



Comhairle na Gaelscolaíochta

Annual Report and Accounts
for the year ended 31 March 2017

16/17



COMHAIRLE
NA GAELSCOLAÍOCHTA

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**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

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**COMHAIRLE NA GAELSCOLAÍOCHTA
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REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Registration Number NIC105808

Company Registration Number NI039115

**Registered Office and
Operational Address** Teach an Gheata Thiar
4 Sráid na Banríona
Béal Feirste
BT1 6ED

**Board of Directors on the date
the Annual Report was approved** Ms Á Andrews
Mr S Ó Coinne
Mr N P Ó Catháin
Mr M Crudden
Ms M Ní Mhóráin
Mr G P Adams (appointed 5 December 2016)
Mr S Mac Corraidh (appointed 6 October 2016)
Ms A McCrudden (appointed 5 December 2016)
Ms M Ní Dhochartaigh (appointed 1 December 2016)
Mr D Ua Bruadair (appointed 6 October 2016)
Ms A M Ui Néill (appointed 1 December 2016)
Mr P A Ó Mianáin (appointed 6 April 2017)
Ms P O'Hare (appointed 1 June 2017)
Mr N Comer (appointed 1 June 2017)

Interim Chief Executive Officer Mr L Ó Flannagáin

Independent Auditor GMcG BELFAST
Chartered Accountants
& Statutory Auditor
Alfred House
19 Alfred Street
Belfast
BT2 8EQ

Bankers Bank of Ireland
202 Andersonstown Road
Belfast
BT11 9EB

Solicitors Michael Flanigan Solicitors
207 Falls Road
Belfast
BT12 6FB

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

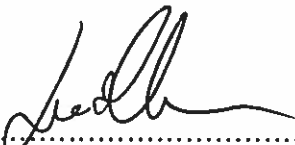
**THE INTERIM CHIEF EXECUTIVE'S REPORT
For the Year Ended 31 March 2017**

I am pleased to present the 2016/17 Annual Report of Comhairle na Gaelscolaíochta. It is very pleasing to report that Comhairle na Gaelscolaíochta has had a very successful year delivering on the great majority of its key business objectives and in particular seeing growth in the sector far outperforming the targeted levels of progress. This year has also seen the continued delivery of key Governance Review recommendations.

Throughout the year the Comhairle has worked closely with its strategic partners, particularly Iontaobhas na Gaelscolaíochta, Foras na Gaeilge, Altram and the Management and Boards of Governors of schools and nursery units to increase the number of children and young people able to receive the unique benefits derived from Irish-Medium Education (IME). With growth of over 8% in the IME school population this year, we believe that the future of IME is bright. We continued also to work closely with our strategic partners of the Council for Catholic Maintained Schools (CCMS) in the development of Irish-medium (IM) units and schools and other partners such as the NI Council for Integrated Education (NICIE), Education Authority (EA) and Department of Education (DE) in the overall Area Planning Process to ensure the voice of Irish-medium schools is heard and is effective.

This year has also seen the conclusion of the process to reconstitute the Board of Directors of Comhairle na Gaelscolaíochta and to reduce its members from 22 to 14. I would like to take this occasion to sincerely thank all those outgoing, former directors for all their hard work and effort and in particular to note with sadness the passing of Aodán Mac Póilin, former chair and founding board member of Comhairle na Gaelscolaíochta – Ar dheis Dé go raibh a anam uasal.

Finally I would like to thank all the voluntary directors for their willingness to give freely of their time and expertise on the Board. I would also like to thank sincerely the hard-working and committed staff of Comhairle na Gaelscolaíochta for all their efforts in delivering on the Comhairle's aims and objectives, assisting the development of our sector and improving the lives and prospects for our children and our language.



.....
L O'FLANNAGÁIN
Interim Chief Executive

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS
For the year ended 31 March 2017**

The Directors of Comhairle na Gaelscolaíochta, who are also Trustees of the charitable company for the purposes of charity law, present their report and the audited financial statements of the charity for the year ended 31 March 2017. The financial statements have been prepared in accordance with the Government Financial Reporting Manual (FRM), Charities SORP (FRS 102), Companies Act 2006, Charity Law and the Company's Memorandum and Articles of Association.

Reference and Administrative Details

Comhairle na Gaelscolaíochta (CnaG), is a charitable company incorporated under guarantee (Company Registration Number: NI039115). The charity is recognised by HM Revenue & Customs as a charitable body for taxation purposes, and became registered with the Charity Commission for Northern Ireland on 3 April 2017 (Charity Registration Number: NIC105808).

Reference and administrative details are shown on page 1 of the annual report.

The responsibility for day to day management of the charitable company has been delegated to the Chief Executive Officer, Dr M Ó Duibh (until July 2016). Since his departure Mr L Ó Flannagáin has acted as an interim Chief Executive Officer.

The Directors who served the charity during the year were as follows:

Ms Á Andrews
Mr S Ó Coinne
Ms R Mulholland (left 6 April 2017)
Mr N P Ó Catháin
Mr M Crudden
Ms M Ní Mhóráin
Mr G P Adams (appointed 5 December 2016)
Mr S Mac Corraidh (appointed 6 October 2016)
Ms A McCrudden (appointed 5 December 2016)
Ms M Ní Dhochartaigh (appointed 1 December 2016)
Mr D Ua Bruadair (appointed 6 October 2016)
Ms A M Ui Néill (appointed 1 December 2016)
Mr A Mac Póilin (left 23 June 2016)
Ms E Mhic Aoidh (left 23 June 2016)
Ms G Nig Uidhir (left 23 June 2016)
Mr C Ó Peatáin (left 23 June 2016)
Mr M A Mac Giolla Ghunna (left 23 June 2016)
Mr C Mac Cionnaith (left 23 June 2016)
Ms M Uí Éigeartaigh (left 23 June 2016)
Mr S Ó Donnghaile (left 6 October 2016)
Mr S Peover (left 6 October 2016)

The company is limited by guarantee and therefore no Directors had interests in share capital.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Structure, Governance & Management

Governing Document and Organisational Structure

The company was established in August 2000 under a Memorandum of Association which established the objects and powers of the charity and is governed under its Articles of Association. The company was set up by the Department of Education to promote, facilitate and encourage Irish-medium education in Northern Ireland in a co-ordinated, planned, educationally efficient and cost effective manner. In 2012 CnaG became designated as a Non-Departmental Public Body.

Directors

New Directors are briefed on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making process, the business plan and recent financial performance of the charity. They are free to discuss any issue with other Directors or key employees. Directors are encouraged to attend any appropriate external training events where these will facilitate the undertaking of their role.

The Board of Directors is made up of individuals with varying knowledge and expertise giving the charity a breadth of skills to help achieve its aims and objectives. New appointments are made to address particular areas of knowledge or skill:

- Business planning and management;
- Public administration, corporate governance and accountability;
- Accountancy / financial monitoring;
- Public relations;
- Language planning.

The interests of the Irish-medium sector are represented by the number of nominating bodies who choose individuals to sit on the board along with chosen Principals, Teachers, Governors, Trustees and parental representatives from the sector.

The Directors who served during the year are detailed on page 3.

Further information on the recruitment and appointment of new Directors and the organisational structure is included in the Governance Statement on pages 15 to 26.

The Board of Directors has reviewed details of any other directorships held by Directors and do not perceive there to be any conflicts with management responsibilities. Should any conflict arise procedures are in place to ensure this does not affect the decision making process.

Background

The charity was established in 2000 by the Department of Education with the following aims:

- To promote, facilitate and encourage Irish-medium education and schools in Northern Ireland.
- To do this in a planned, educationally efficient and cost-effective way.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Structure, Governance & Management (Cont'd)

Accounting Officer

Mr P Ó Mórdha was Interim Accounting Officer during the period of these financial statements.

Sickness Absence Data

The 11 members of staff at the year end (2016 – 13) had a total of 74.5 days (2016 – 284.4 days) of sick leave in the year which averages 6.77 days (2016 – 21.9 days) per person. The figures for the prior year drop to a total of 75 days, with an average of 6.25 per person, by leaving out one individual's long term absence.

Personal Data Related Incidents

There were no incidents of personal data lost during the year.

Risk management

The Board strives to follow best practice in the public sector and works in conjunction with its sponsoring branch within the Department of Education, following its advice and recommendations. The charity provides the Department of Education with reports and updates regarding internal controls and governance matters and there are regular governance and accountability meetings with the Department of Education.

Further information regarding Internal Controls and Risk Management is included in the Governance Statement on pages 15 to 26.

Aims, Objectives and Activities

The mission of the charity is to promote, facilitate and encourage all aspects of Irish-medium education (IME) through:

- (1) The provision of assistance and advice in the establishment of schools.
- (2) Promoting the interests of persons connected with the schools and promoting standards of good practice within the schools.
- (3) Liaising with and representing the views of other bodies with a view to the furtherance of IME. Such groups include the Department of Education, the Education Authority, the Council for the Curriculum, Examination and Assessment, the Council for Catholic Maintained Schools and other educational bodies.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Aims, Objectives and Activities (Cont'd)

This is achieved through the implementation of the following key objectives:

- To provide advice assistance and information in relation to IME to voluntary, private sector and public bodies, to groups seeking to establish Irish-medium schools and units to established schools.
- To promote, facilitate and encourage the development of IME and schools in Northern Ireland in a co-ordinated, planned, educationally efficient and cost-effective manner.
- To advise, either alone or in conjunction with other bodies and institutions, on the development of curriculum materials for IME.
- To identify the training needs of the IME sector and, in conjunction with the Education Authority, to contribute to the development of training modules specific to the needs of Principals, Teachers and Boards of Governors in relation to the management and delivery of Irish-medium education.
- To advise the Department on issues relating to the supply of adequate numbers of suitably trained teachers for Irish-medium schools.
- To identify and access sources of additional funding to support the development of IME.

Achievements and Performance

This section is the summary of what has been achieved throughout the year in accordance with the CnaG Business Plan objectives and corporate vision for 2016/17:

Key Objective: Raising Standards For All

- Produced effective representation on behalf of the IME sector on a range of statutory bodies, partnerships and work groups.
- Established a Development Support Plan for IME early years sector.
- Agreed and provided oversight of Service Level Agreement with Altram.
- Delivered on commitments under the Children's Services Co-operation Act (NI) 2015.

Key Objective: Closing the Performance Gap, Increasing Access and Equality

- Growth of sector maintained and increased to an increase overall of 8.27% of pupils in attendance at Primary level and 8% of pupils in attendance at post-primary level;
- Two Area Planning Support Groups of school representatives and Irish language community representatives established in Belfast and Derry.
- Network support established for staff in IM Learning Support Centres and IM Nurture Units.
- Two Special Educational Needs Cluster Groups established in Belfast and North-West to promote collaborative practice and provide support.
- Support provided to Department of Education to meet its statutory duties regarding Irish-Medium, Integrated and Shared Education.
- Support on advice and marketing activities provided to IM Schools and Pre-schools to increase awareness and enrolments for their settings.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Achievements and Performance (Cont'd)

Key Objective: Developing the Workforce

- Linguistic CPD of IM providers at all levels enabled through IM Bursary Scheme with full take up.
- Teacher provision planning to work with partners to meet demand for new teaching staff.

Key Objective: Improving the Learning Environment

- Educational resources provided and improved through representation on the Áisaonad Advisory Board and IMSGOL online resources.
- Resources achieved to enable progress with CCEA to provide a language framework /lines of development for IM schools.

Key Objective: Transforming the Governance and Management of Education

- Revised and reconstituted Board of Directors of CnaG, carried out to provide a slimmer, stronger Board.
- Individual support/training and counselling given to IM School Management and Boards of Governors throughout the year.
- New Performance Management process introduced to CnaG.

Key Objective: CnaG Governance and Resource Management

- Management of CnaG annual expenditure to 1% of budgeting limits.
- Annual accounts returned in time with unqualified approval.
- Satisfactory overall Internal Audit Assurance achieved.
- Support delivered to CnaG's standing subcommittees.
- Internal Board Performance reviewed.
- Board governance training provided for new members.
- All Deloitte Report Governance Recommendations completed.
- Staff sick absence levels improved substantially.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Financial Review

The Department of Education core grant is the charity's principal source of funds. Expenditure in the year went towards the achievements and objectives detailed on pages 6 and 7. The charity does not envisage a significant reduction in funding for the incoming financial year, once final grant levels have been approved. The Department of Education have provided indicative figures for the period to 31 July 2017 for planning and management purposes.

Funding has also been received towards a specific project that runs until February 2019.

The results for the year are set out on pages 30 to 50. The charity returned net outgoing resources before actuarial movements of £24,867 for the year (2016 – £30,070). The results for the year are in line with budgets.

The deficit in the year has arisen as a result of expenditure from a restricted fund balance and the pension fund service cost for the year.

At 31 March 2017 the charity had total General Funds of £26,149 (2016 - £27,169) and total Restricted Funds of £492 (2016 - £9,339). At 31 March 2017 the charity also had a deficit of £275,000 (2016 – £79,000 surplus) on its pension reserve as a result of actuarial losses.

In assessing the charity's ability to continue as a going concern the Directors have given consideration to the fact that the Balance Sheet shows a net deficit of £248,359 at 31 March 2017. The net deficit has arisen as a result of a defined benefit pension scheme deficit of £275,000 at 31 March 2017. This relates to the charity's share of the liabilities within the Northern Ireland Local Government Officers' Superannuation Pension Fund, which is disclosed in detail in note 12. The charity continues to meet its pension commitments on a monthly basis. The Department of Education acts as guarantor in relation to the pension liability and the pension fund liability is not expected to affect the charity's ability to continue as a going concern in the 12 months following the signing of these financial statements. In addition, the charity's ability to continue as a going concern is dependent on funding from Department of Education. The charity's budget for the year ended 31 March 2018 has not yet been confirmed as there is currently no functioning NI Assembly. An initial cash allocation has been agreed for the period to 31 July 2017 and no reason has been given to suggest that the charity's total cash allocation for the year to 31 March 2018 will be significantly different to that received in previous years.

As CnaG is in the Public Sector and follows the guidance found in Managing Public Money NI (MPMNI) the Directors are obliged to keep the holding of reserves to a minimum. CnaG will draw down sufficient funds each month to match the budgeted expenditure from the Department of Education and the level of free reserves is kept low, generally less than four weeks expenditure.

At 31 March 2017 the charity held free reserves of £23,916 (2016 - £23,374) which represents approximately ten days' expenditure.

The accounting policy on pension costs included in Note 2 of the financial statements provides details of how pension assets and liabilities have been accounted for.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Payments to Suppliers

CnaG is committed to the prompt payment of suppliers in accordance with guidance issued by the Department of Finance. Payment is due within thirty days of receipt of an undisputed invoice.

Plans for Future Periods

The charity plans to continue the activities outlined above in the forthcoming years, subject to satisfactory funding arrangements.

CnaG continues to be classified as a Non-Departmental Public Body.

Employees

CnaG aims to promote the involvement of all its employees in its aims and performance. The development of effective employee communication and consultation has continued as part of improving best practice within the organisation.

Directors' Responsibility Statement

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

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REPORT OF THE DIRECTORS (Cont'd)
For the year ended 31 March 2017**

Directors' Responsibility Statement (Cont'd)

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The financial statements have been prepared under a direction issued by the Department of Finance insofar as those requirements are appropriate.

Statement of Disclosure of Information to Auditor

In so far as the Directors, who held office at the date of approval of these financial statements, are aware:

- there is no relevant audit information of which the company's auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Taxation Status

The company is recognised as a charity by HM Revenue & Customs. Accordingly, the company has availed of the exemptions contained in Chapter 3 Part 11 Corporation Taxes Act 2010 and Section 256 Taxation of Chargeable Gains Act 1992.

By order of the Board

Registered Office:

Teach an Gheata Thiar
4 Sráid na Banríona
Béal Feirste
BT1 6ED


Mr S Ó COINNE

Director

DATE: 22 JUNE 2017

Registered as a charity No. NIC105808

Registered in Northern Ireland No. NI039115

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**STATEMENT OF ACCOUNTING OFFICER'S RESPONSIBILITIES
For the year ended 31 March 2017**

CnaG is required to prepare a statement of accounts for each financial year in accordance with the accounts direction given by the Department of Education (DE) and with the approval of the Department of Finance (DoF).

The accounts are prepared on an accruals basis and must show a true and fair view of the state of affairs of CnaG's activities 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 principal Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual (FReM) and in particular to:

- Observe the accounts direction issued by DE, including the relevant accounting and disclosure requirements, and supply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards as set out in FReM have been followed, and disclose and explain any material departures in the accounts; and
- Prepare the accounts on a going concern basis, unless it is inappropriate to presume that the body will continue in operation.

Mr P Ó Mórdha was appointed Interim Accounting Officer on 22 May 2015. His relevant responsibilities as Accounting Officer, including his responsibility for the propriety and regularity of the finances for which he is answerable and for the keeping of proper records, are set out in the Non-Departmental Public Bodies' Accounting Office Memorandum issued by the Northern Ireland Department of Finance and Personnel, the guidance contained within 'Managing Public Money Northern Ireland' also issued by the Department of Finance and Personnel.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REMUNERATION REPORT
For the year ended 31 March 2017**

Audited Remuneration and Pension Entitlements – Senior Staff

The following section provides detail of the remuneration and pension interests of the Directors and senior staff of CnaG.

No members of the Board of Directors received any remuneration during the year.

The following details represent the cost of the Chief Executive to the charity:

Employee	2016-17					2015-16				
	Salary £'000	Bonus £'000	Benefits in kind (to nearest £100)	Pension benefits (to nearest £1,000)*	Total £'000	Salary £'000	Bonus £'000	Benefits in kind (to nearest £100)	Pension benefits (to nearest £1,000)*	Total £'000
Dr M Ó Duibh CEO	0-5	-	-	-	0-5	45-50	-	-	9	55-60

* 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 or any increase or decreases due to a transfer of pension rights.

The CEO ceased employment with the charity in July 2016. During the year Mr L Ó Flannagáin provided services to the charity as an Interim Chief Executive, although he was not an employee of the charity. The total cost of these services during the year was in the band £45,000 - £50,000.

Median Earnings

The median earnings of CnaG work force is £29,617, the ratio between this and the earnings of the highest paid employee is 1.33.

Core Exit Packages

There are no core exit packages for CnaG.

Salary

'Salary' includes gross salary; performance pay or bonuses; overtime; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any gratia payments.

Benefits in Kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue & Customs as a taxable emolument.

Remuneration Policy

The remuneration of senior staff members is set according to agreed National Joint Council Scales.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**REMUNERATION REPORT (Cont'd)
For the year ended 31 March 2017**

Staff Costs

	2017	2016
	£	£
Wages and salaries	333,178	385,696
Social Security costs	35,055	28,367
Pension costs	<u>86,278</u>	<u>87,844</u>
	<u>454,511</u>	<u>501,907</u>

Average Number of Persons Employed

	2017	2016
Number of staff	12	13

Pension Benefits

CnaG participates in the Northern Ireland Local Government Officers' Superannuation Committee Scheme (NILGOSC).

The NILGOSC scheme is a 'defined benefit' scheme which is administered by NILGOSC. The benefits paid under the scheme are based on length of membership and final salary. NILGOSC maintain a fund to provide for the payment of current and prospective benefits to members of the scheme. In order to ensure that this objective is achieved, the Committee must determine a suitable investment strategy, which provides both a high return on investments and an acceptable level of risk.

Employee contribution rates are based on pensionable pay and are in the range 5.5%-10.5%. For 2016-17 the rates were as follows:

Band	Range	Contribution Rate
1	£0 - £14,000	5.5%
2	£14,001 - £21,300	5.8%
3	£21,301 - £35,600	6.5%
4	£35,601 - £43,000	6.8%
5	£43,001 - £85,000	8.5%
6	More than £85,000	10.5%

The employer contribution rate for 2016-17 was 20%.

For any membership accrued before 1 April 2009, benefits will accrue at a rate of 1/80th of the employee's final year pensionable pay for each year of service and an automatic tax free lump sum of three times their pension. For all membership accrued from 1 April 2009, benefits accrue at a rate of 1/60th of final pensionable pay for each year of service but with no automatic lump sum (members can choose to give up some of their pension to provide a lump sum). Additional Voluntary Contributions (AVC) can be paid through the NILGOSC in-house AVC provider, Prudential.

Further details about the NILGOSC pension scheme can be found at the website www.nilgosc.org.uk and note 12 to the financial statements.

**COMHAIRLE NA GAELSCOLAÍOCHTA
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**REMUNERATION REPORT (Cont'd)
For the year ended 31 March 2017**

Audited Information

Employee	Accrued pension at pension age as at 31/3/17 and related lump sum £'000s	Real increase in pension and related lump sum at pension age £'000s	CETV at 31/3/17 £'000s	CETV at 31/3/16 £'000s	Real increase in CETV £'000s
Dr M Ó Duibh CEO	N/A	N/A	N/A	105	N/A


From July 2016 there was no CEO employed by the charity.

Cash Equivalent Transfer Values

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 applied. The CETV figures, and the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NILGOSC pension arrangements and for which the CS vote has received a transfer payment commensurate with the additional pension liabilities being assumed. 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 and do not take account of any actual or potential 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 effectively funded by the employer. It takes account of 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.


.....
MR P Ó MÓRDHA
Interim Accounting Officer

DATE: 22 JUNE 2017

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT
For the year ended 31 March 2017**

ANNUAL GOVERNANCE STATEMENT 2016-2017

Comhairle na Gaelscolaíochta (CnaG), which was established in 2000, is a company limited by guarantee, and not having share capital. CnaG has charitable status and has been deemed as a charity by the Charity Commission for Northern Ireland and was officially registered on 3 April 2017. Members of the CnaG Board of Directors are the charity's trustees for the purposes of charity law. They must ensure CnaG complies with all relevant regulations and requirements laid down by the Charity Commission for Northern Ireland to maintain the recently awarded official charitable status.

The constitution of CnaG is set out in its Memorandum and Articles of Association. Although CnaG is a non-statutory body and a charity, it receives its core funding through grant-in-aid from the Department of Education (DE) under the powers contained within Article 89 (2) of the Education (Northern Ireland) Order 1998. As a result of the fact that the organisation's funding comes wholly from DE, CnaG was designated as a Non Departmental Public Body (NDPB) in November 2011 and as a result additional disclosure requirements and reporting are required to reflect this designated status.

Public Benefit

The role of CnaG is to promote Irish-medium education (IME) and to perform a wide range of roles in facilitating the development of IME for the public benefit. This year has seen an overall growth in pupils entering Irish-medium Education of 7.22% with 8.27% in those in attendance at primary school level and 8.0% in those in attendance at secondary school level. During the course of the year, steps were taken to raise standards of education through the sector, promoting the development of IM education and improved standards through access to training and specialist advice for all levels i.e. pre-school, primary and post-primary.

Deloitte Review

During the 2014/15 financial year, DE commissioned a Deloitte Review of Organisation and Governance Structures in CnaG. The Review concluded that governance and organisation in CnaG were no longer fit for purpose and made a series of recommendations for change. In May 2015, DE agreed CnaG's response to the report, including an Action Plan for improvement. Subsequently, DE officials monitored progress against the Action Plan on a monthly basis prior to a formal review by DE Internal Audit, which was carried out between November 2015 and January 2016. The Internal Audit Review confirmed that there had been some positive actions taken by CnaG in relation to the Deloitte Recommendations. However, the overall finding continued to be one of Limited Assurance. A follow-up review was carried out in September 2016 as a result. DE has introduced a range of special measures to strengthen the current governance framework for oversight of CnaG, these special measures were extended by the Minister until the 3 May 2017. This includes increased frequency of Governance and Accountability Review meetings from six-monthly to bi-monthly. DE officials are continuing to work with CnaG to take forward the implementation of the Deloitte Recommendations as quickly as possible. DE's Internal Audit will review the organisation again formally later in 2017. The final outstanding issues from Deloitte are associated with the restructuring of staffing and DE agreed to proceed with this after the recruitment of a new CEO.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Governance Framework

CnaG recognises that to deliver its strategic aims, objectives and priorities successfully, it needs sound governance arrangements in place. Corporate governance is founded on laws, policies, processes, systems and behaviours and together they provide a system for the way in which an organisation is directed, administered and controlled.

CnaG's governance framework sets out the roles, responsibilities and procedures for the effective and efficient conduct of its core activities. It also enables CnaG to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services.

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of CnaG'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.

As a public body and designated NDPB, CnaG is committed to providing excellent governance, to be accountable for its decisions and activities, and to being transparent.

The aim of this statement is to ensure that information is provided as to how governance is effective within CnaG.

Board/Subcommittees Structure

The Board of Directors has, during 2016/17, been reconstituted from a Board of 21 members to a Board of 13 non-executive members representing a variety of different stakeholder interests. It met bi-monthly, bar the summer months of July and August, for general board meetings. It held 6 meetings in 2016/17 plus one special meeting to discuss CEO recruitment.

At the Board meeting of April 2017 it was agreed to amend the Articles of Association to allow for the nomination of up to two Board members by the CnaG Board thereby increasing the maximum number of Board members from thirteen to fourteen.

During 2016/17 a considerable amount of attention was allocated to human resource issues, the development of the Area Planning process, and the departure of the CEO after a lengthy period of absence on sick leave and the reconstitution of the Board.

During the course of the year 2016/17 the then chair, Stephen Peover (October 2016) stood down and the deputy chair, Áine Andrews took up the position on an interim basis until such times as the reconstitution of Board membership would be complete.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

The role of the Board is to provide CnaG with leadership within a framework of prudent and effective controls. This enables risk to be assessed and managed in setting CnaG's strategic aims, in ensuring that financial and human resources are in place to meet its objectives and comply with its values and standards. It also ensures that CnaG's obligations to its stakeholders and others are understood and met. The follow through on actions identified from the Deloitte review report were monitored throughout the year by the Board with regular reporting to the Board on progress as part of the Business Plan review reports. The Board extended a Direct Award Contract (DAC) to continue to employ a suitably qualified Interim Chief Executive throughout 2016/17 to assist the Board and help provide leadership to the staff. The Senior Finance, Administration and Personnel Officer continued to act as Interim Accounting Officer.

New Structure of CnaG's Board of Directors

The new structure of CnaG's Board draws representation from 5 nominating Bodies actively associated with the delivery of Irish-medium Education, 5 members nominated from the schools base which covers pre-school, primary, post-primary, parent and governor sectors. Two members were appointed by the DE through the public appointments process and 1 nomination of the Board of CnaG. This can be summarised as follows:

Comhairle na Gaelscolaíochta	- 1 director
Department of Education (DE)	- 2 directors
IM Primary School Principal	- 1 director
IM Secondary School Principal	- 1 director
IM Pre-school leader	- 1 director
IM Governor	- 1 director
IM Parent	- 1 director
IM in CCMS schools (CCMS)	- 1 director
IM teacher training (NISC / UCET)	- 1 director
Irish-language sectoral interests (Foras na Gaeilge)	- 1 director
IM in the South of Ireland (COGG)	- 1 director
IM Preschools (ALTRAM)	- 1 director

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Board Members' Attendance During 2016/17

The current directors of CnaG are shown on page 1 and the directors who acted during the year are shown on page 3.

Name/Month	Apr16	Jun16	Jun16	Oct16	Dec16	Feb17	Total
Caoimhín Ó Peatáin	1	1	1	x	x	x	3/3
Aodán Mac Póilin	1	1	1	x	x	x	3/3
Caoimhín Mac Cionnaith	1	1	-	x	x	x	2/3
Niall Ó Catháin	1	1	-	1	1	-	4/6
Gabrielle Nig Uidhir	-	1	-	x	x	x	1/3
Stephen Peover	1	1	1	1	x	x	4/4
Malachy Crudden	1	-	1	1	1	1	5/6
Eibhlín Mhic Aoidh	-	1	1	x	x	x	2/3
Seán Mac Corraidh	x	x	x	1	1	1	3/3
Áine Andrews	1	1	1	1	1	-	5/6
Muireann Ní Mhóráin	1	1	1	1	1	-	5/6
Seosamh Ó Coinne	-	1	1	1	1	1	5/6
Micheál Mac Giolla Ghunna	1	1	1	x	x	x	3/3
Máire Uí Éigeartaigh	-	1	1	x	x	x	2/3
Séamus Ó Donnghaile	1	-	-	x	x	x	1/3
Rosemary Mulholland	1	1	1	1	1	1	6/6
Diarmaid Ua Bruadair	x	x	x	1	1	-	2/3
Máire Ní Dhochartaigh	x	x	x	x	1	1	2/2
Áine-Máire Uí Néill	x	x	x	x	-	-	0/2
Alison Mc Crudden	x	x	x	x	x	1	1/1
Gerard P Adams	x	x	x	x	x	1	1/1
Total attendance	11	13	11	9	9	7	60/76

x = Director was not a member of the Board on the date of this meeting and was, therefore, not eligible to attend.

1 = In attendance

- = Not in attendance

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Structure of Board Committees and Subcommittees



All Committees terms of reference were formally reviewed by the Board in February 2016.

Audit and Risk Management Committee (ARMC)

In accordance with its terms of reference the audit committee oversees financial reporting and the effectiveness of financial and regulatory compliance, controls and systems reporting. In addition, the committee monitors the effectiveness of CnaG's internal audit function and reviews its material findings. This committee met 5 times during 2016/17.

Education Subcommittee

The duties of this subcommittee are to carry out the following and to bring forward recommendations to the Board of Directors in accordance with its terms of reference:

- Appropriate examination and scrutiny of policies and legislation by DE and other governmental departments in terms of their suitability for the IM sector;
- Provide an input at board level on consultations and other educational issues relevant to the subcommittee;
- Identify and assist in developing the educational requirements and needs of the IM sector.

This subcommittee has held 3 meetings during the year 2016/17 to carry out the aforementioned duties.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Development Subcommittee

This committee carried out the following duties in accordance with their terms of reference:

- Provision of guidance and appropriate strategic advice at board level on the planning, establishment and sustainability of schools at all levels in the IM sector;
- Provision of guidance and appropriate strategic advice at board level on marketing issues relating to CnaG and the IM sector;
- Appropriate examination and scrutiny of policies and legislation by DE and other governmental departments in terms of their suitability for the IM sector;
- Provision of an input at board level on consultations and other educational issues relevant to the subcommittee;
- Submission of proposals/recommendations to the board of directors on developmental issues.

The Development Subcommittee has held 3 meetings during the year 2016/17 to carry out the aforementioned duties. The developments of IM at post-primary level, marketing and area-planning have been the major topics of discussion.

Finance, Administration and Personnel Subcommittee

This committee met 4 times during in the year. Its function is to focus in greater detail on the financial, administrative and personnel issues in accordance with its terms of reference which are presented to the Board on a bi-monthly basis throughout the year. This committee also deals with all issues relating to staff and premises.

Role of the Accounting Officer/CEO and Senior Management Team

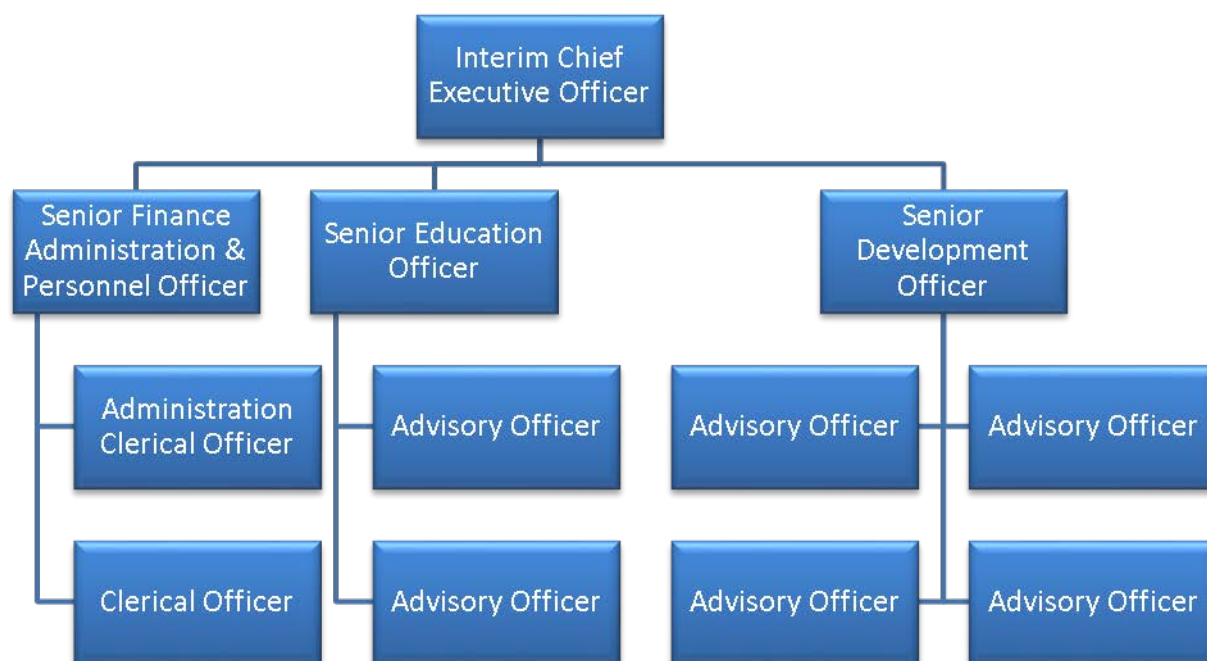
In the continued absence of a permanent CEO throughout the year the role of the Accounting Officer was filled by the Senior Finance, Administration and Personnel Officer. He, along with the senior management team and Interim CEO, were to offer support and assistance to those involved in the IME sector in a number of ways:

- Support for current provision by facilitating the development of existing IME provision at preschool, primary and post-primary levels;
- Planning new development by facilitating the continued growth and development of the IME sector in partnership and cooperation with other educational partners through the Area Planning structure;
- Provision of other support by carrying out a range of additional support functions including representing IME, advising individuals and organisations about the on-going development of IME and promoting IME within the wider community;
- In relation specifically to the role of the accounting officer, to act in accordance with guidance in CnaG's Management Statement and Financial Memorandum;
- In relation specifically to the role of CEO, to act in accordance with guidance in CnaG's Management Statement.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Organisational Chart of Comhairle na Gaelscolaíochta 2016/17



Relationship between Board of Directors and Accounting Officer

The Accounting Officer reports on a bi-monthly basis to the Board of Directors. There are also informal arrangements in place which allow further reporting, if required. The Accounting Officer of CnaG is also responsible to the Minister of Education through his permanent secretary and to the Northern Ireland Legislative Assembly for the propriety and regularity of use of all resources voted by the Assembly for educational and related purposes. In 2016/17 the Chair of CnaG or Deputy Chair along with the Accounting Officer and Interim CEO met with the Permanent Secretary (DE) for Governance and Accountability Review meetings twice. As stated previously, a range of special measures recently introduced by DE has increased the frequency of Governance and Accountability Review meetings from six-monthly to bi-monthly.

Compliance with Corporate Performance Code

The 2014 Deloitte report on Corporate Governance in CnaG highlighted significant failings in terms of CnaG's compliance with the Corporate Governance Code. Since then an Action Plan has been worked through to implement the 34 recommendations of the report. At present there are 3 outstanding recommendations all of which relate to the staff restructuring exercise, which have been agreed with DE to be implemented upon the appointment of a new CEO to the organisation. This exercise is currently underway. A further compliance audit is expected later in 2017/18.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Assessment of Board Performance

The Board engaged an external consultant from Leadership in Governance Ltd to assist in their training of directors and senior staff in good corporate governance and a training session on corporate governance took place on 21 April 2016. At that session, Board members also took part in a Board Self-Assessment of Effectiveness Review. This was subsequently reviewed by the ARMC in May 2016 and Board members in June 2016.

Other methods used to review performance on an ongoing basis included:

- Record of attendance by directors at Board and Board subcommittee meetings;
- Report by internal auditors;
- Report on governance by DE auditors;
- Assurances received by Audit and Risk Management Committee via Internal Audit Reports.

In addition a separate free-standing review of governance was carried out for DE by Deloitte which produced 34 recommendations for improvements in management and governance which are being addressed through an Action Plan developed by the Board.

Assessment carried out in 2016/17

The attendance at both Board and Subcommittee meetings were monitored throughout the year with the following attendance levels:

Board Meetings:

Meeting dates	07/04/16	02/06/16	23/06/16	06/10/16	01/12/16	02/02/17
Number of directors present	11	13	11	9	9	7

Development Subcommittee:

Dates	05/04/16	18/05/16	18/01/17
Number of directors present	3	3	3

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Education Subcommittee:

Dates	18/05/16	19/01/17	29/03/17
Number of directors present	5	4	3

Finance, Administration and Personnel Subcommittee:

Dates	19/05/16	21/11/16	25/01/17	30/03/17
Number of directors present	3	3	2	3

Audit and Risk Management Committee:

Dates	19/05/16	23/06/16	21/11/16	19/01/17	30/03/17
Number of directors present	3	3	3	2	2

Review of Board and Committee Agendas and Meeting Schedule

At the December 2015 Board Meeting of CnaG, the Board accepted a proposal of a set timetable for Subcommittee meetings throughout the year whereby each committee would meet two weeks in advance of each full Board Meeting. The Board and Subcommittees had earlier reviewed their standing agendas to ensure consistency of approach, concentration on key issues and proper consideration of potential conflicts of interests at all meetings.

Attendance at board meetings is a standard item at each board meeting where attendance is assessed and, where appropriate, the following actions should be followed:

- After missing 3 consecutive meetings CEO is asked to contact the board member regarding attendance;
- After missing 4 consecutive meetings a letter regarding attendance is issued to the board member by the Chair;
- After missing 5 consecutive meetings the Board will be asked to consider the continued membership on the board of the absent board member.
- A full report on attendance at Board and Committee meetings to be given to the Board at the end of the year.

No action was required under these provisions in the year 2016/17.

Individual appraisals of board members have been carried out by the chair of 2015/16.

Board Self-Assessment of Performance

The Board carried out a Self-Assessment of Performance in April 2016 which was agreed at the ARMC meeting in May 2016. A formal externally delivered Performance Review of the Board shall be agreed in 2017/18.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Range and quality of data used by the Board

The range and quality of the data received by the Board in 2016/17 was as follows:

- Bi-monthly oral board meeting reports by chairs of subcommittees;
- Bi-monthly minutes of subcommittee meetings;
- Bi-monthly reports from CEO;
- Business plan progress reports by CEO;
- Bi-monthly approval of reports on CnaG's accounts;
- Submissions to consultations;
- Professional advice on HR legal matters;
- Relevant documentation/reports issued by CnaG's senior management team;
- Bi-monthly financial reports.

Board assessment and scrutiny at board and subcommittee level ensures that the quantity and quality of data is broadly in line with the needs of the Board which can be amended at the request of the Board. The data provided to the Board during the 2016/17 year was routinely and formally assessed and scrutinised at each board and committee meeting. Comments on quality and quantity, where appropriate, were reflected in board meeting minutes. Further assurances were also sought from the Audit and Risk Management Committee and from CnaG's Internal Auditors. CnaG's Chair and Senior Finance and Personnel Officer/Accounting Officer also attended Governance and Accountability meetings in 2016/17 including special measures meetings.

Ministerial Directions

No ministerial directions were issued in 2016/17.

Internal Controls and Risk Management

The directors acknowledge their responsibility for CnaG's system of internal control and for reviewing its effectiveness.

In January 2016 the Board carried out a full review of its corporate risks to formulate a new Corporate Risk Register for 2016/17. The risk register was developed at a workshop facilitated by the organisation's Internal Auditors – RSM McClure Watters and was attended by the majority of directors, plus senior managers and staff. The risk register was subsequently ratified by the full Board.

Throughout 2016/17 the Risk Register has been reviewed and updated at the meetings of the ARMC. However, the formal full review for the year 2017/18 had not yet occurred by 31 March 2017, as the newly appointed full Board had not yet received their Risk Management Awareness training and the new Internal Auditors had not yet been appointed. DE intends to appoint the Internal Audit service internally from within NICS.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

New Risks

Among new risks identified by the Board were those of:

1. Lack of adequate finances resulting from financial austerity measures in incoming year.
2. Change of priorities in the new programme for Government following the Assembly elections.

The internal control system includes clearly defined reporting lines and authorisation procedures, a comprehensive budgeting and monthly reporting system, and written policies and procedures. In addition to a wide range of internal audit reports, senior management also receive assurance from other sources including third party reviews, financial control reviews, external audit reports, and risk and control self-evaluations. Internal Audit also promotes best practice in risk management processes to ensure delivery of CnaG's objectives.

CnaG has in place internal control and risk management systems for financial reporting with additional controls, which includes a detailed budgeting process with the budget being approved by the Administration, Finance and Personnel Subcommittee and reported to the Board of Directors bi-monthly. Forecasts for the year are also reported bi-monthly. Finance/Management and Governance Issues are reported directly to DE officials via Governance Accountability Review (GAR) and special measures GAR meetings on a regular basis throughout the year.

Although the final review of the Corporate Risk Register (CRR) has not yet taken place for 2017/18 a number of new risks have been identified for Board consideration by Senior Managers. They include:

1. Uncertainty over Budget allocation for 2017/18.
2. Failure to appoint a new CEO for CnaG.
3. Failure to achieve satisfactory assurance levels in Audit Review of Organisation Corporate Governance.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**GOVERNANCE STATEMENT (Cont'd)
For the year ended 31 March 2017**

Lapses in Protective Security

There were no instances of such lapses in year 2016/17.


Internal Audit

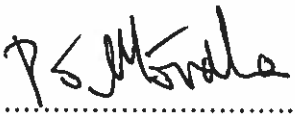
RSM McClure Watters were the internal auditors up until February 2017. During that time they made 5 Internal Audit reports to the Board of CnaG via the ARMC. The levels of assurance for those reports were as follows:

1. **Payroll:** Opinion "Satisfactory".
2. **Creditor Payments:** Opinion "Satisfactory"
3. **Budgeting and Funding:** Opinion "Satisfactory".
4. **Travel and Expense:** Opinion "Satisfactory".
5. **IT Systems:** Opinion "Limited".

Following the award of "limited" assurance for IT Systems by internal audit a series of actions were agreed to ensure a satisfactory level of assurance is reached.

For 2017/18 DE had asked that CnaG consider the Department's preferred route to appoint the Internal Audit function from within the NICS. A proposed service level agreement for the function is awaited and expected to be in place by June 2017.


.....
MR S Ó COINNE
Director


.....
P Ó MÓRDHA
Interim Accounting Officer

DATE: 22 JUNE 2017

COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS
OF COMHAIRLE NA GAELSCOLAÍOCHTA

We have audited the financial statements of Comhairle na Gaelscolaíochta for the year ended 31 March 2017 which comprise of the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounts Standards (United Kingdom Generally Accepted Accounting Practice). We have also audited the information in the Remuneration Report that is described in that report as having been audited.

The report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Directors and Auditors

As explained more fully in the Directors' Responsibilities Statement set out on pages 9 and 10, the Directors (who are also the trustees of the charitable company for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's Ethical Standards for Auditors.

Scope of the audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Directors to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.



COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS
OF COMHAIRLE NA GAELSCOLAÍOCHTA (Cont'd)

Scope of the audit of the Financial Statements (cont'd)

In addition, we are required to obtain evidence sufficient to give reasonable assurance that the incoming and outgoing resources reported in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Opinion on Regularity

In our opinion, in all material respects the expenditure and income has been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Opinion on Financial Statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2017 and of its incoming resources and application of resources, including its income and expenditure, and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.



COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS
OF COMHAIRLE NA GAELSCOLAÍOCHTA (Cont'd)

Opinion on other matters

In our opinion:-

- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Government Financial Reporting Manual; and
- information given in the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are Required to Report by Exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit; or
- The Governance Statement does not reflect compliance with the Department of Finance's guidance.

Alfred House
19 Alfred Street
Belfast
BT2 8EQ


MR JACKIE SMITH FCA
(Senior Statutory Auditor)
For and on behalf of
GMcG BELFAST
Chartered Accountants
& Statutory Auditor

23 JUNE 2017

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
For the year ended 31 March 2017**

	Note	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
Income from					
Donations and legacies	3	679,000	-	679,000	622,060
Investment income	4	4,000	-	4,000	1,048
Charitable activities	5	<u>-</u>	<u>150,082</u>	<u>150,082</u>	<u>195,875</u>
Total income		<u>683,000</u>	<u>150,082</u>	<u>833,082</u>	<u>818,983</u>
Expenditure on					
Charitable activities	6	<u>699,020</u>	<u>158,929</u>	<u>857,949</u>	<u>849,053</u>
Total expenditure		<u>699,020</u>	<u>158,929</u>	<u>857,949</u>	<u>849,053</u>
Net expenditure before other gains and losses	9	(16,020)	(8,847)	(24,867)	(30,070)
Actuarial (loss)/gain in respect of defined benefit pension scheme	12	<u>(339,000)</u>	<u>-</u>	<u>(339,000)</u>	<u>89,000</u>
Net movement in funds		(355,020)	(8,847)	(363,867)	58,930
Reconciliation of funds					
Total funds at 1 April 2016		<u>106,169</u>	<u>9,339</u>	<u>115,508</u>	<u>56,578</u>
Total funds at 31 March 2017	17/18	<u>(248,851)</u>	<u>492</u>	<u>(248,359)</u>	<u>115,508</u>

All of the activities of the charitable company are classed as continuing.

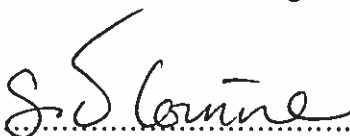
The notes on pages 33 to 50 form part of these financial statements

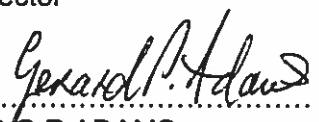
**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**BALANCE SHEET
As at 31 March 2017**

	Note	2017 £	2016 £
FIXED ASSETS			
Tangible assets	13	2,233	3,795
CURRENT ASSETS			
Debtors	14	7,534	10,566
Cash at bank and in hand		<u>35,225</u>	<u>58,669</u>
		42,759	69,235
CREDITORS: Amounts falling due within one year	15	<u>(18,351)</u>	<u>(36,522)</u>
NET CURRENT ASSETS		<u>24,408</u>	<u>32,713</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		26,641	36,508
DEFINED BENEFIT PENSION SCHEME (LIABILITY)/ASSET	12	<u>(275,000)</u>	<u>79,000</u>
NET (LIABILITIES)/ASSETS		<u>(248,359)</u>	<u>115,508</u>
CHARITY FUNDS			
Restricted income funds	17	<u>492</u>	<u>9,339</u>
Unrestricted funds:-			
Unrestricted funds excluding pension asset		26,149	27,169
Pension Reserve		<u>(275,000)</u>	<u>79,000</u>
Total unrestricted income funds	18	<u>(248,851)</u>	<u>106,169</u>
TOTAL FUNDS		<u>(248,359)</u>	<u>115,508</u>

These financial statements were approved and authorised for issue by the directors on 22 June 2017 and were signed on their behalf by:


.....
MR S Ó COINNE
Director


.....
MR G P ADAMS
Director

Company Registration Number – NI039115

The notes on pages 33 to 50 form part of these financial statements

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**STATEMENT OF CASH FLOWS
For the year ended 31 March 2017**

	Note	2017 £	2016 £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	26	<u>(23,444)</u>	<u>14,063</u>
Cash flows from investing activities:			
Interest receivable		-	48
Purchase of property, plant and equipment		<u>-</u>	<u>(683)</u>
Net cash used in investing activities		<u>-</u>	<u>(635)</u>
Change in cash and cash equivalents in the year		(23,444)	13,428
Cash and cash equivalents brought forward		<u>58,669</u>	<u>45,241</u>
Cash and cash equivalents carried forward	27	<u>35,225</u>	<u>58,669</u>

The notes on pages 33 to 50 form part of these financial statements

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2017**

1. NATURE OF ORGANISATION

The principal activity of Comhairle na Gaelscolaíochta is to promote, facilitate and encourage Irish-medium education. The charity is a company limited by guarantee incorporated in Northern Ireland. The charity's principal place of business is its registered office at Teach an Gheata Thiar, 4 Sráid na Banríona, Béal Feirste, BT1 6ED.

2. ACCOUNTING POLICIES

Basis of Preparation of Financial Statements

The Directors consider that there are no material uncertainties about the charity's ability to continue as a going concern, therefore the financial statements have been prepared on a going concern basis in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

In assessing the charity's ability to continue as a going concern the Directors have given consideration to the fact that the Balance Sheet shows a net deficit of £248,359 at 31 March 2017. The net deficit has arisen as a result of a defined benefit pension scheme deficit of £275,000 at 31 March 2017. This relates to the charity's share of the liabilities within the Northern Ireland Local Government Officers' Superannuation Pension Fund, which is disclosed in detail in note 12. The charity continues to meet its pension commitments on a monthly basis. The Department of Education acts as guarantor in relation to the pension liability and the pension fund liability is not expected to affect the charity's ability to continue as a going concern in the 12 months following the signing of these financial statements. In addition, the charity's ability to continue as a going concern is dependent on funding from Department of Education. The charity's budget for the year ended 31 March 2018 has not yet been confirmed as there is currently no functioning NI Assembly. An initial cash allocation has been agreed for the period to 31 July 2017 and no reason has been given to suggest that the charity's total cash allocation for the year to 31 March 2018 will be significantly different to that received in previous years.

Comhairle na Gaelscolaíochta meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The financial statements also meet the disclosure requirements of the Government Financial Reporting Manual (FREM) and those issued by the Department of Finance and Personnel in so far as those requirements are appropriate.

Statement of Cash Flows

Under FRS 102, cash flows are required to be shown separately for three categories only, namely, operating, investing and financing. The statement of cash flow reconciles to cash and cash equivalents. Cash and cash equivalents are defined in FRS 102 as "cash on hand and demand deposits and short term highly liquid investments that are readily convertible to known amounts of cash and that are subject to an insignificant risk of changes in value".

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

2. ACCOUNTING POLICIES (Cont'd)

Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities or equivalent benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources. Staff costs and overhead expenses are allocated on an appropriate basis, such as time spent on those activities or floor space occupied by those activities.

(i) Charitable activities

This comprises all resources applied by the charity in undertaking its work to meet its charitable activities and includes both direct costs and support cost relating to these activities.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

2. ACCOUNTING POLICIES (Cont'd)

(ii) Governance costs

This includes the cost of governance arrangements which relate to the general running of the charity.

Operating leases

Annual rentals for assets financed by operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

Employee Benefits

Through the NI Teachers Superannuation Scheme and Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) the charity operates pension schemes providing benefits based on final or average pensionable salary for certain employees.

The NI Teachers Superannuation Scheme is a multi-employer defined benefit scheme where the assets are co-mingled for investment purposes, benefits are paid from the total scheme assets and the contribution rates for all employers are set by reference to the overall financial position of the schemes. For this reason the accounting charge for the period represents the employer contributions payable in the year. The contribution rates are determined by qualified actuaries.

The charity's share of any surplus/deficit on NILGOSC is recognised as an asset/liability on the Balance Sheet. Changes to the asset/liability are charged to the Statement of Financial Activities (SOFA) as appropriate.

Tangible fixed assets

The cost of fixed assets is their purchase cost, together with any incidental costs of acquisition. Depreciation is calculated to write off the cost, less estimated residual value of tangible fixed assets over the expected useful economic lives of the assets concerned. The annual rates and bases used for this purpose are:

Fixtures, fittings and equipment - 25% straight line

Fund accounting

The charity has two types of funds for which it is responsible and which require separate disclosure. These are as follows:

(i) Restricted income funds

Represents grants, donations and other income received which are for specific purposes as laid down by the donor. Such purposes are within the overall aims of the charity.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

2. ACCOUNTING POLICIES (Cont'd)

(ii) Unrestricted income funds

General funds

Represents funds which are expendable at the discretion of the Directors in furtherance of the objects of the charity. In addition funds may be held in order to finance capital investment and working capital.

Pension reserve

This fund represents the charity's share of the surplus or deficit in the NILGOSC defined benefit pension scheme.

Taxation

As a charity, the company is not liable to either Income Tax or Corporation Tax.

Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance Sheet date.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

2. ACCOUNTING POLICIES (Cont'd)

Provisions for liabilities

Provisions are made where an event has taken place that gives the Company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to the Statement of Financial Activities in the year that the Company becomes aware of the obligation, and are measured at the best estimate at the Balance Sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet.

Judgements and key sources of estimation uncertainty

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 income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following are the company's key sources of estimation uncertainty:

Defined Benefit Pension Scheme – The actuarial valuations are based on certain assumptions as detailed in Note 12.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £	Total Funds 2016 £
Donations	-	-	-	2,060
Department of Education	<u>679,000</u>	-	<u>679,000</u>	<u>620,000</u>
	<u>679,000</u>	-	<u>679,000</u>	<u>622,060</u>

In 2016, all of the income from donations and legacies was unrestricted funds.

4. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £	Total Funds 2016 £
Bank interest receivable	-	-	-	48
Other finance income	<u>4,000</u>	-	<u>4,000</u>	<u>1,000</u>
	<u>4,000</u>	-	<u>4,000</u>	<u>1,048</u>

In 2016, all of the investment income was unrestricted funds.

5. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £	Total Funds 2016 £
Grants receivable				
Youth Council NI	-	82	82	44,525
Foras na Gaeilge	-	-	-	2,350
Department of Education	-	<u>150,000</u>	<u>150,000</u>	<u>149,000</u>
	-	<u>150,082</u>	<u>150,082</u>	<u>195,875</u>

The charity has only one principal activity, being the promotion of Irish-Medium Education.

In 2016, all of the income from charitable activities was restricted funds.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Staff Costs 2017 £	Depreciation 2017 £	Other Costs £	Total 2017 £	Total 2016 £
Promotion of Irish-Medium Education	454,511	1,562	390,703	846,776	837,000
Expenditure on governance	<u>-</u>	<u>-</u>	<u>11,173</u>	<u>11,173</u>	<u>12,053</u>
	<u>454,511</u>	<u>1,562</u>	<u>401,876</u>	<u>857,949</u>	<u>849,053</u>

7. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £	Total Funds 2016 £
Audit and accountancy fees	8,626	-	8,626	7,790
Internal audit	460	-	460	2,600
Directors' travel	<u>2,087</u>	<u>-</u>	<u>2,087</u>	<u>1,663</u>
	<u>11,173</u>	<u>-</u>	<u>11,173</u>	<u>12,053</u>

8. ANALYSIS OF EXPENDITURE BY FUND TYPE

	Unrestricted Funds 2017 £	Restricted Funds £	Total 2017 £	Total 2016 £
Programmes	612,415	158,929	771,344	780,297
Support costs	<u>75,432</u>	<u>-</u>	<u>75,432</u>	<u>56,703</u>
	<u>687,847</u>	<u>158,929</u>	<u>846,776</u>	<u>837,000</u>

9. NET EXPENDITURE FOR THE YEAR

This is stated after charging:

	2017 £	2016 £
Depreciation	1,562	7,152
Auditors remuneration:		
- audit of the financial statements	5,500	5,500
- other services	1,676	1,500
Internal audit	460	2,600
Operating lease costs:		
- other assets	<u>31,592</u>	<u>31,592</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

10. STAFF COSTS AND EMOLUMENTS

Staff costs were as follows:

	2017	2016
	£	£
Wages and salaries	333,178	385,696
Social security costs	35,055	28,367
Pension costs	<u>86,278</u>	<u>87,844</u>
	<u>454,511</u>	<u>501,907</u>

The average monthly number of employees was 12 (2016 - 13) and the average monthly number of employees during the year expressed as full time equivalents was as follows (including casual and part-time staff):

	2017	2016
	£	£
Number of staff	<u>12</u>	<u>13</u>

No employee received remuneration amounting to more than £60,000 in either year.

Remuneration in respect of key management personnel was £2,931 during the year.

During the year the charity engaged an Interim Chief Executive who was not an employee of the charity. The total cost of his services in the year was £48,760.

11. DIRECTORS' EMOLUMENTS

The Directors received no emoluments during the year.

Three Directors (2016 – four) were reimbursed a total of £2,087 (2016 - £1,663) for travel costs during the year.

12. PENSIONS

The disclosures below relate to the liabilities within the Northern Ireland Local Government Officers' Superannuation Pension Fund (the "Fund") which is part of the Local Government Pension Scheme ("the LGPS").

In accordance with Financial Reporting Standards, disclosure of certain information concerning assets, liabilities, income and expenditure relating to this pension scheme is required.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

12. PENSIONS (Cont'd)

Contributions for the Accounting Period ended 31 March 2018

The Employer expects to pay regular contributions to the Fund, together with any payments to beneficiaries under the unfunded schemes, for the accounting period ended 31 March 2018 of £70,000.

Additional contributions may also become due in respect of any employer discretions to enhance members' benefits in the fund over the next accounting period.

Assumptions

The latest actuarial valuation of CnaG liabilities took place as at 31 March 2017. Liabilities have been estimated by the independent qualified actuary on an actuarial basis using the projected unit credit method. The principal assumptions used by the actuary in updating the latest valuation of the fund for FRS 102 purposes were:

Principal Financial Assumptions (%per annum)

	31 March 2017	31 March 2016
Discount rate	2.6	3.5
RPI price inflation	3.1	3.0
CPI price inflation	2.0	1.9
Pension increases	2.0	1.9
Pension accounts revaluation date	2.0	1.9
Salary increases	3.5	3.4

Mortality Assumptions

The mortality assumptions were based on the recent actual mortality experience of members within the fund and allow for expected future mortality improvements.

Post Retirement Mortality (retirement in normal health)	31 March 2017	31 March 2016
Males		
Year of Birth base table	Standard SAPS Normal Health All Amounts (S1NMA)	Standard SAPS Normal Health All Amounts (S1NMA)
Rating to above base table (years)	Nil	Nil
Scaling to above base table rates	95%	95%
Improvements to base table rates	CMI 2014 with long term rate of improvement of 1.5% per annum.	CMI 2014 with long term rate of improvement of 1.5% per annum.
Member aged 65 at accounting date	23.2	22.3
Member aged 45 at accounting date	25.4	24.5

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

12. PENSIONS (Cont'd)

Post Retirement Mortality (retirement in normal health)	31 March 2017	31 March 2016
Females		
Year of Birth base table	Standard SAPS Normal Health All Amounts (S1NMA)	Standard SAPS Normal Health All Amounts (S1NMA)
Rating to above base table (years)	Nil	Nil
Scaling to above base table rates	95%	95%
Improvements to base table rates	CMI 2014 with long term rate of improvement of 1.5% per annum.	CMI 2014 with long term rate of improvement of 1.5% per annum.
Member aged 65 at accounting date	25.8	24.8
Member aged 45 at accounting date	28.1	27.2

Commutation

31 March 2017

Each member was assumed to surrender pension on retirement, such that the total cash received (including any accrual lump sum from pre 2009 service) is 75% of the permitted maximum.

31 March 2016

Each member was assumed to surrender pension on retirement, such that the total cash received (including any accrual lump sum from pre 2009 service) is 75% of the permitted maximum.

Asset Allocation

The approximate split of assets for the fund as a whole (based on data supplied by the Fund Administering Authority) is shown in the table below.

	Asset split at 31 March 2017 (%)	Asset split at 31 March 2016 (%)
Equities	74.5	71.9
Property	10.5	13.2
Government Bonds	5.4	5.7
Corporate Bonds	6.1	6.4
Cash	2.6	2.3
Other	0.9	0.5
Total	<u>100.0</u>	<u>100.0</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

12. PENSIONS (Cont'd)

Reconciliation of Funded Status to Balance Sheet

	Value as at 31 March 2017 £M's	Value as at 31 March 2016 £M's
Fair value of assets	2.109	1.773
Present value of funded liabilities	(2.384)	(1.694)
Present value of unfunded liabilities	<u>0.000</u>	<u>0.000</u>
Pension (liability)/asset recognised on the Balance Sheet	<u>(0.275)</u>	<u>0.079</u>

Analysis of the SOFA Charge

	Period Ended 31 March 2017 £M's	Period Ended 31 March 2016 £M's
Current service cost	0.087	0.087
Past service cost	0.000	0.000
Interest cost	(0.004)	(0.001)
Curtailement cost	0.000	0.000
Settlement cost	<u>0.000</u>	<u>0.000</u>
Expense recognised	<u>0.083</u>	<u>0.086</u>
Opening present value of liabilities	1.694	1.637
Current service cost	0.087	0.087
Interest cost	0.059	0.053
Contributions by participants	0.021	0.024
Actuarial losses/(gains) on liabilities	0.535	(0.096)
Net benefits paid out of the fund	<u>(0.012)</u>	<u>(0.011)</u>
Closing value of liabilities	<u>2.384</u>	<u>1.694</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

12. PENSIONS (Cont'd)

Change to the Fair Value of Assets during the Accounting Period

	Period Ended 31 March 2017 £M's	Period Ended 31 March 2016 £M's
Opening fair value of assets	1.773	1.638
Expected return on assets	0.063	0.054
Actuarial gains/(losses) on assets	0.196	(0.007)
Contributions by the employer	0.068	0.075
Contributions by participants	0.021	0.024
Net benefits paid out	<u>(0.012)</u>	<u>(0.011)</u>
Closing fair value of assets	<u>2.109</u>	<u>1.773</u>
Actual Return on Assets		
Expected return on assets	0.063	0.054
Actuarial gain/(loss) on assets	<u>0.196</u>	<u>(0.007)</u>
Actual return on assets	<u>0.259</u>	<u>0.047</u>
Analysis of Amounts Recognised in the SOFA		
Asset gains/(losses) arising during the period	0.196	(0.007)
Liability (losses)/gains arising during the period	<u>(0.535)</u>	<u>0.096</u>
Total actuarial (losses)/gains	<u>(0.339)</u>	<u>0.089</u>
History of Experience Gains and Losses		
Experience gains/(losses) on assets	0.196	(0.007)
Percentage of assets	9.3%	-0.4%
Experience losses/(gains) on liabilities	0.535	(0.096)
Percentage of the present value of the liabilities	22.4%	-5.7%

The Department of Education acts as guarantor in relation to CnaG's pension liability.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

13. TANGIBLE FIXED ASSETS

	Fixtures, fittings & equipment £
Cost	
At 1 April 2016	75,810
Additions	-
Disposals	<u>(1,199)</u>
At 31 March 2017	<u>74,611</u>
Depreciation	
At 1 April 2016	72,015
Charge for the year	1,562
Depreciation on disposals	<u>(1,199)</u>
At 31 March 2017	<u>72,378</u>
Net Book Value	
At 31 March 2017	<u><u>2,233</u></u>
At 31 March 2016	<u><u>3,795</u></u>

14. DEBTORS

	2017 £	2016 £
Prepayments and accrued income	<u>7,534</u>	<u>10,566</u>

15. CREDITORS: Amounts falling due within one year

	2017 £	2016 £
Accruals	<u>18,351</u>	<u>36,522</u>

16. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases as set out below.

	2017		2016	
	Land and Buildings £	Other items £	Land and Buildings £	Other items £
Within 1 year	22,500	1,592	30,000	1,592
Within 1 to 5 years	<u>-</u>	<u>132</u>	<u>22,500</u>	<u>1,724</u>
	<u>22,500</u>	<u>1,724</u>	<u>52,500</u>	<u>3,316</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

17. RESTRICTED INCOME FUNDS

	Balance at 1 Apr 2016 £	Incoming Resources £	Outgoing Resources £	Balance at 31 Mar 2017 £
YCNI - Youth Development Project	9,019	82	(8,929)	172
YCNI Workforce Development Fund	320	-	-	320
Department of Education – Irish-medium Pre- schools	-	<u>150,000</u>	<u>(150,000)</u>	-
	<u>9,339</u>	<u>150,082</u>	<u>158,929</u>	<u>492</u>

18. UNRESTRICTED INCOME FUNDS

	Balance at 1 Apr 2016 £	Incoming resources £	Outgoing resources £	Other Gains & Losses £	Balance at 31 Mar 2017 £
General Funds	27,169	679,000	(680,020)	-	26,149
Pension Reserve	<u>79,000</u>	<u>4,000</u>	<u>(19,000)</u>	<u>(339,000)</u>	<u>(275,000)</u>
	<u>106,169</u>	<u>683,000</u>	<u>(699,020)</u>	<u>(339,000)</u>	<u>(248,851)</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

19. EXPLANATORY NOTES TO COMHAIRLE NA GAELSCOLAÍOCHTA RESERVES

(i) Restricted Funds (Note 17)

(a) *Youth Council for Northern Ireland - Youth Development Project*

This project is funded by Youth Council for Northern Ireland. The purpose of the project is to fund a Youth Development Officer.

(b) *Youth Council for Northern Ireland – Workforce Development Fund*

This was funding awarded by Youth Council for Northern Ireland for the translation and development of resources to support the tuition, assessment and quality assurance of the OCNNI Level 2 Award in Youth Work Practice qualification.

(c) *Department of Education – Irish-Medium Pre-schools*

The Department of Education offered funding to enable interim support arrangements for a project in relation to Irish-Medium pre-schools.

(ii) Unrestricted Funds (Note 18)

(a) *General Fund*

This fund is the result of the charity's strategic objective to establish reserves to provide sufficient funds to cover any unforeseen costs which may arise, as well as allowing for the payment of any liabilities which would arise should the charity cease to operate.

(b) *Pension Reserve*

This fund represents the charity's share of the surplus or deficit in the NILGOSC defined benefit pension scheme.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible Fixed Assets £	Net Current Assets £	Pension Scheme Asset £	Total £
Restricted Income Funds	-	492	-	492
General Funds	2,233	23,916	-	26,149
Pension Reserve	-	-	(275,000)	(275,000)
Total Funds	<u>2,233</u>	<u>24,408</u>	<u>(275,000)</u>	<u>(248,359)</u>

21. RELATED PARTY TRANSACTIONS

The charity receives its core funding from the Department of Education, the sponsoring department of the charity. The amount receivable in the year was £829,000 (2016 - £769,000).

During the year no member of the Board or Management team has undertaken any material transaction with the charity.

22. LOSSES AND SPECIAL PAYMENTS

There were no bad debts written off during the year (2016 – £nil). There were no cash losses written off during the year (2016 - £nil).

23. CONTINGENCIES

A portion of grants received may become repayable should certain conditions under which they were awarded cease to be fulfilled.

24. LIABILITY OF MEMBERS

Comhairle na Gaelscolaíochta is a company incorporated under guarantee and does not have share capital. The liability of each member is limited to an amount not exceeding £1.

25. EVENTS AFTER THE REPORTING PERIOD

No events occurred between the Balance Sheet date and the date on which these financial statements were authorised for issue that require disclosure.

The Interim Accounting Officer authorised these financial statements for issue on 22 June 2017.

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
For the year ended 31 March 2017**

26. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2017	2016
	£	£
Net expenditure for the year	(24,867)	(30,070)
Adjustment for:		
Depreciation charges	1,562	7,152
Interest receivable	(4,000)	(1,048)
Decrease/(increase) in debtors	3,032	9,382
Increase/(decrease) in creditors	(18,171)	16,647
Pension service cost in excess of contributions	<u>19,000</u>	<u>12,000</u>
Net cash provided by/(used in) operating activities	<u>(23,444)</u>	<u>14,063</u>

27. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2017	2016
	£	£
Cash in hand	<u>35,225</u>	<u>58,669</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (Cont'd)
for the year ended 31 March 2017**

28. ADDITIONAL DISCLOSURES TO COMPLY WITH FReM

FReM requires Non-Departmental Public Bodies to regard grant-in-aid received as contributions from controlling parties giving rise to a financial interest in the residual interest of the body and hence accounted for as financing i.e. by crediting them to the income and expenditure reserve.

In addition FReM requires grant-in-aid to be accounted for on a cash basis.

If CnaG were to comply with FReM the result of this compliance would be as follows:

Statement of Financial Activities prepared under FReM

	2017	2016
	£	£
Income		
Income from:		
Donations and legacies	-	2,060
Investment income	4,000	1,048
Charitable activities	<u>150,082</u>	<u>195,875</u>
Total income	<u>154,082</u>	<u>198,983</u>
Expenditure on:		
Charitable activities	<u>857,949</u>	<u>849,053</u>
Total expenditure	<u>857,949</u>	<u>849,053</u>
Net expenditure	(703,867)	(650,070)
Actuarial (losses)/gains	<u>(339,000)</u>	<u>89,000</u>
Amount transferred to reserves	<u>(1,042,867)</u>	<u>(561,070)</u>
Analysis of Reserves prepared under FReM		
Balance at 1 April	115,508	56,578
Grant in aid received in the year	679,000	620,000
Amount transferred to reserves	<u>(1,042,867)</u>	<u>(561,070)</u>
Balance at 31 March 2017	<u>(248,359)</u>	<u>115,508</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**MANAGEMENT INFORMATION
For the year ended 31 March 2017**

**The following pages do not form part of the statutory financial statements
which are the subject of the independent auditor's report on pages 27 to 29**

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 March 2017**

	2017	2016
	£	£
INCOME FROM		
Donations and legacies	-	2,060
Department of Education	<u>679,000</u>	<u>620,000</u>
	<u>679,000</u>	<u>622,060</u>
Investments		
Bank interest receivable	-	48
Other finance income	<u>4,000</u>	<u>1,000</u>
	<u>4,000</u>	<u>1,048</u>
Charitable Activities		
Foras na Gaeilge	-	2,350
Youth Council NI	82	44,525
Department of Education	<u>150,000</u>	<u>149,000</u>
	<u>150,082</u>	<u>195,875</u>
TOTAL INCOME	<u><u>833,082</u></u>	<u><u>818,983</u></u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES (Cont'd)
For the year ended 31 March 2017**

	2017	2016
	£	£
RESOURCES EXPENDED		
Charitable Activities		
Staff costs	445,582	467,517
Staff costs – YCNI	8,929	34,390
Staff training	3,454	2,402
Rent	30,000	30,000
Service charges	7,285	5,630
Light & heat	6,432	4,808
Insurance	2,630	4,318
Repairs & maintenance	887	547
Computer maintenance	5,147	6,445
Cleaning	2,557	2,509
Travelling & subsistence	29,431	27,544
Telephone	3,374	3,473
Equipment leasing charges	1,592	1,592
Postage and stationery	4,836	3,611
Computer costs	1,489	2,739
Project costs – YCNI	-	9,133
Project costs – FnaG	-	3,172
Project costs – Department of Education	150,000	149,000
Project costs - Designated fund	-	11,600
Non recurring project costs	46,780	1,000
Convention costs	5,952	5,726
Translation services	5,209	3,849
Advertising	21,398	14,697
Legal & professional fees	11,670	3,260
External HR services	48,810	28,397
Subscriptions	765	1,533
Other establishment expenses	740	614
Depreciation	1,562	7,152
Bank charges	<u>265</u>	<u>342</u>
	<u>846,776</u>	<u>837,000</u>
Governance Costs		
Audit and accountancy fees	8,626	7,790
Internal audit	460	2,600
Directors' travel	<u>2,087</u>	<u>1,663</u>
	<u>11,173</u>	<u>12,053</u>
TOTAL RESOURCES EXPENDED	<u>857,949</u>	<u>849,053</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 March 2017**

	2017	2016
	£	£
CHARITABLE ACTIVITIES		
<i>Costs incurred directly</i>		
Staff costs	435,566	456,573
Staff costs – YCNI	8,929	34,390
Staff training	1,727	1,201
Rent	24,000	24,000
Service charges	5,828	4,504
Light & heat	5,146	3,846
Insurance	2,104	3,454
Repairs & maintenance	709	438
Computer maintenance	4,118	5,156
Cleaning	2,046	2,007
Travelling & subsistence	27,959	26,167
Telephone	2,699	2,778
Equipment leasing charges	1,274	1,274
Postage and stationery	3,868	2,889
Computer costs	1,489	2,739
Project costs – YCNI	-	9,133
Project costs – Foras na Gaeilge	-	3,172
Project costs – Department of Education	150,000	149,000
Non-recurring project costs	46,780	1,000
Project costs – designated funds	-	11,600
Convention costs	5,952	5,726
Translation services	5,209	3,848
Advertising	21,398	14,697
Legal & professional	9,336	2,608
Subscriptions	765	1,533
Other establishment expenses	592	500
Depreciation	1,249	5,722
Bank charges	<u>265</u>	<u>342</u>
	<u>769,008</u>	<u>780,297</u>

**COMHAIRLE NA GAELSCOLAÍOCHTA
(INCORPORATED UNDER GUARANTEE)**

**NOTES TO THE DETAILED STATEMENT OF FINANCIAL ACTIVITIES (Cont'd)
For the year ended 31 March 2017**

	2017	2016
	£	£
<i>Support costs</i>		
Staff costs	10,016	10,944
Staff training	1,727	1,201
Rent	6,000	6,000
Service charges	1,457	1,126
Light & heat	1,286	962
Insurance	526	864
Repairs & maintenance	178	109
Computer maintenance	1,029	1,289
Cleaning	511	502
Travelling & subsistence	1,472	1,377
Telephone	675	695
Equipment leasing charges	318	318
Postage and stationery	968	722
External HR services	48,810	28,397
Legal & Professional	2,334	652
Other establishment costs	148	115
Depreciation	<u>313</u>	<u>1,430</u>
	<u>77,768</u>	<u>56,703</u>
TOTAL CHARITABLE ACTIVITIES	<u>846,776</u>	<u>837,000</u>

