarmhéid deiridh amhail an 31 Nollaig (arna athshonrú)	**87,803**	**74,701**	94,500	84,529

14. NOTES TO THE STATEMENT OF CASH FLOWS

14.1 RECONCILIATION OF THE (DEFICIT)/SURPLUS FOR THE YEAR TO NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Deficit for the year	**(231,865)**	**(203,534)**	(421,803)	(373,174)
Adjustment for non-cash transactions				
Depreciation	**(49,373)**	**(43,340)**	(44,602)	(39,460)
Transfer from Capital Grant Reserve	**49,373**	**43,340**	44,602	39,460
	(231,865)	**(203,534)**	(421,803)	(373,174)
Adjustments for movements in working capital				
(Increase)/Decrease in Stock	**(7,922)**	**17,232**	187,469	162,319
Decrease in Receivables	**136,854**	**149,564**	172,989	147,940
Increase in Payables	**30,871**	**14,717**	19,350	19,097
	159,803	**181,513**	379,808	329,356
Currency translation adjustment		**(67,280)**	-	11,230
Net cash outflow from operating activities	**(72,062)**	**(89,301)**	(41,995)	(32,588)

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

14.2 ANALYSIS OF CHANGE IN CASH AND CASH EQUIVALENTS

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Cash in Bank at 1 January	**640,449**	**572,878**	682,444	605,466
Net Cash outflow from operating activities	**(72,062)**	**(89,301)**	(41,995)	(32,588)
Cash in Bank at 31 December	**568,387**	**483,577**	640,449	572,878

14. NÓTAÍ A GHABHANN LEIS AN RÁITEAS FAOI SHREABHADH AIRGID

14.1 RÉITEACH AN (EASNAIMH)/BHARRACHAIS DON TRÉIMHSE LEIS AN nGLAN-INSREABHADH AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2019	2019	2018	2018
	€	Stg£	€	Stg£
(Easnamh) / Barrachas don bhliain	**(231,865)**	**(203,534)**	(421,803)	(373,174)
Coigeartú i leith idirbhearta nach idirbhearta airgid				
Dímheas	**(49,373)**	**(43,340)**	(44,602)	(39,460)
Aistriú ó chúlchiste deontais chaipitil	**49,373**	**43,340**	44,602	39,460
	(231,865)	**(203,534)**	(421,803)	(373,174)
Coigeartuithe i leith gluaiseachtaí i gcaipiteal oibre				
(Méadú)/Laghdú ar an Stoc	**(7,922)**	**17,232**	187,469	162,319
Laghdú ar na Féichiúnaithe	**136,854**	**149,564**	172,989	147,940
Méadú ar na Creidiúnaithe	**30,871**	**14,717**	19,350	19,097
	159,803	**181,513**	379,808	329,356
Coigeartú ar airgeadra a aistriú	-	**(67,280)**	-	11,230
(Eis-sreabhadh)/Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	**(72,062)**	**(89,301)**	(41,995)	(32,588)

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athrú sna rátaí malairte i rith na bliana.

14.2 ANAILÍS AR ATHRUITHE AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM

	2019	2019	2018	2018
	€	Stg£	€	Stg£
Airgead sa bhanc amhail an 1 Eanáir	**640,449**	**572,878**	682,444	605,466
(Eis-sreabhadh)/Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	**(72,062)**	**(89,301)**	(41,995)	(32,588)
Airgead sa bhanc amhail an 31 Nollaig	**568,387**	**483,577**	640,449	572,878

15. PENSION OBLIGATIONS

Pension obligations are included in the financial statements for the year ended 31 December 2019 as stated in FRS 102. The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section – this is a final salary pension arrangement with benefits modelled on the Classic section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core alpha section – this is a career averaged revalued earnings pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 68 in Ireland. Pensions in payment (and deferment) increase in line with general price inflation.

Reserved Rights sections – these are a number of sections of the scheme that are modelled on the Irish public service pension schemes that employees of the North/South Bodies were members of at the point they were designated and transferred at the formation of the Bodies. These schemes are final salary pension arrangements with benefits the same as the relevant Irish public sector scheme e.g. Superannuation Scheme for Established Civil Servants. These schemes provide a pension (for non-integrated members eightieths per year of service but for integrated members two-hundredths per year of service on salary up to 3.333 times the Old Age Contributory State Pension and eightieths per year of service on salary above 3.333 times the Old Age Contributory State Pension), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday (or 65th in the Non-Contributory Pension Scheme for Non-Established State Employees). Pensions in payment (and deferment) generally increase in line with general public sector salary inflation. The applicable Reserved Rights Schemes for Foras na Gaeilge is the Superannuation Scheme for Established Civil Servants and Bord na Gaeilge Superannuation Scheme.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2019 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme’s liabilities incorporating market conditions and scheme data at 31 December 2019.

15.1 Assessment of Liabilities and Costs

The assessed liabilities depend on the benefits payable from the scheme in future. The benefits are defined in the scheme’s trust deed and rules as amended from time to time.

15.2 Value of Assets

The scheme is unfunded and therefore there are no assets of the scheme held in respect of employees or ex-employees of Foras na Gaeilge. Benefits paid to pensioner members are funded through the employee contributions with any excess being met by Foras na Gaeilge.

15.3 Assumptions - General

In order to assess the liabilities and costs it has been necessary to make assumptions about the future economic and demographic events that will affect the level of the benefits promised. These assumptions should be mutually compatible and lead to the best estimate of the future cash flows that will arise from the scheme’s liabilities. A full list of the assumptions for the 31 December 2019 and 31 December 2018 accounting dates and the methodology of deriving these assumptions is given below.

15. DUALGAIS PHINSIN

Áirítear dualgais phinsin sna ráitis airgeadais don bhliain dar chríoch 31 Nollaig 2019 mar a léirítear in FRS 102. Roinnt rannán le struchtúir leasa éagsúla iontu atá sa scéim pinsin. Is iad na príomhranna ná:

Croí-Rannán Tuarastail Deiridh – is socrú tuarastal deiridh é seo le leasa bunaithe ar an bPríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsin ar fáil (ochtódú do gach bliain seirbhíse), cnapshuim (trí hochtódú do gach bliain seirbhíse) agus pinsin chéile agus pinsin linbh. Is é an gnáthaois scoir ná 60ú breithlá an bhaill. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilisciú phraghas.

Croí-rannán Alpha – is socrú pinsin méan gairmréime athluacháilte nó scéim CARE le leasa bunaithe ar an rannán Alpha den Phríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsin ar fáil bunaithe ar cheatadán (2.32%) de phá inphinsin de gach bliain ballraíochta gníomhach (méadaítear an phinsean ag tús gach bliain de réir gnáthbhoilisciú phraghsanna) agus pinsin chéile agus pinsin linbh. Is é an gnáthaois scoir ná Aois Phinsin Stáit an bhaill sa dlínse cuí, mar sin de 67, 68 nó idir 67 agus 68 sa RA agus 68 in Éirinn faoi láthair. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilisciú phraghas.

Rannáin fhorchoimeádta – is roinnt rannán den scéim iad seo bunaithe ar scéimeanna pinsin de chuid sheirbhís phoiblí na hÉireann a raibh fostaithe de Chomhlachtaí Forfheidhmithe Thuaidh/Theas ina mbaill díbh nuair a ainmníodh agus aistríodh iad ag pointe bunaithe na gComhlachtaí. Is socruithe tuarastail deiridh iad na scéimeanna seo, leis na leasa céanna agus an scéim seirbhíse poiblí Éireannach cuí m.sh. Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe. Cuireann na scéimeanna seo pinsean ar fáil (ochtódú do gach bliain seirbhíse do bhaill neamh-chomhtháite ach dhá chéadú do gach bliain seirbhíse do bhaill chomhtháite a bhí ar thuarastal thuas go 3.333 méid an Phinsin Seanaoise Ranníocaíoch Stáit), bónas nó cnapshuim (trí ochtódú do gach bliain seirbhíse) agus pinsin chéile agus pinsin linbh. Is é an gnáthaois scoir ná 60ú breithlá an bhaill (nó 65ú sa Scéim Pinsin Neamhranníocaíoch d'Fhostaithe Stáit Neamhbhunaithe). Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir bhoilisciú ginearálta tuarastal na seirbhíse poiblí. Is é an scéim cuí gach cheart ar chosaint d'Fhoras na Gaeilge ná an Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe agus Scéim Aoisliúntais Bhord na Gaeilge.

Beidh leasa ag formhór na gcroí-baill sna míreanna buntuarastal deireanach agus alpha agus i gcásanna formhór na mbaill a théann isteach sa scéim ó 1 Aibreán 2015 ar aghaidh, beidh siad ina mbaill den chroíscéim alpha.

An luacháil a úsáideadh d'fhaisnéisiú FRS 102 ag 31 Nollaig 2019, ba achtúire cáilithe neamhspleách (Deloitte) a rinne é. Ullmhaíodh torthaí na bliana seo trí dliteanais na scéime amhail an 31 Nollaig 2019, cúinsí margadh san áireamh, a thomhas.

15.1 Measúnú ar Dhliteanais agus ar Chostais

Braitheann na dliteanais mheasúnaithe ar na sochair iníoctha ón scéim sa todhchaí. Leagtar síos na sochair i ngníomhas trusta na scéime agus sna rialacha mar a leasaítear ó am go ham.

15.2 Luach na Sócmhainní

Níl an scéim maoinithe agus dá réir sin ní choinnítear sócmhainní de chuid na scéime i leith fostaithe nó iarfhostaithe de chuid Fhoras na Gaeilge. Maoinítear sochair a íoctar le ballphinseanóirí trí ranníocaíochtaí fostaithe agus soláthraíonn Foras na Gaeilge aon ní breise.

15.3 Toimhdí - Ginearálta

Le measúnú a dhéanamh ar na dliteanais agus ar na costais ba ghá toimhdí a bheith ann maidir le himeachtaí eacnamaíochta agus deimeagrafaíochta sa todhchaí a mbeidh tionchar acu ar leibhéal na sochar atá geallta. Ba chóir go mbeadh na toimhdí seo ag comhardadh le chéile agus gurb é an toradh a bheadh orthu ná an meastachán is fearr ar na sreabhaí airgid a thiocfaidh i gceist de bharr dliteanais na scéime. Tugtar thíos liosta iomlán de na toimhdí a bhain leis na dátaí cuntasaíochta 31 Nollaig 2019 agus 31 Nollaig 2018 agus den mhodheolaíocht a úsáideadh le teacht orthu.

15.4 Disclosure Figures

15.4.1 Principal actuarial assumptions used for the calculations

	2019	2018
Discount rate		
Republic of Ireland:	**1.30%**	2.15%
Northern Ireland:	**2.10%**	2.75%
Inflation Rate		
Republic of Ireland:	**1.15%**	1.40%
Northern Ireland:	**2.00%**	2.15%
Rate of increase in salaries		
Republic of Ireland*:	**2.00%**	2.15%
Northern Ireland:	**2.00%**	2.15%
Increase in pensions paid	**Core/Reserved Rights**	Core/Reserved Rights
Republic of Ireland:	**1.15% or 2.00%****	1.40% or 2.15%**
Northern Ireland:	**2.00%**	2.15%

Mortality:
SAPS S2PA tables with allowance for future improvements in longevity in line with the CMI 2018 improvements with a long term trend of 1.25% (A=0.5%) and a sk factor of 7.

Average expected future life at age 65 for:	2019	2018
	years	years
Male currently aged 65	**22.0**	21.9
Female currently aged 65	**23.9**	23.8
Male currently aged 45	**23.4**	23.3
Female currently aged 45	**25.4**	25.4

Withdrawals from active services
Withdrawals did not occur.
Percentage Married
It is presumed that 80% of pensioners are married at present.
Difference in the age of partners
It is presumed that married women are three years younger than their husbands.
Provision for commutation
There is no provision made for commutation at retirement.
Retirement age:
At age 63 for “Classic” members.
For Alpha members, at the age at which all benefits are payable unreduced (i.e. a member’s State Pension Age).

* Certain members in the Republic of Ireland will receive pension increases in line with salary increases. Other members in the Republic of Ireland will receive pension increases in line with inflation.
**Our assumptions as at 31 December 2019 do not allow for the impact of changes in pension increases as a result of Circular 02/2018, or Application of 6.2 of the Public Service Stability Agreement 2018-2020 to Core pensioners .

15.4 Figiúir Fhaisnéise

15.4.1 Na príomh-thoimhdí achtúireacha ar a bhfuil na háirimh bunaithe

	2019	2018
Ráta lascaine		
Éire:	**1.30%**	2.15%
Tuaisceart Éireann:	**2.10%**	2.75%
Ráta Boilscithe		
Éire:	**1.15%**	1.40%
Tuaisceart Éireann:	**2.00%**	2.15%
Ráta Méadaithe ar Thuarastail		
Éire*:	**2.00%**	2.15%
Tuaisceart Éireann:	**2.00%**	2.15%
Méadú ar Phinsin íoctha	**Croíchearta/cearta ar cosaint**	Croíchearta/cearta ar cosaint
Éire:	**1.15% nó 2.00%****	1.40% nó 2.15%**
Tuaisceart Éireann:	**2.00**	2.15%

Básmhaireacht:
Táblaí SAPS S2PA le lamháltas d'fheabhais sa todhchaí ar fadsaoil de réir feabhais CMI 2018 agus treocht fadtréimhseach de 1.25% (A= 0.5%) agus fachtóir sk de 7.

Meán-fhadsaoil ionchasach ar aois 65 do:	**2019**	**2018**
Fear aois 65 anois	**22.0**	21.9
Bean aois 65 anois	**23.9**	23.8
Fear aois 45 anois	**23.4**	23.3
Bean aois 45 anois	**25.4**	25.4

Cúlú ó sheirbhís ghníomhach
Níor tharla cúlú.
Céatadán Pósta
Glactar leis go bhfuil 80% de phinsinéirí pósta faoi láthair.
Difear idir aois na bpáirtithe
Glactar leis go bhfuil mná pósta trí bliana níos óige ná a bhfir chéile.
Soláthar do chómhalartú
Níl aon soláthar déanta do chómhalartú ar éirí as oifig.
Aois Scoir
Ag aois 63 do bhaill 'Chlasaiceacha'
Do bhaill Alpha, ag an aois ar a bhfuil gach sochar ar fáil gan laghdú (sé sin, Aois Phinsin Stáit an Bhaill)

* Gheobhaidh baill áirithe i bPoblacht na hÉireann méaduithe pinsin ag teacht le méaduithe tuarastal. Gheobhaidh baill eile i bPoblacht na hÉireann méaduithe pinsin ag teacht le boilsciú.
* Níl tionachar na n-athruithe ar arduithe pinsin de thoradh Chiorclán 02/2018 nó Cur i bhFeidhm 6.2 de Chomhaontú Cobhsaíochta na Seirbhíse Poiblí 2018-2020 do Chroíphinsineoirí san áireamh inár dtoimhdí airgeadais amhail 31 Nollaig 2019. Beidh tionachar éagsúil ag na hathruithe seo ar bhonn ball-ar-ball.

15.4.2 Movement in the Net Pension Liabilities during the financial year

	2019 €(000)	2019 Stg£ (000)	2018 €(000)	2018 Stg£ (000)
Deficit in the plan at the beginning of the year	**(25,941)**	**(23,205)**	(26,379)	(23,403)
Exchange differences	**-**	**1,263**	-	(188)
Benefits paid during the year	**598**	**525**	494	437
Current service cost	**(1,262)**	**(1,108)**	(1,528)	(1,352)
Other finance charge	**(575)**	**(505)**	(571)	(505)
Actuarial (loss) / gain	**(3,525)**	**(3,094)**	2,043	1,807
(Deficit) in the plan at the end of the year	**(30,705)**	**(26,124)**	(25,941)	(23,204)

The currency translation adjustment reflects the amount of the movement in the value of the pension scheme liability which is attributable to the change in exchange rates over the year.

15.4.3 Analysis of the movement in (deficit) in the Plan over the year

	2019 €(000)	2019 Stg£ (000)	2018 €(000)	2018 Stg£ (000)
Experience gain / (loss)	**436**	**383**	(123)	(109)
(Loss) / gain due to currency movements	**(99)**	**(87)**	12	11
(Loss) / gain on change to assumptions	**(3,862)**	**(3,390)**	2,154	1,906
Actuarial (loss) / gain	**(3,525)**	**(3,094)**	2,043	1,808

15.4.4 Analysis of the net deferred funding for pensions

	2019 €(000)	2019 Stg£ (000)	2018 €(000)	2018 Stg£ (000)
Current service cost	**1,262**	**1,108**	1,528	1,352
Other finance cost	**575**	**505**	571	505
Benefits paid during the year	**(598)**	**(525)**	(494)	(437)
Total	**1,239**	**1,088**	1,605	1,420

15.4.5 Analysis of the pension service costs

	2019 €(000)	2019 Stg£ (000)	2018 €(000)	2018 Stg£ (000)
Current service cost	**1,262**	**1,108**	1,528	1,352
Other finance cost	**575**	**505**	571	505
Total	**1,837**	**1,613**	2,099	1,857

15.4.6 Deferred Asset for Pensions

	2019 €(000)	2019 Stg£ (000)	2018 €(000)	2018 Stg£ (000)
Opening balance as at 1 January	**25,941**	**23,204**	26,379	23,403
Increase / (decrease) in Deferred Funding of Pension Asset	**4,764**	**2,919**	(438)	(199)
Closing balance as at 31 December	**30,705**	**26,123**	25,941	23,204

15.4.7 History of Defined Benefit Liabilities

	2019 €(000)	2018 €(000)	2017 €(000)	2016 €(000)
Deficit as at 31 December	**(30,705)**	(25,941)	(26,379)	(26,052)
Experience gain / (loss)	**436**	(123)	(440)	342
Percentage of Scheme Liabilities	**(1.4%)**	0.5%	(1.7%)	1.3%

15.4.2 Gluaiseacht sna Glandliteanais Phinsin le linn na bliana airgeadais

	2019 € (000)	2019 Stg£ (000)	2018 € (000)	2018 Stg£ (000)
Caillteanas sa phlean i dtús na bliana	**(25,941)**	**(23,205)**	(26,379)	(23,403)
Difríochtaí malairte	**-**	**1,263**	-	(188)
Sochair a íocadh le linn na bliana	**598**	**525**	494	437
Costais seirbhíse reatha	**(1,262)**	**(1,108)**	(1,528)	(1,352)
Muirir Airgeadais Eile	**(575)**	**(505)**	(571)	(505)
(Caillteanas) / Gnóthachan Achtúireach	**(3,525)**	**(3,094)**	2,043	1,807
Easnamh sa phlean ag deireadh na bliana	**(30,705)**	**(26,124)**	(25,941)	(23,204)

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach dliteannas na scéime pinsin, a bhfuil a bhunús a lua le hathrú sna rátaí malairte i rith na bliana.

15.4.3 Anailís ar ghluaiseacht (in easnamh) sa phlean le linn na bliana

	2019 € (000)	2019 Stg£ (000)	2018 € (000)	2018 Stg£ (000)
Gnóthachan / (Caillteanas) ó thaithí	**436**	**383**	(123)	(109)
(Caillteanas) / Gnóthachan ó malartú airgeadra	**(99)**	**(87)**	12	11
(Caillteanas) / Gnóthachan maidir le hathruithe sna toimhdí airgeadais	**(3,862)**	**(3,390)**	2,154	1,906
(Caillteanas) / Gnóthachan Achtúireach	**(3,525)**	**(3,094)**	2,043	1,808

15.4.4 Anailís ar an nglanmhaoiniú iarchurtha do phinsin:

	2019 € (000)	2019 Stg£ (000)	2018 € (000)	2018 Stg£ (000)
Costais reatha seirbhíse	**1,262**	**1,108**	1,528	1,352
Costais airgeadais eile	**575**	**505**	571	505
Sochair íoctha i rith na bliana	**(598)**	**(525)**	(494)	(437)
Iomlán	**1,239**	**1,088**	1,605	1,420

15.4.5 Anailís ar chostais na seirbhíse pinsin

	2019 € (000)	2019 Stg£ (000)	2018 € (000)	2018 Stg£ (000)
Costais reatha seirbhíse	**1,262**	**1,108**	1,528	1,352
Costais airgeadais eile	**575**	**505**	571	505
Iomlán	**1,837**	**1,613**	2,099	1,857

15.4.6 Iarmhéid chistithe pinsin iarchurtha

	2019 € (000)	2019 Stg£ (000)	2018 € (000)	2018 Stg£ (000)
Iarmhéid tosaigh amhail 1 Eanáir	**25,941**	**23,204**	26,379	23,403
Méadú / (Laghdú) ar an iarmhéid chistithe pinsin iarchurtha	**4,764**	**2,919**	(438)	(199)
Iarmhéid deiridh amhail 31 Nollaig	**30,705**	**26,123**	25,941	23,204

15.4.7 Stair na nDliteanas le Sochar Sainithe

	2019 €(000)	2018 €(000)	2017 €(000)	2016 €(000)
(Caillteanas) amhail 31 Nollaig	**(30,705)**	(25,941)	(26,379)	(26,052)
(Caillteanas) /Gnóthachan Taithíoch	**436**	(123)	(440)	342
Céatadán dliteanas na scéime	**(1.4%)**	0.5%	(1.7%)	1.3%

15.4.8 Employer contribution

The employer does not contribute to the scheme but makes up the difference between the benefits paid over the year and the employee contributions.

Notes on the actuarial loss for 2019

The main elements of the actuarial loss of €3,525,000 for 2019 are outlined below.

The increase in the value of the liabilities is mainly as a result of:

- The change in actuarial assumptions including the fall in the Northern and Southern discount rates (which results in an increase in the value of the liabilities), partially offset by the fall in the inflation assumptions (which results in a decrease in the value of the liabilities). The impact of the change in the mortality assumptions is an increase in the liabilities of c.€3,862,000; and
- Losses due to unfavourable currency movements of c. €99,000.

This has been partially offset by:

- Experience gain on the liabilities of c. €436,000.

McCloud and Sargent ruling – Contingent Liability

Two employment tribunal cases in the cases of McCloud and Sargent were brought against the UK Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in the UK in 2015.

In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age. The UK Government requested leave to appeal this decision to the Supreme Court, however the request was denied on 27 June 2019.

The Department of Finance(Northern Ireland) continues to liaise with HM Treasury for proposals to address age discrimination in the wider public service schemes as a consequence of the McCloud ruling. Further, the rectification process is expected to be long and time-consuming, and will need to address fairly the issue of pension accruals since 2015 and where individuals may have been better off in new schemes. In this regard certain staff of Foras na Gaeilge, who are scheme members of the North South pension scheme, may need to be compensated for any discrimination suffered as a result of the transitional protections.

Quantifying the impact of the judgement at this stage is difficult as it will depend on the compensation awarded, members' future salary increases, length of service and retirement age, and whether (and when) members withdraw from active service. The terms of any possible settlement will require further consideration which will need approval by both the Department of Finance (Northern Ireland) and the Department of Public Expenditure and Reform (Ireland).

On this basis, no provision has been made in the accounts for the McCloud/Sargeant judgment.

The North South pension scheme actuary estimates that any compensation payable will be an amount of up to €400,000.

15.4.8 Ranníocaíochtaí an Fhostóra
Ní dhéanann an fostóir ranníocaíocht isteach sa scéim ach soláthraíonn sé an difríocht idir na sochair a íoctar le linn na bliana agus ranníocaíochtaí na bhfostaithe.

Notaí ar an gcaillteanas achtúireacha do 2019
Léirítear príomheilimintí an chaillteanais achtúireacha €3,525,000 do 2019 thíos.

Is toisc an t-athrú sna foshuíomhanna achtúireacha go príomha a mhéidigh luach na ndliteanais.

- Mar thoradh ar an t-athrú sna foshuíomhanna achtúireacha, an titim sna rátaí lascaine ó Thuaidh agus ó Theas (a bhfuil, mar thoradh, méadú ar luach na ndliteanas) san áireamh, tá cuid de chúiteamh déanta ar seo ag an titim sna foshuíomhanna boilscithe (a bhfuil, mar thoradh, laghdú ar luach na ndliteanas). Toradh an athraithe san fhoshuíomh básmhaireachta na dliteanas ná méadú sna dliteanais thart ar luach €3,862,000; agus.
- Caillteanais mar thoradh ar athruithe airgeadra neamhfhabhrach de c.€99,000.

Tá cuid de chúiteamh déanta ar seo ag:

- Gnóthachain ó thaithí ar dhliteanais de c.€436,000.

Rialú McCloud agus Sargent – Dliteanas Teagmhasach

Cuireadh dhá chás, cás McCloud agus cás Sargent, os comhair binse fostaíochta in aghaidh Rialtas an Ríocha Aontaithe i dtaca le idirdhealú féideartha ag eascairt as an gcaoi ar cuireadh cosaint idirthréimhseach i bhfeidhm nuair a athraíodh reachtaíocht faoin scéim phinsin i Seirbhís Phoiblí an Ríochta Aontaithe in 2015.

I mí na Nollag 2018, rialaigh an Chúirt Achomhairc gur eascair idirdhealú mídhleathach ar bonn aoise as an gcosaint idirthréimhseach. Lorg Rialtas an Ríochta Aontaithe cead chun achomharc a dhéanamh ar an rialú sin sa Chúirt Uachtarach, ach diúltaíodh don iarratas seo 27 Meitheamh 2019.

Leanann an Roinn Airgeadais (Tuaisceart Éireann) ag plé le Státchiste na Banríona le moltaí a lorg a rachadh i ngleic leis an idirdhealú ar bhonn aoise i scéimeanna sa tseirbhís phoiblí i gcoitinne de thoradh rialú McCloud. Anuas air seo, meastar gur próiseas fada agus fadálach a bheadh insan phróiseas coigeartaithe, agus beidh ar an bpróiseas seo aghaidh chothrom a thabhairt ar fabhruithe pinsin ó 2015, mar aon le cásanna ina bhféadfadh daoine a bheith níos fearr as i scéimeanna nua. Dá réir seo, d'fhéadfadh baill áirithe foirne de chuid Fhoras na Gaeilge, ar bhaill iad den scéim phinsin Thuaidh/Theas, a bheith i dteideal cúitimh as aon idirdhealú a ndearnadh orthu de thoradh na cosanta irithréimhsí.

Tá sé deacair luacháil chruinn a dhéanamh ar impleacht an rialaithe ag an bpointe seo toisc go mbraithfeadh sin ar an gcúiteamh a bhronnfaí, ar arduithe tuarastail, ar fhad seirbhíse agus aois scoir, agus cathain a éireoidh (má éireoidh) baill as seirbhís ghníomhach. Teastóidh a thuilleadh plé chun téarmaí aon chomhréitithe féideartha a aontú agus teastóidh faomhadh ar na téarmaí seo ón Roinn Airgeadais (Tuaisceart Éireann) agus ón Roinn Caiteachais Phoiblí agus Athchóirithe (Rialtas na hÉireann) araon.

Ar an mbonn seo, níl aon soláthar déanta sna cuntais seo do rialú McCloud/Sargent.

Measann riarthóir na scéime pinsin thuaidh/theas nach mó aon chúiteamh iníochta ná €400,000.

16. COMMITMENTS

16.1 Capital Commitments

There were no capital commitments as at 31 December 2019 for which no provision is made.

16.2 Operating Lease Commitments

At 31 December 2019 Foras na Gaeilge had commitments under operating leases as follows:

	2019	2019	2018	2018
Premises	**€**	**Stg £**	**€**	**Stg £**
Within 1 year	**702,232**	**597,459**	707,564	632,916
Between 2 and 5 years	**2,585,647**	**2,199,868**	2,654,103	2,374,095
More than 5 years	**12,658,502**	**10,769,854**	13,240,016	11,843,194
Total	**15,946,381**	**13,567,181**	16,601,683	14,850,205

17. RENT PAID IN 2019 IN RESPECT OF PREMISES USED BY FORAS NA GAEILGE

Headquarters	**Period Rent relates to**	**Expiry Date**	**€**
63-66 Amiens Street – Dublin	01/01/2019 - 31/12/2019	2047	593,447
Other Offices			
Westgate House – Belfast	01/01/2019 - 31/12/2019	2022	42,667
Ráth Chairn – Meath	01/01/2019 - 31/12/2019	2021	13,575
Gaoth Dobhair – Donegal	01/01/2019 - 31/12/2019	2021	22,612
Dunshaughlin – Meath	01/01/2019 - 31/12/2019	2027	35,000

18. PROVISIONS AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities at 31 December 2019.

19. STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

20. RELATED PARTY TRANSACTIONS

Foras na Gaeilge is an arm of The Language Body, a North /South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities. The Departments named above are regarded as related parties. During the year Foras na Gaeilge engaged in various transactions with these Departments.

21. BOARD MEMBERS AND EMPLOYEE DISCLOSURE OF INTERESTS

Formal procedures were put in place in 2006 regarding the conduct of Board or staff members in the event of a conflict of interest or a possible conflict of interest as regards the grants process. During the financial year ended 31 December 2019 Foras na Gaeilge undertook the following transactions:

- An aggregate payment of €708,562 / Stg£621,976 (2018: €712,686 / Stg£630,513) was made to Gaeloideachas Teo, where a Board Member of Foras na Gaeilge is on the steering committee. This payment was made under Lead Organisation funding. This Board Member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.

- An aggregate payment of €103,368 / Stg££90,736 (2018: €102,962 / Stg£91,090) was paid to the publishing company Cois Life, where an employee of Foras na Gaeilge is a director. This payment was made under Clár na Leabhar Gaeilge's Publishing Scheme. This employee did not take part in the assessment of this grant and did not receive any documentation relating to these transactions.

- An aggregate payment of €58,299 / Stg£51,175 (2018: €51,554/ Stg£45,610) was made to Cumann Cultúrtha Mhic Reachtain, where a Board Member of Foras na Gaeilge is a committee member. This payment was made under the Irish Communities Scheme, the Youth Schemes, the Festivals Scheme and the Colmcille Grants Scheme. This Board Member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.

- An aggregate payment of €44,344 / Stg£38,925 (2018: €70,732 / £62,577) was made to Coiste Forbartha Charn Tóchair, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Irish Communities Scheme and the Youth Schemes. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.

16. CEANGALTAIS

16.1 Ceangaltais chaipitil
Ní raibh aon cheangaltais chaipitil ar 31 Nollaig 2019 nach bhfuil aon soláthar déanta ina leith.

16.2 Ceangaltais léasanna oibriúcháin
Faoi dheireadh na bliana bhí ceangaltais faoi léasanna oibriúcháin ar Fhoras na Gaeilge mar a leanas:

	2019	2019	2018	2018
Bonn	**€**	**Stg£**	**€**	**Stg£**
Laistigh de bhliain amháin	**702,232**	**597,459**	707,564	632,916
Idir 2-5 bliana	**2,585,647**	**2,199,868**	2,654,103	2,374,095
Níos mó ná 5 bliana	**12,658,502**	**10,769,854**	13,240,016	11,843,194
	15,946,381	**13,567,181**	16,601,683	14,850,205

17. CÍOS BLIANTÚIL INÍOCTHA I LEITH RÉADMHAOINE IN ÚSÁID AG FORAS NA GAEILGE

Ceanncheathrú	Tréimhse an chíosa	Dáta Éagtha	€
63-66 Sráid Amiens – Baile Átha Cliath	01/01/2019 - 31/12/2019	2047	593,447
Oifigí eile			
Teach an Gheata Thiar – Béal Feirste	01/01/2019 - 31/12/2019	2022	42,667
Ráth Chairn – An Mhí	01/01/2019 - 31/12/2019	2021	13,575
Gaoth Dobhair – Dún na nGall	01/01/2019 - 31/12/2019	2021	22,612
Dún Seachlainn – An Mhí	01/01/2019 - 31/12/2019	2027	35,000

18. FORÁLACHA SOLÁTHAiR AGUS DLITEANAIS THEAGMHASACHA
Ní raibh aon fhorálacha soláthair nó dliteanais theagmhasacha ar an 31 Nollaig 2019.

19. RÁITIS AR CAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA
Ní raibh aon chaillteanas nó íocaíochtaí speisialta i mbliana.

20. IDIRBHEARTA PÁIRTITHE GAOLMHARA
Is géag é Foras na Gaeilge den Fhoras Teanga, Comhlacht Forfheidhmithe Thuaidh Theas, agus tá sé urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal. Féachtar ar na Ranna atá ainmnithe thuas mar pháirtithe gaolmhara. I rith na tréimhse chuaigh Foras na Gaeilge i mbun idirbhearta éagsúla leis na Ranna sin.

21. NOCHTADH LEASA AG COMHALTAÍ BOIRD AGUS AG FOSTAITHE
Leagadh síos nósanna imeachta foirmiúla in 2006 maidir le hiompraíocht comhaltaí Boird nó baill foirne sa chás go bhfuil coimhlint leasa nó coimhlint leasa féideartha ann maidir leis an bpróiseas deontas. Le linn na bliana airgeadais dar chríoch 31 Nollaig 2019 ghabh Foras na Gaeilge de láimh na hidirbhearta seo a leanas le páirtithe gaolmhara:

- Rinneadh íocaíocht chomhiomláin €708,562 / Stg£621,976 (2018: €712,686 / Stg£630,513) le Gaeloideachas Teo, áit a bhfuil Comhalta Boird le Foras na Gaeilge ina bhall den choiste stiúrtha. Bhain an íocaíocht seo le bunmhaoiniú Ceanneagraíochta. Níor ghlac an Comhalta Boird seo páirt i measúnú an deontais seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.

- Thug Clár na Leabhar Gaeilge íocaíocht chomhiomláin €103,368 / Stg£90,736 (2018: €102,962 / Stg£91,090) leis an gcomhlacht foilsitheoireachta Cois Life, áit a bhfuil fostaí le Foras na Gaeilge ina stiúrthóir. Níor ghlac an fostaí seo páirt i measúnú an deontais seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.

- Rinneadh íocaíocht chomhiomláin €58,299 / Stg£51,175 (2018: €51,554/ Stg£45,610) le Cumann Cultúrtha Mhic Reachtain, áit a bhfuil Comhalta Boird le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo leis an Scéim Pobal Gaeilge, leis na Scéimeanna Óige, le Scéim na bhFéilte agus leis an Scéim Deontais Colmcille. Níor ghlac an Chomhalta Boird seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.

- Rinneadh íocaíocht chomhiomláin €44,344 / Stg£38,925 (2018: €70,732 / £62,577) le Coiste Forbartha Charn Tóchair, áit a bhfuil fostaí le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo leis an Scéim Pobal Gaeilge agus leis na Scéimeanna Óige. Níor ghlac an fostaí seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.

- An aggregate payment of €10,000 / Stg£8,778 (2018: €10,000 / Stg£8,847) was made to Cumann an Phiarsaigh, where a relative of a Board Member of Foras na Gaeilge is a director. This payment was made under the Scholarship Scheme. This Board Member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.

A register of interests for Board Members and staff was compiled and is being maintained up to date.

22. FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial Instruments

Foras na Gaeilge generates income from the sale and distribution of books (and from other sources). The majority of funding comes from Sponsoring Departments therefore Foras na Gaeilge is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits borrowing subject to prior approval of the Sponsoring Departments and the Finance Departments, which Foras na Gaeilge has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks faced in undertaking its activities. Foras na Gaeilge's financial instruments mainly consist of cash, trade debtors and trade creditors.

b Liquidity, Interest Rate and Foreign Currency Risk

Foras na Gaeilge's net revenue resource requirements are financed by resources voted annually by the Houses of the Oireachtas and the Northern Ireland Assembly and, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

Foras na Gaeilge does not access funds from commercial sources and so it not exposed to significant interest rate risk.
Foras na Gaeilge's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro. The majority of transactions are conducted in euro, and the majority of funding is received in euro, therefore Foras na Gaeilge is exposed to foreign currency risk to a limited degree.

23. PRINCIPAL RISKS AND UNCERTAINTIES

Brexit

On Wednesday 29th March 2017, the United Kingdom triggered Article 50 with the intention to leave the European Union. The outcome of having one Sponsoring Department in the EU and one Sponsoring Department outside the EU is currently unknown and unquantifiable.

Covid 19

The Board recognises that the Covid-19 pandemic is a significant event which has occurred since the reporting date. The Board is taking the situation seriously and is monitoring the situation on an ongoing basis. The business continues to operate with measures in place to protect staff and Foras na Gaeilge's stakeholders. The majority of staff are working remotely and operations and activities are being maintained while adjusting to the different way in which the business is being delivered.

Approval of 2018- 2020 Business Plans and Corporate Plans 2017-2019, 2020-2022

At 31 December 2019 Foras na Gaeilge's 2018, 2019 and 2020 Business Plans had not been formally approved by the Sponsoring Departments, Finance Departments or the North South Ministerial Council (NSMC). Sponsoring Departments -had implemented contingency arrangements and continued to fund the Body's activities in the absence of an approved Business Plan.

On 16 December 2020 the NSMC approved the North South Language Body Business Plans and Budgets/Grants for 2018, 2019 and 2020, and the 2017-2019 Corporate Plan, which had been completed in accordance with agreed guidance issued by the

Department of Finance and the Department of Public Expenditure and Reform, and had been agreed by Sponsoring Departments and Finance Ministers.

While there is a reasonable expectation that the respective Governments will continue to fund the activities of the Body, the level of funding is under constant review. Under the-Corporate Plan 2017-2019, prepared by the Board, funding levels is based at the same level as 2016. In real terms, there will be a continued decline as increased pensions and potential exchange rate and other costs impact directly on the money available to fund the Body's activities. Foras na Gaeilge pays the pension costs for all retired staff from its operating budget. The Sponsoring Departments contribute up to the budget available with any additional requirement coming from operating funds.

24. APPROVAL OF 2019 FINANCIAL STATEMENTS

The financial statements were approved by the Board on 23 APRIL 2021.

- Rinneadh íocaíocht chomhiomláin €10,000 / Stg£8,778 (2018: €10,000 / Stg£8,847) le Cumann an Phiarsaigh, áit a bhfuil gaol le Comhalta Boird le Foras na Gaeilge ina stiúrthóir. Bhain an íocaíocht seo leis an Scéim Scoláireachtaí. Níor ghlac an Chomhalta Boird seo páirt i measúnú an deontais seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta ar fáil dó.

Cuireadh clár de leasanna na gComhaltaí Boird agus na foirne le chéile agus coinnítear cothrom le dáta é.

22. IONSTRAIMÍ AIRGEADAIS, LEACHTACHT, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí Airgeadais

Gineann Foras na Gaeilge ioncam ó dhíolachán agus dáileachán leabhar (agus ó fhoinsí eile). Tagann an chuid is mó den mhaoiniú ó Ranna Coimircíochta, mar sin níl Foras na Gaeilge faoi neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadaíonn an Meabhrán Airgeadais iasacht faoi réir fhaomhadh na Ranna Coimircíochta roimh agus na ranna airgeadais roimh ré, rud nár lorg Foras na Gaeilge. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá rompu agus iad ag tabhairt faoina ngníomhaíochtaí. Is é atá in ionstraimí airgeadais Fhoras na Gaeilge den chuid is mó ná airgead tirim, feichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní ioncaim ghlana Fhoras na Gaeilge a mhaoiniú le hacmhainní a vótáiltear go bliantúil i dTithe an Oireachtais agus Tionól Thuaisceart Éireann agus, mar a chaiteachas caipitil. Mar sin, níl sé, neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann Foras na Gaeilge cistí ó fhoinsí trádála agus níl sé neamhchosanta mar sin ar ardú suntasach úis.
Níl neamhchosaint Fhoras na Gaeilge ar riosca airgeadra eachtraigh suntasach mar faigheann sé leibhéil chomhaontaithe mhaoinithe óna Ranna Coimircíochta i steirling agus in euro. Déantar mórchuid na n-idirbheart in euro, agus faightear mórchuid an mhaoinithe in euro, mar sin tá Foras na Gaeilge neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

23. PRÍOMHRIOSCAÍ AGUS PRÍOMHÉIGINNTEACHTAÍ

An Breatimeacht

Dé Céadaoin an 29 Márta 2017, thionscain an Ríocht Aontaithe Alt 50 agus rún acu an tAontas Eorpach a fhágáil. Tá an toradh le roinn choimircíochta amháin a bheith san AE agus roinn choimircíochta eile taobh amuigh den AE anaithnid agus ní féidir é a thomhas faoi láthair.

Covid 19

Aitníonn an Bord gur imeacht suntasach é paindéim Covid-19 a tharla i ndiaidh an dáta tuairisce. Tá an Bord ag plé leis seo go dáiríre agus tá monatóireacht á déanamh aige air ar bonn leanúnach. Leanann an Foras de bheith ag feidhmiú agus tá socruithe breise curtha i bhfeidhm le foireann agus páirithe leasmhara Fhoras na Gaeilge a chosaint. Tá formhór den fhoireann ag obair ó chian, tá cothabháil á dhéanamh ar ghníomhaíochtaí an Fhorais, agus tá coigeartuithe á gcur i bhfeidhm ar na gníomhaíochtaí sin le freastal ar na bealaí nua a soláthraítear gnó.

Faomhadh Phleananna Gnó 2018-2020 agus Phlean Corparáideach 2017-2019, 2020-2022.

Amhail an 31 Nollaig 2019, ní raibh Pleananna Gnó 2018, 2019, ná 2020 Fhoras na Gaeilge faofa ag na Ranna Coimircíochta, na Ranna Airgeadais, ná ag an Chomhairle Aireachta Thuaidh Theas (CATT). Tá socruithe teagmhais curtha i bhfeidhm ag na Ranna Coimircíochta agus leanfar ar a maoiniú ar ghníomhaíochtaí an Fhorais d’uireasa Plean Gnó faofa.

Ar an 16 Nollaig 2020, d’fhaomh an CATT Pleananna Gnó agus Buiséid/Deontais 2018, 2019 agus 2020 an Fhorais Teanga, agus an Plean Corparáideach 2017-2019, a ullmhaíodh de réir treoir chomhaontaithe a d’eisigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí agus Athchóirithe, agus ar ghlac na Ranna Coimircíochta agus na hAirí Airgeadais leis.

Cé go bhfuil ionchas réasúnta ann go leanfaidh na Rialtais faoi seach ag maoiniú ghníomhaíochtaí an Fhorais, tá méid an mhaoinithe faoi athbhreithniú leanúnach. De réir an Phlean Corparáidigh 2017-2019, plean atá ullmhaithe ag an mBord, tá leibhéil an mhaoinithe bunaithe ar leibhéil 2016. I bhfírinne, beidh ísliú leanúnach ann de bharr go gcuirfidh líon na bpinsean ag dul i méid agus rátaí féideartha malartaithe airgeadra isteach ar an méid airgid atá ar fáil le gníomhaíochtaí an Fhorais a mhaoiniú. Íocann Foras na Gaeilge costais phinsin le gach fostaí ar scor óna bhuiséid oibriúcháin. Cuireann na Ranna Coimircíochta leis an mbuiséid, de réir an méid atá le caitheamh acu, le haon riachtanas eile ón mbuiséid oibriúcháin a chlúdach.

24. FAOMHADH AR RÁITEAS AIRGEADAIS DON BHLIAIN 2019

D’fhaomh an Bord na ráitis airgeadais ar an 23 AIBREÁN 2021.

Appendix 2

ULSTER-SCOTS AGENCY

Financial Statements for the year ended
31 December 2019

Aguisín 2

GNÍOMHAIREACHT NA hULTAISE

Ráitis Airgeadais don bhliain dar chríoch
31 Nollaig 2019

FOREWORD TO THE ACCOUNTS

Background Information

The Ulster-Scots Agency is part of the Language Body, which is a North/South implementation body sponsored by the Department for Communities (DfC) in Northern Ireland and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) in the Republic of Ireland. The Body was established on the 2nd of December 1999 under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Act 1999. The other part of the Language Body is Foras Na Gaeilge which has responsibility for the development of the Irish (Gaelic) Language. Each of these agencies has its own Board whose members together constitute the Board of the North South Language Body and each agency prepares financial statements.

The principal activities of the Ulster-Scots Agency are the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

The financial arrangements applicable to the body are set out in Part 7 of Annex 2 to the Agreement[1] establishing Implementation Bodies. The statement of accounts is to be in a form directed by DfC and DTCAGSM, with the approval of the Finance Departments, as provided for in the body's Financial Memorandum, and the Annual Report and Accounts Guidance provided by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER).

Business Review

A review of the Ulster-Scots Agency's activities is given within its Annual Report for the year ended 31 December 2019. The financial results of the Ulster-Scots Agency are set out in detail on page 8. The surplus for the period was £191,640 (€218,316). In 2018 the deficit for the period was £182,336 (€206,102).

Property, Plant and Equipment

Details of the movement of tangible assets are set out in note 8.1 to the accounts. During the year the main expenditure on tangible assets was in relation to the refresh of our IT equipment (£15.8k).

Intangible Assets

Details of the movement of intangible assets are set out in note 8.2 to the accounts. There was no new expenditure during the year.

Important Events Occurring After the Year End

There have been no significant events since the year-end which would affect these accounts.

Potential Impact of the withdrawal of Britain from the European Union (Brexit)

The UK's withdrawal from the EU is unlikely to see fundamental changes to the core of the Agency. However diverging legislative provisions may have some impact on the work of the Agency. Should Northern Ireland be outside the Single Market and Customs Union, tariffs may apply in relation to the procurement of goods and services, increasing the operating costs of the Agency. The possibility of increased custom checks at the border could increase travel journey times, diminish productivity and may deter existing and future workers from joining the Agency. We look forward to continuing constructive engagements with our Sponsoring Departments both North and South on the implications of this for the Agency. We will continue to adopt a "business as usual" approach, while monitoring the situation closely over the coming months.

Charitable Donations

The Ulster-Scots Agency made no charitable donations during the year ended 31 December 2019.

Research & Development

The Ulster-Scots Agency made no payments for research and development during the year ended 31 December 2019.

Future Developments

The senior management team expect that the development of the Agency's activities will continue in accordance with the Business Plan.

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[1] Agreement of 8th March 1999 between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of Ireland establishing Implementation Bodies.

RÉAMHRÁ LEIS NA CUNTAIS

Faisnéis Chúlra

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) i dTuaisceart Éireann agus na Roinne Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) i bPoblacht na hÉireann. Cuireadh an Foras Teanga ar bun ar an 2 Nollaig 1999 faoin North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 agus faoin Acht um Chomhaontú na Breataine-na hÉireann 1999. Is é an chuid eile den Fhoras Teanga Foras na Gaeilge, a bhfuil an fhreagracht acu as forbairt na Gaeilge. Tá bord ar leith ag an dá ghníomhaireacht seo arb ionann a mbaill le chéile agus bord an Fhorais Teanga Thuaidh/Theas agus ullmhaíonn an dá ghníomhaireacht ráitis airgeadais.

Is iad na feidhmeanna atá ag Gníomhaireacht na hUltaise ná eolas níos fearr faoin Ultais agus úsáid na hUltaise agus saincheisteanna cultúrtha Ultach-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá na socruithe airgeadais atá infheidhme i leith an Fhorais Teanga leagtha amach i Mír 7 d'Iarscríbhinn 2 den Chaomhaontú[1] lena mbunaítear comhlachtaí forfheidhmithe. Tá an ráiteas cuntais le bheith i bhfoirm atá treoraithe ag an RP agus an RTCEGSM, le ceadú na Ranna Airgeadais, mar a fhoráiltear i Meamram Airgeadais an Fhorais Teanga, agus sa Treoir don Tuarascáil Bhliantúil agus na Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí agus Athchóirithe (RCPA).

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Ghníomhaireacht na hUltaise ina Tuarascáil Bhliantúil don bhliain dar chríoch an 31 Nollaig 2019. Tá torthaí airgeadais Ghníomhaireacht na hUltaise leagtha amach go mionchruinn ar leathanach 39. Ba é barrachas na tréimhse ná £191,640 (€218,316). Ba é easnamh na tréimhse don bhliain 2018 ná £182,336 (€206,102).

Réadmhaoin agus Trealamh

Tugtar forléargas ar shócmhainní inláimhsithe i nóta 8.1 a ghabhann leis na cuntais. Le linn na bliana bhain an príomhchaiteachas ar shócmhainní inláimhsithe le hathnuachan ar treallamh ríomhaireachta (£15.8k).

Sócmhainní doláimhsithe

Tugtar forléargas ar shócmhainní doláimhsithe i nóta 8.2 a ghabhann leis na cuntais. Ní raibh aon nuachaiteachas le linn na bliana.

Teagmhais thábhachtacha a tharla tar éis Dheireadh na Bliana

Níor tharla aon ní suntasach tar éis dheireadh na bliana a dhéanfadh difear do na cuntais seo.

Éifeacht Fhéideartha astarraingt na Breataine ón Aontas Eorpach (An Breatimeacht)

Ní dócha go mbeadh athruithe suntasacha ann do chroí na Gníomhaíochta mar thoradh ar astarraingt fhéideartha an Ríochta Aontaithe ón Aontas Eorpach. D'fhéadfadh tionchar a bheith ag forálacha iltreocha reachtaíochta ar obair na Gníomhaireachta, áfach. Dá bhfeidhmeodh Tuaisceart Éireann taobh amuigh den Mhargadh Aonair agus den Aontas Custam, d'fhéadfadh go ngearrfaí taraifí ar sholáthar earraí agus seirbhísí, rud a d'ardódh costais oibriúcháin na Gníomhaireachta. D'fhéadfadh an fhéidearthacht breis seiceálacha custam ag an teorann fad a chur le hamanna taistil, moilliú a dhéanamh ar tháirgiúlacht, agus drogall a chur ar fhostaithe reatha nó ioncasacha bheith leis an nGníomhaireacht. Táimid ag tnúth le tuilleadh pléanna dearfacha faoi impleachtaí na Breatimeachta lenár Ranna Coimircíochta ó thuaidh agus ó dheas. Leanfaimid orainn le cur chuige 'gnó mar is gnách', agus leanfaimid orainn ag déanamh monatóireachta air seo sna míonna atá romhainn.

Deonacháin Charthanúla

Ní dhearna Gníomhaireacht na hUltaise aon deonacháin charthanúla le linn na bliana dar chríoch an 31 Nollaig 2019.

Taighde & Forbairt

Ní dhearna Gníomhaireacht na hUltaise íocaíochtaí le haghaidh taighde agus forbartha le linn na bliana dar críoch 31 Nollaig 2019.

Forbairtí sa Todhchaí

Tá lucht na hardbhainistíochta ag súil go leanfaidh ar fhorbairt ghníomhaíochtaí na Gníomhaireachta de réir an Phlean Ghnó.

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[1] An Comhaontú ar an 8 Márta 1999 idir Rialtas Ríocht Aontaithe na Breataine Móire agus Thuaisceart Éireann agus Rialtas na hÉireann faoinar bunaíodh na comhlachtaí corfheidhmithe.

Board Members

The functions of the Agency are exercised by the Board. The following served as Board members during 2019:-

Mr Keith Gamble (Chairperson)
Mr Frederick Kettyle*
Ms Ida Fisher*
Mr Iain Carlisle
Ms Val O'Kelly*
Ms Julie Andrews
Mr Allen McAdam*
Mr David McNarry

The Audit and Risk Committee comprised the following members during 2019:-

Mr Ray Dolan (Co-Opted Member from *Safe*food)
Ms Patricia McCaffrey (Co-Opted Member from Waterways Ireland)
Ms Val O'Kelly*
Ms Julie Andrews (Chairperson)
Mr Allen McAdam*

*Resigned on 12th December 2019. The Agency is awaiting the appointment of four board members by the NSMC. Despite this, the Agency continues to have a quorum and operates within standing orders.

Statement of Board Members responsibilities

The role of the Board is to provide leadership, vision, continuity of purpose and accountability to the public.

The Agency's board members are required to:

- Contribute to decision-making and to share responsibility for those decisions;
- Attend board meetings on a regular basis and to be well prepared by reading relevant papers in advance;
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation;
- Contribute to the work of board committees;
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a board member.

Disabled Employees

The Ulster-Scots Agency updated its Equality Scheme in 2013 and it includes provision for disabled employees.

Employee Involvement

Throughout the year employees were kept involved in the full workings and plans of the Agency through formal and informal meetings, courses and briefings. Staff were consulted at all times as new procedures and policies were developed and they had an opportunity to contribute or comment.

Payment to Suppliers

The Ulster-Scots Agency is committed to the prompt payment of bills for goods and services received in accordance with the UK Late Payment of Commercial Debts (Interest) Act 1998, as amended and supplemented by the Late Payment of Commercial Debts Regulations 2002, and the Irish Late Payments in Commercial Transactions Regulations 2002. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews were conducted to measure how promptly the Agency paid its bills and found that 100% of bills were paid within this standard. The Agency also paid 100% of payments for grant claims within 15 days.

The Agency recognizes the NI Executive's commitment to pay suppliers quickly (10 Day Prompt Payment Commitment) and has been applying this as much as possible since January 2014 in respect of supplier invoices. It was found that 95% of supplier payments are paid within this standard. The Agency also intends to work towards payment within 10 days for all grant claims following approval by the Grants Team, it was found that 99% of payments for grants claims were made within 10 working days.

Comhaltaí Boird

An bord a chuireann feidhmeanna na Gníomhaireachta i gcrích. D'fhóin na daoine seo a leanas mar chomhaltaí Boird le linn na bliana 2019:

Keith Gamble, Uas. (Cathaoirleach)
Frederick Kettyle, Uas. *
Ida Fisher, Uas. *
Iain Carlisle, Uas.
Val O'Kelly, Uas. *
Julie Andrews, Uas.
Allen McAdam, Uas. *
David McNarry, Uas.

Bhí na comhaltaí seo a leanas ar an gCoiste Iniúchta agus Riosca le linn na bliana 2019:

Ray Dolan, Uas. (comhalta comhthofa ó Safefood)
Patricia McCaffrey, Uas. (comhalta comhthofa ó Uiscebhealaí Éireann)
Val O'Kelly, Uas. *
Julie Andrews, Uas. (Cathaoirleach)
Allen McAdam, Uas. *

* tháinig deireadh lena gcomhaltas 12 Nollaig 2019. Tá an Ghníomhaireacht ag súil go ndéanfaidh an CATT ceapacháin de cheathrar Comhaltaí Boird. Ina ainneoin sin, leanann an Ghníomhaireacht de chóram a bheith aige agus feidhmíonn sé de réir na mbuan-orduithe.

Ráiteas i leith freagrachtaí comhaltaí boird

Is é ról an Bhoird ná ceannasaíocht, fís agus leanúnachas cuspóra a chur ar fáil, agus le bheith freagrach don phobal.

Ceanglaítear ar chomhaltaí boird na Gníomhaireachta:

- Páirt a ghlacadh sa chinnteoireacht agus an fhreagracht a roinnt as na cinntí sin;
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith trí pháipéir ábhartha a léamh roimh ré;
- Freastal ar ócáidí oiliúna agus coinneáil suas chun dáta mar gheall ar ábhair a bhaineann le hobair na heagraíochta;
- Cur le hobair na gcoistí boird;
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar bhaill boird a nochtadh.

Fostaithe faoi Mhíchumas

Nuashonraigh Gníomhaireacht na hUltaise a Scéim Comhionannais in 2013 agus áirítear inti foráil d'fhostaithe faoi mhíchumas.

Rannpháirtíocht Fostaithe

I rith na bliana coinníodh na fostaithe páirteach in oibriúcháin agus pleananna iomlána na Gníomhaireachta trí chruinnithe foirmiúla agus neamhfhoirmiúla, cúrsaí, agus cruinnithe faisnéise. Rinneadh comhairliúchán le baill foirne i gcónaí de réir mar a forbraíodh nósanna imeachta agus polasaithe agus bhí deis acu cur leo nó tráchtaireacht a dhéanamh.

Íocaíocht le Soláthraithe

Tá Gníomhaireacht na hUltaise tiománta d'íoc pras billí le haghaidh earraí agus seirbhísí a fhaightear, de réir an *Late Payment of Commercial Debts (Interest) Act* 1998, de chuid na Ríochta Aontaithe, mar atá leasaithe agus forlíonta ag *Late Payment of Commercial Debts Regulations* 2002, agus Rialacháin um Íoc Déanach in Idirbhearta Tráchtála 2002 de chuid na hÉireann. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc nó éileamh bailí den sórt céanna i láthair, cibé acu is déanaí. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a d'íoc an ghníomhaireacht a billí agus fuarthas amach go raibh 100% de bhillí íoctha laistigh den chaighdeán seo. D'íoc an ghníomhaireacht chomh maith 100% d'éilimh dheontais laistigh de 15 lá.

Aithníonn an Ghníomhaireacht tiomantas Fheidhmeannas TÉ soláthraithe a íoc go pras (tiomantas i leith íocaíocht phras 10 lá) agus tá siad á chur seo i bhfeidhm an oiread agus is féidir ó Eanáir 2014 i leith sonraisc soláthraithe. Fuarthas amach gur íocadh 95% d'íocaíochtaí soláthraithe laistigh den chaighdeán seo. Tá sé ar intinn ag an nGníomhaireacht chomh maith oibriú i dtreo íocaíocht laistigh de 10 lá do gach éileamh ar dheontas tar éis a fhaofa ag an bhfoireann deontas. Fuarthas amach go ndearnadh 99% d'iocaíochtaí laistigh de 10 lá oibre.

Health and Safety Policy

The Ulster-Scots Agency has a Health and Safety policy.

The Ulster-Scots Agency prepared a circular to provide guidance for all staff in connection with the evacuation procedures and security arrangements for all premises occupied by the body. This information has been provided to each individual member of staff and instructions are posted in prominent positions in the Belfast and Raphoe buildings.

Equality Policy

The Ulster-Scots Agency prepared an Equality Policy in compliance with the requirements of Section 75 of the Northern Ireland Act 1998 which was approved by the North/South Ministerial Council in June 2002 and by the Equality Commission in November 2002. The Ulster-Scots Agency prepared an updated scheme for the Body in late 2012 and this was ratified by the Equality Commission Board on 13 December 2013. The scheme has been updated and reviewed internally during 2017 but as it is a Language Body Policy and not solely an Agency Policy, the full policy cannot be submitted to Board for approval until Foras Na Gaeilge have also updated, this is due in 2019.

Details of company directorships/register of interests

A register of interests is held by the Agency and may be viewed by contacting the Ulster-Scots Agency's office. Contact details are available on the Agency's website.

Ian Crozier	23/04/2021
Chief Executive	Date
Ulster-Scots Agency	

Beartas Sláinte agus Sábháilteachta

Tá Beartas Sláinte agus Sábháilteachta ag Gníomhaireacht na hUltaise.

D'ullmhaigh Gníomhaireacht na hUltaise ciorclán chun treoir a thabhairt don fhoireann go léir maidir le gnásanna aslonnaithe agus socruithe slándála le haghaidh gach áitribh ina bhfuil an comhlacht. Cuireadh an fhaisnéis seo ar fáil do gach ball foirne agus tá treoracha crochta in airde in áiteanna feiceálacha sna foirgnimh i mBéal Feirste agus in Ráth Bhoth.

Beartas Comhionannais

D'ullmhaigh an Ghníomhaireacht scéim comhionannais de réir riachtanais Alt 75 den Northern Ireland Act 1998 a cheadaigh an Chomhairle Aireachta Thuaidh/Theas i mí an Mheithimh 2002 agus a cheadaigh an Coimisiún Comhionannais i mí na Samhna 2002. D'ullmhaigh Gníomhaireacht na hUltaise scéim nuashonraithe don Fhoras Teanga i ndeireadh 2012 agus dhaingnigh Bord an Choimisiúin Comhionannais seo ar an 13 Nollaig 2013. Rinneadh nuashonrú agus athbhreithniú inmheánach ar an scéim seo le linn na bliana 2017 ach toisc gur polasaí de chuid an Fhorais Teanga é seachas polasaí na Gníomhaireachta amháin, ní féidir an polasaí iomlán a chur faoi bhráid an Bhoird le faomhadh a fháil go dtí go ndéanann Foras na Gaeilge nuashonrú air. Tá seo le tarlú sa bhliain 2019.

Sonraí stiúrthóireachtaí an chomhlachtaí/clár leasa

Tá clár leasa á choinneáil ag an nGníomhaireacht agus is féidir breathnú air ach teagmháil a dhéanamh le hoifig Ghníomhaireachta na hUltaise. Tá sonraí teagmhála ar fáil ar shuíomh gréasáin na Gníomhaireachta.

Ian Crozier	23/04/2021
Príomhfheidhmeannach Gníomhaireacht na hUltaise	Dáta

STATEMENT OF RESPONSIBILITIES

Ulster-Scots Agency Responsibilities

The Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) have directed the Language Body to prepare a statement of accounts for each year ended 31 December in the form and on the basis set out in the accounts direction at the appendix to these financial statements. The accounts are prepared on an accruals basis and must give a true and fair view of the Ulster-Scots Agency's state of affairs at the year end and of its income and expenditure, changes in equity, and cash flows for the calendar year.

In preparing the accounts the Body is required to:

- Observe the accounts direction issued by the Sponsoring Departments, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards have been followed and disclose and explain any material departures in the financial statements;
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Agency will continue in operation.

The Language Body requires the Ulster-Scots Agency to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Accountable Person's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for the Ulster-Scots Agency, including responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of the Ulster-Scots Agency.

Ian Crozier	23/04/2021
Chief Executive	Date
Ulster-Scots Agency	

RÁITEAS I LEITH FREAGRACHTAÍ

Freagrachtaí Ghníomhaireacht na hUltaise

Tá an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta. Spóirt agus Meán (RTCEGSM) tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntas a ullmhú i leith gach bliain dar críoch an 31 Nollaig san fhoirm agus ar an mbonn atá leagtha amach san aguisín leis na ráitis airgeadais seo. Ullmhaítear na cuntais ar bhonn fabhruithe agus caithfidh siad léargas fírinneach agus cóir a thabhairt ar staid chúrsaí Ghníomhaireacht na hUltaise ag deireadh na bliana agus ar a hioncam agus a caiteachas, a gnóthachain agus a caillteanais aitheanta, agus sreabhadh airgid don bhliain féilire.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- An treoir do na cuntais arna heisiúint ag an Roinn Pobal (RP) agus an an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta. Spóirt agus Meán (RTCEGSM), lena n-áirítear na ceanglais ábhartha maidir le cuntasaíocht agus nochtadh agus beartais chuntasaíochta iomchuí ar bhonn comhsheasmhach a leanúint;
- Breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- A dhearbhú ar comhlíonadh na caighdeáin chuntasaíochta is infheidhme agus aon difríocht ábhartha sna cuntais a nochtadh agus a mhíniú;
- Na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin i gcás nach cuí a thoimhdiú go leanfaidh an ghníomhaireacht de bheith ag feidhmiú.

Ceanglaíonn an Foras Teanga ar Ghníomhaireacht na hUltaise leabhair chuntais agus taifid airgeadais chearta a choinneáil agus ráiteas cuntas a ullmhú i leith gach bliana.

Freagrachtaí an Duine Chuntasaigh

Tá freagrachtaí an Phríomhfheidhmeannaigh mar Dhuine Cuntasach do Ghníomhaireacht na hUltaise, lena n-áirítear freagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, leagtha amach i Meamram Airgeadais Ghníomhaireacht na hUltaise.

Ian Crozier	23/04/2021
Príomhfheidhmeannach Gníomhaireacht na hUltaise	Dáta

STATEMENT ON THE SYSTEM OF INTERNAL CONTROL

1 Scope of Responsibility

As Accountable Person, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Ulster-Scots Agency's policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland and Public Financial Procedures.

As the Ulster-Scots Agency's Chief Executive I am directly responsible to the respective Ministers North and South and their Departments, for the Agency's performance and operations. The Ministers determine the policy framework under which the Ulster-Scots Agency operates and the scope of its activities. The Ministers also determine the resources to be made available to the Agency and approve the Corporate and Business Plans.

Through Working Group meetings, I consult with Departments on the handling of operational matters that could give rise to significant public or parliamentary concern, including the nature, scale and likelihood of risks.

The Accounting Officer of DfC has designated me by letter, in a form approved by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER), as the Accounting Officer for the Agency. This letter and the North/South Language Body Financial Memorandum define my role and responsibilities and our relationship.

2 The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable assurance and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Agency's policies, aims and objectives; to evaluate the likelihood of those risks being realised and the impact should they be realised; and to manage them efficiently, effectively and economically. The system of internal control has been further developed in the Agency for the year ended 31 December 2019 and up to the date of approval of the annual report and accounts, and accords with the Finance Departments' guidance.

3 Capacity to Handle Risk

The Agency Board provides strategic direction and leadership to the organisation within the parameters of policy set by, and in consultation with, the North South Ministerial Council. The Executive Team has responsibility for the day to day management of operations, staff and budgets to ensure that the business targets set by the Board are progressed on a timely basis. The Board's primary function is, therefore, to set the corporate business agenda and ensure that the organisation delivers in terms of its strategic goals. The Board reviews performance against targets including any consequent corrective actions, risk implications and contingency measures.

The identification and impact of risk is incorporated into the corporate planning and decision making processes of the Agency. Consequently the Agency ensures that there are procedures in place for verifying that internal control and aspects of risk management are regularly reviewed and reported on and are supplemented by detailed best practice guidelines on whistle-blowing and fraud management policies among others.

The Agency's Audit and Risk Committee receives regular reports concerning internal control and steps are taken to manage risks in significant areas of business and to monitor progress on key projects and targets. The Committee is authorised by the Board to investigate any activity within the scope of its terms of reference. The main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

The Audit and Risk Committee has lead responsibility for the periodic review of the risk framework and other records of risk. Management of risk categories has been allocated appropriately within the organisation. Any revision to the framework is discussed within the Audit and Risk Committee and recommended to the Board.

The Audit and Risk Committee also agrees the internal audit work schedule and all internal audit reports are reviewed by the Committee. Finally, the Audit and Risk Committee reviews the final reports and accounts and the ensuing report to those charged with governance. The Audit and Risk Committee met on 4 occasions in 2019.

RÁITEAS MAIDIR LEIS AN gCÓRAS RIALAITHE INMHEÁNAIGH

1 Cuimsiú Freagrachta

Mar Dhuine Cuntasach, tá freagracht orm córas rialaithe inmheánaigh fónta a chothú, córas a thacaíonn le polasaithe, aidhmeanna agus spriocanna Ghníomhaireacht na hUltaise a chur i bhfeidhm, agus san am chéanna cumhdach a dhéanamh ar na cistí agus na sócmhainní poiblí atá faoi mo chúram go pearsanta de réir na bhfreagrachtaí atá leagtha orm in Managing Public Money Northern Ireland agus in Public Financial Procedures.

Mar Phríomhfheidhmeannach Ghníomhaireacht na hUltaise, táim freagrach go díreach do na hAirí faoi seach ó thuaidh agus ó dheas agus dá Ranna, as feidhmíocht agus oibriúchán na Gníomhaireachta. Socraíonn na hAirí an creat polasaí faoina n-oibríonn Gníomhaireacht na hUltaise agus socraíonn siad cuimsiú a cuid gníomhaíochtaí. Socraíonn na hAirí chomh maith an acmhainn a bheidh ar fáil don Ghníomhaireacht agus údaraíonn siad na Pleananna Corparáideacha agus Gnó.

Trí chruinnithe grúpa oibre, téim i gcomhairle leis na Ranna maidir le láimhseáil saincheisteanna feidhmiúcháin a d'fhéadfadh a bheith ina gcúis le buaireamh suntasach poiblí nó parlaiminte, ar a n-áirítear cineál, scála agus dóchúlacht rioscaí.

D'ainmnigh Oifigeach Cuntasach na RP mé i litir, i bhfoirm a d'údaraigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí agus Athchóirithe, mar Oifigeach Cuntasach don Ghníomhaireacht. Tá mo ról agus mo fhreagracht agus ár gcaidreamh sainmhínithe sa litir seo agus i Meamram Airgeadais an Fhorais Teanga Thuaidh/Theas.

2 Cuspóir an Chórais Rialaithe Inmheánaigh

Tá an córas rialaithe inmheánaigh ceaptha chun riosca a bhainistiú go leibhéal réasúnta seachas chun gach riosca teipe ar bheartais, aidhmeanna agus cuspóirí a chur ar ceal. Dá bhrí sin, ní féidir leis ach urrús réasúnta seachas urrús absalóideach ar éifeachtacht a chur ar fáil.

Tá an córas rialaithe inmheánaigh bunaithe ar phróiseas leanúnach atá ceaptha leis na rioscaí maidir le cur i bhfeidhm bheartais, aidhmeanna agus chuspóirí na gníomhaireachta a aithint agus a chur in ord tosaíochta; chun measúnú a dhéanamh ar an dóchúlacht go réadódh na rioscaí sin agus ar an tionchar a bheadh ann dá réadófaí iad; agus chun iad a bhainistiú go héifeachtúil, go héifeachtach agus go barainneach. Forbraíodh an córas rialaithe inmheánaigh a thuilleadh sa Ghníomhaireacht le linn na bliana 31 Nollaig 2019 agus chomh fada le dáta faofa na tuarascála bliantúla agus na gcuntas; agus faoi reir threoir na Ranna Airgeadais.

3 An Cumas Riosca a Bhainistiú

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag, agus i gcomhairle leis, an gComhairle Aireachta Thuaidh Theas. Tá an fhreagracht ar an bhfoireann feidhmiúcháin maidir le bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú agus a chinntiú go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an bord athbhreithniú ar fheidhmíocht de réir spriocanna, ag áireamh aon bheart ceartaitheach, impleachtaí riosca agus bearta teagmhasachta dá dhroim sin.

Tá aithint agus tionchar riosca comhtháite i bpróisis phleanála agus chinnteoireachta corparáideacha na Gníomhaireachta. Dá thoradh sin cinntíonn an Ghníomhaireacht go bhfuil nósanna imeachta i bhfeidhm chun a dheimhniú go ndéantar athbhreithniú agus tuairisciú rialta ar rialú inmheánach agus ar ghnéithe de bhainistiú riosca agus go bhforlíontar iad le treoirlínte mionsonraithe dea-chleachtais faoi pholasaithe sceithireachta agus bainistíochta calaoise, idir eile.

Faigheann Coiste Iniúchta agus Riosca na Gníomhaireachta tuarascálacha rialta maidir le rialú inmheánach agus cuirtear gníomhartha i bhfeidhm le rioscaí a bhainistiú i réimsí suntasacha gnó agus le monatóireacht a dhéanamh ar dhul chun cinn maidir le príomhthionscadail agus spriocanna. Tá an coiste údaraithe ag an mBord aon pháirtithe riachtanacha a threorú le haon ghníomhaíocht laistigh de raon a théarmaí tagartha a imscrúdú. Is é an príomhchuspóir ná cur go neamhspleách le próiseas foriomlán an Bhoird maidir le cinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

Ar an gCoiste Iniúchta agus Riosca atá an phríomhfhreagracht athbhreithniú tréimhsiúil a dhéanamh ar an gcreat riosca agus ar thaifid eile riosca. Tá bainistíocht ar chatagóirí riosca leithroinnte go cuí laistigh den eagraíocht. Pléitear aon leasú ar an gcreat laistigh den Choiste Iniúchta agus Riosca agus moltar é don Bhord.

Comhaontaíonn an Coiste Iniúchta agus Riosca an sceideal oibre iniúchta inmheánaigh chomh maith agus déanann an coiste gach tuarascáil inmheánach iniúchta a athbhreithniú. Mar chríoch, déanann an Coiste Iniúchta agus Riosca athbhreithniú ar na tuarascálacha agus na cuntais deiridh agus ar an tuairisc ina dhiaidh sin dóibh siúd atá freagrach as rialachas. Tháinig an Coiste Iniúchta le chéile ar 4 ócáid sa bhliain 2019.

Significant internal control improvements during the year

A number of specific actions have occurred during the year which have strengthened the internal control framework and helped in the managing of the major and inherent risks:

- Continuing investment in Agency wide security keeping up to date with latest virus and ransomware software;
- Continuing review of recommendations made by Internal and External Audit by means of a risk register review at Audit & Risk Committee Board Meeting and accountability meetings;
- The Internal Audit plan is agreed in advance by the Audit & Risk Committee, a new contract commenced in December 2018 and during the year the Agency received an overall 'satisfactory' rating. ;
- Continuing review of policies and procedures in the Agency by both Audit & Risk Committee and Board;
- Assessment by the Audit & Risk Committee using the National Audit Office Audit and Risk Assurance Committee Effectiveness Checklist;
- Refresher training for managers and key staff on key policies has taken place;

Significant internal control matters arising during the year

There were no significant control matters which occurred during the year.

The effectiveness of the system of internal financial control is assessed by the Board on the basis of work carried out by the senior management team within the Agency who have responsibility for the development and maintenance of the financial control framework. In conducting their review, the Board takes account of the management letter and other reports of the external auditor. The effectiveness of the system of internal financial controls was reviewed by the Board and the Board concluded that these controls were operating effectively and satisfactorily. Additionally the Board and the Audit & Risk Committee annually assess their own performance.

Factors affecting the Agency during the year

The North South Ministerial Council (NSMC) was established under the Belfast/Good Friday Agreement (1998), to develop consultation, co-operation and action within the island of Ireland. It is responsible for the Corporate Plan annual business plan and budget for all North South bodies. Due to the absence of the Northern Ireland Assembly the NSMC was not able to meet and as a result the corporate plan, business plan and budget were not approved for 2017, 2018 and 2019. In the interim, a contingency arrangement was put in place in Northern Ireland, whereby a grant can continue to be paid until the end of December 2019. This expenditure was retrospectively regularised when the Plans for 2018 and 2019 were approved by NSMC on 16 December 2020. In Ireland, the grant has already been approved via the 'estimates' process, and no contingency arrangement is required. There is therefore no significant risk in respect of going concern.

Ian Crozier 23/04/2021
Chief Executive Date
Ulster-Scots Agency

Feabhsuithe suntasacha a cuireadh i bhfeidhm ar an rialú inmheánach le linn na bliana.

Glacadh cúpla cinneadh ar leith le linn na bliana a chur le creat an rialaithe inmheánaigh agus a chuidigh i mbainistiú na ríoscaí móra agus bunúsacha:

• Infheistiú leanúnach ar shlándáil ar fud na Gníomhaireachta, ag coinneáil chun data leis na bogearraí cosanta víris agus ríomhéirice is déanaí;
• Athbhreithniú leanúnach ar mholtaí a chuirtear chuig an nGníomhaireacht trí iniúchadh inmheánach agus seachtrach trí athbhreithniú ar an gclár rioscaí ag cruinnithe de chuid an Choiste Iniúchta agus Riosca, de chuid an Bhoird, agus ag cruinnithe monatóireachta na Ranna;
• Aontaítear plean an Iniúchta Inmheánaigh roimh ré ag an gCoiste Iniúchta agus Riosca, agus cuireadh tús le conradh nua in Nollaig 2018. Le linn na bliana bhain an Ghníomhaireacht rátáil 'sásúil' amach ar an iomlán;
• Déanann an Coiste Iniúchta agus Riosca agus an Bord athbhreithniú leanúnach ar pholasaithe agus ar phroisis na Gníomhaireachta;
• Baintear leas as Seicliosta Éifeachtacht Coistí Iniúchta agus Urrúis Rioscaí de chuid na hOifige Náisiúnta Iniúchta agus an Coiste Iniúchta agus Riosca i mbun measúnaithe;
• Cuireadh oiliúint athnuachana ar fáil do stiúrthóirí agus eochairbhaill foirne ar eochair-pholasaithe;

Níthe suntasacha maidir leis an rialú inmheánach a tháinig aníos le linn na bliana

Níor tháinig aon saincheisteanna suntasacha aníos i dtaobh leis an rialú inmheánach le linn na bliana.

Déanann Bord na Gníomhaireachta measúnú ar éifeacht an chorais rialaithe inmheánaigh ar bhonn na hoibre a dhéanann foireann na hardbhainistíochta laistigh den Ghníomhaireacht a bhfuil freagracht acu ar fhorbairt agus ar chothú an chreata rialaithe airgeadais. Agus a athbhreithniú ar bun aige, cuireann an Bord litir na bainistíochta agus tuaracálacha eile ón iniúchóir seachtrach san áireamh. Rinne an Bord athbhreithniú ar éifeacht an chórais rialuithe inmheánacha airgeadais agus mheas an Bord go raibh na rialuithe ag feidhmiú go héifeachtach agus go sásúil. Anuas air seo, déanann an Bord agus an Coiste Iniúchta agus Riosca measúnú bliantúil ar a bhfeidhmíocht féin.

Cuinsí a chuaigh i bhfeidhm ar an nGníomhaireacht le linn na bliana

Bunaíodh an Chomhairle Aireachta Thuaidh/Theas (CATT) de réir an Comhaontú Bhéal Feirste/Aoine an Chéasta (1998), le comhairleoireacht, comhoibriú agus gníomhaireacht a fhorbairt ar fud oileán na hÉireann. Tá freagracht aici ar phleananna corparáideacha, pleananna bliantúla gnó agus buiséid gach foras Thuaidh/Theas. D'uireasa Thionól Thuasceart Éireann, ní raibh sé de chumas an CATT dul ina suí agus mar thoradh níl a beannacht ar phlean corparáideach, plean gnó agus buiséid na Gníomhaireachta do na blianta 2017, 2018 ná 2019. San idirlinn, cuireadh socrúchán teagmhais i bhfeidhm i dTuaisceart Éireann, ina leanfadh ar dheontas go dtí deireadh mhí na Nollag 2019. Tugadh an caiteachas seo chun rialtachta go siarghabhálach nuair a thug an CATT a beannacht ar na Pleananna 2018 agus 2019 ar 16 Nollaig 2020. In Éirinn, tá an deontas seo faofa cheana tríd an bproiseas 'meastacháin', agus ní theastaíonn socrúchán teagmhais. Mar thoradh, níl riosca suntasach ann i leith gnóthas leantach.

Ian Crozier 23/04/2021
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 £	2019 €	2018 £	2018 €
INCOME					
Revenue Grant from Departments	2	**2,670,211**	**3,041,936**	2,337,604	2,642,257
Release from Capital Grant Reserve		**37,483**	**42,701**	43,345	48,994
Other Income	3	**227,208**	**258,840**	284,649	321,745
Total Income		**2,934,902**	**3,343,477**	2,665,598	3,012,996
EXPENDITURE					
Staff Costs	4	**849,422**	**967,671**	861,234	973,477
Other Operating Costs	6	**541,734**	**617,152**	566,645	640,495
Grants	7	**1,314,623**	**1,497,637**	1,376,710	1,556,132
Depreciation	8	**37,483**	**42,701**	43,345	48,994
Total Expenditure		**2,743,262**	**3,125,161**	2,847,934	3,219,098
Surplus / (Deficit) for the period		**191,640**	**218,316**	**(182,336)**	**(206,102)**
Surplus/ (Deficit) carried forward from previous year		**72,720**	**81,295**	**255,056**	**287,482**
Currency Translation Adjustment			11,109		(85)
Amount Transferred to Reserves		**264,360**	**310,720**	**72,720**	**81,295**

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 £	2019 €	2018 £	2018 €
Surplus / (Deficit) for year		**191,640**	**218,316**	(182,336)	(206,102)
Experience Gain / (Loss) on pension scheme liabilities	15b	**(23,000)**	**(26,202)**	36,000	40,692
(Loss) / Gain due to currency movements	15b	20,000	22,784	(3,000)	(3,391)
Gain / (Loss) on change to assumptions	15b	**(502,000)**	**(571,885)**	168,000	189,895
Actuarial Gain / (Loss) on Pension Liabilities		**(505,000)**	**(575,303)**	201,000	227,195
Adjustment to Deferred Pension Funding		**505,000**	**575,303**	(201,000)	(227,195)
Total Comprehensive Income for the year		**191,640**	**218,316**	(182,336)	(206,102)

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Keith Gamble 23/04/2021
Chairperson Date
Ulster-Scots Agency

Ian Crozier 23/04/2021
Chief Executive Date
Ulster-Scots Agency

CUNTAS IONCAIM DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2019

	Nótaí	2019 £	2019 €	2018 £	2018 €
IONCAM					
Deontas Ioncaim ó na Ranna	2	**2,670,211**	**3,041,936**	2,337,604	2,642,257
Scaoileadh ón gCúlchiste Deontais Chaipitil		**37,483**	**42,701**	43,345	48,994
Ioncam eile	3	**227,208**	**258,840**	284,649	321,745
Ioncam iomlán		**2,934,902**	**3,343,477**	2,665,598	3,012,996
CAITEACHAS					
Costais Foirne	4	**849,422**	**967,671**	861,234	973,477
Costais Oibriúcháin Eile	6	**541,734**	**617,152**	566,645	640,495
Deontais	7	**1,314,623**	**1,497,637**	1,376,710	1,556,132
Dímheas	8	**1,314,623**	**1,497,637**	1,376,710	1,556,132
Caiteachas Iomlán		**2,743,262**	**3,125,161**	2,847,934	3,219,098
Barrachas / (Easnamh) don tréimhse		**191,640**	**218,316**	(182,336)	(206,102)
Barrachas/ (Easnamh) curtha ar aghaigh ón bhliain roimhe		**72,720**	**81,295**	255,056	287,482
Coigeartú ar Airgeadra a Aistriú		-	**11,109**	**-**	(85)
Méid a Aistríodh go Cúlchistí		**264,360**	**310,720**	**72,720**	**81,295**

RÁITEAS FAOI IONCAM CUIMSITHEACH DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2019

		2019 £	2019 €	2018 £	2018 €
Barrachas / (Easnamh) don bhliain		**191,640**	**218,316**	(182,336)	(206,102)
Gnóthachan / (Caillteanas) ó thaithí ar dhliteanais scéime pinsin	15b	**(23,000)**	**(26,202)**	36,000	40,692
(Caillteanas) / Gnóthachan mar gheall ar ghlaiseachtaí airgeadra	15b	20,000	22,784	(3,000)	(3,391)
Gnóthachan/ (Caillteanas) ar athrú ar thoimdí	15b	**(502,000)**	**(571,885)**	168,000	189,895
Gnóthachan / (Caillteanas) Actúireach ar Dhliteanais Phinsinon Pension Liabilities		**(505,000)**	**(575,303)**	201,000	227,195
Coigeartú ar Chistiú Pinsean Iarchurtha		**505,000**	**575,303**	(201,000)	(227,195)
Gnóthachan Iomlán Aitheanta don Bhliain		**191,640**	**218,316**	(182,336)	(206,102)

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Keith Gamble 23/04/2021
Cathaoirleach Dáta
Gníomhaireacht na hUltaise

Ian Crozier 23/04/2021
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2019

	Notes	2019 £	2019 €	2018 £	2018 €
FIXED ASSETS					
Property, plant & equipment	8.1	**87,914**	**103,332**	91,803	102,631
Intangible Assets	8.2	**1,763**	**2,072**	3,525	3,940
Heritage Assets	8.3	**31,428**	**36,938**	31,428	35,135
		121,105	**142,342**	126,756	141,706
CURRENT ASSETS					
Receivables due within one year	9	**88,425**	**103,932**	71,879	80,358
Cash and cash equivalents	12.2	**479,695**	**563,817**	291,019	325,342
		568,120	**667,749**	362,898	405,700
CURRENT LIABILITIES (Amounts falling due within one year)					
Payables	10	(303,759)	(357,029)	(290,177)	(324,404)
Net Current Assets / (Liabilities)		**264,361**	**310,720**	**72,721**	**81,296**
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		**385,466**	**453,062**	**199,477**	**223,002**
Pension Liabilities	15b	**4,003,000**	**4,704,982**	3,304,000	3,693,684
Deferred Pension Funding	15b	**(4,003,000)**	**(4,704,982)**	(3,304,000)	(3,693,684)
TOTAL ASSETS LESS CURRENT LIABILITIES		**385,466**	**453,062**	199,477	223,002
CAPITAL AND RESERVES					
Income and Expenditure Account Reserve		**264,360**	**310,720**	72,720	81,296
Capital Grant Reserve		**121,106**	**142,342**	126,757	141,706
		385,466	**453,062**	199,477	223,002

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Keith Gamble 23/04/2021
Chairperson Date
Ulster-Scots Agency

Ian Crozier 23/04/2021
Chief Executive Date
Ulster-Scots Agency

RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2019

	Nótaí	2019 £	2019 €	2018 £	2018 €
SÓCMHAINNÍ SEASTA					
Sócmhainní Inláimhsithe	8.1	**87,914**	**103,332**	91,803	102,631
Sócmhainní Doláimhsithe	8.2	**1,763**	**2,072**	3,525	3,940
Sócmhainní Oidhreachtúla	8.3	**31,428**	**36,938**	31,428	35,135
		121,105	**142,342**	126,756	141,706
SÓCMHAINNÍ REATHA					
Féichiúnaithe iníoctha laistigh de bhliain amháin	9	**88,425**	**103,932**	71,879	80,358
Airgead sa bhanc agus ar láimh	12.2	**479,695**	**563,817**	291,019	325,342
		568,120	**667,749**	362,898	405,700
DLITEANAIS REATHA (Suimeanna Dlite Laistigh de Bhliain Amháin)					
Creidiúnaithe	10	**(303,759)**	**(357,029)**	(290,177)	(324,404)
Glan-Sócmhainní (Dliteanais) Reatha		**264,361**	**310,720**	72,721	81,296
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA ROIMH PHINSIN		**385,466**	**453,062**	199,477	223,002
Dliteanais Phinsin	15b	**4,003,000**	**4,704,982**	3,304,000	3,693,684
Maoiniú Pinsin Iarchurtha	15b	**(4,003,000)**	**(4,704,982)**	(3,304,000)	(3,693,684)
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA		**385,466**	**453,062**	199,477	223,002
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste Ioncaim agus Caiteachais		**264,360**	**310,720**	72,720	81,296
Cúlchiste Deontais Caipitil		**121,106**	**142,342**	126,757	141,706
		385,466	**453,062**	199,477	223,002

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Keith Gamble 23/04/2021
Cathaoirleach Dáta
Gníomhaireacht na hUltaise

Ian Crozier 23/04/2021
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 £	2019 €	2018 £	2018 €
NET CASH FLOWS FROM OPERATING ACTIVITIES	11	**188,676**	**238,475**	86,222	94,506
CASH FLOWS FROM INVESTING ACTIVITIES:					
Payments to acquire property, plant and equipment	8	**(31,832)**	**(36,263)**	(47,519)	(53,712)
CASH FLOWS FROM FINANCING ACTIVITIES:		**-**	**-**	**-**	**-**
NET CASH IN/(OUT)FLOW BEFORE FINANCING		**156,844**	**202,212**	38,703	40,794
FINANCING					
Capital Grant Received	2	**31,832**	**36,263**	47,519	53,712
NET CASH IN/(OUT)FLOW FROM FINANCING		**31,832**	**36,263**	47,519	53,712
INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		**188,676**	**238,475**	86,222	94,506

Keith Gamble 23/04/2021
Chairperson Date
Ulster-Scots Agency

Ian Crozier 23/04/2021
Chief Executive Date
Ulster-Scots Agency

RÁITEAS SREABHAIDH AIRGID DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2019

	Nótaí	2019 £	2019 €	2018 £	2018 €
GLAN-INSREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	11	**188,676**	**238,475**	86,222	94,506
SREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA					
Íocaíochtaí le sócmhainní seasta a fháil	8	**(31,832)**	**(36,263)**	(47,519)	(53,712)
SREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ MAOINITHE:		**-**	**-**	-	-
GLAN-IN(EIS)SREABHADH AIRGID ROIMH MHAOINIÚ		**156,844**	**202,212**	38,703	40,794
MAOINIÚ					
Deontas Caipitil a Fuarthas	2	**31,832**	**36,263**	47,519	53,712
GLAN-IN/(EIS)SREABHADH AIRGID ROIMH MHAOINIÚ		**31,832**	**36,263**	47,519	53,712
MÉADÚ/(LAGHDÚ) IN AIRGEAD AGUS CÓIBHÉISÍ AIRGID		**188,676**	**238,475**	86,222	94,506

Keith Gamble 23/04/2021
Cathaoirleach Dáta
Gníomhaireacht na hUltaise

Ian Crozier 23/04/2021
Príomhfheidhmeannach Dáta
Gníomhaireacht na hUltaise

STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2019

INCOME AND EXPENDITURE ACCOUNT RESERVE

	2019	2019	2018	2018
	£	€	£	€
Balance at 1 January 19	**72,720**	**81,295**	255,056	287,483
Currency Translation Adjustment		**11,109**		(85)
Surplus/(Deficit)	**191,640**	**218,316**	(182,336)	(206,102)
Balance at 31 December 19	**264,360**	**310,720**	72,720	81,295

CAPITAL GRANT RESERVE

	2019	2019	2018	2018
	£	€	£	€
Balance at 1 January 19	**126,757**	**141,706**	122,582	138,168
Capital funding Receivable	**31,832**	**36,263**	47,519	53,712
Disposals - NBV	**-**	**-**	-	-
Less amount released to Income Statement	**(37,483)**	**(42,701)**	(43,345)	(48,994)
	121,106	**135,268**	126,757	142,886
Currency Translation Adjustment	-	**7,074**	-	(1,180)
Balance at 31 December 19	**121,106**	**142,342**	126,757	141,706

RÁITEAS AR ATHRUITHE I GCAIPITEAL GNÁTHSCAIREANNA AMHAIL 31 NOLLAIG 2019

CÚLCHISTE IONCAIM AGUS CAITEACHAIS

	2019	2019	2018	2018
	£	€	£	€
Iarmhéid ar 1 Eanáir 19	**72,720**	**81,295**	255,056	287,483
Coigeartú ar Airgeadra a Aistriú		**11,109**		(85)
Barrachas/(Easnamh)	**191,640**	**218,316**	(182,336)	(206,102)
Iarmhéid ar 31 Nollaig 19	**264,360**	**310,720**	72,720	81,295

CÚLCHISTE DEONTAIS CAIPITIL

	2019	2019	2018	2018
	£	€	£	€
Iarmhéid ar 1 Eanáir 19	**126,757**	**141,706**	122,582	138,168
Deontas Caipitil a Fuarthas	**31,832**	**36,263**	47,519	53,712
Diúscairtí – Glanluach de réir leabhar	**-**	**-**	-	-
Lúide an méid scaoilte leis an Ráiteas ar Ioncam	**(37,483)**	**(42,701)**	(43,345)	(48,994)
	121,106	**135,268**	126,757	142,886
Coigeartú ar Airgeadra a Aistriú	-	**7,074**	-	(1,180)
Iarmhéid ar 31 Nollaig 19	**121,106**	**142,342**	126,757	141,706

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

The principal accounting policies which have been adopted in the preparation of the accounts are as follows:-

1.1 Accounting Convention

In accordance with the North South Implementation Bodies Annual Report and Accounts Guidance issued by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER) in June 2017, the financial statements have been prepared in accordance with applicable UK accounting standards, including Financial Reporting Standard 102 'FRS 102'. The accounts have been prepared in accordance with the historical cost convention. The accounts comply with the accounting and disclosure requirements issued by DFP and DPER.

1.2 Fixed Assets

Tangible Assets

Tangible assets are capitalised at acquisition value to the Agency. Depreciation is calculated to write off the cost of tangible assets within their useful lives. Depreciation is charged in full on assets in the year of acquisition and no depreciation is charged in year of disposal, using the straight-line method. The rates applicable are:-

Office Equipment	20%
Fixtures & Fittings	10%
Computer Equipment	33.33%
Musical Instruments	20%
Motor Vehicles	20%
Visitor Centre Equipment	33.33%

A Tangible Asset is any asset intended for use on a continuing basis with an expected life of more than one year and a purchase value in excess of £330 (€500).

Intangible assets

Intangible assets are measured at cost less accumulated amortisation and any accumulated impairment losses. Intangible assets are recognised with a purchase value in excess of £330 (€500).

Amortisation is charges so as to allocate the cost of intangibles less their residual values over their estimated useful lives, using the straight-line method. The intangible assets are amortised using the following rates:

Trademarks	20%

Heritage Assets

Heritage assets are capitalised at acquisition value to the Agency. They are treated as non-depreciable items.

The heritage assets relate principally to books and items which are of a historical nature that are held and maintained principally for their contribution to knowledge and culture of Ulster-Scots. A description of the collection and their management is given in note 8.

1.3 Pension Costs

The North South Ministerial Council Pension Scheme was set up on 1 April 2005. It is open to new employees and provision has been made for employees who joined the Agency before this date to pay backdated contributions from the start of their employment. The pension scheme was a final salary pension scheme up until July 2014 and since that date has changed to a career average salary pension scheme which is administered by an external administrator. Pension contributions are paid monthly by the Agency to Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM).

NÓTAÍ LEIS NA CUNTAIS

1 BEARTAIS CHUNTASAÍOCHTA

Is iad seo a leanas na príomhbheartais chuntasaíochta a úsáideadh agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ag teacht leis an treoir do na cuntais agus tuarascála bliantúla do Chomhlachtaí Forfheidhmithe Thuaidh/Theas, arna heisiúint ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí agus Athchóirithe (RCPA) i mí Meithimh 2017; tá na ráitis airgeadais á n-ullmhú de réir caighdeáin chuntasaíochta chuí, an Caighdeán Tuarascála Airgeadais FRS102 san áireamh. Ullmhaíodh na cuntais de réir an choinbhinsiúin costas stairiúil. Cloíonn na cuntais leis na riachtanais chuntasaíochta agus nochtaithe eisithe ag RA agus RCPA.

1.2 Sócmhainní Seasta

Sócmhainní Inláimsithe

Tá Sócmhainní Seasta curtha isteach ag a gcostas don ghníomhaireacht. Ríomhtar dímheas chun costais sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Gearrtar dímheas ina iomláine ar shócmhainní sa bhliain sealbhaithe agus ní ghearrtar aon dímheas orthu sa bhliain dhiúscartha, ag baint úsáide as modh an líne chothraim. Is iad seo a leanas na rátaí a úsáidtear in aghaidh na bliana:

Trealaimh Oifige	20%
Daingneáin & Feistis	10%
Trealamh Ríomhaireachta	33.33%
Uirlísí Ceoil	20%
Mótarfheicilí	20%
Trealamh Ionaid cuairteoirí	33.33%

Is Sócmhainn Inláimsithe aon sócmhainn leagtha amach le húsáid ar bhonn leanúnach le saolré measta níos mó ná bliain amháin agus luach ceannaigh níos mó ná £330 (€500).

Sócmhainní doláimhsithe

Ríomhtar sócmhainní doláimhsithe ar a gcostas lúide amúchadh carntha agus aon chailteanais charntha lagaithe. Aithnítear sócmhainní doláimhsithe le luach ceannaigh othu atá níos mó ná £330 (€500).

Is amúchadh é muirir le costas na sócmhainní doláimhsithe lúide a luachanna iarmharach a dháileadh le linn a saolréanna measta, ag baint úsáide as modh an líne chothraim. Is iad seo a leanas na rátaí a úsáidtear le hamúchadh a ríomh in aghaidh na bliana:

Trádmharcanna	20%

Sócmhainní Oidhreachtúla

Caipitlítear sócmhainní oidhreachtúla ar a luach sealbhaithe don Ghníomhaireacht. Caitear leo mar mhíreanna nach féidir a dhímheas.

Baineann na sócmhainní oidhreachtúla den chuid is mó le leabhair agus earraí a bhfuil feidhm stairiúil orthu agus a gcothaítear iad de bharr go gcuireann siad le heolas faoin Ultais agus faoi chultúr na hUltaise. Tá cur síos ar an mbailiúchán agus ar an gcaoi a mbainistítear iad ar fáil i nóta 8.

1.3 Costais Phinsin

Cuireadh Scéim Pinsin na Comhairle Aireachta Thuaidh Theas ar bun ar 1 Aibreán 2005. Tá sí oscailte d’fhostaithe nua agus tá soláthar ann i gcomhair fostaithe a thosaigh ag obair sa Ghníomhaireacht roimh an dáta seo gur féidir ranníocaíochtaí siardhátaithe a íoc ó thús a gcuid fostaíochta. Ba scéim pinsin tuarastail deiridh í an scéim pinsin a fhad le hIúil 2014 agus ón dáta sin tá sí athraithe go scéim pinsin meántuarastail gairmréime atá á riar ag riarthóir seachtrach. Íocann an Ghníomhaireahct ranníocaíochtaí míosúla leis an Roinn Pobal (RP) agus leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM).

1.4 Value Added Tax

The Ulster-Scots Agency is not in a position to reclaim VAT. Therefore, VAT is included as expenditure and where appropriate capitalised in the value of Fixed Assets.

1.5 Currency Translation

The Ulster-Scots Agency has disclosed information on the face of the Income Statement, Statement of Financial Position and Statement of Cash Flows in both STG£ and EURO€. Amounts on the Income Statement and Statement of Cash Flows were translated at an average rate throughout the year. Assets and liabilities were translated at the closing rate. The Agency has a Euro bank account. The transactions in this account were translated to sterling at an average rate throughout the year, while the closing balance was translated at the rate ruling at the year end. This has resulted in a foreign currency loss, which has been debited to the Income Statement. The rates of exchange used are as follows:

	2019	2018
Average rate	£1 = €1.139212	£1 = €1.130327
Closing rate	£1 = €1.175364	£1 = €1.117943

1.6 Revenue

a) Grants receivable and payable

Grants payable to third parties are recognised as expenditure in the year in which the recipient carries out the activity that creates an entitlement. Revenue grants receivable are recognised in the period in which they are received.

b) Other Revenue

Other revenue is recognised on an accruals basis.

1.7 Accounting Policy - Pensions

The Ulster-Scots Agency operates a defined benefit pension scheme which is funded, annually on a 'pay as you go' basis from monies available to it, including monies provided by the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM). Funding is also provided by way of deductions from staff salaries, which are repaid by the Ulster-Scots Agency to the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM).Deductions are included within salaries and wages costs (Note 4).

Pension Scheme liabilities are measured on an actuarial basis using the projected unit method.

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Actuarial gains or losses arising from changes in Actuarial assumptions and from experience surpluses and deficits are recognised in the Statement of Comprehensive Income for the year in which they occur and a corresponding adjustment is recognised in the amount recoverable from the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM). Pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM).

1.8 Operating Leases

The Agency has no finance leases. Costs in relation to operating leases are charged to the Income Statement over the life of the lease. Forward liabilities are disclosed in note 13.

1.4 Cáin Bhreisluacha

Ní féidir le Gníomhaireacht na hUltaise CBL a aiséileamh. Dá bhrí sin, tá CBL san áireamh mar chaiteachas agus nuair is cuí cuirtear san áireamh í agus luach Sócmhainní Seasta á fhógairt.

1.5 Aistriú Airgeadra

Tá eolas nochtaithe ag Gníomhaireacht na hUltaise sa Ráiteas Ioncaim agus Caiteachais, sa Chlár Comhardaithe agus sa Ráiteas faoi Shreabhadh Airgid in STG£ agus EURO€ araon. Rinneadh na méideanna sa Chuntas Ioncaim agus Caiteachais agus sa Ráiteas faoi Shreabhadh Airgid a aistriú ag meánráta i rith na bliana. Aistríodh sócmhainní agus dliteanais ag ráta dheireadh na bliana. Tá cuntas bainc euro ag an nGníomhaireacht. Rinneadh na hidirbhearta sa chuntas seo a aistriú go steirling ag meánráta i rith na bliana, cé gur aistríodh an t-iarmhéid deiridh ag an ráta a bhí i bhfeidhm ag deireadh na bliana. D'fhág seo go raibh caillteanas ar airgead coigríche agus cuireadh sin chun dochair sa Chuntas Ioncaim agus Caiteachais. Is iad seo a leanas na rátaí malairte a úsáidtear:

	2019	2018
Meánráta	£1 = €1.139212	£1 = €1.130327
Comhardú deiridh	£1 = €1.175364	£1 = €1.117943

1.6 Ioncam

a) Deontais infhála agus iníoctha

Aithnítear deontais a bhíonn iníoctha le tríú páirtithe mar chaiteachas sa bhliain ina ndéanann an deontaí gníomh a chruthaíonn teidhlíocht deontais. Ríomhtar deontais ioncaim infhála sa tréimhse ina bhfaightear iad.

b) Ioncam Eile

Aithnítear ioncam eile ar bhonn fabhraithe.

1.7 Polasaí Cuntasaíochta - Pinsin

Feidhmíonn Gníomhaireacht na hUltaise scéim pinsin le sochar sainithe a mhaoinítear go bliantúil ar bhonn íoctar-mar-a-úsáidtear ó airgead a bhíonn ar fáil dó, lena n-áirítear airgead a chuireann an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) ar fáil. Cuirtear maoiniú ar fáil chomh maith trí asbhaintí tuarastail foirne a íocann Gníomhaireacht na hUltaise ar ais leis an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM). Áirítear na hasbhaintí sna costais tuarastal agus pá (Nóta 4).

Déantar dliteanais na Scéime Pinsean a thomhas ar bhonn achtúireach ag baint leasa as modh na n-aonad réamh-mheasta.

Léiríonn costais pinsean sochair phinsean tuillte ag fostaithe sa tréimhse. Aithnítear suim ar chómhéad leis an muirear pinsean mar ioncam sa mhéid is go bhfuil sé in-aisghabhála agus déanann na deontais a fhaightear le linn na bliana chun íocaíochtaí pinsean a dhéanamh fritháireamh air. Aithnítear gnóthachain nó caillteanais ag éirí as toimhdí achtúireacha agus ó bharrachais agus easnaimh ó thaithí aithnithe sa Ráiteas um Ghnóthachain agus Caillteanais Iomlána Aitheanta don bhliain ina dtarlaíonn siad agus aithnítear leasú coibhéiseach sa tsuim atá in-aisghabhála ón Roinn Pobal (RP) agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM). Léiríonn na dliteanais phinsin an luach reatha ar íocaíochtaí pinsean sa todhchaí atá tuillte go dáta ag an bhfoireann. Léiríonn maoiniú pinsin iarchurtha an tsócmhainn choibhéiseach le haisghabháil i dtréimhsí as seo amach ón Roinn Pobal (RP) agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM).

1.8 Léasanna Oibriúcháin

Níl aon léasanna airgeadais ag an nGníomhaireacht. Gearrtar cíosanna léasa oibriúcháin ar an Chuntas Ioncaim agus Caiteachais ar bhonn líne dírí thar théarma an léasa. Nochtar dliteanais sa todhchaí i nóta 13.

2 GRANT FROM THE DEPARTMENTS

	2019 DFC £	2019 DTCAGSM £	2019 DFC €	2019 DTCAGSM €	2019 Total £	2019 Total €	2018 Total £	2018 Total €
Revenue Grant	**2,092,436**	**577,775**	**2,383,728**	**658,208**	**2,670,211**	**3,041,936**	2,337,604	2,642,257
	2,092,436	**577,775**	**2,383,728**	**658,208**	**2,670,211**	**3,041,936**	2,337,604	2,642,257
Capital Grant	**23,874**	**7,958**	**27,197**	**9,066**	**31,832**	**36,263**	47,519	53,712
	2,116,310	**585,733**	**2,410,925**	**667,274**	**2,702,043**	**3,078,199**	2,385,123	2,695,969

The Agency was paid grants from money voted by the Northern Ireland Assembly and Dáil Éireann. NSMC, with the approval of the Finance Ministers recommend that the grants should be split on a 75:25 basis – DFC (75%) and DTCAGSM (25%). These monies were paid from money appropriated by the Appropriation (NI) Order 1999 and by the Dáil Éireann. As set out in accounting policy 1.6 (a) revenue grants from sponsor departments are recognised when received.

3 OTHER OPERATING INCOME

		2019 £	2019 €	2018 £	2018 €
Other Income		**6,734**	**7,673**	54,805	61,947
Net deferred funding for pensions	15c	**194,000**	**221,007**	210,000	237,368
Service Charge Income		**26,474**	**30,160**	19,844	22,430
		227,208	**258,840**	284,649	321,745

4 STAFF COSTS AND BOARD MEMBERS

	2019 £	2019 €	2018 £	2018 €
Wages & salaries	**439,535**	**500,723**	404,050	456,709
Board Costs	**52,378**	**59,670**	54,064	61,111
Social Security Costs	**44,422**	**50,606**	36,558	41,322
Staff Substitution	**1,941**	**2,211**	11,003	12,437
Temporary Staff	**11,753**	**13,389**	75,060	84,843
Pension costs	**299,393**	**341,072**	280,499	317,055
Total Staff and Board Costs	**849,422**	**967,671**	861,234	973,477

The average weekly number of employees (full-time equivalent) was:

		2019	2018
Permanent Staff	Senior Management	3	3
	Corporate Services	3	3
	Operations	7	6
Agency/ temporary staff		-	2

No employees have been seconded out to other organisations in either financial year. DfC made a staff member available on secondment from 2nd December to cover the post of Director of Development.

For further information regarding the pay and pension packages on the senior management team please see the Remuneration Report in the Annual Report.

5 PERFORMANCE AGAINST KEY FINANCIAL TARGETS

Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM).did not consider it appropriate to set key financial targets for the Ulster-Scots Agency for the year ended 31 December 2019.

2 DEONTAS Ó NA RANNA

	2019 RP £	2019 RTCEGSM £	2019 DFC €	2019 RTCEGSM €	2019 Iomlán £	2019 Iomlán €	2018 Iomlán £	2018 Iomlán €
Revenue Grant	**2,092,436**	**577,775**	**2,383,728**	**658,208**	**2,670,211**	**3,041,936**	2,337,604	2,642,257
	2,092,436	**577,775**	**2,383,728**	**658,208**	**2,670,211**	**3,041,936**	2,337,604	2,642,257
Capital Grant	**23,874**	**7,958**	**27,197**	**9,066**	**31,832**	**36,263**	47,519	53,712
	2,116,310	**585,733**	**2,410,925**	**667,274**	**2,702,043**	**3,078,199**	2,385,123	2,695,969

Íocadh deontais leis an nGníomhaireacht ó airgead a vótáil Tionól Thuaisceart Éireann agus Dáil Éireann. Mhol an CATT, le faomhadh na nAirí Airgeadais, go ndéanfaí na deontais a roinnt ar bhonn 75:25 - RP (75%) agus RTCEGSM (25%). Íocadh na hairgid seo ó airgead leithghafa ag an Appropriation (NI) Order 1999 agus ag Dáil Éireann. De réir mar atá sé leagtha amach i bpolasaí cuntasaíochta 1.6 (a) aithnítear deontais ioncaim ó na Ranna Coimircíochta nuair a fhaightear iad.

3 IONCAM OIBRIÚCHÁIN EILE

		2019 £	2019 €	2018 £	2018 €
Ioncam Eile		**6,734**	**7,673**	54,805	61,947
Glanchistiú iarchurtha do phinsin	15c	**194,000**	**221,007**	210,000	237,368
Ioncam Muirir Seirbhíse		**26,474**	**30,160**	19,844	22,430
		227,208	**258,840**	284,649	321,745

4 COSTAIS FOIRNE AGUS COMHALTAÍ BOIRD

	2019 £	2019 €	2018 £	2018 €
Pá agus Tuarastail	**439,535**	**500,723**	404,050	456,709
Costais Bhoird	**52,378**	**59,670**	54,064	61,111
Costais Slándála Sóisialaí	**44,422**	**50,606**	36,558	41,322
Ionadú Foirne	**1,941**	**2,211**	11,003	12,437
Foireann Shealadach	**11,753**	**13,389**	75,060	84,843
Costais Phinsin	**299,393**	**341,072**	280,499	317,055
Costais Iomlána Foirne agus an Bhoird	**849,422**	**967,671**	861,234	973,477

Ba é an meánlíon seachtainiúil fostaithe (cóibhéiseach lánaimseartha):

		2019	2018
Foireann Bhuan	Ardbhainistíocht	3	3
	Seirbhísí Corparáideacha	3	3
	Gnóthaí	7	6
Foireann ar Iasacht/Foireann Shealadach		-	2

Níor tugadh aon fhostaí ar iasacht d’eagraíochtaí eile i gceann ar bith de na blianta airgeadais. Chuir an RP ball foirne ar fáil ar iasacht ó 02 Nollaig leis an bpost mar Stiúrthóir Forbartha a chlúdach.

I gomhair tuilleadh eolais faoi shocrúcháin phá agus phinsin na hardbhainistíochta, féach ar an Tuarascáil ar Luach Saothar mar chuid den Tuarascáil Bhliantúil.

5 FEIDHMÍOCHT I LEITH NA bPRÍOMHSPRIOCANNA AIRGEADAIS

Níor chuí leis an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) príomhshpriocanna airgeadais a leagan síos do Ghníomhaireacht na hUltaise don bhliain dár críoch an 31 Nollaig 2019.

6 OTHER OPERATING COSTS

	2019 STG £	2019 €	2018 STG £	2018 €
Travel & Subsistence	**26,477**	**30,163**	33,973	38,401
Hospitality	**1,079**	**1,229**	870	983
Training	**1,206**	**1,374**	9,003	10,177
Consultancy	**-**	**-**	-	-
Advertising/Media	**202,100**	**230,235**	213,178	240,962
Electricity	**11,992**	**13,661**	10,859	12,275
Insurance	**6,063**	**6,908**	7,915	8,946
Office Supplies	**729**	**831**	9,702	10,967
Foreign Currency (Gain)/Loss	**9,245**	**10,532**	2,093	2,366
Rent & Rates	**80,670**	**91,900**	80,270	90,731
Internal Audit & Accountancy	**13,954**	**15,897**	13,217	14,940
Postage and Stationery	**8,552**	**9,744**	4,813	5,441
Telephone	**10,710**	**12,201**	10,585	11,964
Meetings	**512**	**583**	593	670
Office IT, Web Site design and Maintenance	**27,843**	**31,719**	31,174	35,237
Other Office Costs	**36,329**	**41,386**	44,649	50,466
Auditors Remuneration	**24,000**	**27,341**	18,000	20,346
Distribution of Ulster Scots Newspaper	**30,331**	**34,553**	28,046	31,701
Pension Administrator Costs	**9,362**	**10,665**	7,774	8,787
Legal & Professional	**3,150**	**3,589**	4,824	5,453
Subscriptions	**5,905**	**6,727**	5,768	6,519
Motor vehicle costs	**1,942**	**2,212**	1,366	1,544
Service Charge expenditure	**29,583**	**33,702**	27,973	31,619
	541,734	**617,152**	566,645	640,495

Travel & Subsistence

Of the total costs incurred for travel and subsistence, £22,624 (€25,773) was national (within the island of Ireland) and £3,853 (€4,390) was international (all other travel). An additional £4,087 (€4,656) of international staff travel was incurred through projects.

6 COSTAIS OIBRIÚCHÁIN EILE

	2019	**2019**	2018	2018
	£	**€**	**£**	**€**
Taisteal & Cothabháil	**26,477**	**30,163**	33,973	38,401
Fáilteachas	**1,079**	**1,229**	870	983
Oiliúint	**1,206**	**1,374**	9,003	10,177
Sainchomhairliúchán	**-**	**-**	-	-
Fógraíocht/na Meáin	**202,100**	**230,235**	213,178	240,962
Leictreachas	**11,992**	**13,661**	10,859	12,275
Árachas	**6,063**	**6,908**	7,915	8,946
Soláthairtí Oifige	**729**	**831**	9,702	10,967
(Gnóthachan)/Cailliúint ar airgeadra coigríche	**9,245**	**10,532**	2,093	2,366
Cíos & Rátaí	**80,670**	**91,900**	80,270	90,731
Iniúchadh Inmheánach & Cuntasaíocht	**13,954**	**15,897**	13,217	14,940
Postas agus Stáiseanóireacht	**8,552**	**9,744**	4,813	5,441
Guthán	**10,710**	**12,201**	10,585	11,964
Cruinnithe	**512**	**583**	593	670
TF Oifige, Dearadh Suímh Gréasáin agus Cothabháil	**27,843**	**31,719**	31,174	35,237
Costais Eile Oifige	**36,329**	**41,386**	44,649	50,466
Luach Saothair Iniúchóirí	**24,000**	**27,341**	18,000	20,346
Dáileadh an Nuachtáin Ultaise	**30,331**	**34,553**	28,046	31,701
Costais Riarthóir Pinsin	**9,362**	**10,665**	7,774	8,787
Dlí & Gairmiúil	**3,150**	**3,589**	4,824	5,453
Síntúis	**5,905**	**6,727**	5,768	6,519
Costais a bhaineann le mótarfheithiclí	**1,942**	**2,212**	1,366	1,544
Caiteachas ar Mhuirear Seirbhíse	**29,583**	**33,702**	27,973	31,619
	541,734	**617,152**	566,645	640,495

Taisteal & Cothabháil

As an gcaiteachas iomlán ar taisteal agus cothabháil, bhain £22,624 (€25,773) le taisteal agus cothabháil go náisiúnta (laistigh d'oileán na hÉireann) agus bhain £3,853 (€4,390) le taisteal agus cothabháil go hidirnáisiúnta (Aon taisteal eile). Caitheadh £4,087 (€4,656) sa bhreis ar an taisteal thar lear trí thionscadal a riaradh.

7 ANALYSIS OF GRANT MOVEMENTS

The Agency makes offers of grant assistance which, if accepted, remain valid as commitments of the Agency. Such offers are de-committed when the offer period has expired or the circumstances alter.

	2019	2019	2018	2018
	£	€	£	€
Grant commitments at 1 January	**134,580**	**153,509**	103,864	118,472
Grant Approvals in period	**1,401,613**	**1,596,734**	1,455,766	1,776,408
Grant De-committed in period	**(43,748)**	**(49,838)**	(48,340)	(58,987)
Grant Expenditure in period:				
Core Funded Activities	**(362,142)**	**(412,557)**	(366,257)	(413,990)
Music and Dance Tuition	**(187,297)**	**(213,372)**	(352,469)	(398,405)
Capacity Building Activities	**(103,407)**	**(117,804)**	(103,861)	(117,397)
Educational and Language activities	**(277,681)**	**(316,337)**	(208,406)	(235,567)
Wider Community based activities	**(384,096)**	**(437,567)**	(345,717)	(390,773)
	(1,314,623)	**(1,497,637)**	(1,376,710)	(1,556,132)
Grant Commitments at 31 December	**177,822**	**202,769**	134,580	279,761
Currency translation adjustment	**-**	**6,237**	-	(126,252)
Grant Commitments as at 31 December	**177,822**	**209,006**	134,580	153,509

The Ulster-Scots Agency has had third party transactions with the following groups whom the Agency funded under their core funding scheme:-

	2019	2019	2018	2018
	£	€	£	€
Ulster Scots Community Network	**312,142**	**355,596**	310,860	351,373
Monreagh Ulster Scots Education Centre	**50,000**	**56,961**	60,000	67,820

8.1 FIXED ASSETS – TANGIBLE ASSETS

	Computer Equipment	Office Equipment	Fixtures & Fittings	Musical Instruments	Visitor Centre	Motor Vehicle	TOTAL	Total
	£	£	£	£	£	£	£	€
COST								
At 31 December 2018	103,915	85,350	126,348	17,815	45,550	19,944	398,922	449,741
Additions	15,786	1,220	-	-	14,826	-	31,832	36,263
Disposals	-	-	-	-	-	-	-	-
At 31 December 2019	119,701	86,570	126,348	17,815	60,376	19,944	430,754	486,004
DEPRECIATION								
At 31 December 2018	103,915	72,474	64,770	14,169	39,824	11,967	307,119	346,253
Provision for the year	5,262	6,949	9,124	1,216	9,182	3,988	35,721	40,694
Disposals	-	-	-	-	-	-	-	-
At 31 December 2019	109,177	79,423	73,894	15,385	49,006	15,955	342,840	386,947
Net Book Value 2019	**10,524**	**7,147**	**52,454**	**2,430**	**11,370**	**3,989**	**87,914**	**99,058**
Currency Translation Adjustment								4,274
Net Book Value As At 31 December 2019	**10,524**	**7,147**	**52,454**	**2,430**	**11,370**	**3,989**	**87,914**	**103,332**
Net Book Value As At 31 December 2018	-	12,876	61,578	3,646	5,726	7,977	91,803	102,631

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

7 ANAILÍS AR GHLUAISEACHTAÍ DEONTAS

Cuireann an Ghníomhaireacht tairiscintí cúnaimh dheontais ar fáil a fhanann, má ghlactar leo, mar cheangaltais bhailí ar an nGníomhaireacht. Díthiomnaítear na tairiscintí sin ag deireadh tréimhse na tairisceana nó má athraítear cúinsí.

	2019	2019	2018	2018
	£	€	£	€
Ceangaltais Deontais amhail 1 Eanáir	**134,580**	**153,509**	103,864	118,472
Ceaduithe Deontais sa tréimhse	**1,401,613**	**1,596,734**	1,455,766	1,776,408
Deontais a Díscríobhadh sa tréimhse	**(43,748)**	**(49,838)**	(48,340)	(58,987)
Caiteachas Deontais sa tréimhse:				
Gníomhaíochtaí Croímhaoinithe	**(362,142)**	**(412,557)**	(366,257)	(413,990)
Teagasc sa Cheol agus sa Damhsa	**(187,297)**	**(213,372)**	(352,469)	(398,405)
Gníomhaíochtaí Tógála Cumais	**(103,407)**	**(117,804)**	(103,861)	(117,397)
Gníomhaíochtaí Oideachais agus Teanga	**(277,681)**	**(316,337)**	(208,406)	(235,567)
Gníomhaíochtaí sa Phobal Mór	**(384,096)**	**(437,567)**	(345,717)	(390,773)
	(1,314,623)	**(1,497,637)**	(1,376,710)	(1,556,132)
Ceangaltais Deontais amhail 31 Nollaig	**177,822**	**202,769**	134,580	279,761
Coigeartú ar Airgeadra a Aistriú	**-**	**6,237**	-	(126,252)
Ceangaltais Deontais amhail 31 Nollaig	**177,822**	**209,006**	134,580	153,509

Bhí idirbheartaíocht ag Gníomhaireacht na hUltaise le tríú páirtithe leis na grúpaí seo a leanas, ar thug an Ghníomhaireacht maoiniú dóibh mar chuid dá scéim croímhaoinithe:-

	2019	2019	2018	2018
	£	€	£	€
Ulster Scots Community Network	**312,142**	**355,596**	310,860	351,373
Monreagh Ulster Scots Education Centre	**50,000**	**56,961**	60,000	67,820

8.1 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ INLÁIMHSITHE

	Trealamh Ríomhair-eachta	Trealamh Oifige	Daingn-eáin & Feistis	Uirlisí Ceoil	Ionad Cuairt-eoirí	Mótar-fheithiclí	Iomlán	Iomlán
	£	£	£	£	£	£	£	€
COSTAS								
Ag 31 Nollaig 2018	103,915	85,350	126,348	17,815	45,550	19,944	398,922	449,741
Breiseanna	15,786	1,220	-	-	14,826	-	31,832	36,263
Diúscairtí	-	-	-	-	-	-	-	-
Ag 31 Nollaig 2019	119,701	86,570	126,348	17,815	60,376	19,944	430,754	486,004
DÍMHEAS								
Ag 31 Nollaig 2018	103,915	72,474	64,770	14,169	39,824	11,967	307,119	346,253
Soláthar don bhliain	5,262	6,949	9,124	1,216	9,182	3,988	35,721	40,694
Diúscairtí	-	-	-	-	-	-	-	-
Ag 31 Nollaig 2019	109,177	79,423	73,894	15,385	49,006	15,955	342,840	386,947
GLANLUACH LEABHAIR 2019	**10,524**	**7,147**	**52,454**	**2,430**	**11,370**	**3,989**	**87,914**	**99,058**
Coigeartú ar Airgeadra a Aistriú								4,274
Ag 31 Nollaig 2019 (Arna athshonrú)	**10,524**	**7,147**	**52,454**	**2,430**	**11,370**	**3,989**	**87,914**	**103,332**
Ag 31 Nollaig 2018	-	12,876	61,578	3,646	5,726	7,977	91,803	102,631

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

8.2 FIXED ASSETS – INTANGIBLE ASSETS

	*Trademarks	TOTAL	Total
	£	£	€
COST			
At 31 December 2018	8,812	8,812	10,292
Additions	-	-	-
Disposals	-	-	-
At 31 December 2019	**8,812**	**8,812**	**10,292**
DEPRECIATION			
At 31 December 2018	5,287	5,287	6,152
Provision for the year	1,762	1,762	2,007
Disposals	-	-	-
At 31 December 2019	**7,049**	**7,049**	**8,159**
Net Book Value 2019	**1,763**	**1,763**	**2,133**
Currency Translation Adjustment			(61)
Net Book Value As At 31 December 2019	**1,763**	**1,763**	**2,072**
Net Book Value As At 31 December 2018	3,525	3,525	3,940

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

* The Trademarks are in the UK and Ireland for the marks of Discover Ulster Scots, Discover Scotch Irish, FUSE FM and a USA trademark for the mark Discover Scotch Irish. The trademark protects the Agency brands and allows the Agency to build value by controlling who can use the trademarks so as we can further the Agency aims and objectives as stated.

8.2 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ DOLÁIMHSITHE

	*Trádmharcanna	IOMLÁN	Iomlán
	£	£	€
COSTAS			
Ag 31 Nollaig 2018	8,812	8,812	10,292
Breiseanna	-	-	-
Diúscairtí	-	-	-
Ag 31 Nollaig 2019	**8,812**	**8,812**	**10,292**
DÍMHEAS			
Ag 31 Nollaig 2018	5,287	5,287	6,152
Soláthar don bhliain	1,762	1,762	2,007
Diúscairtí	-	-	-
Ag 31 Nollaig 2019	**7,049**	**7,049**	**8,159**
GLANLUACH LEABHAIR 2019	**1,763**	**1,763**	**2,133**
Coigeartú ar Airgeadra a Aistriú			(61)
Ag 31 Nollaig 2019	**1,763**	**1,763**	**2,072**
Ag 31 Nollaig 2018	3,525	3,525	3,940

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

* Tá na trádmharcanna i bhfeidhm sa Ríocht Aontaithe agus in Éirinn do na marcanna Discover Ulster Scots, Discover Scotch Irish, FUSE FM agus do thrádmharc Ghníomhaireacht na hUltaise don mharc Discover Scotch Irish. Cosnaíonn an trádmharc brandaí na Gníomhaireachta agus tugann siad deis don Ghníomhaireacht luach a thógáil trí smacht a bheith aici cé ar féidir leo úsáid a bhaint as an trádmharc; ionas gur féidir leis an Ghníomhaireacht a cuid aidhmeanna agus sproiceanna a chur chun cinn.

8.3 HERITAGE ASSETS

	Heritage Assets £	TOTAL £	Total €
COST			
At 31 December 2018	31,428	31,428	35,430
Additions	-	-	-
Disposals	-	-	-
At 31 December 2019	31,428	31,428	35,430
Net Book Value 2019	31,428	31,428	35,430
Currency Translation Adjustment	1,803	1,803	1,508
Net Book Value As At 31 December 2019	**31,428**	**31,428**	**36,938**
Net Book Value As At 31 December 2018	31,428	31,428	35,135

Heritage assets were previously recognised as non-depreciable items under Visitor Centre in tangible fixed assets. In adopting FRS 102, the Agency has now recognised these items as a separate asset. At the year end, heritage assets are still held as non-depreciable items.
The Heritage assets held by the Agency consist of items such as historic books describing the Ulster-Scots migration and early formation of the language, postcards depicting famous Ulster-Scots and their inventions, photographs and images of historic events. These items are rare, important pieces that the Agency considers should he held for their contribution to knowledge and culture of Ulster-Scots.

The Agency maintains its collections for inspection by the public but also for cultural value and research potential. As such, more recent publications by the Agency have included the image of these items. The Agency has also developed content on touchtables in the Visitor Centre which depict the images of these items and creates exhibitions of the items in display cases in the Visitor Centre.
These items are preserved in dry conditions i.e. they are typically preserved by pressing / pinning/ boxing or mounted. Valuable items not on display are stored in the Agency safe. The Agency aims to maintain its collections in the best environmental conditions possible and is collaborating with historians from DFC as to industry best practices.
A record of the heritage assets is included in the Agency's fixed asset register and inventory. There Agency's intention is to maintain the upkeep of these culturally significant items and add to the collection where deemed the item would fit in with the aims and ethos of the Agency. There are no plans to dispose of any item.

8.3 SÓCMHAINNÍ OIDHREACHTÚLA

	Sócmhainní Oidhreachtúla £	IOMLÁN £	Iomlán €
COSTAS			
Ag 31 Nollaig 2018	31,428	31,428	35,430
Breiseanna	-	-	-
Diúscairtí	-	-	-
Ag 31 Nollaig 2019	31,428	31,428	35,430
Glanluach Leabhair 2019	31,428	31,428	35,430
Coigeartú ar Airgeadra a Aistriú	1,803	1,803	1,508
Glanluach Leabhair ag 31 Nollaig 2019	**31,428**	**31,428**	**36,938**
Glanluach Leabhair ag 31 Nollaig 2018	31,428	31,428	35,135

Roimhe seo, d'aithnítí sócmhainní oidhreachtúla mar mhíreanna nach féidir a dhímheas faoin Ionad Cuairteoirí mar shócmhainní seasta inláimhsithe. Agus FRS 102 á chur i bhfeidhm aici, aithníonn an Ghníomhaireacht iad mar shócmhainn éagsúil. Ag deireadh na bliana, aithnítear sócmhainní oidhreachtúla fós mar mhíreanna nach féidir a dhímheas.
I measc na sócmhainní oidhreachtúla a bhfuil an Ghníomhaireacht i bhfeighil orthu, tá leabhair stairiúla a dhéanann cur síos ar imirce na nAlbanach Ultach agus bhunú na teanga; cártaí poist a thaispeánann Albainigh Ultacha cáiliúla agus a gcuid fionnachtana; pictiúir agus íomhánna d'eachtraí stairiúla. Tá na hearraí seo neamhchoitianta agus tábhachtach agus measann an Ghníomhaireacht gurbh fhiú feighil a bheith aici orthu toisc go gcuireann siad le heolas faoin Ultais agus faoi chultúr na hUltaise.

Cothaíonn an Ghníomhaireacht a cuid bailiúchán i gcomhair cigireachta ón bpobal ach anuas ar sin i gcomhair a bhfeiderachtaí taighde agus a luach cultúrtha. Chuige sin, bíonn íomhánna de na hearraí seo á bhfoilsiú i bhfoilsiúcháin de chuid na Gníomhaireachta. Tá ábhar forbartha ag an nGníomhaireacht do thháblaí tadhaill san Ionad Cuairteoirí a thaispeánann íomhánna de na hearraí seo agus déanann sé taispeántais de na hearraí seo i gcásanna taispeántais san Ionad Cuairteoirí.
Cothaítear na hearraí seo i dtimpeallachtaí tirime, .i.: de ghnáth cothaítear iad trí iad a phreasáil/ a ghreamú le bioráin/ a chur i mboscaí nó trí iad a fheistiú. Cuirtear earraí luachmhara nach bhfuil ar taispeántas i dtaisce na Gníomhaireachta. Tá sé i gceist ag an nGníomhaireacht a cuid bailiúchán a chothú sna coinníollacha timpeallachta is fear agus tá sí ag dul i gcomhairle le saineolaithe staire ón RP i dtaobh lena cleachtais is fearr sa tionscadal.
Cuirtear taifead ar na sócmhainní oidhreachtúla le clár agus le fardal shócmhainní seasta na Gníomhaireachta. Tá sé mar aidhm ag an nGníomhaireacht cothabháil na n-earraí seo a bhfuil luach cultúrtha acu a chothú agus cur leis an mbailiúchán nuair a cheaptar go réiteodh an earra le haidhmeanna agus meon na Gníomhaireachta. Níl aon phlean ann fáil réidh le ceann ar bith díobh.

9 RECEIVABLES (amounts due within one year)

	2019 £	2019 €	2018 £	2018 €
Trade Receivables	**6,118**	**7,191**	1,214	1,358
Prepayments (Administration)	**53,728**	**63,150**	70,665	79,000
Prepayments (Grants)	**28,579**	**33,591**	-	-
	88,425	**103,932**	71,879	80,358

10 PAYABLES (amounts falling due within one year)

	2019 £	2019 €	2018 £	2018 €
Accruals (Grants)	**177,822**	**209,006**	134,580	150,453
Accruals (Administration)	**69,546**	**81,742**	151,480	169,347
Trade Payables	**50,138**	**58,931**	2,603	2,911
PAYE/NIC	**1,974**	**2,320**	-	-
Other Payables	**4,279**	**5,030**	1,514	1,693
	303,759	**357,029**	290,177	324,404

11 RECONCILIATION OF RESULT FOR THE YEAR TO NET CASH IN/(OUT)FLOW FROM OPERATING ACTIVITIES

	2019 £	2019 €	2018 £	2018 €
Surplus / (Deficit) for the period	**191,640**	**218,316**	(182,336)	(206,102)
Reclassification of property, plant and equipment				
Depreciation Charges	**37,483**	**42,701**	43,345	48,994
Transfer from Capital Grant Reserve	**(37,483)**	**(42,701)**	(43,345)	(48,994)
Decrease / (Increase) in Receivables	**(16,547)**	**(23,574)**	178,967	202,379
(Decrease)/Increase in Payables	**13,582**	**32,624**	89,591	98,314
Currency Translation Adjustment		**11,109**		(85)
Net Cash (Outflow)/Inflow from Operating Activities	**188,676**	**238,475**	86,222	94,506

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

12.1 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2019 £	2019 €	2018 £	2018 €
Cash in bank at 1st January	**291,019**	**325,342**	204,797	230,835
Net Cash Inflow/(Outflow)	**188,676**	**238,475**	86,222	94,507
Cash in bank at 31st December	**479,695**	**563,817**	291,019	325,342

12.2 ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS

	2019 £	2019 €	2018 £	2018 €
Cash at Bank and in Hand	**479,695**	**563,817**	**291,019**	**325,342**

9 **FÉICHIÚNAITHE (suimeanna iníoctha laistigh de bhliain)**

	2019 £	2019 €	2018 £	2018 €
Féichiúnaithe Trádála	**6,118**	**7,191**	1,214	1,358
Réamhíocaíochtaí (Riarachán)	**53,728**	**63,150**	70,665	79,000
Réamhíocaíochtaí (Deontais)	**28,579**	**33,591**	-	-
	88,425	**103,932**	71,879	80,358

10 CREIDIÚNAITHE (Suimeanna dlite laistigh de bhliain)

	2019 £	2019 €	2018 £	2018 €
Fabhruithe (Deontais)	**177,822**	**209,006**	134,580	150,453
Fabhruithe (Riarachán)	**69,546**	**81,742**	151,480	169,347
Creidiúnaithe Trádála	**50,138**	**58,931**	2,603	2,911
PAYE/NIC	**1,974**	**2,320**	-	-
Creidiúnaithe Eile	**4,279**	**5,030**	1,514	1,693
	303,759	**357,029**	290,177	324,404

11 RÉITEACH TORAIDH DON BHLIAIN GO HAIRGEAD GLAN INSREABHADH/(EAS-SREABHADH) Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2019 £	2019 €	2018 £	2018 €
Barrachas/(Easnamh) don tréimhse	**191,640**	**218,316**	(182,336)	(206,102)
Athchlárú ar shócmhainní seasta	-	-	-	-
Muirir Dhímheasa	**37,483**	**42,701**	43,345	48,994
Aistriú ón gCúlchiste Deontais Chaipitil	**(37,483)**	**(42,701)**	(43,345)	(48,994)
Laghdú/ (Méadú) Féichiúnaithe	**(16,547)**	**(23,574)**	178,967	202,379
(Laghdú)/Méadú Creidiúnaithe	**13,582**	**32,624**	89,591	98,314
Coigeartú ar Airgeadra a Aistriú	**-**	**11,109**	-	(85)
Glan (Eis-)Insreabhadh ó Ghníomhaíochtaí Oibriúcháin	**188,676**	**238,475**	86,222	94,506

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athraithe sna rátaí malairte thar an bhliain.

12.1 ANAILÍS AR ATHRUITHE IN AIRGEAD TIRIM AGUS I GCÓIBHÉISÍ AIRGID THIRIM

	2019 £	2019 €	2018 £	2018 €
Airgead tirim sa bhanc amhail 1 Eanáir	**291,019**	**325,342**	204,797	230,835
Insreabhadh/(Eas-sreabhadh) Airgid Thirim	**188,676**	**238,475**	86,222	94,507
Airgead tirim sa bhanc amhail 31 Nollaig	**479,695**	**563,817**	291,019	325,342

12.2 ANAILÍS AR CHOMHARDUITHE AIRGID THIRIM AGUS CÓIBHÉISÍ AIRGID

	2019 £	2019 €	2018 £	2018 €
Airgead sa Bhanc agus ar Láimh	**479,695**	**563,817**	291,019	325,342

13 COMMITMENTS

i There were no capital commitments as at 31 December 2019 for which provision had not been made.

ii At 31 December 2019 the Agency had commitments under operating leases as follows:-

	2019	2019	2018	2018
	£	€	£	€
Within 1 year	**46,000**	**54,067**	36,000	40,692
Between 2 and 5 years	**192,000**	**225,670**	190,000	214,762
More than 5 years	**8,000**	**9,403**	81,200	91,782
	246,000	**289,140**	307,200	347,236

There were no other financial commitments as at 31 December 2019.

14 PROVISIONS FOR LIABILITIES, CHARGES AND CONTINGENT LIABILITIES

Two employment tribunal cases in the cases of McCloud and Sargent were brought against the UK Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in the UK in 2015.

In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age. The UK Government requested leave to appeal this decision to the Supreme Court, however the request was denied on 27 June 2019.

The Department of Finance(Northern Ireland) continues to liaise with HM Treasury for proposals to address age discrimination in the wider public service schemes as a consequence of the McCloud ruling. Further, the rectification process is expected to be long and time-consuming, and will need to address fairly the issue of pension accruals since 2015 and where individuals may have been better off in new schemes. In this regard certain staff of Ulster-Scots Agency, who are scheme members of the North South pension scheme, may need to be compensated for any discrimination suffered as a result of the transitional protections.

Quantifying the impact of the judgement at this stage is difficult as it will depend on the compensation awarded, members' future salary increases, length of service and retirement age, and whether (and when) members withdraw from active service. The terms of any possible settlement will require further consideration which will need approval by both the Department of Finance (Northern Ireland) and the Department of Public Expenditure and Reform (Ireland).

On this basis, no provision has been made in the accounts for the McCloud/Sargeant judgment.

The North South pension scheme actuary estimates that any compensation payable by Ulster-Scots Agency will be up to £50,000.

13 CEANGALTAIS

i Ní raibh aon cheangaltais chaipitil ann ar 31 Nollaig 2019 nach raibh soláthar déanta ina leith.
ii Ar 31 Nollaig 2019 bhí ceangaltais bhliantúla ag Gníomhaireacht na hUltaise faoi léasanna oibriúcháin mar a leanas:-

	2019	**2019**	**2018**	**2018**
	£	**€**	**£**	**€**
Méideanna léasa dlite < 1 bhliain	**46,000**	**54,067**	36,000	40,692
Méideanna léasa dlite idir 2 agus 5 bliana	**192,000**	**225,670**	190,000	214,762
Méideanna léasa dlite < 5 bliana	**8,000**	**9,403**	81,200	91,782
	246,000	**289,140**	307,200	347,236

Ní raibh aon cheangaltais airgeadais eile ar an nGníomhaireacht amhail 31 Nollaig 2019.

14 FORÁLACHA DO DHLITEANAIS, MUIRIR AGUS DLITEANAIS THEAGMHASACHA

Cuireadh dhá chás, cás McCloud agus cás Sargent, os comhair binse fostaíochta in aghaidh Rialtas an Ríocha Aontaithe i dtaca le hidirdhealú féideartha ag eascairt as an gcaoi ar cuireadh cosaint idirthréimhseach i bhfeidhm nuair a athraíodh reachtaíocht faoin scéim phinsin i Seirbhís Phoiblí an Ríochta Aontaithe in 2015.

I mí na Nollag 2018, rialaigh an Chúirt Achomhairc gur eascair idirdhealú mídhleathach ar bonn aoise as an gcosaint idirthréimhseach. Lorg Rialtas an Ríochta Aontaithe cead chun achomharc a dhéanamh ar an rialú sin sa Chúirt Uachtarach, ach diúltaíodh don iarratas seo 27 Meitheamh 2019.

Leanann an Roinn Airgeadais (Tuaisceart Éireann) ag plé le Státchiste na Banríona le moltaí a lorg a rachadh i ngleic leis an idirdhealú ar bhonn aoise i scéimeanna sa tseirbhís phoiblí i gcoitinne de thoradh rialú McCloud. Anuas air seo, meastar gur próiseas fada agus fadálach a bheadh insan phróiseas coigeartaithe, agus beidh ar an bpróiseas seo aghaidh chothrom a thabhairt ar fabhruithe pinsin ó 2015, mar aon le cásanna ina bhféadfadh daoine a bheith níos fearr as i scéimeanna nua. Dá réir seo, d’fhéadfadh baill áirithe foirne de chuid Ghníomhaireacht na hUltaise, ar bhaill iad den scéim phinsin Thuaidh/Theas, a bheith i dteideal cúitimh as aon idirdhealú a ndearnadh orthu de thoradh na cosanta irithréimhsí.

Tá sé deacair luacháil chruinn a dhéanamh ar impleacht an rialaithe ag an bpointe seo toisc go mbraithfeadh sin ar an gcúiteamh a bhronnfaí, ar arduithe tuarastail, ar fhad seirbhíse agus aois scoir, agus cathain a éireoidh (má éireoidh) baill as seirbhís ghníomhach. Teastóidh a thuilleadh plé chun téarmaí aon chomhréitithe féideartha a aontú agus teastóidh faomhadh ar na téarmaí seo ón Roinn Airgeadais (Tuaisceart Éireann) agus ón Roinn Caiteachais Phoiblí agus Athchóirithe (Rialtas na hÉireann) araon.

Ar an mbonn seo, níl aon soláthar déanta sna cuntais seo do rialú McCloud/Sargent.

Measann riarthóir na scéime pinsin thuaidh/theas nach mó aon chúiteamh iníochta ag Gníomhaireacht na hUltaise ná £50,000.

15 PENSION DISCLOSURES

a Analysis of total pension costs charged to Expenditure

	2019 £	2019 €	2018 £	2018 €
Current Services Costs	**237,000**	**269,993**	197,000	222,674
Interest on Pension Scheme Liabilities	**90,000**	**102,529**	83,000	93,817
	327,000	**372,522**	280,000	316,491

b Movement in Net Pension Liability during the financial year

	2019 £	2019 €	2018 £	2018 €
Net Pension Liability at 1 January	**(3,304,000)**	**(3,693,684)**	(3,295,000)	(3,683,622)
Current Service Cost	**(237,000)**	**(269,993)**	(197,000)	(222,674)
Interests Costs	**(90,000)**	**(102,529)**	(83,000)	(93,817)
Actuarial gain/(loss) on change of financial assumptions	**(502,000)**	**(571,885)**	168,000	189,895
Actuarial Experience gains	**(23,000)**	**(26,202)**	36,000	40,692
(Loss)/gain from change in exchange rates per actuarial report	**20,000**	**22,784**	(3,000)	(3,391)
Difference on currency translation	-	**(214,988)**	-	**656**
Benefits paid in year	**133,000**	**151,515**	70,000	79,123
Net Pension Liability at 31 December	**(4,003,000)**	**(4,704,982)**	(3,304,000)	(3,693,684)

A difference on currency translation occurs as a result of the movement between the net pension liability which is calculated at the closing rate and the costs during the year which are calculated at the average rate.

The main element of the actuarial loss of £505,000 relates to the changes in the actuarial assumptions which have decreased the value placed on the liabilities. The change in the Northern and Southern discount rates and inflation rates result in an £502,000 decrease in the value of the liabilities. The experience losses decreases the liabilities further by around £23,000.

This is partially offset by gains due to favourable currency movements of £20,000.

c Deferred Pension Funding

In accordance with accounting practice previously adopted for the North/South Bodies, the Ulster-Scots Agency recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, the Ulster-Scots Agency has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for pensions recognised in the Income Statement as at 31 December 2019 is as follows:-

	2019 £	2019 €	2018 £	2018 €
Funding recoverable in respect of current year pension costs	**327,000**	**372,522**	280,000	316,491
Benefits paid during the year	**(133,000)**	**(151,515)**	(70,000)	(79,123)
	194,000	**221,007**	210,000	237,368

The deferred funding asset for pensions as at 31 December 2019 amounted to £4.003m (€4.705m); (2018 amounted to £3.304m (€3.694m).

15 NOCHTUITHE PINSIN

a Anailís ar chostais iomlána phinsin a ghearrtar ar Chaiteachas

	2019 £	2019 €	2018 £	2018 €
Costais Seirbhíse Reatha	**237,000**	**269,993**	197,000	222,674
Ús ar Dhliteanais Scéime Pinsin	**90,000**	**102,529**	83,000	93,817
	327,000	**372,522**	280,000	316,491

b Gluaiseacht i nGlandliteanas Pinsin le linn na bliana airgeadais

	2019 £	2019 €	2018 £	2018 €
Glandliteanas Pinsin ar 1 Eanáir	**(3,304,000)**	**(3,693,684)**	(3,295,000)	(3,683,622)
Costais Seirbhíse Reatha	**(237,000)**	**(269,993)**	(197,000)	(222,674)
Costais Úis	**(90,000)**	**(102,529)**	(83,000)	(93,817)
(Caillteanas)/Gnóthachan achtúireach ar athrú ar thoimhdí	**(502,000)**	**(571,885)**	168,000	189,895
Gnóthachan/ (Caillteanas) ó thaithí ar dhliteanais scéime pinsin	**(23,000)**	**(26,202)**	36,000	40,692
(Caillteanas)/gnóthachan ó athrú i rátaí malartaithe de réir tuairisce achtúirí	**20,000**	**22,784**	(3,000)	(3,391)
Athrú ar aistriú airgeadra	-	**(214,988)**	-	656
Sochair íoctha sa bhliain	**133,000**	**151,515**	70,000	79,123
Glandliteanas Pinsin amhail 31 Nollaig	**(4,003,000)**	**(4,704,982)**	(3,304,000)	(3,693,684)

Tarlaíonn difríocht sa choigeartú ar airgeadra a aistriú de thoradh ar an ngluaisteacht idir an glandliteanas pinsin; a ríomhtar ag ráta dheireadh na bliana, agus costais le linn na bliana; a ríomhtar ag an meánráta.

Baineann príomh-mhíreanna an ghnóthachain achtúirigh de luach £505,000 le hathruithe sna toimhdí achtúireacha ag laghdú an luacha curtha ar na dliteanais. De thoradh an athraithe i rátaí lascaine ó thuaidh agus ó dheas, tá laghdú de luach £502,000 curtha ar luach na ndliteanas. Laghdaíonn an t-athrú sa toimhde bhásmhaireachta na dliteanais de thimpeall £23,000.

Tá cuid den laghdú seo á fritháireamh in aghaidh gnóthacháin de thoradh gluaisteachtaí buntáisteacha airgeadra, ar luach £20,000 é.

c Sócmhainn Mhaoinithe Iarchurtha le haghaidh Pinsean

Faoi réir na gcleachtas cuntasaíochta d'Fhorais Thuaidh/Theas, aithníonn Gníomhaireacht na hUltaise sócmhainn a léiríonn acmhainní a chuirfidh státchistí an Ríochta Aontaithe agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn teagmhas áirithe ón am atá thart. I measc na dteagmhas seo, tá an tacaíocht reachtúil do na scéimeanna scoir agus an polasaí agus an cleachtas maidir le maoiniú pinsean san earnáil phoiblí sa dá dhlínse agus an próiseas a bhaineann le meastacháin bhliantúla. Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Gníomhaireacht na hUltaise nach leanfaidh an polasaí maoinithe seo ar aghaidh ag cur an méid seo ar fáil faoi réir an chleachtais reatha.

Tá an Glanmhaoiniú Iarchurtha do phinsin aitheanta sa Cuntas Ioncaim agus Caiteachais amhail 31 Nollaig 2019 mar seo a leanas:-

	2019 £	2019 €	2018 £	2018 €
Maoiniú in-aisghabhála i leith chostais chaiteachais na bliana reatha	**327,000**	**372,522**	280,000	316,491
Sochair íoctha sa bhliain	**(133,000)**	**(151,515)**	(70,000)	(79,123)
	194,000	**221,007**	210,000	237,368

Ba é an tsócmhainn mhaoinithe iarchurtha le haghaidh pinsean amhail 31 Nollaig 2019 ná £4.003m (€4.705m); (2018 £3.304m (€3.694m)).

d History of defined benefit obligations

	2019 £	2019 €	2018 £	2018 €
Defined benefit obligations	**(4,003,000)**	**(4,704,982)**	(3,304,000)	(3,693,684)
Experience gains/(losses) on Scheme Liabilities Amount	**(23,000)**	**(26,202)**	36,000	40,692
Percentage of Scheme Liabilities	**0.57%**		-1.1%	

e General Description of the Scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 68 in Ireland. Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2019 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2019.

The Principal actuarial assumptions were as follows:-

	2019	2018
Rate of Expected Salary Increase		
Rate of Expected Salary Increase (North)	**2.00%**	2.15%
Rate of Expected Salary Increase (South)	**2.00%**	2.15%
Rate of Increase in Pension Payment		
Rate of Increase in Pension Payment NI	**2.00%**	2.15%
Republic of Ireland - In line with salary increases	**1.15%**	1.40%
Republic of Ireland - In line with CPI	**2.00%**	2.15%
Discount Rate		
Northern Ireland	**2.10%**	2.75%
Republic of Ireland	**1.30%**	2.15%
Inflation		
Northern Ireland	**2.00%**	2.15%
Republic of Ireland	**1.15%**	1.40%
Average expected future life at age 65:-		
Male currently aged 65	**22**	21.9
Female currently aged 65	**23.9**	23.8
Average expected future life at age 65:-		
Male currently aged 45	**23.4**	23.3
Female currently aged 45	**25.4**	25.4

d Stair oibleagáidí sochar sainithe

	2019 £	2019 €	2018 £	2018 €
Oibleagáidí sochar sainithe	**(4,003,000)**	**(4,704,982)**	(3,304,000)	(3,693,684)
Gnóthachain / (Caillteanais)/ ó thaithí ar mhéiddhliteanais na scéime	**(23,000)**	**(26,202)**	36,000	40,692
Céatadáin de Dhliteanais na Scéime	**0.57%**		-1.1%	

e Cur Síos Ginearálta ar an Scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochar éagsúla acu. Is iad na príomhrannáin:

An rannán tuarastail deiridh den chroíscéim – is socrú pinsin tuarastail dheiridh seo le sochair múnlaithe ar an rannán Classic ar Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an Scéim pinsean (ochtódú amháin in aghaidh gach bliain de sheirbhís), aisce nó cnapshuim (trí ochtóduithe in aghaidh gach bliain de sheirbhis) agus pinsean chéile agus leanaí. Is é an ghnáthaois scoir baill ná a 60ú breithlá. Ardaíonn pinsin atá á n- íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

An Chroíscéim Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré seo nó scéim TAMG le sochair múnlaithe ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna. Is é an ghnáthaois phinsin aois phinsin stáit sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 68 in Éirinn. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Tá sochair ag an chuid is mó ball den Chroí-rannán sa rannán tuarastail dheiridh agus alpha araon agus beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh 1 Aibreán 2015, sa chuid is mo cásanna, ina mball den Chroí-rannán alpha.

Tá an luacháil a úsáidtear do nochtuithe FRS 17 ag 31 Nollaig 2019 déanta ag achtúire neamhspleách cáilithe (Deloitte). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéim ag 31 Nollaig 2019.

Ba iad seo a leanas na Príomhthuimhdí achtúireacha:-

	2019	2018
Ráta ardaithe Tuarastail Measta		
Ráta ardaithe Tuarastail Measta (Tuaisceart)	**2.00%**	2.15%
Ráta ardaithe Tuarastail Measta (Deisceart)	**2.00%**	2.15%
Ráta an Mhéadaithe ar Íocaíocht Phinsin		
Ráta an Mhéadaithe ar Íocaíocht Pinsin TÉ	**2.00%**	2.15%
Poblacht na hÉireann - i gcomhréir le harduithe tuarastail	**1.15%**	1.40%
Poblacht na hÉireann - i gcomhréir le Praghasinnéacs Tomhaltóirí	**2.00%**	2.15%
Ráta Lascaine		
Tuaisceart Éireann	**2.10%**	2.75%
Poblacht na hÉireann	**1.30%**	2.15%
Boilsciú		
Tuaisceart Éireann	**2.00%**	2.15%
Poblacht na hÉireann	**1.15%**	1.40%
Meánsaol measta todhchaí ag aois 65:-		
Fireann in aois 65 faoi láthair	**22**	21.9
Baineann in aois 65 faoi láthair	**23.9**	23.8
Meánsaol measta todhchaí ag aois 65:-		
Fireann in aois 45 faoi láthair	**23.4**	23.3
Baineann in aois 45 faoi láthair	**25.4**	25.4

16 STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

17 RELATED PARTY TRANSACTIONS

The Ulster-Scots Agency is part of the Language Body which is a North/South Implementation body sponsored by Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM).

The above named Departments are regarded as related parties. During the year the Agency had various transactions with these Departments and with other entities for which DFC and DTCAGSM are regarded as the parent Department.

None of the Board members, members of key staff or other related parties has undertaken any material transactions with the Ulster Scots Agency during the financial year ending 31 December 2019.

The Ulster-Scots Agency paid grants totalling STG £74,207 (EURO: €84,537), (2018: STG £90,656 (EURO: €102,470) to 8 organisations (2018 - 9 organisations) in which Board members and Agency employees had an interest. The Board members and Agency employees declared their interest in these organisations and took no part in the decision making process. The breakdown is shown below:

	2019	2019	2018	2018
	£	€	£	€
Small Steps Adult Education Group	28,076	31,984	41,333	46,720
Duncairn Ulster-Scots Society	2,414	2,750	1,725	1,950
Bendooragh and District Community Association	3,366	3,834	4,614	5,215
Raphoe Pipe Band	-	-	8,456	9,558
Monaghan Collegiate School	698	814	110	124
Raphoe Ulster-Scots Pipe Band	12,153	13,827	8,400	9,495
Linenhall Library	22,250	25,347	23,867	26,977
Brunswick Accordian Band	2,250	2,563	1,950	2,204
Grand Orange Lodge of Ireland	3,000	3,418	-	-
Alexandra Sports and Rec Club	-	-	200	226
	74,207	84,537	90,655	102,469

18 FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRECY RISK

a Financial Instruments

Due to the non-trading nature of its activities and the way the Agency is financed, the Agency is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits the Agency to borrow subject to prior approval of the Sponsoring Departments and the Finance Departments, which the Agency has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Agency in undertaking its activities. The Agency's financial instruments mainly consist of cash, trade receivables and trade payables.

b Liquidity, Interest Rate and Foreign Currency Risk

The Agency's net revenue resource requirements are financed by resources voted annually by the Northern Ireland Assembly and the Houses of the Oireachtas, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

The Agency does not access funds from commercial sources and so it not exposed to significant interest rate risk.

The Agency's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro, and does not engage in trading activities. However, as the majority of transactions are conducted in sterling, and the majority of funding is received in sterling, the Agency is exposed to foreign currency risk to a limited degree.

16 RÁITIS CHAILLTEANAS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó íocaíochtaí speisialta i mbliana.

17 IDIRBHEARTA PÁIRTÍ GHAOLMHAIR

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) agus na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) i bPoblacht na hÉireann.

Dearctar ar na Ranna thuasainmnithe mar pháirtithe gaolmhara. Le linn na bliana chuaigh an ghníomhaireacht i mbun idirbhearta éagsúla leis na Ranna sin agus le haonáin eile, aonáin a meastar RP agus RTCEGSM a bheith ina máthair-ranna orthu.

Ní dhearna aon chomhalta boird, príomhbhaill foirne nó páirtithe gaolmhara aon idirbheart ábhartha le Gníomhaireacht na hUltaise le linn na bliana airgeadais dár chríoch an 31 Nollaig 2019

D'íoc Gníomhaireacht na hUltaise deontais arbh fhiú STG £74,207 (EURO: €84,537), (2018: STG £90,656 (EURO: €102,470) san iomlán, le 8 n-eagraíocht (2018 – 9 eagraíocht) in raibh leas ag comhaltaí boird agus fostaithe. D'fhógair na comhaltaí Boird a leas sna heagraíochtaí seo agus níor ghlac siad aon pháirt sa phróiseas cinnteoireachta. Taispeánta miondealú thíos:

	2019	2019	2018	2018
	£	€	£	€
Small Steps Adult Education Group	28,076	31,984	41,333	46,720
Duncairn Ulster-Scots Society	2,414	2,750	1,725	1,950
Bendooragh and District Community Association	3,366	3,834	4,614	5,215
Raphoe Pipe Band	-	-	8,456	9,558
Monaghan Collegiate School	698	814	110	124
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Linenhall Library	22,250	25,347	23,867	26,977
Brunswick Accordian Band	2,250	2,563	1,950	2,204
Grand Orange Lodge of Ireland	3,000	3,418	-	-
Alexandra Sports and Rec Club	-	-	200	226
	74,207	84,537	90,655	102,469

18 IONSTRAIMÍ AIRGEADAIS, LEACHTACHT, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí Airgeadais

Mar gheall ar chineál neamhthrádála a gníomhaíochta agus an bealach a mhaoinítear an ghníomhaíocht, níl an ghníomhaíocht neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadaíonn an Meamram Airgeadais don Ghníomhaireacht iasacht a fháil faoi réir fhaomhadh na Ranna Coimircíochta agus na Ranna Airgeadais roimh ré, rud nár lorg an Ghníomhaireacht. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá roimh an ghníomhaireacht agus í ag tabhairt faoina gníomhaíochtaí. Is é atá in ionstraimí airgeadais na Gníomhaireachta den chuid is mó ná airgead tirim, feichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní ioncaim ghlana na Gníomhaireachta a mhaoiniú le hacmhainní a vótáiltear go bliantúil ag Tionól Thuaisceart Éireann agus Tithe an Oireachtais mar a chaiteachas caipitil. Níl sé, mar sin, neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann an Ghníomhaireacht cistí ó fhoinsí trádála agus níl sí neamhchosanta mar sin ar ardú suntasach úis.

Níl neamhchosaint na Gníomhaireacht ar riosca airgeadra eachtraigh suntasach mar faigheann sí leibhéil chomhaontaithe mhaoinithe óna Ranna Coimircíochta i steirling agus in euro, agus ní thugann sí faoi ghníomhaíochtaí trádála. Ach, de bhrí go ndéantar mórchuid na n-idirbheart in i steirling, agus go bhfaightear mórchuid an mhaoinithe i steirling, tá an ghníomhaireacht neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

19 EVENTS AFTER THE END OF THE REPORTING PERIOD

Approval of 2017, 2018 and 2019 Business Plan

At the date of approval of these accounts, the Agency's 2017 Business Plan had not been formally approved by the Sponsoring Departments, Finance Departments or the North South Ministerial Council (NSMC). The 2018 and 2019 Business Plan were formally approved on 16 December 2020. DTCAGSM continued to fund the Agency's activities in the absence of an approved Business Plan. DfC implemented contingency arrangements, to enable the payment of funding to the Agency. As a result, all 2017, 2018 and 2019 funding requested to date has been paid by both Sponsoring Departments.

Brexit

On 31st January 2020, the United Kingdom left the European Union. The outcome of having one Sponsoring Department in the EU and one Sponsoring Department outside the EU is currently unknown and unquantifiable.

Covid-19

The Board recognises that the Covid-19 pandemic is a significant event which has occurred since the reporting date. The Board is taking the situation seriously and is monitoring the situation on an ongoing basis. The business continues to operate with measures in place to protect staff and the Agency's stakeholders. The majority of staff are working remotely and operations and activities are being maintained while adjusting to the different way in which the business is being delivered.

19 IMEACHTAÍ I nDIAIDH NA TRÉIMHSE TUAIRISCTHE

Faomhadh Phlean Gnó 2017, 2018 agus 2019

Ar an dáta ar faomhadh na cuntais seo ní raibh Plean Gnó 2017 na Gníomhaireachta faofa go foirmiúil ag na Ranna Coimircíochta, na Ranna Airgeadais nó an Chomhairle Aireachta Thuaidh Theas (CATT). Faomhadh na Pleananna Gnó 2018 agus 2019 go foirmiúil ar an 16 Nollaig 2020. Lean an RTCEGSM ar aghaidh ag maoiniú ghníomhaíochtaí na Gníomhaireachta d'uireasa plean gnó faofa. Tá socrú teagmhasach curtha i bhfeidhm ag an RP, le gur féidir cistiú na Gníomhaireachta a íoc. De thoradh air sin, tá gach maoiniú in 2017, 2018 agus 2019 atá iarrtha go dáta íoctha ag an dá Roinn Coimircíochta.

An Breatimeacht

Ar 31 Eanáir 2020, d'fhág an Ríocht Aontaithe an tAontas Europach. Tá an toradh le roinn coimircíochta amháin a bheith san AE agus roinn coimircíochta eile taobh amuigh den AE anaithnid agus ní féidir é a thomhas faoi láthair.

Covid-19

Aithníonn an Bord gur imeacht suntasach é paindéim Covid-19 a tharla i ndiaidh an dáta tuairisce. Tá an Bord ag plé leis seo go dáiríre agus tá monatóireacht á déanamh aige air ar bonn leanúnach. Leanann an Ghníomhaireacht de bheith ag feidhmiú agus tá socruithe breise curtha i bhfeidhm le foireann agus páirithe leasmhara na Gníomhaireachta a chosaint. Tá formhór den fhoireann ag obair ó chian, tá cothabháil á dhéanamh ar ghníomhaíochtaí na Gníomhaireachta, agus tá coigeartuithe á gcur i bhfeidhm ar na gníomhaíochtaí sin le freastal ar na bealaí nua a soláthraítear gnó.

Appendix 3

AN FORAS TEANGA/THA BOORD O LEID

ACCOUNTS DIRECTION GIVEN BY THE DEPARTMENT OF ARTS, HERITAGE, REGIONAL, RURAL & GAELTACHT AFFAIRS AND THE DEPARTMENT FOR COMMUNITIESWITH THE APPROVAL OF THE FINANCE DEPARTMENTS, IN ACCORDANCE WITH THE BRITISH-IRISH AGREEMENT ACT 1999 AND THE NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

The annual accounts shall give a true and fair view of the income and expenditure and cash flows for the financial year and the state of affairs as at the year-end. Further to the requirements set out in the Accounts Direction of 17/8/2001 which will continue to apply, the Body shall prepare accounts for the financial period ended 31 December 2008 and subsequent years in a revised consolidated format as follows:

Foreword to the Accounts

Statement of Responsibilities

Statements of Internal Financial Control

Certificate of the Comptrollers and Auditors General

Consolidated Statement of Account including the Basis of Consolidation

Appendix 1 Foras na Gaeilge – Accounts and Notes to the Accounts

Appendix 2 Ulster-Scots Agency – Accounts and Notes to the Accounts

Appendix 3 – Accounts Direction

Signed by:

Máire Killoran	***Arthur E. Scott***
Department of Arts, Heritage and the Gaeltacht	**Department of Culture, Arts and Leisure**

Dated: 12/12/2011

Aguisín 3

AN FORAS TEANGA/THA BOORD O LEID

TREOIR DO CHUNTAIS ARNA TABHAIRT AG AN ROINN EALAÍON, OIDHREACHTA, GNÓTHAÍ RÉIGIÚNACHA, TUAITHE AGUS GAELTACHTA AGUS AN ROINN POBAL LE FAOMHADH NA RANNA AIRGEADAIS, DE RÉIR AN ACHTA UM CHOMHAONTÚ NA BREATAINE-NA hÉIREANN 1999 AGUS AN NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

Tabharfaidh na cuntais bliantúla léargas fírinneach cóir ar an ioncam agus caiteachas agus ar shreabhadh airgid don bhliain airgeadais, agus ar staid gnóthaí ag deireadh na bliana. Faoi réir na gceanglas mar atá leagtha amach sa Treoir do Chuntais 17/8/2001 a bheidh i bhfeidhm i gcónaí, ullmhóidh an Comhlacht cuntais don tréimhse airgeadais dar chríoch 31 Nollaig 2008 agus blianta ina dhiaidh sin i bhformáid athbhreithnithe agus chomhdhlúite mar a leanas:

Réamhrá leis na Cuntais

Ráiteas i leith freagrachtaí

Ráiteas maidir le Rialúchán Inmheánach Airgeadais

Deimhniú na nArd-Reachtairí Cuntas agus Ciste

Ráiteas Comhdhlúite Cuntais lena n-áirítear Bunús an Chomhdhlúite

Aguisín 1 – Foras na Gaeilge – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 2 – Tha Boord o Ulstèr Scotch – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 3 –Treoir do Chuntais

Arna siniú ag:

Máire Killoran	***Arthur E. Scott***
An Roinn Ealaíon, Oidhreachta agus Gaeltachta	**An Roinn Cultúir, Ealaíon agus Fóillíochta**

Dáta: 12/12/2011