

The North South Language Body
Annual Report and Accounts
for the year ended 31 December
2022

An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig
2022

Tha Boord o Leid
An Accoont o the Darg
for the year hinmaist 31 Decemmer
2022


Foras na Gaeilge


Ulster-Scots Agency
Boord o Ulstèr-Scotch

Foras na Gaeilge

63-66 Sráid Amiens

Baile Átha Cliath 1

+353 (0)1 6398400

www.forasnagaeilge.ie

eolas@forasnagaeilge.ie

Foras na Gaeilge

Teach an Gheata Thiar

2-4 Sráid na Banríona

Béal Feirste BT1 6ED

+44 (0)28 9089 0970

Foras na Gaeilge

An Chrannóg

Na Doirí Beaga

Gaoth Dobhair

Dún na nGall

+353 (0)74 9560113 / 9560114

Foras na Gaeilge

(Clár na Leabhar Gaeilge)

Ráth Chairn

Áth Buí

Co. na Mí

+353 (0)46 9430419

**Áisíneacht Dáileacháin Leabhar
(ÁIS)**

Aonad 3 Páirc Ghnó Dhún Seachlainn

Dún Seachlainn

Co. na Mí

+353 (0)1 6616522

The Ulster-Scots Agency

The Corn Exchange, 31 Gordon Street

Belfast BT1 2LG

+44 (0)28 9023 1113

www.ulsterscotsagency.com

info@ulsterscotsagency.org.uk

The Ulster-Scots Agency

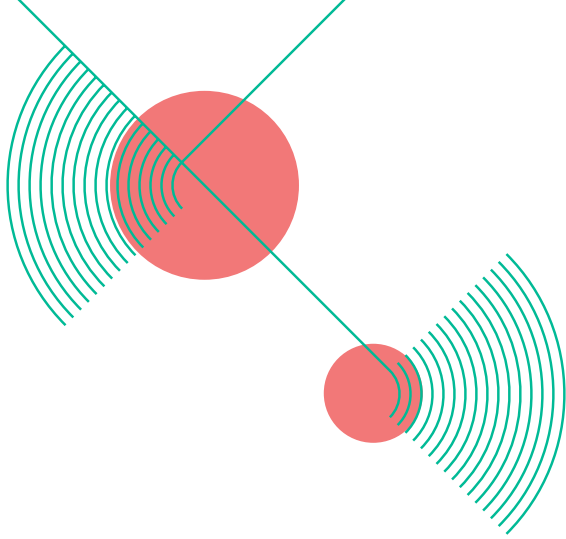
William Street

Raphoe

Co. Donegal

+353 (0)74 9173876





The North South Language Body Annual Report and Accounts

for the year ended 31 December 2022

An Foras Teanga Tuarascáil Bhliantúil agus Cuntais

don bhliain dar críoch 31 Nollaig 2022

Tha Boord o Leid An Accoont o tha Darg

for the year hinmaist 2022



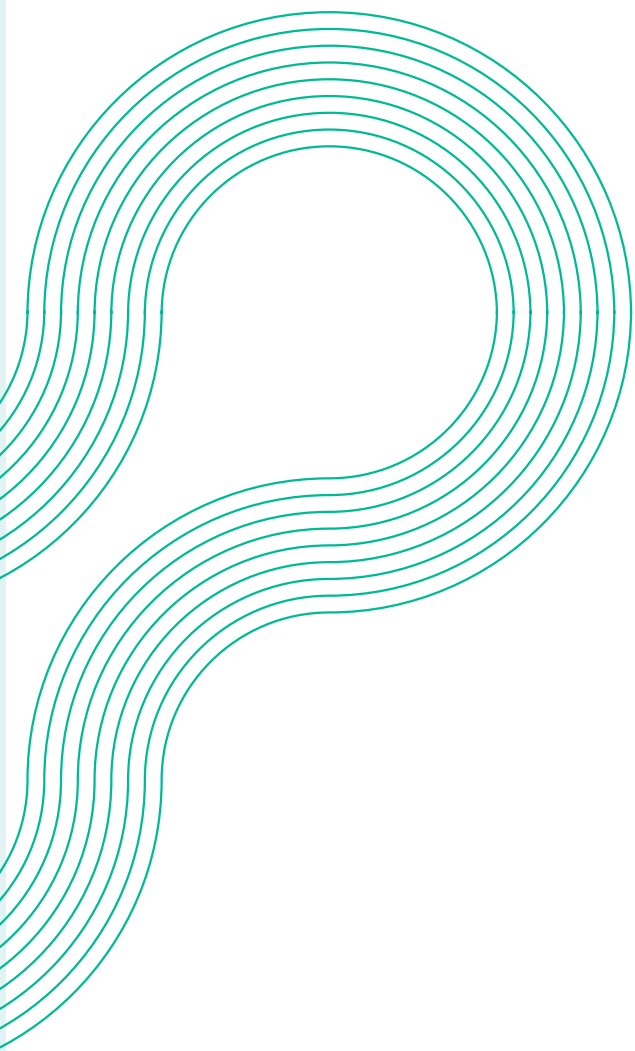
The Language Body is a North / South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established on the 2nd of December 1999 under the British-Irish Agreement which set up the implementation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

The Language Body comprises Foras na Gaeilge and the Ulster-Scots Agency. Foras na Gaeilge has the principal function of the promotion of the Irish language on an all-island basis. The principal function of the Ulster-Scots Agency is the promotion of greater awareness and use of Ullans and of Ulster Scots cultural issues, both within Northern Ireland and throughout the island. Further information and Board Minutes are available on the agencies' websites:

www.forasnagaeilge.ie

www.ulsterscotsagency.com





Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é an 2 Nollaig 1999 faoi Chomhaontú na Breataine-na hÉireann lenar bunaíodh na comhlachtaí forfheidhmithe, comhaontú a bhfuil an tAcht um Chomhaontú na Breataine-na hÉireann agus an North / South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 mar bhonn faoi. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

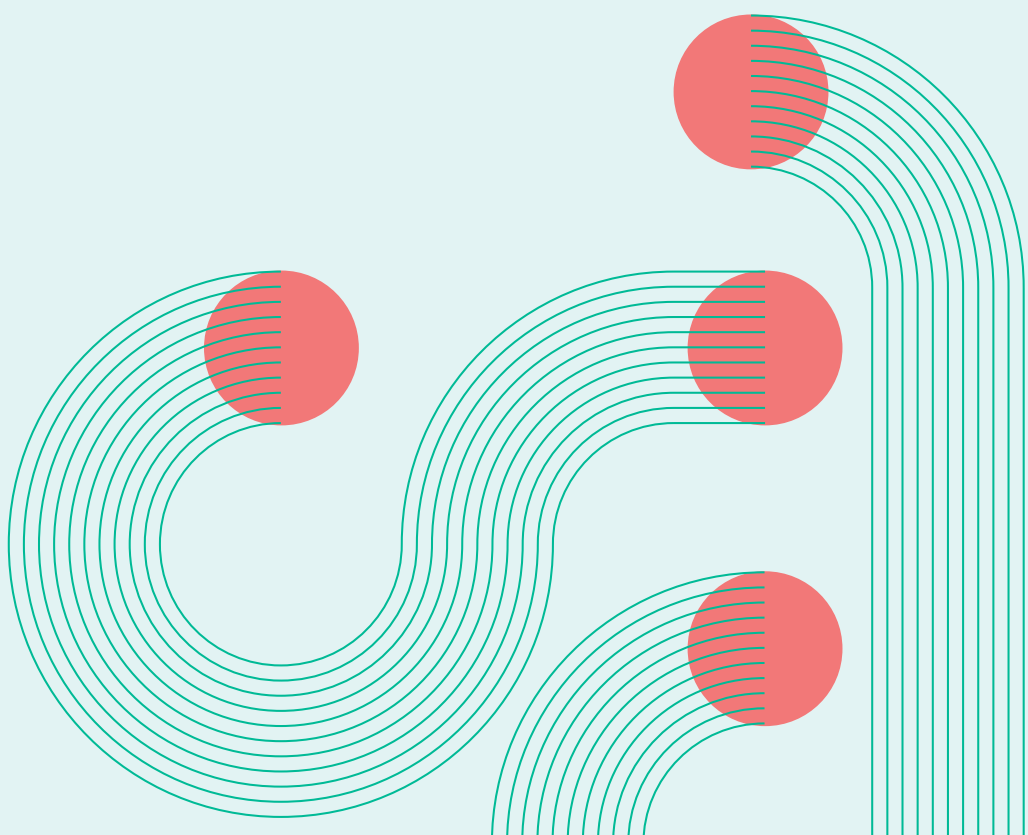
Tá an Foras Teanga comhdhéanta d'Fhoras na Gaeilge agus de Ghníomhaireacht na hUltaise. Is é príomhfheidhm Fhoras na Gaeilge an Ghaeilge a chur chun cinn ar bhonn uile-oileáin. Is é príomhfheidhm Ghníomhaireacht na hUltaise eolas níos fearr faoi Ultais agus úsáid agus saincheistanna cultúir Albanach-Ultacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin. Tá breis eolais agus Miontuairiscí Boird ar fáil ar shuíomh gréasáin na ngníomhaireachtaí:

www.forasnagaeilge.ie

www.ulsterscotsagency.com

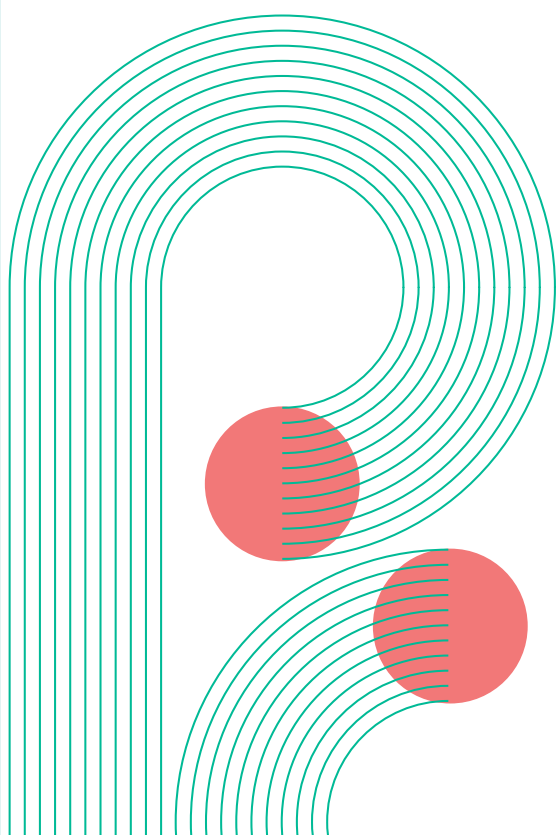
Contents

Board Members of the Language Body	8
Joint Introduction	10
Report of Foras na Gaeilge	14
Report of the Ulster-Scots Agency	162
Financial Statements	236



Clár Ábhar

Comhaltaí Boird an Fhorais Teanga	9
Comhréamhrá	11
Tuairisc Fhoras na Gaeilge	14
Tuairisc Tha Boord o Ulstèr-Scotch	162
Ráitis Airgeadais	236



Board Members of the Language Body

The following served as Board Members during 2022

Joint-Chairpersons

*Frederick Kettle – Deputy Chairperson, Ulster-Scots Agency

Regina Uí Chollatáin

*Karyn Devenney

Dáithí Mac Cárthaigh

Caoimhín Mac Giolla Mhín

Wuraola Majekodunmi

*Allen McAdam

Conor McGuinness – Deputy Chairperson, Foras na Gaeilge

Neasa Ní Chiaráin

Maighréad Ní Chonghaile

Liadh Ní Riada

Freda Nic Giolla Chatháin

Doiminic Ó Brolcháin

Ian Ó Dochartaigh

Kevin Ó hEadhra

Liam Rushe

*Lavinia Tilson

*Trevor Wilson

There were three vacancies (two Government of Ireland nominees and one Executive nominee) on the Board of Foras na Gaeilge as at 31st December 2022. There were three vacancies (all Executive nominees) on the Board of the Ulster-Scots Agency as at 31st December 2022.

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

Comhaltaí Boird an Fhorais Teanga

Bhí na daoine seo a leanas ina gComhaltaí Boird in 2022

Comh-Chathaoirligh

*Frederick Kettle – Leas-Chathaoirleach, Gníomhaireacht na hUltaise

Regina Uí Chollatáin

*Karyn Devenney

Dáithí Mac Cárthaigh

Caoimhín Mac Giolla Mhín

Wuraola Majekodunmi

*Allen McAdam

Conor McGuinness – Leas-Chathaoirleach, Foras na Gaeilge

Neasa Ní Chiaráin

Maighréad Ní Chonghaile

Liadh Ní Riada

Freda Nic Giolla Chatháin

Doiminic Ó Brolcháin

Ian Ó Dochartaigh

Kevin Ó hEadhra

Liam Rushe

*Lavinia Tilson

*Trevor Wilson

Bhí trí fholúntas (beirt ainmnithe ó Rialtas na hÉireann agus ainmní amháin ón bhFeidhmeannas) ar Bhord Fhoras na Gaeilge ar 31 Nollaig 2022. Bhí trí fholúntas (na hainmnithe uile ón bhFeidhmeannas) ar Bhord Ghníomhaireacht na hUltaise ar 31 Nollaig 2022.

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

Thegither Forethocht

Joint Introduction

Comhréamhrá

2022 marked an eventful and exciting year for the Language Body, which saw our first baseline budget increase for the organisation since 2008, and further recovery for both the organisation and the wider Ulster-Scots and Irish language communities as we approached the end of the coronavirus pandemic.

In Foras na Gaeilge, 2022 was another significant and positive year. We greatly welcomed the baseline budget increase, which enabled us to provide extra support for the Irish language community, and our staff showed determination and commitment in handling this extra funding in a prudent and willing way.

There were also historic legislative changes in 2022, which will put the use of Irish on a firmer footing in both jurisdictions going forward. In the jurisdiction of the Government of Ireland, provisions of the Official Languages Act (Amendment) 2021 were brought into effect, and in Westminster, the Identity and Language (Northern Ireland) Bill received Royal Assent, a bill which gives official recognition to Irish in the jurisdiction of the Executive for the first time.

Among the highlights of the Foras na Gaeilge programme of work in 2022, we are proud to have funded Irish language officers at community level in 36 areas throughout the island, that we launched a new support scheme for Irish language community centres, under which we are funding 16 centres; and that we have provided €4.1 million for 8 language planning areas.

The major campaigns we ran during the year were also very successful. The Gaelphobal campaign was launched as a central source of information and resources under the language planning process, and it achieved 176,400 views of videos, 2,400 followers, and 38,000 interactions. As well as that, we partnered with RTÉ for the major campaign Creidim Ionat (I believe in you), which followed personalities in their Irish language learning journey, and that campaign achieved 83 million impressions in 83 countries and with 4.3 million people. We also partnered with Children's Books Ireland for the library boxes project, in which we presented a library box containing Irish language books to 1,125 schools throughout the island.

As for the Ulster-Scots Agency, we worked in conjunction with the Department for Communities in the jurisdiction of the Executive to deliver the COVID-19 Recovery Programme for Ulster-Scots Organisations (CRPO), which saw 231 groups receiving more than £900,000 to help with the financial impact of COVID-19; and helped to restore the confidence of communities to get back up and running with a new Small Grants programme, which supported over 200 events across Ulster.

There was a strong increase in demand for music and dance tuition grants, with the number of awards up 25% on the pre-pandemic level, attributable we believe to new or returning groups supported through COVID-19 funding electing to seek support. Applications for community festival funding also increased, with the number of awards up 50% on pre-pandemic levels.

Thegither Forethocht

Joint Introduction

Comhréamhrá

Bliain eachtrach agus chorraitheach ab ea 2022 don Fhoras Teanga, ina raibh an chéad mhéadú i mbuiséad bonnlíne na heagraíochta ó bhí 2008 ann, agus bhí tuilleadh téarnaimh ann don eagraíocht agus do na pobail Ultaise agus Ghaeilge araon agus sinn ag tarraingt ar dheireadh phaindéim an choróinvíris.

I bhForas na Gaeilge, bliain shuntasach agus dhearfach eile a bhí in 2022. Chuireamar fáilte mhór roimh an méadú sa bhuiséad bonnlíne, rud a chabhraigh linn tacaíocht bhreise a chur ar fáil do phobal na Gaeilge, agus léirigh ár bhfoireann diongbháilteacht agus tiomantas agus iad ag láimhseáil an mhaoinithe breise seo ar bhealach críonna toilteanach.

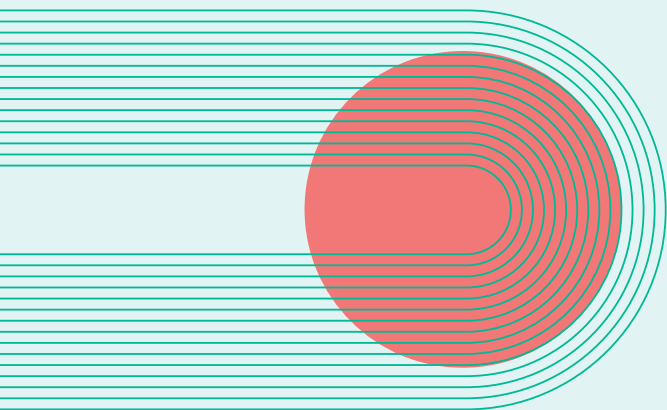
Bhí athruithe reachtaíochta stairiúla ann in 2022, a chuirfidh úsáid na Gaeilge ar bhonn níos daingne sa dá dhlínse feasta. I ndlínse Rialtas na hÉireann, tugadh forálacha Acht na dTeangacha Oifigiúla (Leasú) 2021 i bhfeidhm, agus in Westminster, fuair an Bille um Fhéiniúlacht agus Teanga (Tuaisceart Éireann) (Identity and Language (Northern Ireland)) Aontú an Rí, bille a thugann aitheantas don Ghaeilge i ndlínse an Fheidhmeannais den chéad uair.

I measc bhuaicphointí chlár oibre Fhoras na Gaeilge in 2022, tá bród orainn gur mhaoiníomar oifigigh Ghaeilge ag leibhéal an phobail in 36 ceantar ar fud an cheantair, gur sheolamar scéim nua tacaíochta d'ionaid phobail Ghaeilge, faoina bhfuilimid ag maoiniú 16 ionad; agus gur chuireamar ar fáil €4.1 milliún do 8 gceantar pleanála teanga.

Bhí an-rath ar na mórfheachtais a ritheamar le linn na bliana freisin. Seoladh feachtas Gaelphobal mar fhoinsé lárnach eolais agus acmhainní faoin bpróiseas pleanála teanga, agus ghnóthaigh sé 176,400 amharc ar fhíseáin, 2,400 leantóir, agus 38,000 idirghníomhú. Chomh maith leis sin, chuamar i bpáirt le RTÉ sa mhórfheachtas Creidim Ionat, a lean pearsana ina n-aistear Gaeilge, agus ghnóthaigh an feachtas sin 83 milliún imprisean in 83 tír agus le 4.3 milliún duine. Chuamar i bpáirt freisin le Leabhair Pháistí Éireann do thionscadal na mboscaí leabharlainne, inar bhronnamar bosca leabharlainne ina raibh leabhair Ghaeilge ar 1,125 scoil ar fud an oileáin.

Maidir le Gníomhaireacht na hUltaise, d'oibríomar i gcomhar leis an Roinn Pobal i ndlínse an Fheidhmeannais chun an Clár Téarnaimh COVID-19 d'Eagraíochtaí Ultaise (CRPO), ina bhfuair 231 grúpa corradh is £900,000 chun cabhrú maidir le tionchar airgeadais COVID-19; agus chabhraigh sé chun muintir pobal a athneartú chun bheith ar a mboinn arís le clár nua Miondeontas, a thacaigh le corradh is 200 imeacht ar fud Chúige Uladh.

Bhí méadú mór san éileamh ar dheontais do theagasc ceoil agus damhsa, le líon na ndéontas a bronnadh suas 25% ar an leibhéal roimh an bpaindéim, is féidir a chur síos, dar linn, do thacaíocht do ghrúpaí nua nó grúpa ag teacht ar ais trí mhaoiniú COVID-19 ag roghnú tacaíocht a lorg. Bhí méadú i líon na n-iarratas ar mhaoiniú d'fhéilte pobail freisin, le líon na ndéontas a bronnadh suas 50% ar leibhéal roimh an bpaindéim.



School-based activity also recovered strongly. Across the 9 counties 65 schools were supported for tuition in Ulster-Scots music or dance; 25 schools completed 8-week long after school clubs and 17 schools were supported on the Ulster-Scots Flagship School programme, with 5 schools achieving their award and 6 new schools joining the programme. Introductory workshops were also delivered in 55 schools, which should be a positive sign for future growth.

Continuing progress in relation to the Ulster-Scots language was confirmed with the publication of the results of the 2021 census in Northern Ireland which showed the number of people reporting a level of ability in Ulster-Scots rising to over 190,000; an increase of over 50,000 since 2011.

Ulster-Scots heritage was made more visible in the public realm through the unveiling of a new statue of Robert Hill Hanna VC in Kilkeel, Co. Down and a bust of Andrew Bonar Law, the first Ulster-Scot to become UK Prime Minister, installed in the Town Hall in Coleraine, Co. Londonderry. Our work was also heightened in profile through engagement with senior political figures from across these islands, including the Secretaries of State for Northern Ireland and Scotland, Brandon Lewis MP and Alistair Jack MP, who visited the Discover Ulster-Scots Centre in Belfast; and Irish Cabinet Minister Heather Humphreys TD, who unveiled a Blue Plaque in Cornafean, County Cavan, commemorating noted Ulster-Scot and women's rights campaigner, Margaret Scott Hawthorne.

On behalf of the Language Body, we would like to thank our fellow Board members, our Chief Executive Officers and colleagues within the Body for their continued commitment and hard work over the past 12 months. We would also like to thank those external to the Body whose contribution has been invaluable to support our work. We thank all of them for their co-operation and look forward to forging even stronger working relationships in the coming years.

Freddie Kettyle

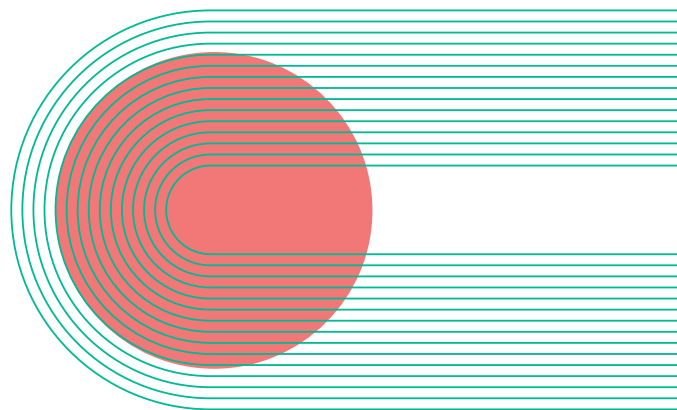
Leas-Chathaoirleach

Gníomhaireacht na hUltaise

Regina Uí Chollatáin

Cathaoirleach

Foras na Gaeilge



Tháinig gníomhaíocht scoilbhunaithe ar ais go láidir chomh maith. Ar fud na 9 gcontae tacaíodh le 65 scoil le haghaidh teagasc i gceol nó i ndamhsa na hUltaise; chuir 25 scoil clubanna iarscoile 8-seachtaine i gcrích agus tacaíodh le 17 scoil ar chlár na Scoileanna Suaithinseacha Ultaise, le 5 scoil ag gnóthú a ngradaim agus 6 scoil nua ag dul isteach sa chlár. Seachadadh ceardlanna tosaigh i 55 scoil, rud ba cheart a bheith ina chomhartha dearfach don fhás amach anseo.

Rinneadh dul chun cinn leanúnach maidir le teanga na hUltaise a dhearbhu mar gheall ar fhoilsiú thorthaí dhaonáireamh 2021 i dTuaisceart Éireann a thaispeáin líon na ndaoine ag tuairisciú leibhéal cumais san Ultais ag méadú go corradh is 190,000: méadú 50,000 ó bhí 2011 ann.

Rinneadh oidhreacht na hUltaise níos feiceálaí sa réimse poiblí trí dhealbh nua de Robert Hill Hanna VC a nochtadh i gCill Chaoil i gContae an Dúin agus dealbh bhrad d'Andrew Bonar Law, an chéad Albanach Ultach le bheith ina Phríomh-Aire ar an Ríocht Aontaithe, a suiteáladh i Halla an Bhaile i gCúil Raithin, Contae Dhoire. Ardaíodh próifíl ár gcuid oibre freisin trí theagmháil le pearsana polaitiúla sinsearach a ó fud fad na n-oileán seo, lena n-áirítear Státrúnaithe Thuaisceart Éireann agus na hAlban, an Feisire Parlaiminte Brandon Lewis agus an Feisire Parlaiminte Alister Jack, a thug cuairt ar Ionad Eolais na hUltaise i mBéal Feirste; agus an tAire i gComh-Aireacht na hÉireann Heather Humphreys TD, a nocht Plaic Ghorm i gCorr na Féinne, Contae an Chabháin, ag comóradh an Albanaigh Ultaigh mór le rá agus an fheachtasóra ar son chearta na mban, Margaret Scott Hawthorne.

Thar ceann an Fhorais Teanga, ba mhaith linn buíochas a ghabháil lenár gcomhchomhaltaí Boird, lenár bPríomhfheidhmeannaigh agus le comhghleacaithe laistigh den Fhoras Teanga as a dtiomantas leanúnach agus obair chrua sna 12 mhí dheireanacha. Ba mhaith linn freisin buíochas a ghabháil leo siúd taobh amuigh den Fhoras a raibh a gcion ríluachmhar dár gcuid oibre. Gabhaimid buíochas leo go léir as a gcomhoibriú agus táimid ag súil le caidrimh níos láidre fós sna blianta seo romhainn.

Freddie Kettle

Leas-Chathaoirleach

Gníomhaireacht na hUltaise

Regina Uí Chollatáin

Cathaoirleach

Foras na Gaeilge



Foras na Gaeilge

Tuairisc Fhoras na Gaeilge Report of Foras na Gaeilge



Buaicphointí Highlights

2022



Foras na Gaeilge

forasnagaeilge.ie

91 Campa samhraidh
Summer camps



TACAÍOCHT CURTHA AR FÁIL DO:
SUPPORT GIVEN TO:

65 Féile
Festivals

7 Mór-Imeacht Ealaíon
Major Arts Events

16

Leabhar Gaeilge ar ghearrliostaí
na nGradam Foilsitheoireachta
Books on Irish language
publishing awards shortlists

18 Compántas Drámaíochta
Drama Companies

13 Foilsitheoirí & 68 leabhar
Publishers & 68 books



Boscaí leabharlainne le leabhair
Ghaeilge bronnta ar 1,125 scoil
ar fud an oileáin
Library boxes of Irish books
presented to 1,125 primary schools
through out the island

34

Scríbhneoir faoin scéim mheantóireachta
Writers under the mentor scheme

FEACHTAIS
CAMPAIGNS

creidim
ionat

Creidim ionat le
tacaíocht ó RTÉ

4.3m

Duine / People

83

Tír / Countries

83m

Imprisean / Impressions



CLÁR NA
LEABHAR
GAEILGE

Gaelphobal

176.4k Radharc ar fhíseáin
Video views

2.4k Leantóir
Followers

38k Idirghníomhaíocht
Interactions



POBAL

36

Maoiniú curtha ar fáil d'oifigigh Ghaeilge sa phobal in 36 cheantar ar fud an oileáin
Funding provided for Irish-language officers in 36 communities throughout the island

€4.1m

Curtha ar fáil do 8 gceantar
pleanála teanga
Provided to 8 language
planning areas

16

Maoiniú curtha ar fáil do 16 ionad
pobal Gaeilge
Funding provided to 16 Irish
language community centres

FOCLÓIR.IE

 **foclóir.ie**

1.8m
Úsáideoir / User

5.6m
Seisiún / Session

28m
Amas / Hit

Tús curtha le mórthionscarn foclóra -
foclóir aonteach Gaeilge, agus foclóir
Gaeilge:Béarla

A Major dictionary project initiated to provide
a single-language Irish Dictionary and an
Irish:English dictionary

2.4m
Úsáideoir / User

6.4m
Seisiún / Session

35m
Amas / Hit

Teanglann.ie

COMHPHÁIRTÍOCHTAÍ MAOINITE
FUNDING PARTNERSHIPS



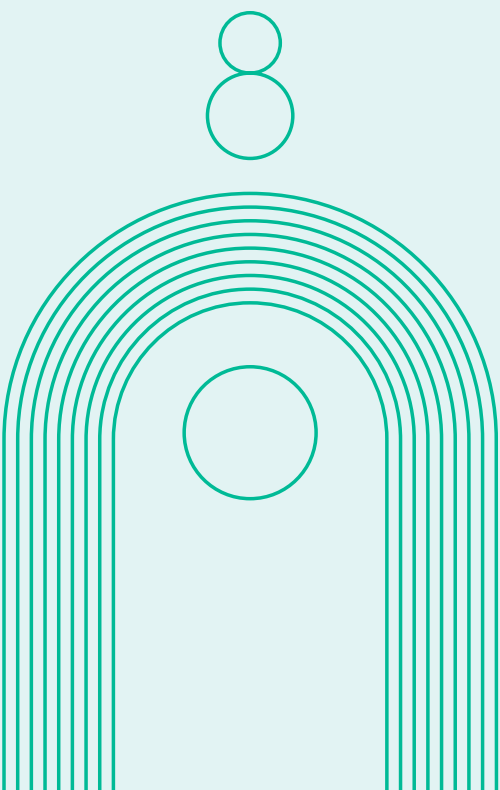
OLLSCOIL NA
GAILLIMHE
UNIVERSITY OF
GALWAY

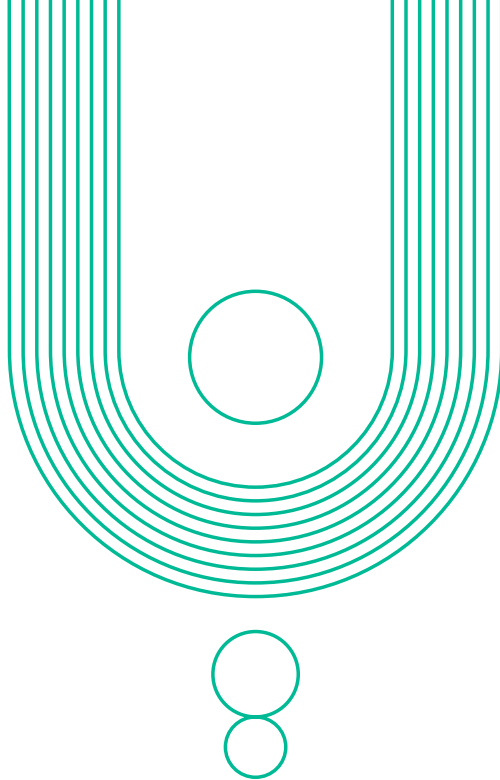


RTÉ

Contents

Chairperson’s Foreword	20
Chief Executive’s Review	24
About Foras na Gaeilge	32
Performance Review	56
Corporate Main Objective 1: Perpetuate and increase the daily use of Irish	56
Corporate Main Objective 2: Reinforce the learning and strengthening of Irish	94
Corporate Main Objective 3: Serve the interests of Irish in society in general by means of influence and advice	112
Corporate Main Objective 4: Increase understanding and awareness of Irish among the public far and near	122
Corporate Main Objective 5; Provide corporate services to Foras na Gaeilge ensuring the effective functioning of the organisation and effective completion of its programme of work	136
Reporting on energy	150
Remuneration report	152





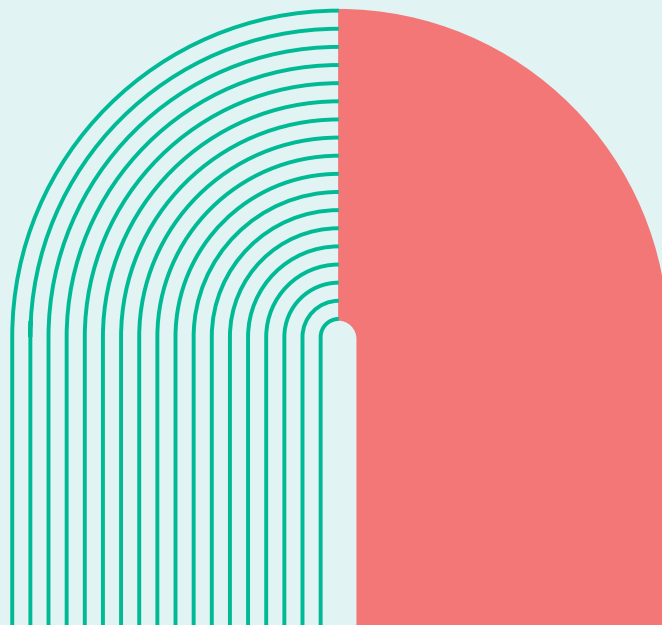
Clár Ábhar

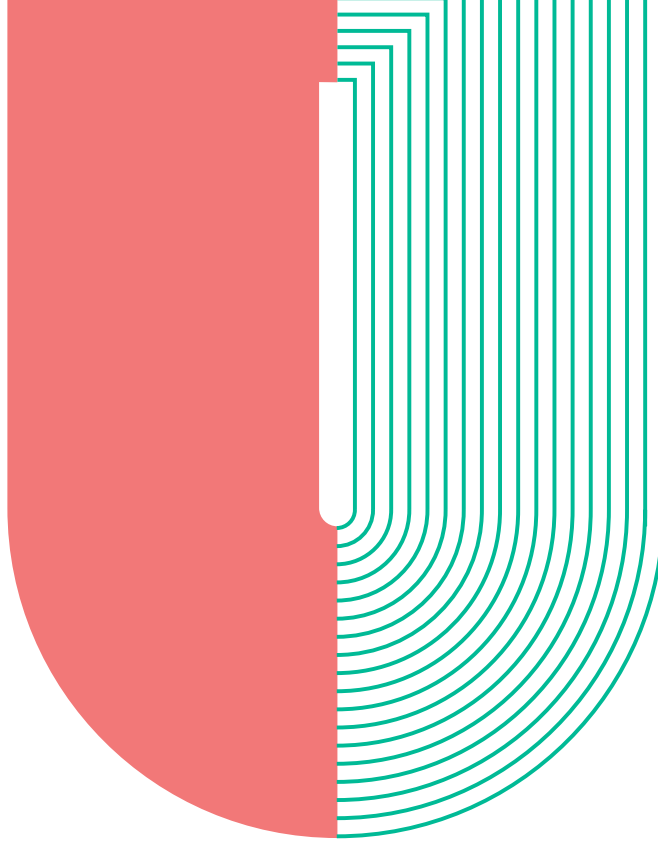
Réamhrá an Chathaoirligh	21
Athbhreithniú an Phríomhfheidhmeannaigh	25
Faoi Fhoras na Gaeilge	33
Athbhreithniú feidhmíochta	57
Mórchuspóir 1: Úsáid laethúil na Gaeilge a bhuanú agus a mhéadú	57
Mórchuspóir 2: Foghlaim agus daingniú na Gaeilge a neartú	95
Mórchuspóir 3: Fónamh do leas na Gaeilge sa tsochaí trí chéile trí mheán an tionchair agus na comhairle	113
Mórchuspóir 4: Tuiscint agus feachtas ar an nGaeilge a mhéadú i measc an phobail i gcéin agus i gcóngar	123
Mórchuspóir 5: Seirbhísí corparáideacha a chur ar fáil d'Fhoras na Gaeilge a chinnteoidh feidhmiú éifeachtach na heagraíochta agus cur i gcrích éifeachtach a cláir oibre	137
Tuairisciú i leith fuinnimh	151
Tuairisc ar Luach Saothair	153

Chairperson's Foreword

I am happy to present the 2022 Foras na Gaeilge Annual Report to the public. This was a decisive year because for the first time since 2008 Foras na Gaeilge had extra funding to spend due to the significant increase made to our baseline budget in the middle of 2021. Foras na Gaeilge is grateful to the government ministers and Sponsoring Departments for that. This extra funding enabled Foras na Gaeilge to support the public more extensively in both jurisdictions, and I would like to thank Foras na Gaeilge staff for the challenge of overseeing the extra funding in a dedicated and willing way. It was an important year for the Irish language throughout the island, since during the year application of the provisions of the Official Languages Act (Amendment) 2021 began, and Royal Assent was given to the Identity and Language Bill in the United Kingdom, which included an Irish language act and official recognition for the first time for Irish in the jurisdiction of the Executive.

- Highlights of the year include the following areas and projects:
- 91 summer camps;
- 65 festivals;
- 7 major arts events;
- 18 drama companies;
- 13 publishers and 68 books;
- 16 Irish language books on the Publishing Awards shortlists;
- Library boxes with Irish language books awarded to 1,125 schools throughout the island;
- 34 writers under the Mentoring Scheme;
- The *Creidim Ionat* campaign with support from RTÉ with 83 million impressions, in 83 countries with 4.3m people;
- The Gaelphobal campaign with 176,400 video views, 2,400 followers, 38,000 interactions;
- A new system for online grant applications;





Réamhrá an Chathaoirligh

Tá áthas orm Tuarascáil Bhliantúil 2022 Fhoras na Gaeilge a chur i láthair don phobal. Bliain chinniúnach a bhí ann mar den chéad uair ó 2008, bhí maoiniú breise le caitheamh ag Foras na Gaeilge, de bharr an mhéadaithe shuntasaigh a rinneadh ar ár mbuiséad bonnlíne i lár 2021. Tá Foras na Gaeilge buíoch de na hairí rialtais agus na Ranna Coimircíochta ar a shon sin. Chuir an maoiniú breise seo ar chumas Fhoras na Gaeilge tacú leis an bpobal sa 2 dhlínse ar shlí níos forleithne, agus ba mhaith liom buíochas a ghabháil le foireann Fhoras na Gaeilge as an dúshlán a bhain le maoiniú sa bhreis a mhaoirsiú go tiomanta agus go fonnmhar. Bliain thábhachtach a bhí ann don Ghaeilge sa 2 dhlínse, óir le linn na bliana cuireadh tús le feidhmiú fhorálacha Acht na dTeangacha Oifigiúla (Leasú) 2021, agus tugadh Aontú an Rí don Bhille Féiniúlachta agus Teanga sa Ríocht Aontaithe, a chuimsigh Acht Gaeilge agus aitheantas oifigiúil den chéad uair don Ghaeilge i ndlínse an Fheidhmeannais.

Áirítear na réimsí agus na tionscadail thíos i measc bhuaicphointí na bliana:

- 91 campa samhraidh;
- 65 féile;
- 7 mór-imeacht ealaíon;
- 18 compántas drámaíochta;
- 13 foilsitheoir agus 68 leabhar;
- 16 leabhar Gaeilge ar ghearrliostaí na nGradam Foilsitheoireachta;
- Boscaí leabharlainne le leabhair Ghaeilge bronnta ar 1,125 scoil ar fud an oileáin;
- 34 scríbhneoir faoin Scéim Meantóireachta;
- Feachtas *Creidim Ionat* le tacaíocht ó RTÉ le 83 milliún imprisean, in 83 tír agus le 4.3m duine;

*Regina Uí
Chollatáin,
Chairperson of
Foras na Gaeilge.*



- Funding provided for Irish language officers in the community in 36 areas in both jurisdictions;
- €4.1 million provided to 8 language planning areas;
- New support scheme for Irish language centres, and funding provided for 16 Irish language community centres;
- 2,400 users, 6,400 sessions and 35,000 hits at [Teanglann.ie](https://teanglann.ie);
- 1,800 users, 5,600 sessions and 28,000 hits at [Foclóir.ie](https://foclóir.ie);
- Partnerships made with World Book Day; Children's Books Ireland; University of Galway; Gaelic Athletic Association and RTÉ.

I would like to sincerely thank the 6 Lead-Organisations, the grantees and the various communities in general for all the cooperation and hard work to date. My colleagues on the Board are also to be highly praised; I appreciated the experience and expertise shared during the year and Foras na Gaeilge is obliged to you all .

Regina Uí Chollatáin

**Chairperson
Foras na Gaeilge**

- Feachtas Gaelphobal le 176,400 amharc ar fhíseáin; 2,400 leantóir, 38,000 idirghníomhaíocht;
- Córas nua iarratais ar dheontais ar líne;
- Maoiniú curtha ar fáil d'oifigigh Ghaeilge sa phobal in 36 ceantar ar fud an oileáin;
- €4.1 milliún curtha ar fáil do 8 gceantar pleanála teanga;
- Scéim nua tacaíochta le haghaidh ionaid Ghaeilge, agus maoiniú curtha ar fáil do 16 ionad pobail Gaeilge;
- 2,400 úsáideoir, 6,400 seisiún agus 35,000 amas ag Teanglann.ie;
- 1,800 úsáideoir, 5,600 seisiún agus 28,000 amas ag Foclóir.ie;
- Comhpháirtíochtaí déanta le Lá Domhanda na Leabhar; Leabhair Pháistí Éireann; Ollscoil na Gaillimhe; Cumann Lúthchleas Gael agus RTÉ.

Ba mhaith liom buíochas ó chroí a ghabháil leis na 6 Cheanneagraíocht, na deontaithe agus na pobail éagsúla i gcoitinne as an gcomhoibriú agus as an obair chrua ar fad go dáta. Tá ardmholadh freisin ag dul do mo chomhghleacaithe ar an mBord; ba mhór agam an taithí agus an saineolas a roinneadh le linn na bliana agus tá Foras na Gaeilge faoi chomaoin agaibh go léir.

Regina Uí Chollatáin

**Cathaoirleach
Foras na Gaeilge**

*Regina Uí
Chollatáin,
Cathaoirleach
Fhoras na Gaeilge.*



Chief Executive's Review

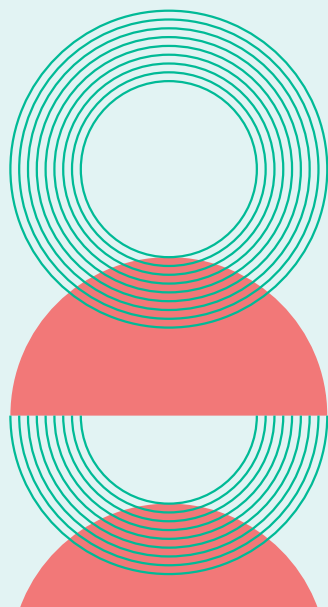
As happens with the work of Foras na Gaeilge since the North South body was established in 1999, our achievements during 2022 covered a wide range of elements. This included activities in connection with opportunities and networks for usage, books, Irish language writing and reading, continuing development in the areas of language planning and corpus planning, as well as influencing the governments in both jurisdictions regarding the status and development of Irish.

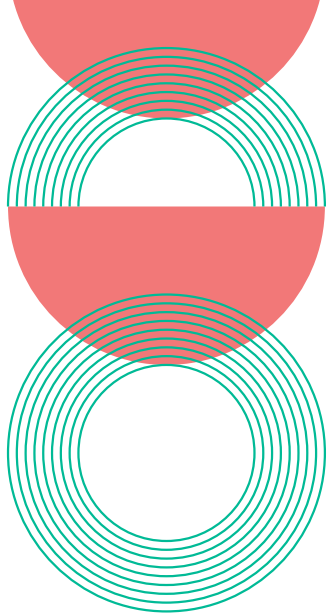
Although Foras na Gaeilge still has not succeeded in achieving the same level of funding in 2008 when we had a budget of €21 million, we have managed to provide significant support for the development of Irish at community level, and we have put over €10 million, 50% of our total funding, towards the development and promotion of Irish in the community.

The Irish Language Networks Scheme is the largest scheme providing funding to Irish language communities in both jurisdictions, and Foras na Gaeilge approved €4.3 million for a new 3-year round of this scheme in 2022, and through the scheme 28 community groups were enabled to employ an Irish language development officer for 3 years. These same communities, and other communities, were able to get support for young people, for the arts through Irish, and for businesses in their area through other schemes of ours.

In the area of community also, Foras na Gaeilge provided 3 years of funding again to the 2 community radio stations, Raidió na Life and Raidió Fáilte, to employ people under the Community Radio Scheme, and we succeeded in finding significant funding for Turas, under the auspices of the East Belfast Mission, to continue with the promotion of the Irish language among the unionist community in east Belfast, and to support the development of an Irish-medium nursery school there.

According to research on the development of minoritised languages, it is particularly important that centres be available to support users of the language in their own local communities, to provide 'language sanctuaries' so that the minoritised language can be used without pressure from the major language. Under its support scheme for centres, Foras na Gaeilge provided grants for 16 Irish language centres throughout the island. As well as that, we provided funding for 2 cultural centres in the jurisdiction of the Executive, Cultúrlann McAdam Ó Fiaich in Belfast, and Cultúrlann Uí Chanainn in Derry.





Athbhreithniú an Phríomhfheidhmeannaigh

Mar a tharlaíonn le hobair Fhoras na Gaeilge ó bunaíodh an comhlacht Thuaidh Theas in 1999, chuimsigh ar bhain muid amach le linn 2022 raon an-leathan gnéithe. San áireamh, bhí gníomhaíochtaí a bhain le deiseanna agus gréasáin úsáide, le leabhair, le scríobh agus léamh na Gaeilge, le forbairt leanúnach i réimsí na planála teanga agus na planála corpais, chomh maith le tionchar a imirt ar na rialtais sa 2 dhlínse maidir le stádas agus forbairt na Gaeilge.

Cé nár éirigh le Foras na Gaeilge go fóill an leibhéal céanna maoinithe a bhaint amach is a bhí ag an eagraíocht in 2008 nuair a bhí buiséad €21 milliún againn, d'éirigh linn tacaíocht shuntasach a chur ar fáil d'fhorbairt na Gaeilge ag leibhéal an phobail, agus chuir muid os cionn €10 milliún, 50% dár maoiniú iomlán, i dtreo fhorbairt agus chur chun cinn na Gaeilge sa phobal.

Is í an Scéim Forbartha Líonraí Gaeilge an scéim is mó a chuireann tacaíocht ar fáil do phobail Ghaeilge ar fud an oileáin, agus cheadaigh Foras na Gaeilge €4.3 milliún do bhabhta úr 3 bliana den scéim seo in 2022, agus tríd an scéim cuireadh ar a gcumas do 28 grúpa pobail oifigeach forbartha Gaeilge a fhostú ar feadh 3 bliana. Bhí na pobail sin agus pobail eile nach iad ábalta tacaíocht a fháil do dhaoine óga, do na healaíona Gaeilge agus do ghnólachtaí ina gceantar tacaíocht trí scéimeanna eile dár gcuid.

I réimse an phobail fosta, chuir Foras na Gaeilge maoiniú 3 bliana ar fáil arís don dá stáisiún raidió pobail, Raidió na Life agus Raidió Fáilte, le daoine a fhostú faoin Scéim Raidió Pobail, agus d'éirigh linn maoiniú mór a aimsiú do Turas, faoi choimirce Mhisean Oirthear Bhéal Feirste, le leanúint de chun cinn na Gaeilge i measc an phobail Aontachtaigh in oirthear Bhéal Feirste, agus le naíonra lán-Ghaeilge a fhorbairt ann.

De réir taighde ar fhorbairt teangacha mionlaithe, bíonn tábhacht ar leith le hionaid a bheith ar fáil le tacú le lucht úsáide na teanga ina bpobail áitiúla féin, le 'tearmann teanga' a chur ar fáil le gur féidir an teanga mhionlaithe a úsáid gan

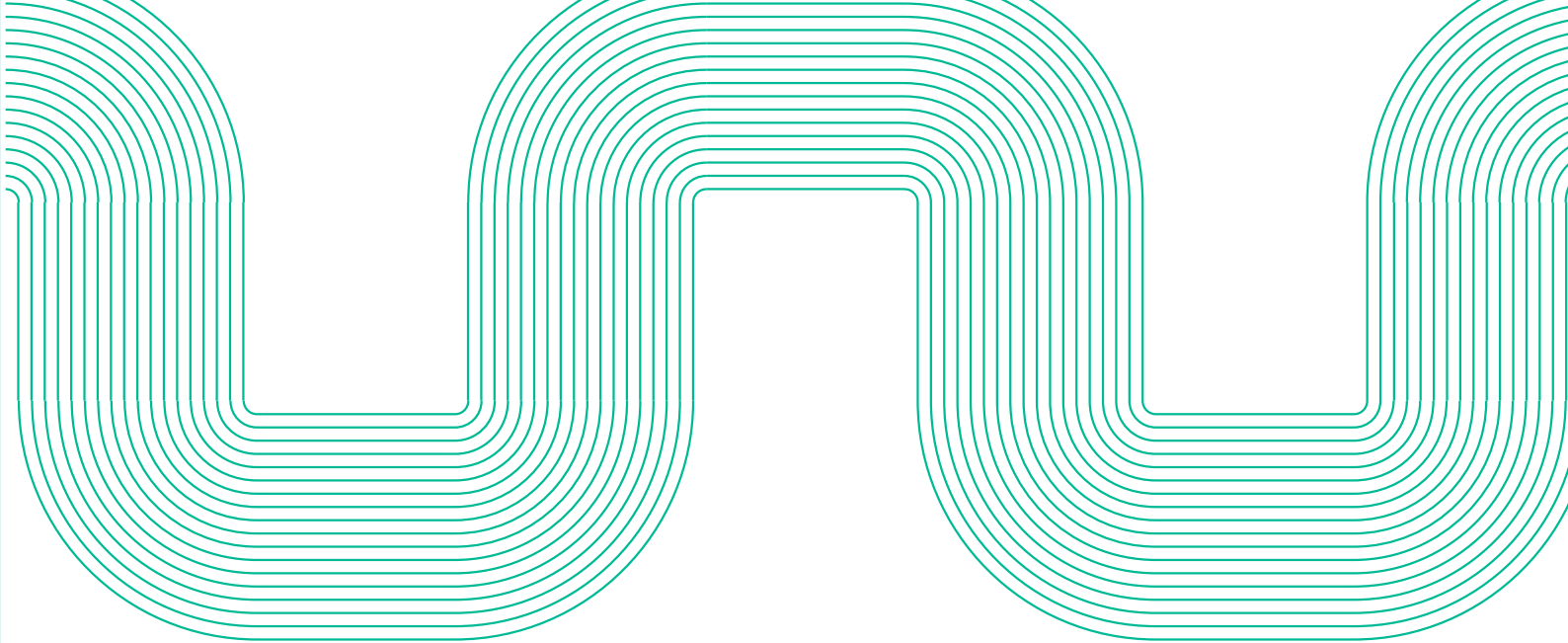
The provision of staffing resources is an important element for the development of the Irish language at community level in order to support that. Through funding Foras na Gaeilge provides under the Irish Language Networks Scheme, the annual major grants for the 2 cultural centres in the north, Raidió na Life and Raidió Fáilte, 44 officers are employed who deal with different areas of the development of the Irish language on a daily basis.

With the funding Foras na Gaeilge provides to the Lead-Organisations, for Saint Mary's University College for the Irish-medium Áisaonad, and under our various other schemes, staffing resources in the area of community are greatly increased, and many employment opportunities are created in both jurisdictions.

Foras na Gaeilge provided core funding to a wide range of events throughout 2022 which celebrate the work of the community, maintaining networks among Irish speakers and providing social opportunities to use Irish. These included Oireachtas na Gaeilge in November 2022, literary competitions, Q-Mark business awards, communication awards, publishing awards, Culture Night events, and a wide range of IMRAM events.

Under the Partnership Approach with the 6 Lead-Organisations (Glór na nGael, Cumann na bhFiann, Gaeloideachas, Conradh na Gaeilge, Oireachtas na Gaeilge and Gael Linn) Foras na Gaeilge provided 28% of our total funding budget to the Lead-Organisations to support the development of the Irish language at community level. We succeeded in strengthening the approach by making the case to the Irish Government that they should provide extra support for some of the schemes that most exert an influence on the development of the Irish language in the community: Gaelbhratach (Irish language flag for schools), the Joe McDonagh Foundation (GAA clubs), and the Scéim Teanga Tí (home language scheme).

As the main organisation on the island responsible for promoting the Irish language, we place a particular emphasis on awareness campaigns to attract public attention to the use of Irish. 2.3% of our budget, €0.46 million, went towards this area during 2022, and we managed to find extra funding for the awareness campaign about language planning areas, Gaelphobal. Of course, the major campaign *Creidim Ionat* ('I believe in you') was the project which most made an impression on the public. Thousands of people throughout the island and throughout the world were involved in the campaign which we ran in conjunction with RTÉ.



bhrú ón mhórtéanga. Faoina scéim tacaíochta le haghaidh ionad, chuir Foras na Gaeilge deontas ar fáil do 16 ionad Gaeilge ar fud an oileáin. Lena chois sin, chuir muid maoiniú ar fáil don 2 chultúrlann i ndlínse an Fheidhmeannais, Cultúrlann McAdam Ó Fiaich i mBéal Feirste, agus Cultúrlann Uí Chanainn i nDoire.

Is gné thábhachtach d'fhorbairt na Gaeilge ag leibhéal an phobail soláthar na n-acmhainní foirne le tacú leis sin. Tríd an mhaoiniú a chuireann Foras na Gaeilge ar fáil faoi Scéim Forbartha Líonraí Gaeilge, na mórdheontais bliantúla don dá chultúrlann ó thuaidh, do Raidió na Life agus Raidió Fáilte, fostaítear 44 oifigeach a bhíonn ag plé le réimsí éagsúla d'fhorbairt na Gaeilge ar bhonn laethúil.

Leis an mhaoiniú a chuireann Foras na Gaeilge do na Ceanneagraíochtaí, do Choláiste Ollscoile Naomh Muire don Áisaonad Lán-Ghaeilge, agus faoinár scéimeanna éagsúla eile, cuirtear go mór leis na hacmhainní foirne i réimse an phobail, agus cruthaítear deiseanna go leor fostaíochta sa 2 dhlínse.

Chuir Foras na Gaeilge bunmhaoiniú ar fáil do réimse leathan imeachtaí le linn 2022 a dhéanann ceiliúradh ar shaothar an phobail, a chothaíonn gréasáin i measc lucht na Gaeilge agus a chuireann deiseanna sóisialta ar fáil leis an Ghaeilge a úsáid. Ina measc bhí Oireachtas na Gaeilge i Samhain 2022, na comórtais liteartha, gradaim ghnó Q-Mharc, na gradaim chumarsáide, na gradaim foilsitheoireachta, imeachtaí Oíche Chultúir, agus clár leathan imeachtaí IMRAM.

Faoin Chur Chuige Comhpháirtíochta leis na 6 Ceanneagraíocht (Glór na nGael, Cumann na bhFiann, Gaeloideachas, Conradh na Gaeilge, Oireachtas na Gaeilge agus Gael Linn) chuir Foras na Gaeilge 28% dár gciste maoinithe iomlán ar fáil do na Ceanneagraíochtaí le tacú le forbairt na Gaeilge ag leibhéal an phobail. D'éirigh linn an bonn faoin chur chuige a threisiú tríd an chás a dhéanamh le Rialtas na hÉireann go gcuirfidís tacaíocht bhreise ar fáil do chuid de na scéimeanna is mó atá ag dul i bhfeidhm ar fhorbairt na Gaeilge sa phobal: Gaelbhratach, Fondúireacht Sheosaimh Mhic Dhonncha, agus Scéim Teanga Tí.

Mar an phríomheagraíocht ar an oileán atá freagrach as an Ghaeilge a chur chun cinn, cuirimid béim ar leith ar fheachtais feasachta le haird an phobail a mhealladh i dtreo úsáid na Gaeilge. Chuaigh 2.3% dár mbuiséad, €0.46 milliún, i dtreo an réimse seo le linn 2022, agus d'éirigh linn maoiniú breise a aimsiú don fheachtas feasachta ar na ceantair pleanála teanga, Gaelphobal. Ar ndóigh, ba é ár mórfeachtas *Creidim Ionat* an tionscadal ba mhó a chuaigh i bhfeidhm ar an phobal. Bhí na mílte daoine ar fud an oileáin agus ar fud an domhain páirteach san fheachtas a rith muid i gcomhar le RTÉ.

Foras na Gaeilge places great emphasis on partnership with other organisations, both Irish language Lead-Organisations under the Partnership Approach and other organisations that do not have such a central role in the promotion of Irish. During 2022, the most significant joint projects we participated in included work with the following organisations:

- Children's Books Ireland, Laureate na nÓg (Youth Laureate), and the Arts Council present boxes of Irish language books to more than 1,000 schools in both jurisdictions;
- An Post for An Post Irish Book Awards;
- World Book Day for the World Book Day Irish language book;
- The Gaelic Athletic Association, to jointly fund an Irish language development post in conjunction with the Munster Provincial Council;
- Local councils in the jurisdiction of the Executive; and
- Cultural institutions and universities to attract support towards the Irish language.

In recent years, Foras na Gaeilge has made a priority of the area of books. We do this through our various projects under Clár na Leabhar Gaeilge (the Irish language books programme), including the World Book Day Irish language book. *Rita agus an Dragún* by Máire Zepf and Mr Ando, published by an tSnáthaid Mhór, was chosen for that campaign and bookshops throughout the island ordered 8,000 copies of the book to meet demand. Foras na Gaeilge supported the area of books in the Irish language in other ways as well: publishing houses published 68 books with funding from us and our partnership with Laureate na nÓg, Áine Ní Ghlinn, made a great impression on pupils, teachers and parents in 1,125 schools in both jurisdictions. During 2022, 34 writers participated in our mentoring scheme and through our books distribution service, ÁIS, we managed to achieve sales of more than €1,000,000, and to distribute almost 200,000 books to more than 230 shops. Our internal publishing house, An Gúm, initiated a new series of 4 books aimed at young readers, *Céilim*, and *Do Chodladh Beag, Faoi Cheilt* (a translation of *La Cache*) and 2 books in the *Réics Carló* series: *Na Mairbh a d'Fhill* and *An tEitleán Do-fheicthe*.

Although education departments in the jurisdiction of the Government of Ireland and the jurisdiction of the Executive are responsible for the provision of teaching materials in schools, Foras na Gaeilge also has an important role in this area. With support from the Department of Education in jurisdiction of the Government of Ireland little books were published online for First and Second Classes, and the novel *Sconsa* in the reading series *Séideán Sí*. As well as the usual wide range of support material for Irish-medium education in both jurisdictions, the Irish-medium Áisaonad created a large number of booklets and support materials in the *Cleite* series, comprising reading and literacy material for primary school children in both jurisdictions.

The Foras na Gaeilge Colmcille programme has a central role in the efforts we carry out to maintain the Gaelic languages. The Colmcille programme focuses mainly on the link with Scottish Gaelic and, gradually, a relationship is developing with the Isle of Man as well. The Department of Tourism, Culture, Arts, Gaeltacht, Sport

Cuireann Foras na Gaeilge an-bhéim ar an gcomhpháirtíocht le heagraíochtaí eile, idir Cheanneagraíochtaí Gaeilge faoin gCur Chuige Comhpháirtíochta agus eagraíochtaí eile nach bhfuil ról chomh lárnach sin acu i gcur chun na Gaeilge. Le linn 2022, san áireamh sna comhthionscadail is suntasaí a raibh muid rannpháirteach iontu, bhí an obair leis na heagraíochtaí seo a leanas:

- Leabhair Pháistí Éireann, Laureate na nÓg, agus an Chomhairle Ealaíon le boscaí de leabhair Ghaeilge a bhronnadh ar os cionn 1,000 scoil ar fud an oileáin;
- An Post do An Post Irish Book Awards;
- World Book Day do leabhar Gaeilge Lá Domhanda na Leabhar;
- Cumann Lúthchleas Gael, le cómhaoiniú a dhéanamh ar phost forbartha Gaeilge i gcomhar le Comhairle Chúige Mumhan;
- Comhairlí áitiúla i ndlínse an Fheidhmeannais; agus
- Institiúidí cultúir agus ollscoileanna le tacaíocht a mhealladh i dtreo na Gaeilge.

Le blianta beaga anuas, tá tosaíocht déanta ag Foras na Gaeilge de réimse na leabhar. Déanfaimid seo trínár scéimeanna agus ár dtionscadail éagsúla faoi Chlár na Leabhar Gaeilge, leabhar Gaeilge Lá Domhanda na Leabhar san áireamh. Roghnaíodh *Rita agus an Dragún* le Máire Zepf agus Mr Ando, foilsithe ag an tSnáthaid Mhór don fheachtas sin agus d'ordaigh siopaí leabhar ar fud an oileáin 8,000 cóip den leabhar le riar ar an éileamh. Thacaigh Foras na Gaeilge le réimse na leabhar ar bhealaí eile chomh maith: d'fhoilsigh na tithe foilsitheoireachta Gaeilge 68 leabhar le maoiniú uainn agus chuaigh ár gcomhpháirtíocht le Laureate na nÓg, Áine Ní Ghlinn, go mór i bhfeidhm ar dhaltaí, ar mhúinteoirí agus ar thuismitheoirí in 1,125 scoil sa 2 dhlínse. Le linn 2022, bhí 34 scríbhneoir páirteach inár scéim meantóireachta agus trínár seirbhís dáileacháin Leabhar, ÁIS, d'éirigh linn díolachán d'os cionn €1,000,000 a bhaint amach, agus beagnach 200,000 leabhar a dháileadh ar os cionn 230 siopa. Chuir ár dteach foilsitheoireachta inmheánach, an Gúm, tús le sraith nua de cheithre leabhar dírithe ar léitheoirí óga *Céilim*, agus foilsíodh *Do Chodladh Beag, Faoi Cheilt* (aistriúchán ón leabhar Fraincise *La Cache*) agus 2 leabhar i sraith Réics Carló: *Na Mairbh a d'Fhill* agus *An tEitleán Do-fheicthe*.

Cé gurb iad na ranna oideachais i ndlínse Rialtas na hÉireann agus i ndlínse an Fheidhmeannais atá freagrach as soláthar a dhéanamh d'áiseanna teagaisc i scoileanna, tá ról tábhachtach ag Foras na Gaeilge sa réimse seo chomh maith. Le tacaíocht ón Roinn Oideachais i ndlínse Rialtas na hÉireann foilsíodh leabhairíní ar líne do Rang 1 agus 2, agus an t-úrscéal Sconsa sa tsraith léitheoireachta Séideán Sí. Le cois an ghnáthraon leathan d'ábhar tacaíochta don Ghaelscolaíocht ar fud an oileáin, chruthaigh an tÁisaonad Lán-Ghaeilge líon mór leabhrán agus áiseanna tacaíochta sa tsraith Cleite, a chuimsíonn ábhar léitheoireachta agus litearthachta do dhaltaí bunscoile sa 2 dhlínse.

*Seán Ó Coinn, CEO
of Foras na Gaeilge.*



and Media provided extra funding for Foras na Gaeilge to support the celebration of 1,500 years since the birth of Saint Colm Cille in 2022. We managed to provide funding for a comprehensive programme of events, including musical and artistic works and film commissions.

Foras na Gaeilge has legislative responsibility for lexicography and terminology in both jurisdictions. During 2022, a new lexicography project was started to publish a monolingual Irish dictionary and a new Irish-English dictionary by 2027. 4 editors and a project administrator were recruited to work on this historic project until 2027. During the year, 1.8 million users used the online English-Irish online dictionary, [Foclóir.ie](https://foclóir.ie). The Terminology Committee continued their work during the year and they approved or amended 4,200 terms which were provided on the [Téarma.ie](https://tearma.ie) website.

As the general public sought to become accustomed to life without the restrictions of the health crises, the Foras na Gaeilge staff and Board had an exceedingly busy year in 2022. In spite of the challenges, it was a year that was beneficial and in

Seán Ó Coinn
Chief Executive
Foras na Gaeilge

Bíonn ról lárnach ag clár Cholmcille Fhoras na Gaeilge sna hiarrachtaí a dhéanaimid le húsáid na dteangacha Gaelacha a chothú. Díríonn clár Cholmcille go príomha ar an nasc le Gaeilge na hAlban agus, de réir a chéile, tá caidreamh á fhorbairt le hOileán Mhanann chomh maith. Chuir an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta Spóirt agus Meán maoiniú breise ar fáil d'Fhoras na Gaeilge le tacú le ceiliúradh 1,500 bliain de bhreith Naomh Colm Cille in 2022. D'éirigh linn maoiniú a chur ar fáil le haghaidh clár cuimsitheach imeachtaí, ina measc saothair cheoil agus ealaíne agus coimisiúin scannáin.

Is ar Fhoras na Gaeilge atá an dualgas reachtúil i leith cúrsaí foclóireachta agus téarmaíochta sa 2 dhlínse. Le linn 2022, cuireadh tús le tionscadal úr foclóireachta le foclóir aonteangach Gaeilge agus foclóir nua Gaeilge-Béarla a fhoilsiú faoin mbliain 2027. Earcaíodh ceathrar eagarthóirí agus riarthóir tionscadail le bheith ag obair ar an tionscadal stairiúil seo go 2027. Le linn na bliana, d'úsáid 1.8 milliún úsáideoir an foclóir Béarla Gaeilge ar líne, Foclóir.ie. Lean an Coiste Téarmaíochta dá gcuid oibre le linn na bliana agus rinne siad faomhadh nó leasú ar 4,200 téarma, a cuireadh ar fáil ar an suíomh gréasáin Tearma.ie.

Agus an pobal mór ag iarraidh dul i dtaithí ar an saol gan srianta na géarchéime sláinte, bhí bliain thar a bheith gnóthach ag foireann agus Bord Fhoras na Gaeilge in 2022. In ainneoin na ndúshlán, ba bhliain í a bhí tairbheach agus inar ndearnadh dul chun suntasach maidir le forbairt na Gaeilge ar an oileán.

Seán Ó Coinn

Príomhfheidhmeannach Fhoras na Gaeilge

*Seán Ó Coinn,
Príomhfheidhmeannach
Fhoras na Gaeilge.*



About Foras na Gaeilge

On the 2 December 1999 Foras na Gaeilge was established, the body responsible for the promotion of Irish throughout Ireland. According to the Good Friday Agreement, the Language Body, a North/South implementation body, was established to promote Irish and Ulster-Scots. Under the auspices of that body, Foras na Gaeilge carries out all the responsibilities in respect of the Irish language. These responsibilities include the promotion of Irish in speech and writing in public and private life in the jurisdiction of the Government of Ireland. The same responsibility exists in respect of the jurisdiction of the Executive in the context of the Council of Europe's Charter for Regional or Minority Languages which the United Kingdom Government ratified in 2001. The staff of Bord na Gaeilge, An Gúm (publishers), and the Terminology Committee and their activities were all transferred to the new body.

Foras na Gaeilge is proud of its role in connection with advising the governments in both jurisdictions and public bodies and other groups in the private and voluntary sectors in all matters relating to the Irish language. All the support projects we establish and the grant aid we give to groups and bodies throughout the island of Ireland are a source of pride for us.

What do we do?

The functions of Foras na Gaeilge, as set out in the British-Irish Agreement Act, 1999, are:

- promoting the Irish language;
- facilitating and encouraging the use of Irish in speech and writing in public and private life in the Republic of Ireland and, in the context of Part III of the European Charter for Regional or Minority Languages, in Northern Ireland where there is appropriate demand;
- advising both administrations, public bodies and other groups in the private and voluntary sectors;
- undertaking supportive projects, and grant-aiding bodies and groups as considered necessary;
- undertaking research, promotional campaigns, and public and media relations;
- developing terminology and dictionaries;
- supporting Irish-medium education and the teaching of Irish.

These functions are carried out through work Foras na Gaeilge does directly, through grants we provide to Irish language Lead-Organisations and other Irish language organisations, and through financial support we provide to community groups.

Faoi Fhoras na Gaeilge

Ar an 2 Nollaig 1999 a bunaíodh Foras na Gaeilge, an comhlacht atá freagrach as an nGaeilge a chur chun cinn ar fud na hÉireann. De réir Chomhaontú Aoine an Chéasta, bunaíodh an Foras Teanga, comhlacht forfheidhmithe Thuaidh/Theas, chun an Ghaeilge agus an Ultais a chur chun cinn. Faoi choimirce an chomhlachta sin, cuireann Foras na Gaeilge na freagrachtaí go léir i dtaca leis an nGaeilge i gcrích. I measc na bhfreagrachtaí sin tá labhairt agus scríobh na Gaeilge sa saol poiblí agus sa saol príobháideach i ndlínse Rialtas na hÉireann. Tá an fhreagracht chéanna ann i leith dhlínse an Fheidhmeannais i gcomhthéacs Chairt Chomhairle na hEorpa um Theangacha Réigiúnacha nó Mionlaigh a dhaingnigh Rialtas na Ríochta Aontaithe in 2001. Aistríodh foireann Bhord na Gaeilge, an Ghúim (na foilsitheoirí) agus an Choiste Téarmaíochta agus a ngníomhaíochtaí ar fad go dtí an comhlacht nua.

Tá Foras na Gaeilge bródúil as a ról i dtaca le comhairle a chur ar na rialtais sa 2 dhlínse agus ar chomhlachtaí poiblí agus grúpaí eile sna hearnálacha príobháideacha agus deonacha i ngach gnó a bhaineann leis an nGaeilge. Is údar bróid dúinn chomh maith na tionscadail tacaíochta uile a chuirimid ar bun agus an cúnamh deontais a thugaimid do ghrúpaí agus do chomhlachtaí ar fud oileán na hÉireann.

Cad a dhéanaimid?

Is iad seo feidhmeanna Fhoras na Gaeilge, mar a leagtar amach san Acht um Chomhaontú na Breataine-na hÉireann, 1999 iad:

- an Ghaeilge a chur chun cinn;
- úsáid na Gaeilge a éascú agus a spreagadh sa chaint agus sa scríbhneoireacht sa saol poiblí agus sa saol príobháideach i bPoblacht na hÉireann agus, i gcomhthéacs Chuid III den Chairt Eorpach do Theangacha Réigiúnacha nó Mionlaigh, i dTuaisceart Éireann mar a mbeidh éileamh cuí ann;
- comhairle a thabhairt don dá lucht riaracháin, do chomhlachtaí poiblí agus do ghrúpaí eile san earnáil phríobháideach agus dheonach;
- tionscadail tacaíochta a ghabháil de láimh, agus cúnamh deontais a thabhairt do chomhlachtaí agus do ghrúpaí de réir mar a mheasfar is gá;
- taighde, feachtais tionscnaimh, agus caidreamh poiblí agus caidreamh leis na meáin a ghabháil de láimh;
- téarmaíocht agus foclóirí a fhorbairt;
- tacú le hoideachas trí mheán na Gaeilge agus le múineadh na Gaeilge.

Cuirtear na feidhmeanna sin i gcrích trí obair a dhéanann Foras na Gaeilge go díreach, trí dheontais a chuirimid ar fáil do Cheanneagraíochtaí Gaeilge agus d'eagraíochtaí Gaeilge eile, agus trí thacaíocht airgeadais a thugaimid do ghrúpaí pobail.

How do we operate?

As a cross-border body we work under the guidance of the policies of the North/South Ministerial Council and both governments and we are accountable to the Northern Ireland Assembly and to the Houses of the Oireachtas. At administration level, we report to our Sponsoring Department, the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (Government of Ireland) and the Department for Communities (Northern Ireland Executive). We provide funding through grants from a budget proposed by the Northern Ireland Assembly and the Houses of the Oireachtas. 25% of the core funding comes from the Executive and 75% from the Government of Ireland. We agree our operational performance targets with the 2 Sponsoring Departments in an annual Business Plan and we report on the progress of these goals at quarterly monitoring meetings.

The Comptroller and Auditor General in both jurisdictions carries out an external audit of the Language Body Annual Report and Accounts, which cover the work of both Foras na Gaeilge and the Ulster-Scots Agency. These external audits give an independent assurance of the regularity and propriety of the Language Body's accounts and of our processes in respect of spending, income and assets. After we receive the confirmation of the Comptroller and Auditor General, we lay the Annual Report and Accounts before the Northern Ireland Assembly and the Houses of the Oireachtas. As the primary organisation, Foras na Gaeilge takes responsibility for the preparation of the Annual Report for the Language Body.

The Language Body Board is made up of 24 members who are responsible for the implementation of the functions of both organisations. Of those 24, there are 16 on the Foras na Gaeilge Board and 8 on the Ulster-Scots Agency Board. The North/South Ministerial Council appoints one of the 16 as Chairperson of Foras na Gaeilge and one of the 8 as Chairperson of the Ulster-Scots Agency, and those 2 function as joint Chairpersons of the Language Body. Regina Uí Chollatáin was the Foras na Gaeilge Chairperson in 2022 and there were 12 other board members in post (7 nominated by the Government of Ireland and 6 nominated by the Executive), which meant that there were 3 vacancies.

7 meetings of the Board were convened in 2022, and there were 5 Board committees in operation: the Audit Committee, the Development Committee, the Grants Committee, the Oversight Committee and the Colmcille Committee.

The Partnership Approach

In 2013, the North/South Ministerial Council decided to initiate a new funding structure for the development of the Irish language, and the following year Foras na Gaeilge announced 6 Lead-Organisations which would take responsibility for 6 general areas of work. This decision was the result of a process started in 2008 to coordinate and reorganise the 19 Irish language organisations which were previously funded by Foras na Gaeilge on an annual basis. The following organisations are responsible for various areas of work in both jurisdictions. As will be shown in this Annual Report, Foras na Gaeilge provides annual core funding to the Lead-Organisations, subject to the resources available, to implement a programme of work.

Conas a oibrímid?

Mar chomhlacht trasteorann, oibrímid faoi threoir bheartais na Comhairle Aireachta Thuaidh/Theas agus an 2 Rialtas agus táimid cuntasach do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais. Ag leibhéal riaracháin, tuairiscímid dár Ranna Coimircíochta, an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus na Meán (Rialtas na hÉireann) agus an Roinn Pobal (Feidhmeannas Thuaisceart Éireann). Cuirimid maoiniú ar fáil trí dheontais ó bhuiséad a mholann Tionól Thuaisceart Éireann agus Tithe an Oireachtais. Tagann 25% den bhunmhaoiniú ó bhFeidhmeannas agus 75% ó Rialtas na hÉireann. Comhaontaímid ár spriocanna feidhmíochta oibríochtúla leis an 2 Roinn Coimircíochta i bPlean Gnó bliantúil agus tuairiscímid faoi dhul chun cinn na spriocanna sin ag cruinnithe ráithiúla monatóireachta.

Déanann na hArd-Reachtairí Cuntas agus Ciste sa 2 dhlínse iniúchadh seachtrach ar Thuarascáil Bhliantúil agus ar Chuntais an Fhorais Teanga, a chuimsíonn obair Fhoras na Gaeilge agus Ghníomhaireacht na hUltaise araon. Tugann na hiniúchtaí seachtracha seo dearbhú neamhspleách ar rialacht agus cuibheas cuntais an Fhorais Teanga agus ár bpróisis maidir le caiteachas, ioncam agus sócmhainní. Tar éis dúinn deimhniú na nArd-Reachtairí Cuntas agus Ciste a fháil, leagaimid an Tuarascáil Bhliantúil agus na Cuntais faoi bhráid Thionól Thuaisceart Éireann agus Thithe an Oireachtais. Is é Foras na Gaeilge mar phríomheagraíocht a ghlacann freagracht as ullmhú na Tuarascála Bliantúla ar son an Fhorais Teanga.

Tá Bord an Fhorais Teanga comhdhéanta de 24 comhalta atá freagrach as cur i gcrích fheidhmeanna an 2 eagraíocht. As an 24 sin, tá 16 ar Bhord Fhoras na Gaeilge agus 8 ar Bhord Ghníomhaireacht na hUltaise. Ceapann an Chomhairle Aireachta Thuaidh/Theas duine amháin den 16 mar Chathaoirleach Fhoras na Gaeilge agus duine den 8 mar Chathaoirleach Ghníomhaireacht na hUltaise agus feidhmíonn an bheirt sin mar Chomhchathaoirligh an Fhorais Teanga. Ba í Regina Uí Chollatáin Cathaoirleach Fhoras na Gaeilge in 2022 agus bhí 12 comhalta boird eile i bhfeidhm (7 ainmnithe ag Rialtas na hÉireann agus 6 ainmnithe ag an bhFeidhmeannas), rud a d'fhág go raibh 3 fholúntas ann.

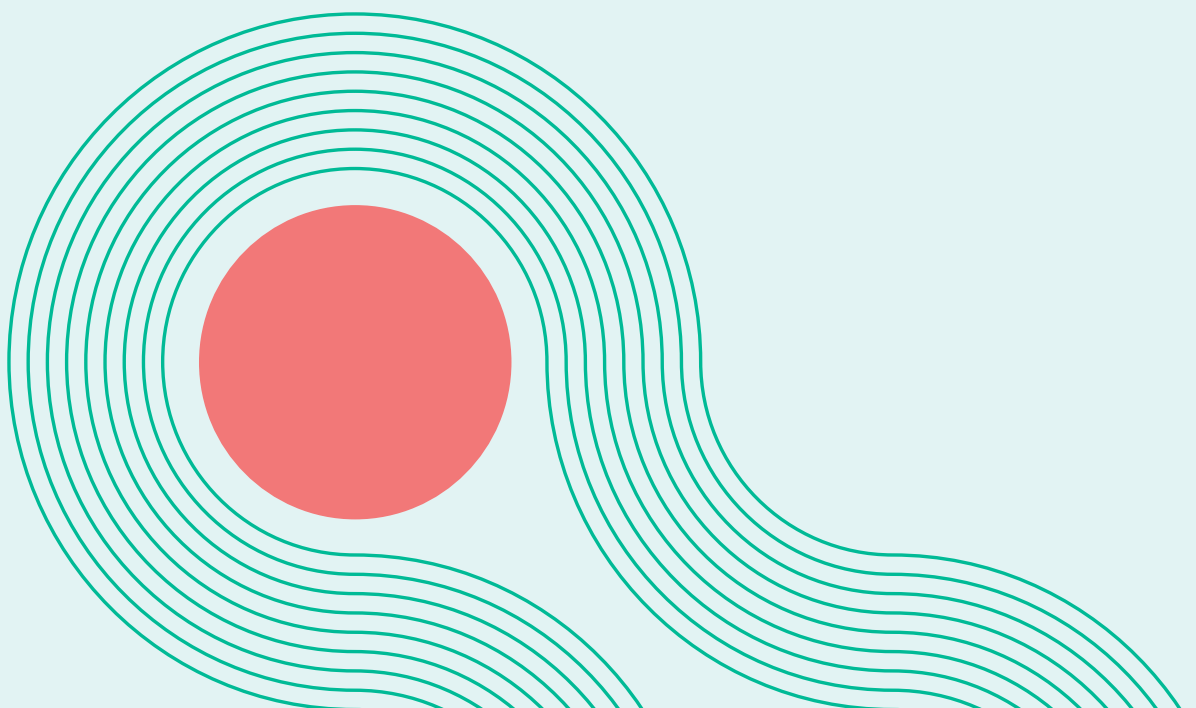
Reáchtáladh 7 gcruinniú den Bhord in 2022 agus bhí 5 choiste de chuid an Bhoird ag feidhmiú: an Coiste Iniúchta, an Coiste Forbartha, Coiste na nDeontas, an Coiste Osradhairc agus Coiste Colmcille.

An Cur Chuige Comhpháirtíochta

In 2013, chinn an Chomhairle Aireachta Thuaidh/Theas tús a chur le struchtúr nua maoinithe d'fhorbairt na Gaeilge agus an bhliain dar gcionn, d'fhógair Foras na Gaeilge 6 Ceanneagraíocht a ghlacadh freagracht as 6 mhór-réimse oibre. Ba thoradh é an cinneadh sin ar phróiseas ar cuireadh tús leis in 2008 le comhordú agus atheagrú a dhéanamh ar obair na 19 eagraíocht Ghaeilge a bhí á maoiniú ag Foras na Gaeilge ar bhonn bliantúil. Tá na Ceanneagraíochtaí seo thíos freagrach as réimsí éagsúla oibre agus bíonn siad ag obair lena gcur chun cinn ar fud an oileáin. Faoi mar a léireofar sa Tuarascáil Bhliantúil seo, cuireann Foras na Gaeilge bunmhaoiniú bliantúil ar fáil do na Ceanneagraíochtaí, faoi réir ag na hacmhainní atá ar fáil, chun clár oibre a chur i bhfeidhm.

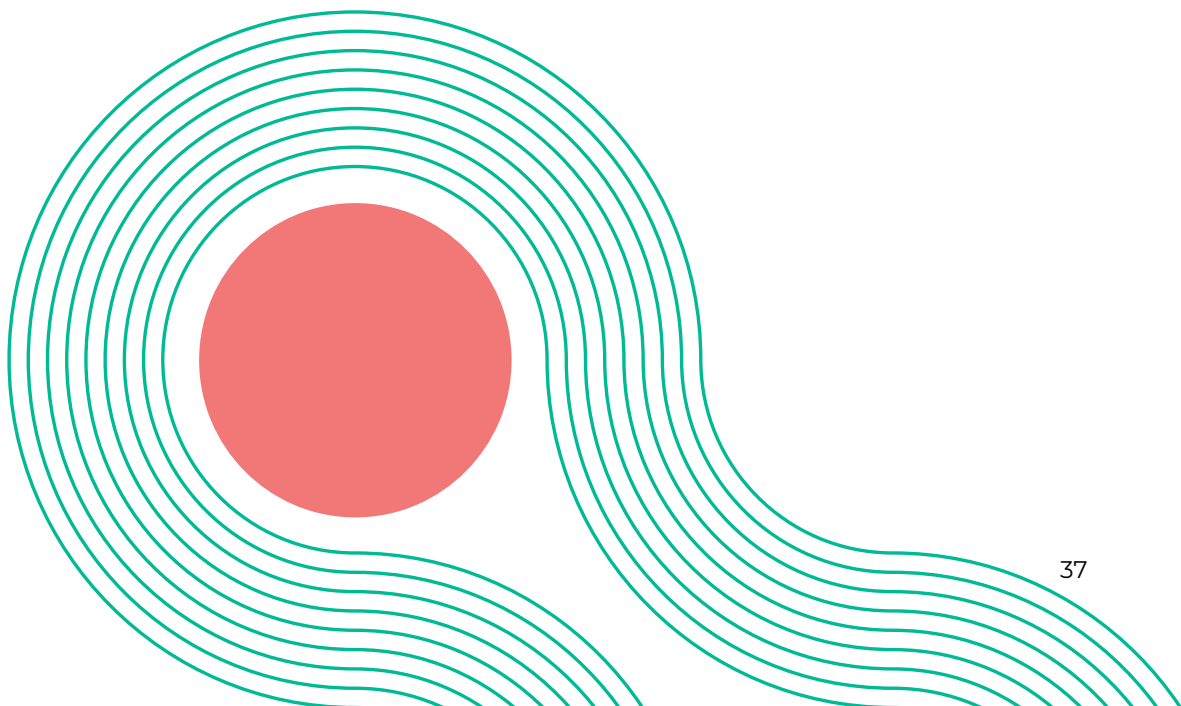
Lead-Organisation	General Area of Work	Grant in 2022
Gaeloideachas	Irish-medium education/immersion education and Irish-medium preschool education	€708,562
Gael Linn	Education in the English language sector and adult education, and opportunities for use for school pupils	€650,183
Glór na nGael	Community and economic development	€1,078,615
Oireachtas na Gaeilge	Opportunities which support the use of Irish and establishing networks for adults	€622,594
Conradh na Gaeilge	Raising awareness, language protection and representation on behalf of the language with state authorities	€832,457
Cumann na bhFiann	The development of opportunities for the use of Irish and networks for young people	€745,136

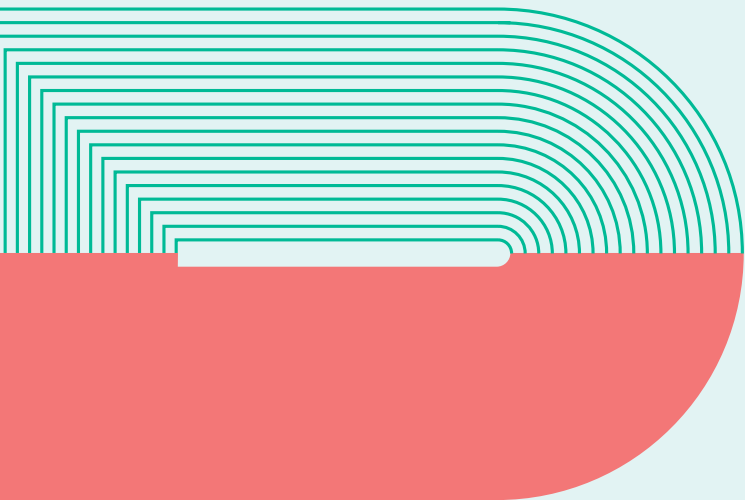
The 'Partnership Approach' means that the 6 Lead-Organisations and Foras na Gaeilge plan and implement their work in close cooperation with each other, in a way that will increase the benefit gained from resources and add to the changes gained in the use of Irish in the community. As part of the NSMC decision, two forums were established to support the new structure – the Partnership Forum and the Language Development Forum. The main objective of the Partnership Programme is to ensure a partnership between Foras na Gaeilge and the Lead-Organisations and between the Lead-Organisations themselves. The main objective of the Language Development Forum is to provide an analysis of the needs of the Irish language in the Lead-Organisations' general areas of work.



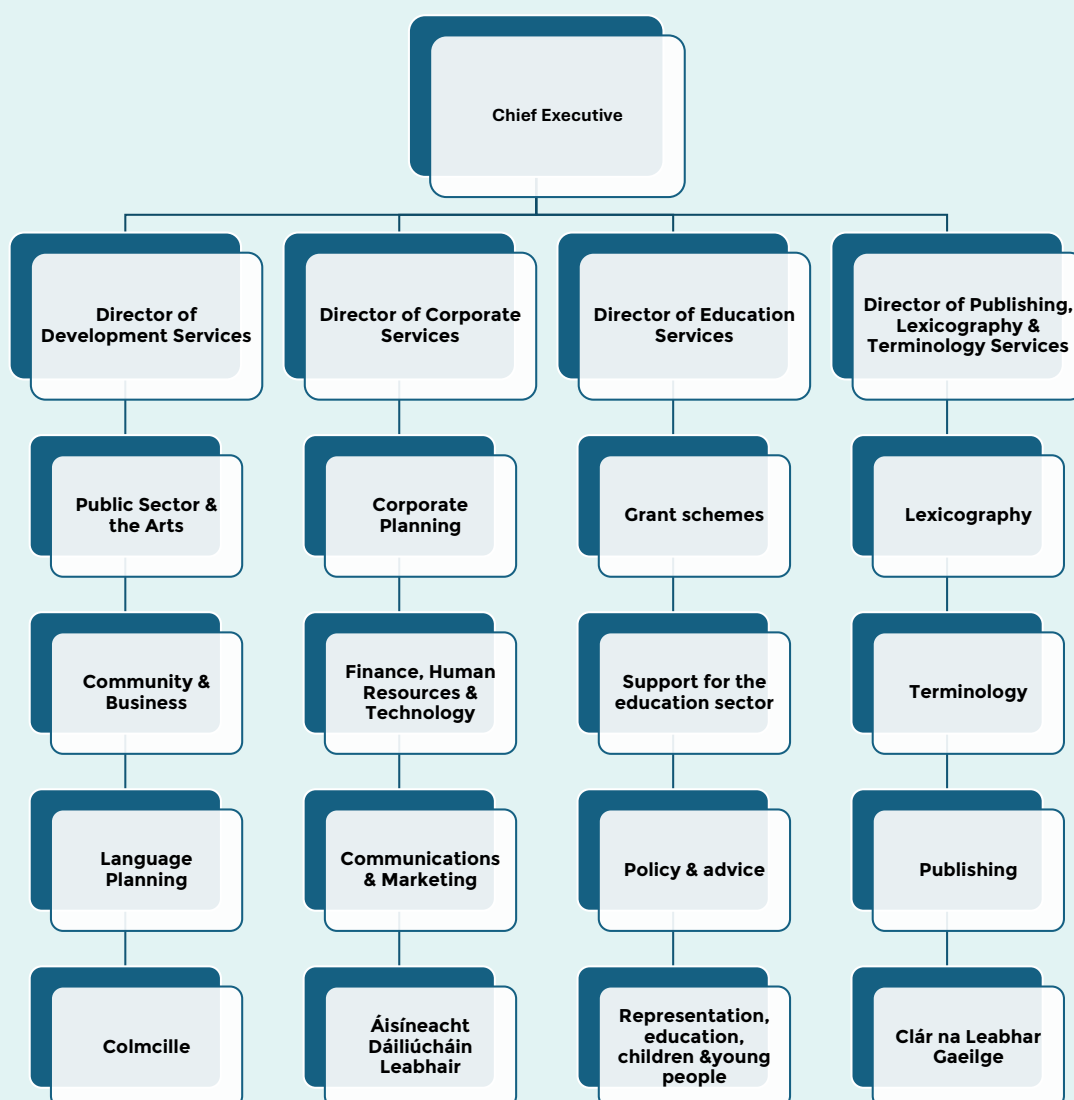
Ceanneagraíocht	Mór-Réimse Oibre	Deontas in 2022
Gaeloideachas	Gaeloideachas/tumoideachas agus réamhscolaíocht lán-Ghaeilge	€708,562
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aoisigh, agus deiseanna úsáide do dhaltai scoile	€650,183
Glór na nGael	Forbairt pobail agus eacnamaíochta	€1,078,615
Oireachtas na Gaeilge	Deiseanna a thacaíonn le húsáid na Gaeilge agus le bunú gréasán do dhaoine fásta	€622,594
Conradh na Gaeilge	Ardú feasachta, cosaint teanga agus ionadaíocht thar ceann na teanga le húdaráis stáit	€832,457
Cumann na bhFiann	Forbairt deiseanna úsáide Gaeilge agus gréasán do dhaoine óga	€745,136

Is éard is ciall leis an 'Cur Chuige Comhpháirtíochta' ná go mbeidh na 6 Ceanneagraíocht agus Foras na Gaeilge ag pleanáil agus ag cur i gcrích a gcuid oibre i ndlúthchomhar le chéile, ar bhealach a chuirfidh leis an leas a bhaintear as acmhainní agus a chuirfidh leis na hathruithe a bhainfear amach ó thaobh úsáid na Gaeilge sa phobal. Mar chuid de chinneadh CATT, bunaíodh 2 fhóram chun tacú leis an struchtúr nua – an Fóram Comhpháirtíochta agus an Fóram Forbartha Teanga. Is é príomhchuspóir an Fhórait Comhpháirtíochta comhpháirtíocht a chinntiú idir Foras na Gaeilge agus na Ceanneagraíochtaí agus idir na Ceanneagraíochtaí féin. Is é príomhchuspóir an Fhórait Forbartha Teanga anailís a chur ar fáil ar riachtanais na Gaeilge i mór-réimsí oibre na gCeanneagraíochtaí.

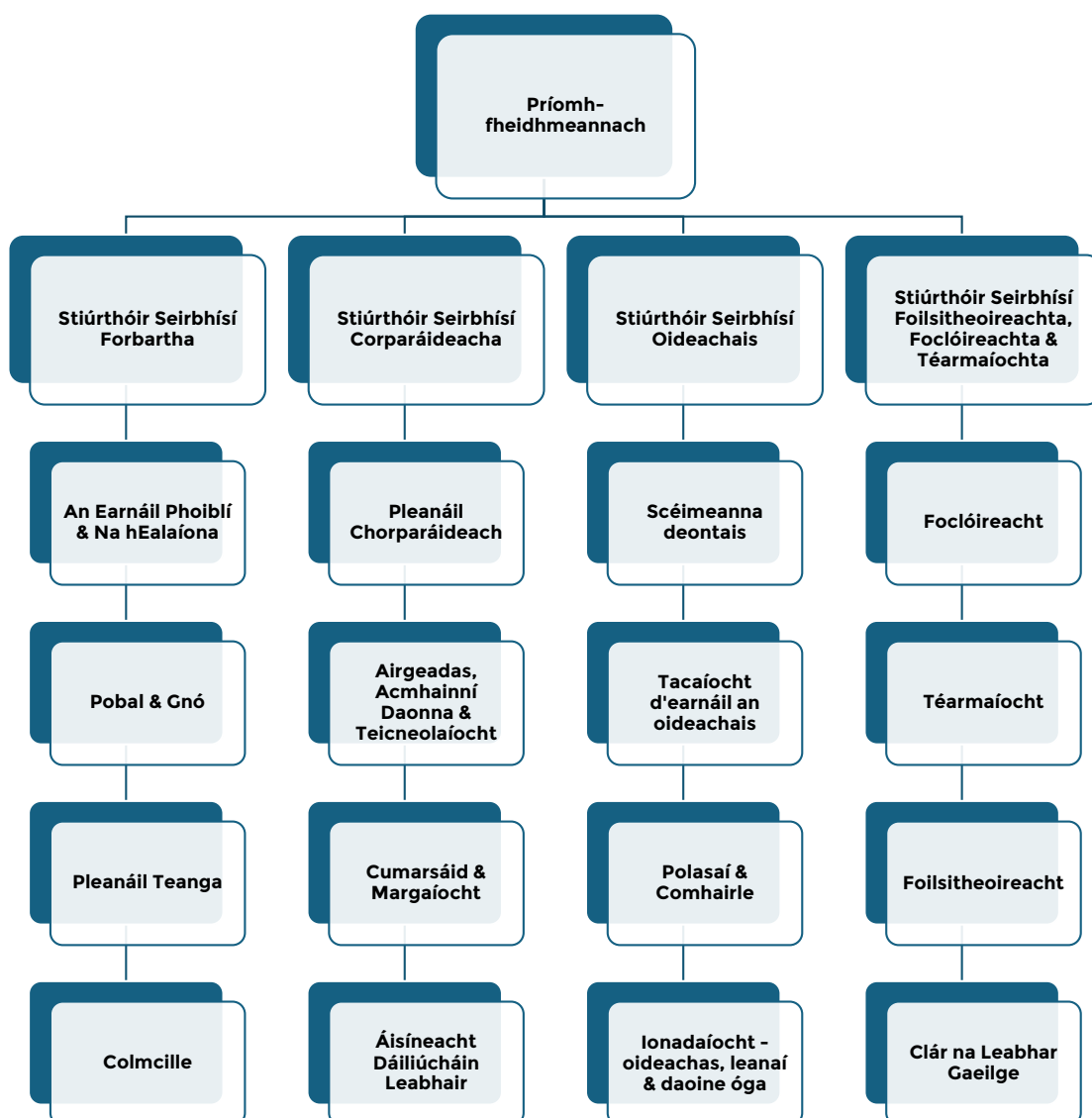




Our organisational structure



Ár struchtúr eagraíochtúil



Senior Management Team

The Chief Executive is Seán Ó Coinn. He is supported by 4 directors, 9 programme managers and other administrative staff based in 5 different offices in both jurisdictions.

Director of Development Services: Breandán Mac Craith

Director of Corporate Services: Shane Ó hEidhin

Director of Education Services Directorate: Edel Ní Chorráin

Directors of Publishing, Lexicography and Terminology Services:

Joe Ó Labhraí (to 7 October 2022)

The Senior Management Team comprises the Chief Executive, the Director of Development Services, the Director of Corporate Services, the Director of Education Services and the Director of Publishing, Lexicography and Terminology Services. The Senior Management Team meets each week to review strategic and operational matters of the organisation. Various issues are discussed in connection with human resources, finance, risk management, health and safety, monitoring, corporate governance and more besides. The full management team had 7 meetings during 2022.

Contact details

Foras na Gaeilge
63-66 Amiens Street
Dublin 1
+353 (0)1 6398400
www.forasnagaeilge.ie
eolas@forasnagaeilge.ie

Foras na Gaeilge (Clár na Leabhar
Gaeilge)
Ráth Chairn
Athboy
Co. Meath
+353 (0)46 9430419

Foras na Gaeilge
Westgate House
2-4 Queen Street
Belfast BT1 6ED
+44 (0)28 9089 0970

Foras na Gaeilge (ÁIS)
Unit 3, Dunshaughlin Business Park
Dunshaughlin
Co. Meath
+353 (0)1 6616522

Foras na Gaeilge
An Chrannóg
Na Doirí Beaga
Gaoth Dobhair
Co. Donegal
+353 (0)74 9560113 / 9560114

Foireann Ardbhainistíochta

Is é Seán Ó Coinn an Príomhfheidhmeannach. Faigheann sé tacaíocht ó 4 Stiúrthóirí, ó 9 Clárghainisteoirí agus ó bhaill foirne eile riaracháin atá lonnaithe i 5 oifig éagsúla ar fud na tíre.

Stiúrthóir Seirbhísí Forbartha: Breandán Mac Craith

Stiúrthóir Seirbhísí Corparáideacha: Shane Ó hEidhin

Stiúrthóir Seirbhísí Oideachais: Edel Ní Chorráin

Stiúrthóirí Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta:

Joe Ó Labhraí (go dtí an 7 Deireadh Fómhair 2022)

Cuimsíonn an Fhoireann Ardbhainistíochta an Príomhfheidhmeannach, an Stiúrthóir Seirbhísí Forbartha, an Stiúrthóir Seirbhísí Corparáideacha, an Stiúrthóir Seirbhísí Oideachais agus an Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta. Buaileann an Fhoireann Ardbhainistíochta le chéile gach seachtain chun athbhreithniú a dhéanamh ar chúrsaí straitéiseacha agus oibriúcháin na heagraíochta. Pléitear saincheisteanna éagsúla a bhaineann le hacmhainní daonna, airgeadas, bainistíocht riosca, sláinte agus sábháilteacht, monatóireacht, rialachas corparáideach agus a thuilleadh nach iad. Bhí 7 gcruinniú ag an bhfoireann iomlán bainistíochta le linn 2022.

Sonraí teagmhála

Foras na Gaeilge
63-66 Sráid Amiens
Baile Átha Cliath 1
+353 (0)1 6398400
www.forasnagaeilge.ie
eolas@forasnagaeilge.ie

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

Foras na Gaeilge
Teach an Gheata Thiar
2-4 Sráid na Banríona
Béal Feirste BT1 6ED
+44 (0)28 9089 0970

Áisíneacht Dáileacháin Leabhar (ÁIS)
Aonad 3, Páirc Ghnó Dhún Seachlainn
Dún Seachlainn
Co. na Mí
+353 (0)1 6616522

Foras na Gaeilge
An Chrannóg
Na Doirí Beaga
Gaoth Dobhair
Co. Dhún na nGall
+353 (0)74 9560113 / 9560114

*Foras na Gaeilge
staff on a staff day
at the Dolmen
Centre, Omeath,
Co. Louth.*



Corporate governance

Foras na Gaeilge is committed in its work to achieving the highest corporate governance standards. We are accountable to 2 government departments – the Government of Ireland's Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Executive's Department for Communities. To ensure good governance, in conjunction with these Sponsoring Departments, we agree a 3-year Corporate Plan and annual Business Plans. The Chief Executive and Senior Management Team are responsible for the daily management of the organisation and they ensure that the various strategic and operational agreements are implemented. The Corporate Services Division take responsibility for 4 general areas of work: (1) reporting on corporate governance (2) organisational support with corporate governance (3) corporate planning and (4) research.

Sponsoring departments

Regular meetings are organised between Foras na Gaeilge and the Sponsoring Departments in both jurisdictions on the progress of business plans and to consult with each other on strategic and operational issues. There were 4 such monitoring meetings in 2022.

Compliance with other policies

The Corporate Services Division is responsible for ensuring that Foras na Gaeilge complies with all internal policies and with reporting requirements in respect of legislation. Included in these policies are fraud, conflict of interest, equality, data protection, child safeguarding, hybrid working, freedom of information and whistleblowing. In 2022 the Board's Audit Committee carried out a review of the Whistleblowing policy, the Fraud Policy and the Risk Management Policy. As part of the requirements of the Annual Report, information is gathered annually on the use of energy in each of the offices of Foras na Gaeilge.

*Foireann Foras na
Gaeilge ag freastal ar
lá foirne in Ionad na
Dolmaine,
Ó Méith, Co Lú.*



Rialachas corparáideach

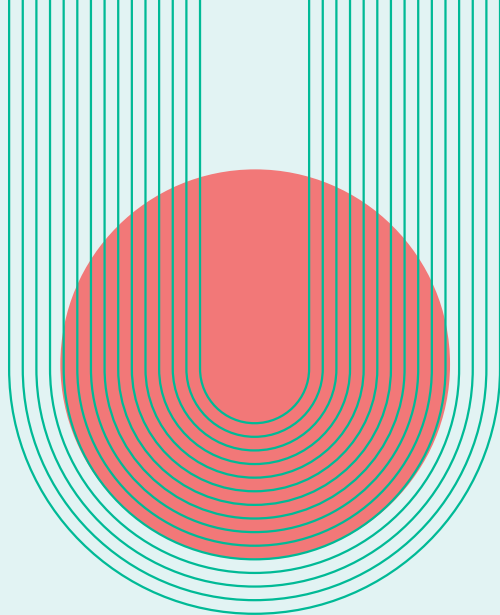
Tá Foras na Gaeilge tiomanta ina chuid oibre do na caighdeáin rialachais chorparáidigh is airde a bhaint amach. Táimid freagrach do 2 roinn rialtais – an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meáin de chuid Rialtas na hÉireann agus an Roinn Pobal de chuid an Fheidhmeannais. Chun an dea-rialachas a chinntiú, i gcomhar leis na Ranna Coimircíochta sin, aontaímid plean corparáideach 3 bliana agus pleananna gnó bliana. Is iad an Príomhfheidhmeannach agus an Fhoireann Ardbhainistíochta atá freagrach as bainistíocht laethúil na heagraíochta agus is iad a chinntíonn go mbíonn na comhaontuithe straitéiseacha agus oibríochtúla éagsúla á gcur i bhfeidhm. Glacann an Rannóg Seirbhísí Corparáideach freagracht as 4 mhór-réimse oibre: (1) tuairisciú faoi rialachas corparáideach (2) tacaíocht eagraíochtúil le rialachas corparáideach (3) pleanáil chorparáideach agus (4) taighde.

Ranna Coimircíochta

Eagraítear cruinnithe rialta idir Foras na Gaeilge agus na Ranna Coimircíochta sa 2 dhlínse chun tuairisciú maidir le dul chun cinn pleananna gnó agus chun dul i gcomhairle lena chéile maidir le saincheisteanna straitéiseacha agus oibríocháin. Tharla 4 chruinniú monatóireachta in 2022.

Géilliúlacht le polasaithe eile

Tá an Stiúirthóireacht Seirbhísí Corparáideacha freagrach as a chinntiú go gcloíonn Foras na Gaeilge le gach polasaí inmheánach agus le gach riachtanas tuairiscithe i dtaca le reachtaíocht. Ina measc sna polasaithe sin tá calaois, coimhlint leasa, comhionannas, cosaint sonraí, cumhdach leanaí, obair chumaisc, saoráil faisnéise agus sceithireacht. In 2022, rinne an Coiste Iniúchta de chuid an Bhoird athbhreithniú ar an bPolasaí Sceithireachta, an Polasaí Calaoise agus an Polasaí Bainistithe Rioscaí. Mar chuid de riachtanais na Tuarascála Bliantúla, bailítear eolas go bliantúil faoi úsáid fuinnimh i ngach ceann de na hoifigí atá ag Foras na Gaeilge.



Our Strategy

Legal and Policy Context

Foras na Gaeilge operates in an all-island context that encompasses 2 jurisdictions, 2 governments and 2 different administrative systems as regards the status of the Irish language and knowledge of it. In the jurisdiction of the Government of Ireland, we are subject to the provisions of the Constitution of Ireland in respect of the Irish language and other legislation with clear language elements, especially the Gaeltacht Act 2012, which governs the language planning system, and the Official Languages Act 2003 and the Official Languages Act (Amendment) 2021, which govern public services through the medium of Irish. In the jurisdiction of the Executive, we work in line with new legislation passed this year, the Identity and Language Act (Northern Ireland) 2022 which gives official recognition to the status of Irish. Other legislation such as the Education Acts have a bearing on our work as well.

The *20 Year Strategy for the Irish Language 2010-2030* is the principal strategic guide in the jurisdiction of the Government of Ireland which has a bearing on our work. The *Strategy* arose out of *The Government Statement on the Irish Language* which was published in 2006 and out of the Gaeltacht Commission report in 2002. In the jurisdiction of the Executive, we work in accordance with the European Charter for Regional and Minority Languages of the Council of Europe which gives protection at level 3 for Irish, where there is appropriate demand. As well as that, since 2020 our work has been influenced by the *New Decade, New Approach* which resulted in the re-establishment of the Executive in 2020 and the enactment of the new identity and language legislation in Westminster this year. As well as that, Foras na Gaeilge has representation on the Irish Language Strategy Co-Design Group established by the Department for Communities in 2021 to develop a draft Irish language strategy for the jurisdiction of the Executive.

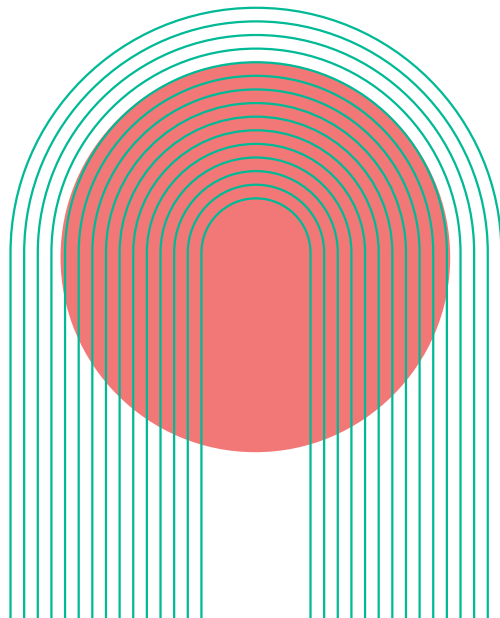
Foras na Gaeilge operates as one part of the Language Body, of which the Ulster-Scots Agency is the other part. We worked closely with the Ulster-Scots Agency in the preparation of this Annual Report. Internally, various corporate processes direct the organisation's planning: our 5-year Strategic Direction, 5-year Action Plans of the 20-Year Strategy, 3-year Corporate Plans, annual Business Plans and the Annual Report.

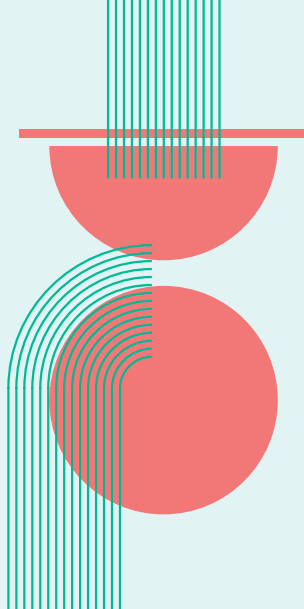
An comhthéacs pleanála

Tá Foras na Gaeilge ag feidhmiú i gcomhthéacs pleanála uile-oileáin, a chuimsíonn 2 dhlínse, 2 rialtas agus 2 chóras riaracháin éagsúla ó thaobh stádas na Gaeilge agus eolas ina leith. I ndlínse Rialtas na hÉireann, táimid faoi réir ag forálacha Bhunreacht na hÉireann i leith na Gaeilge agus reachtaíocht eile a bhfuil gné shoiléir teanga ag baint léi, go háirithe Acht na Gaeltachta 2012, a rialaíonn an córas pleanála teanga, agus Acht na dTeangacha Oifigiúla 2003 agus Acht na dTeangacha Oifigiúla (Leasú) 2021, a rialaíonn seirbhísí poiblí trí mheán na Gaeilge. I ndlínse an Fheidhmeannais, oibrímid de réir reachtaíocht nua a ritheadh i mblíana, an tAcht Féiniúlachta agus Teanga (Tuaisceart Éireann) 2022 a thugann aitheantas oifigiúil do stádas na Gaeilge. Tá tionchar ag reachtaíocht eile ar nós na nAchtanna Oideachais ar ár gcuid oibre chomh maith.

Is é an *Straitéis 20 Bliain don Ghaeilge 2010-2030* an phríomhthreoir straitéiseach i ndlínse Rialtas na hÉireann a bhfuil tionchar aici ar ár gcuid oibre. D'eascair an Straitéis as Ráiteas an Rialtais i leith na Gaeilge a foilsíodh in 2006 agus as tuarascáil Choimisiún na Gaeltachta in 2002. I ndlínse an Fheidhmeannais, oibrímid de réir na Cairte Eorpaí um Theangacha Réigiúnacha nó Mionlaigh de chuid Chomhairle na hEorpa a thugann cosaint ag leibhéal 3 don Ghaeilge, nuair a bhíonn éileamh cuí ann. Chomh maith leis sin, ó 2020 tá ár gcuid oibre faoi thionchar an chomhaontaithe Ré Nua, Cur Chuige Nua a raibh de thoradh air gur athbhunaíodh an Feidhmeannas in 2020 agus gur ritheadh an reachtaíocht nua féiniúlachta agus teanga in Westminster i mblíana. Chomh maith leis sin, tá ionadaíocht ag Foras na Gaeilge ar Ghrúpa Comhdheartha Straitéis na Gaeilge a chuir an Roinn Pobal ar bun in 2021 le dréachtstraitéis Gaeilge a fhorbairt do dhlínse an Fheidhmeannais.

Feidhmíonn Foras na Gaeilge mar chuid amháin den Fhoras Teanga, arb í Gníomhaireacht na hUltaise an chuid eile di. D'oibríomar go dlúth le Gníomhaireacht na hUltaise in ullmhú na Tuarascála Bliantúla seo. Go himheánach, stiúrann próisis éagsúla chorparáideacha pleanáil na heagraíochta: an Treo Straitéiseach 5 bliana, Pleananna Gníomhaíochta 5 bliana de chuid na Straitéise 20 Bliain, Pleananna Corparáideacha 3 bliana, Pleananna Gnó bliantúla agus an Tuarascáil Bhliantúil.





Mission and vision

Mission Statement

Our mission sets out the reasons we exist, our remit and the change we wish to make: 'To increase and normalise the use of Irish in daily life and to share the erudition of the Irish language with the world'.

Vision Statement

Our vision sets out the desires we want to achieve and where we want the Irish language to be in the future: 'The Irish language to be embedded and normalised amongst the general public throughout the island and to promote the awareness of the erudition of Irish'.

Our strategy

The *Foras na Gaeilge Strategic Direction 2020-2025* is based on 3 continuous themes which are the fabric of our organisation: advice, cooperation and coordination.

- We have an advisory role in respect of the Irish language in the jurisdiction of the Government of Ireland and in the jurisdiction of the Executive.
- We are committed to cooperation with Irish language groups, with both governments, with the Lead-Organisations and with other interested parties.
- We are committed to carrying out a continuous review of ourselves to ensure that we are effective.

The *Strategic Direction* is based on 3 main headings: 'language ability', 'language use' and 'support'. The first 2 – 'ability' and 'use' – are based on the concepts of language planning and they are subject to the planning duties we have as an all-island body. 'Support' includes all of the support elements for which Foras na Gaeilge is responsible, recognising the challenges of promoting the Irish language, especially in the context of a major world language.

- **Language ability.** Strategically, language ability includes education, which involves the following elements: the development of Irish-medium education, support for the learning of Irish in English-medium schools and support for the use of Irish in school and outside of school. This theme includes lexicography and terminology, as part of status planning. This includes the family as well, both families that use Irish as first or main language and parents/guardians with little Irish.

Misean agus fíis

Ráiteas misin

Leagann ár misean amach na fáthanna a bhfuilimid ann, an sainchúram atá againn agus an t-athrú a theastaíonn uainn a dhéanamh: 'Úsáid na Gaeilge sa saol laethúil a mhéadú agus a normalú agus saíocht na Gaeilge a roinnt leis an saol'.

Ráiteas fíise

Leagann ár bhfíis amach na mianta atáimid ag iarraidh a bhaint amach agus an áit a dteastaíonn uainn an Ghaeilge a bheith amach anseo: 'An Ghaeilge a bheith neadaithe agus normalaithe i measc an mhórphobail ar fud an oileáin agus feasacht ar shaíocht na Gaeilge a chur chun cinn'.

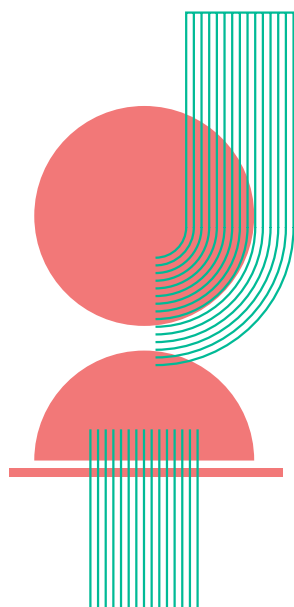
Ár straitéis

Tá *Treo Straitéiseach Fhoras na Gaeilge 2020-2025* bunaithe ar 3 théama leanúnacha atá de dhlúth agus d'inneach ár n-eagraíochta: comhairle, comhoibriú agus comhordú.

- Tá ról comhairleach againn i dtaca leis an nGaeilge i ndlínse Rialtas na hÉireann agus i ndlínse an Fheidhmeannais.
- Táimid tiomanta don chomhoibriú le grúpaí Gaeilge, leis an 2 rialtas, leis na Ceanneagraíochtaí agus le páirtithe leasmhara eile.
- Táimid tiomanta d'athbhreithniú leanúnach a dhéanamh orainn féin lena dheimhniú go bhfuilimid éifeachtach.

Bunaítear an Treo Straitéiseach ar 3 príomh-cheannteideal: 'cumas teanga', 'úsáid teanga' agus 'tacaíocht'. Is ar choincheapa na pleanála teanga atá an chéad phéire - 'cumas' agus 'úsáid' - bunaithe agus tá siad faoi réir na ndualgas pleanála atá orainn mar fhoras uile-oileáin. Cuimsíonn 'tacaíocht' na gnéithe uile tacaíochta a bhfuil Foras na Gaeilge freagrach ina leith, ag aithint na ndúshlán a bhaineann le cur chun cinn na Gaeilge, go háirithe i gcomhthéacs mórtheanga domhanda.

- **Cumas teanga:** Go straitéiseach, cuimsíonn cumas teanga an t-oideachas, a bhfuil na gnéithe seo i gceist leis: forbairt an Ghaeloideachais, tacú le foghlaim na Gaeilge i scoileanna Béarla agus tacú le húsáid na Gaeilge sa scoil agus lasmuigh di. Cuimsíonn an téama seo foclóireacht agus téarmaíocht, mar chuid den phleanáil stádais. Tá an teaghlach san áireamh anseo chomh maith, idir theaghlach a úsáideann an Ghaeilge mar chéad nó mar phríomhtheanga agus tuismitheoirí/caomhnóirí ar bheagán Gaeilge.





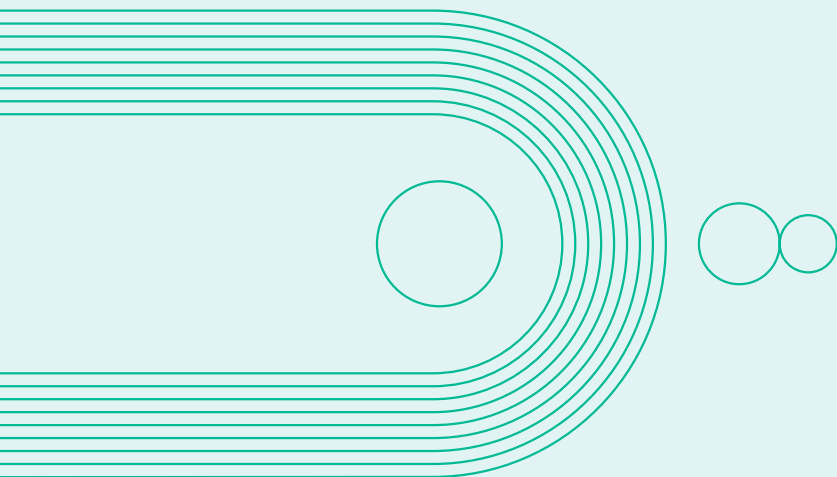
The Ó Dónaill Medal presented to the winner of the Niall Ó Dónaill Essay Competition, Katharina Dietz. (L-R): Pádraig Ó Mianáin (FnaG), Katharina Dietz, Éilis Grae (Niall Ó Dónaill's daughter), Cormac Breathnach (FnaG).

- **Language use.** Strategically, this theme means the development of Irish in the community and language planning, especially Irish language centres and Irish language development plans by community groups supported by us. We want to strengthen existing Irish language social networks, develop technological opportunities and build on Irish language special interest networks and specialist groups. This theme includes the development of Irish in the arts, in the economy and in media. There is also an emphasis on Irish language publishing, which is important for the acquisition and use of language and for reading and literacy.
- **Support.** Under the area of support, Foras na Gaeilge works for awareness and promotion of Irish and increasing the profile of the Irish language abroad. We recognise that there is a need to work on broad initiatives from time to time which stretch across a greater time range than the normal organisational planning cycle and we set aside space and resources for that consideration.

- **Úsáid teanga:** Go straitéiseach, is éard a chiallaíonn an téama seo dúinn forbairt na Gaeilge sa phobal agus an phleanáil teanga, go háirithe lárionaid Ghaeilge agus pleananna forbartha Gaeilge ag grúpaí pobail a fhaigheann tacaíocht uainn. Táimid ag iarraidh na líonraí sóisialta Gaeilge atá ann cheana a threisiú, deiseanna teicneolaíochta a fhorbairt agus tógáil ar líonraí sainspéise agus sainghrúpaí Gaeilge. Cuimsíonn an téama seo forbairt na Gaeilge sna healaíona, sa gheilleagar agus sna meáin chumarsáide. Cuirtear béim chomh maith ar fhoilsitheoireacht na Gaeilge, atá tábhachtach maidir le sealbhú agus úsáid teanga agus leis an léitheoireacht agus an litearthacht.
- **Tacaíocht:** Faoi réimse na tacaíochta, oibríonn Foras na Gaeilge ar son feasacht faoin nGaeilge a chur chun cinn agus cur le próifíl na Gaeilge thar lear. Aithnímid gur gá oibriú ar thionscnaimh leathana ó am go chéile a shíneann thar raon ama níos mó ná an ghnáth-thimthriall pleanála eagraíochtúil agus fágaimid spás agus acmhainní ar leataoibh le haghaidh an mhachnaimh sin.



Figiúr 5: Bonn Uí Dhónaill á bhronnadh ar bhuaiteoir Chomórtas Aistí Néill Uí Dhónaill 2022, Katharina Dietz. (C-D): Pádraig Ó Mianáin (FnaG), Katharina Dietz, Éilis Grae (iníon Néill Uí Dhónaill), Cormac Breathnach (FnaG).



Our Main Strategic Objectives

The *Foras na Gaeilge Corporate Plan 2020-2022* includes 5 Main Strategic Objectives. The first chapter of this Annual Report is a performance review based on reporting of progress in respect of these Main Objectives in 2022. Here below we describe what is meant by the Main Objectives and the secondary objectives arising from them.

Main Objective 1: Perpetuate and increase the daily use of Irish

It is widely recognised that the environment in which Irish can be used is one of the aspects that most affects the well-being of the language and the behaviour of the public towards it. To that end, we place a particular emphasis on the perpetuation of the use of Irish among the community of speakers of the language. Language planning is vitally important to that end and legislative arrangements exist to develop language plans in the Gaeltacht and outside of it in Gaeltacht Service Towns and in Irish Language Networks. Foras na Gaeilge provides special funding outside of our baseline budget to support communities seeking status as an Irish language network, to help them undertake language plans. We provide funding for the same process in the jurisdiction of the Executive, in Carrntogher, County Derry, and in West Belfast. Údarás na Gaeltachta has the primary role in respect of the perpetuation of the use of Irish in Gaeltacht communities. However, Foras na Gaeilge recognises that we ourselves have a role in respect of the Gaeltacht in our work with Gaeltacht Service Towns, and that our schemes have a central role in the developing the use of Irish in areas adjacent to the Gaeltacht.

There are 3 secondary objectives in connection with this Main Objective:

- *Secondary objective 1a: create opportunities for use to enable Irish speaking communities, including Gaeltacht communities, to use the Irish language, including Irish language reading.*
- *Secondary objective 1b: provide opportunities for language use/practice for learners of the language.*
- *Secondary objective 1c: facilitate and promote the use of Irish as a family language.*

Ár Mórchuspóirí Straitéiseacha

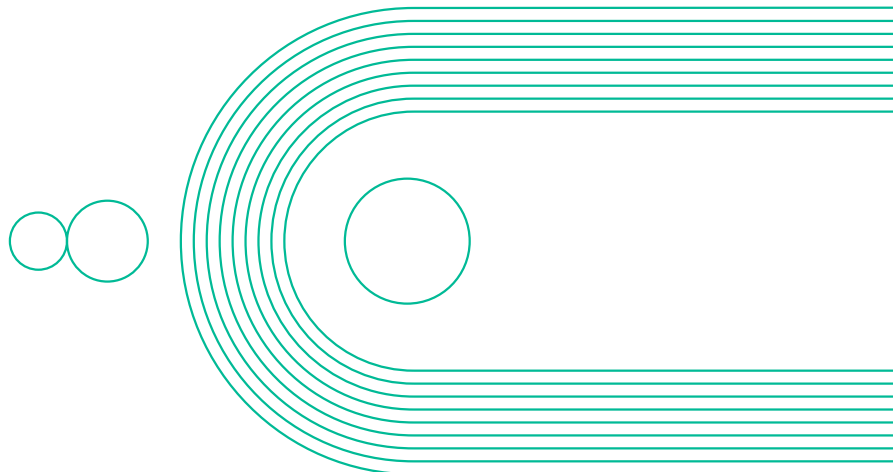
Cuimsíonn *Plean Corparáideach Fhoras na Gaeilge 2020-2022* 5 Mhórchuspóir Straitéiseacha. Is éard atá sa chéad chaibidil eile den Tuarascáil Bhliantúil seo athbhreithniú feidhmíochta bunaithe ar thuairisciú maidir le dul chun cinn i leith na Mórchuspóirí sin in 2022. Anseo thíos, déanaimid cur síos ar a bhfuil i gceist leis na Mórchuspóirí agus na fochuspóirí a eascraíonn astu.

Mórchuspóir 1: Úsáid laethúil na Gaeilge a bhuanú agus a mhéadú

Aithnítear go forleathan go bhfuil an timpeallacht inar féidir an Ghaeilge a úsáid ar cheann de na nithe is mó a imríonn tionchar ar leas na teanga agus ar iompraíocht an phobail ina leith. Chuige sin, cuirimid béim ar leith ar bhuanú úsáid na Gaeilge i measc phobal labhartha na teanga. Tá an phleanáil teanga ríthábhachtach chuige sin agus is ann do shocruithe a bhfuil stádas reachtúil acu le pleananna teanga a fhorbairt sa Ghaeltacht agus lasmuigh di i mBailte Seirbhíse Gaeltachta agus i Líonraí Gaeilge. Tá maoiniú ar leith á chur ar fáil d'Fhoras na Gaeilge lasmuigh dár mbuiséad bonnlíne le tacú leis na pobail atá ar lorg stádas Líonra Gaeilge, le cabhrú leo tabhairt faoi na pleananna teanga. Táimid ag cur maoiniú ar fáil don phróiseas céanna sin i ndlínse an Fheidhmeannais, i gCarn Tóchair, Contae Dhoire agus in Iarthar Béal Feirste. Is ag Údarás na Gaeltachta atá an príomhról maidir le buanú úsáid na Gaeilge sna pobail Ghaeltachta. Mar sin féin, aithníonn Foras na Gaeilge go bhfuil ról againn féin maidir leis an nGaeltacht inár gcuid oibre le Bailte Seirbhíse Gaeltachta, agus go bhfuil ról lárnach ag ár gcuid scéimeanna i bhforbairt úsáid na Gaeilge i gceantair atá buailte leis an nGaeltacht.

Baineann 3 fochuspóir leis an Mórchuspóir seo:

- *Fochuspóir 1a: deiseanna úsáide a chruthú le pobail labhartha Gaeilge, pobail na Gaeltachta san áireamh, a chumasú le húsáid a bhaint as an nGaeilge, léitheoireacht na Gaeilge ina measc.*
- *Fochuspóir 1b: deiseanna úsáide/cleachta teanga a sholáthar d'fhoghlaimeoirí na teanga.*
- *Fochuspóir 1c: úsáid na Gaeilge mar theanga theaghlaigh a éascú agus a chur chun cinn.*



Main Objective 2: Strengthen the learning and consolidation of Irish

Foras na Gaeilge recognises that the education system has a central role in enabling the public in the Irish language from preschool to third level education. We similarly recognise that there are many organisations and parties active in this field, both state organisations and educational and academic institutions. It is mostly through the education systems that the learning of Irish is undertaken, and it is mostly outside of school that this foundation laid down in the schools is consolidated. Since there are many parties active in this area (education departments, schools, summer colleges, third level and further education institutions, state bodies and voluntary organisations), it is important that we focus attention on elements of the area that others are not tackling, which will increase the effectiveness of those other parties. Due to our legislative status, the Foras na Gaeilge advisory function is very important, and to that end we place particular emphasis on that element in the period of this Corporate Plan.

There are 3 secondary objectives in connection with this Main Objective:

- *Secondary objective 2a: give guidance and advice to the appropriate bodies.*
- *Secondary objective 2b: support the teaching, development and learning of the Irish language at various levels by providing facilities and resources.*
- *Secondary objective 2c: support training and the development of good practice among teachers of Irish, and among primary school teachers in the English-medium sector.*

Main Objective 3: Serve the interest of Irish in society in general by means of influence and advice

As a state organisation established to promote the Irish language in both jurisdictions, it is essential that we use our resources to advise various state and public sector bodies on the most effective ways to develop the Irish language. An essential part of that is the influence we exert on bodies and their leadership. The well-being of the Irish language greatly depends on parties in various areas of state and in society, and Foras na Gaeilge places a particular emphasis on this function to exert influence at government level and in the local authorities.

There are 3 secondary objectives in connection with this Main Objective:

- *Secondary objective 3a: a recognised advisory role gained by Foras na Gaeilge in the public sector, especially in the area of education, and in relation to local authorities.*
- *Secondary objective 3b: development strategies to increase the understanding of politicians about the Irish language question.*
- *Secondary question 3c: agree a partnership in respect of the use of Irish in the areas of sport, culture, business and youth.*

Mórchuspóir 2: Foghlaim agus daingniú na Gaeilge a neartú

Aithníonn Foras na Gaeilge go bhfuil ról lárnach ag an gcóras oideachais i gcumasú an phobail sa Ghaeilge ón réamhscolaíocht go dtí an t-oideachas tríú leibhéal. Aithnímid mar an gcéanna go bhfuil mórán eagraíochtaí agus páirtithe éagsúla gníomhach sa réimse seo, idir eagraíochtaí stáit agus institiúidí oideachais agus léinn. Is trí na córais oideachais is mó a thugtar faoi foghlaim na Gaeilge, agus is lasmuigh den scoil is mó a dhéantar daingniú ar an dúshraith a leagtar síos sna scoileanna. Ar an ábhar go bhfuil líon mór páirtithe gníomhach sa réimse seo (ranna oideachais, scoileanna, coláistí samhraidh, institiúidí tríú leibhéal agus breisoideachais, forais stáit agus eagraíochtaí deonacha), tá sé tábhachtach go ndíreomís aird ar ghnéithe den réimse nach bhfuil dreamanna eile ag tabhairt fúthu, a chuirfidh le héifeachtacht na bpáirtithe eile sin. De bharr ár stádas reachtúil, tá feidhm comhairle Fhoras na Gaeilge an-tábhachtach agus chuige sin táimid ag cur béim ar leith ar an ngné sin i dtréimhse an Phlean Chorporáidigh seo.

Baineann 3 fhochuspóir leis an Mórchuspóir seo:

- *Fochuspóir 2a: treoir agus comhairle a thabhairt do na forais chuí.*
- *Fochuspóir 2b: tacú le teagasc, forbairt agus foghlaim na Gaeilge ag na leibhéil éagsúla trí áiseanna agus acmhainní a chur ar fáil.*
- *Fochuspóir 2c: tacú le hoiliúint agus forbairt an dea-chleachtais i measc lucht teagaisc na Gaeilge, agus i measc múinteoirí bunscoile sa chóras Béarla.*

Mórchuspóir 3: Fónamh do leas na Gaeilge sa tsochaí trí chéile trí mheán an tionchair agus na comhairle

Mar eagraíocht stáit a bunaíodh chun an Ghaeilge a chur chun cinn ar fud an oileáin, tá sé riachtanach go mbeimis ag úsáid na n-acmhainní atá againn le comhairle a chur ar na forais éagsúla stáit agus san earnáil phoiblí i leith na mbealaí is éifeachtaí chun an Ghaeilge a fhorbairt. Cuid riachtanach de sin is ea an tionchar a imrímid ar fhorais agus ar a lucht ceannais. Tá leas na Gaeilge ag brath go mór ar pháirtithe i réimsí éagsúla stáit agus sa tsochaí, agus cuireann Foras na Gaeilge béim ar leith ar an bhfeidhm seo dár gcuid chun tionchar a imirt ag leibhéal rialtais agus sna húdaráis áitiúla.

Baineann 3 fhochuspóir leis an Mórchuspóir seo:

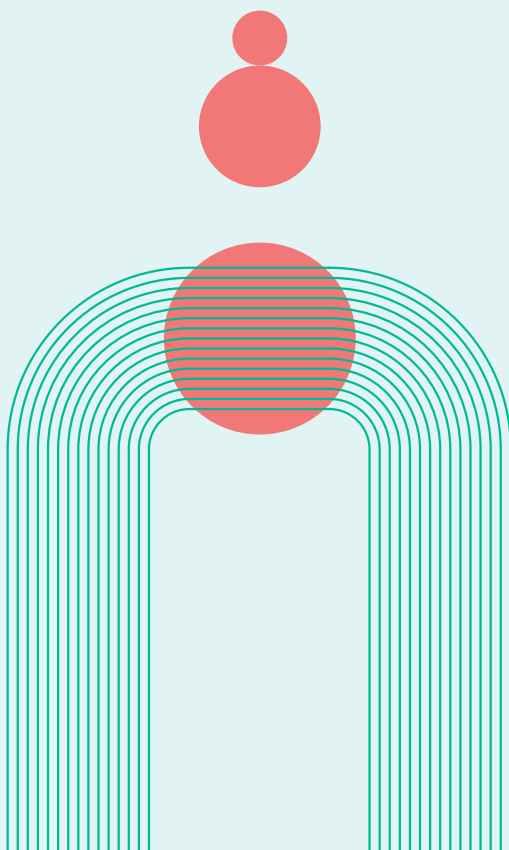
- *Fochuspóir 3a: ról aitheanta comhairle bainte amach ag Foras na Gaeilge san earnáil phoiblí, go háirithe i réimse an oideachais, agus i réimse na n-údarás áitiúil.*
- *Fochuspóir 3b: straitéisí forbartha le tuiscint polaiteoirí ar cheist na Gaeilge a mhéadú.*
- *Fochuspóir 3c: comhpháirtíocht maidir le húsáid na Gaeilge a aontú le heagraíochtaí i réimsí an spóirt, an chultúir, an ghnó agus na hóige.*

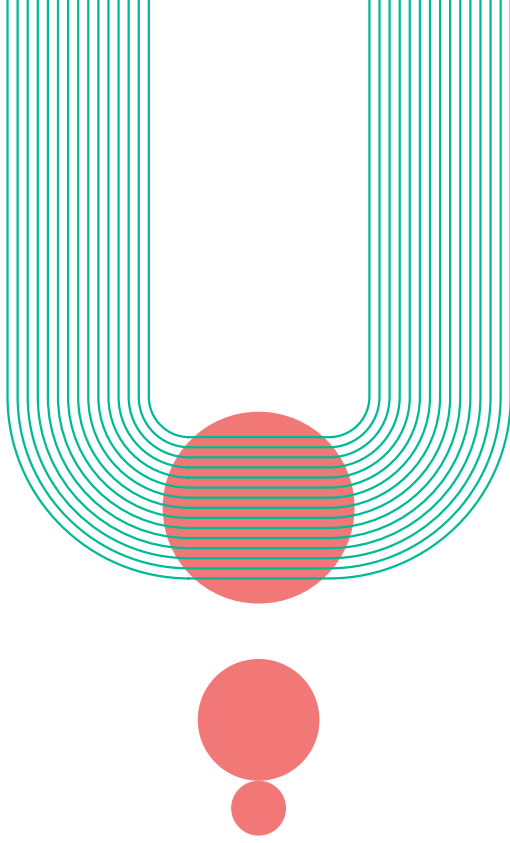
Main Objective 4: Increase understanding and awareness of Irish among the public far and near

Despite all that has been done in recent years by various organisations to increase awareness of the Irish language and the general public's understanding of it, there remain large gaps in understanding of the language itself and of what is presently happening to develop it. Various surveys, including the census, show that the general public have a positive attitude towards the Irish language. Despite that, the public need to be made aware of issues such as the advantages of bilingualism, employment opportunities, language planning, progress in learning and teaching resources, opportunities to use Irish and language-based networks and arts. In the period of this Corporate Plan, we are placing a particular emphasis on 3 target communities to increase their awareness and understanding of relevant questions in connection with the Irish language (parents and young couples, teenagers and the leadership of state organisations and cultural organisations).

There are 5 secondary objectives in connection with this Main Objective:

- *Secondary objective 4a: increase in understanding and awareness of the place of Irish in life and society – employment, social affairs, sports and families.*
- *Secondary objective 4b: understanding and awareness of opportunities for use of the language increased.*
- *Secondary objective 4c: understanding and awareness increased in the English language media of various aspects of the Irish language.*
- *Secondary objective 4d: strategies put in place to increase understanding of the question of Irish among leaders of the public and state sector.*
- *Secondary objective 4e: strategies to increase understanding of the question of Irish among leaders of the cultural bodies.*





Mórchuspóir 4: Tuiscint agus feacht ar an nGaeilge a mhéadú i measc an phobail i gcéin agus i gcógar

In ainneoin a bhfuil déanta le blianta beaga anuas ag eagraíochtaí éagsúla cur le feacht ar an nGaeilge agus le tuiscint an mhórphobail uirthi, tá bearnaí móra tuisceana fós ann faoin teanga féin agus faoina bhfuil ar siúl faoi láthair chun í a fhorbairt. Léiríonn suirbhéanna éagsúla, na daonáirimh san áireamh, go bhfuil dearcadh dearfach ag an mhórphobal i leith na Gaeilge. Ina ainneoin sin, is gá an pobal a chur ar an eolas faoi cheisteanna a bhaineann le buntáistí an dátheangachais, faoi dheiseanna fostaíochta, faoin bpleanáil teanga, faoi dhul chun cinn sna hacmhainní foghlama agus teagaisc, faoi dheiseanna leis an nGaeilge a úsáid agus faoi na líonraí agus na healaíona teanga-bhunaithe. I dtréimhse an Phlean Chorpáráidigh seo, tá béim ar leith á cur againn ar thrí spriocphobal ar leith le cur lena bhfeacht agus lena dtuiscint ar cheisteanna ábhartha a bhaineann leis an nGaeilge (tuismitheoirí agus lanúineacha óga, déagóirí agus lucht ceannais eagraíochtaí stáit agus eagraíochtaí cultúir).

Baineann 5 fhochuspóir leis an Mórchuspóir seo:

- *Fochuspóir 4a: méadú ar thuiscint agus feacht ar áit na Gaeilge sa saol agus sa tsochaí – fostaíocht, cúrsaí sóisialta, spóirt agus teaghlaigh.*
- *Fochuspóir 4b: tuiscint agus feacht ar dheiseanna úsáide na teanga méadaithe.*
- *Fochuspóir 4c: tuiscint agus feacht méadaithe sna meáin Bhéarla maidir le gnéithe éagsúla den Ghaeilge.*
- *Fochuspóir 4d: straitéisí curtha i bhfeidhm chun tuiscint ar cheist na Gaeilge a mhéadú i measc lucht ceannais na hearnála poiblí agus stáit.*
- *Fochuspóir 4e: straitéisí forbartha le tuiscint a mhéadú ar cheist na Gaeilge i measc lucht ceannais na bhforas cultúir.*

Main Objective 5: Provide corporate services to Foras na Gaeilge ensuring the effective functioning of the organisation and effective completion of its programme of work

When we undertake our legislative and support duties for the Irish language, it is important to ensure that the public, both governments, and other interested parties can have confidence in the planning, work and monitoring systems and processes in place in the organisation. The Irish language community, other Irish language organisations, and the government departments with duties in respect of the Irish language should be confident that there is an evidential basis to the strategies and initiatives we have in hand, that they will be effective and that we have research underway to ensure their efficacy on an ongoing basis. In addition, the Irish language sector must have confidence that there is the appropriate experience and the expertise within Foras na Gaeilge to undertake the various duties effectively, and that the funding provided for the Irish language on behalf of the taxpayer will be treated effectively. The Foras na Gaeilge corporate services team is particularly important in this regard. In the period of this Corporate Plan, we are placing particular emphasis on the development of staff structures, staff competencies and work programmes so that every support is available to staff members to undertake the organisational priorities. We are also placing an emphasis on reviewing our schemes and projects to ensure that they achieve the outcomes we expect of them.

There are 5 secondary objectives in connection with this Main Objective:

- *Secondary objective 5a: an effective financial and corporate governance service which will ensure that our expenditure is effective and transparent.*
- *Secondary objective 5b: provide a human resources services which gives support and advice to individual staff members of Foras na Gaeilge and to the management system which will ensure the well-being of our staff members and their professional development to reach organisational goals.*
- *Secondary objective 5c: a business (1 year) and corporate (3 year) planning service to be provided subject to appropriate guidelines in such a way as will allow us to present our plans to the public and the governments in line with good practice.*
- *Secondary objective 5d: carry out research which will give an insight of the efficacy of our schemes, our programmes of work and our projects.*
- *Secondary objective 5e: effectively administer the organisation's technical infrastructure.*

Mórchuspóir 5: Seirbhísí corparáideacha a chur ar fáil d'Fhoras na Gaeilge a chinnteoidh feidhmiú éifeachtach na heagraíochta agus cur i gcrích éifeachtach a cláir oibre

Nuair a bhímid ag tabhairt faoinár ndualgais reachtúla agus tacaíochta don Ghaeilge, tá sé tábhachtach a chinntiú gur féidir leis an phobal, an 2 rialtas, agus páirtithe leasmhara eile muinín a bheith acu as na córais agus na próisis phleanála, oibre agus mhonatóireachta atá i bhfeidhm san eagraíocht. Ba chóir go mbeadh pobal na Gaeilge, eagraíochtaí eile Gaeilge, agus na ranna rialtais a bhfuil cúraimí orthu i leith na Gaeilge muiníneach go bhfuil bonn fianaise leis na straitéisí agus na tionscnaimh atá idir lámha againn, go mbeidh siad éifeachtach agus go bhfuil taighde ar bun againn lena n-éifeachtacht a dhearbhu ar bhonn leanúnach. Lena chois sin, caithfidh earnáil na Gaeilge muinín a bheith aici go bhfuil an taithí chuí agus an saineolas laistigh d'Fhoras na Gaeilge le tabhairt faoi na dualgais éagsúla go héifeachtach, agus go gcaithfear go héifeachtach an maoiniú a chuirtear ar fáil don Ghaeilge thar ceann an cháiníocóra. Tá tábhacht ar leith le foireann seirbhísí corparáideacha Fhoras na Gaeilge maidir leis seo. I dtréimhse an Phlean Chorporáidigh seo, táimid ag cur béim ar leith ar fhorbairt na struchtúr foirne, na n-inniúlachtaí foirne agus na gclár oibre a chinnteoidh go bhfuil gach tacaíocht is féidir ar fáil ag baill foirne le tabhairt faoi na tosaíochtaí eagraíochtúla. Tá béim á cur againn chomh maith ar athbhreithniú ar ár gcuid scéimeanna agus tionscadal lena chinntiú go bhfuil siad ag baint amach na dtorthaí a bhfuil súil againn leo.

Baineann 5 fhochuspóir leis an Mórchuspóir seo:

- *Fochuspóir 5a: seirbhís éifeachtach airgeadais agus rialachais corporáidigh a chinnteoidh go mbeidh ár gcaiteachas éifeachtach agus trédhearcach.*
- *Fochuspóir 5b: seirbhís acmhainní daonna a sholáthar a thugann tacaíocht agus comhairle do bhaill foirne aonair Fhoras na Gaeilge agus don chóras bainistíochta a chinnteoidh leas ár mball foirne agus a bhforbairt ghairmiúil le spriocanna eagraíochtúla a bhaint amach.*
- *Fochuspóir 5c: seirbhís sa phleanáil gnó (1bl) agus corporáideach (3bl) a bheith curtha ar fáil faoi réir na dtreoracha cuí ar bhealach a ligfidh dúinn ár gcuid pleananna a chur i láthair an phobail agus na rialtas de réir dea-chleachtais.*
- *Fochuspóir 5d: taighde a dhéanamh a thabharfaidh léargas ar éifeachtacht ár scéimeanna, ár gclár oibre agus ár dtionscadal.*
- *Fochuspóir 5e: riar éifeachtúil a dhéanamh ar bhonneagar teicniúil na heagraíochta.*



(L-R): Pádraig Mac Congail (Líonra Leitir Ceanainn), Seán Ó Coinn (CEO FnaG), Regina Uí Chollatáin (Chairperson FnaG), Bairbre Uí Chathail (Líonra Leitir Ceanainn), Breandán Mac Craith (FnaG), and Ursula Ní Shabhaois (FnaG).

Performance Review

Corporate Main Objective 1: Perpetuate and increase the daily use of Irish

Background

Promotion of the Irish language and encouragement of the use of the language are the main functions of Foras na Gaeilge and therefore we will spend considerable resources on achieving Main Objective 1 in partnership with Irish language groups, Lead-Organisations and grantees. A significant part of the organisation's budget is spent on language planning which aims to increase the use of Irish in different communities in both jurisdictions. We will also carry out major investment in the communications media and in publishing to increase the number of people who use media material in Irish and to encourage reading .

Athbhreithniú Feidhmíochta

Mórchuspóir Corparáideach 1: Úsáid laethúil na Gaeilge a bhuanú agus a mhéadú

Cúlra

Tá cur chun cinn na Gaeilge agus spreagadh úsáid na teanga ar na príomhfheidhmeanna atá ag Foras na Gaeilge agus mar sin caithimid go leor acmhainní le cur i gcrích Mhórchuspóir 1 i gcomhpháirt le grúpaí Gaeilge, le Ceanneagraíochtaí agus le deontaithe. Caitear cuid shuntasach de bhuiséad na heagraíochta ar an bpleanáil teanga a bhfuil sé d'aidhm aici cur le húsáid na Gaeilge i bpobail éagsúla sa 2 dhlínse. Déanfaimid infheistíocht mhór sna meáin chumarsáide agus san fhoilsitheoireacht chomh maith chun cur le líon na ndaoine a úsáideann ábhar meán i nGaeilge agus chun an léitheoireacht a spreagadh.



(C-D): Pádraig Mac Congail (Líonra Leitir Ceanainn), Seán Ó Coinn (Príomhfheidhmeannach FnaG), Regina Uí Chollatáin (Cathaoirleach FnaG), Bairbre Uí Chathail (Líonra Leitir Ceanainn), Breandán Mac Craith (FnaG), agus Ursula Ní Shabhaois (FnaG).



Dungarvan, Co. Waterford, a Gaeltacht Service Town.

Language planning

Language planning means the intervention of the state to support the Irish language in various fields of use, education and status. This is done through the language planning process, launched by the Government of Ireland in 2012 as a result of the Gaeltacht Act. There are 3 geographical levels in this process: Gaeltacht Language Planning Areas, Gaeltacht Service Towns and Irish Language Networks. Údarás na Gaeltachta is responsible for the Gaeltacht Language Planning Areas and Foras na Gaeilge is responsible for supporting work in the other 2 kinds of area. As well as that process, our Language Network Development Scheme supports language planning at different levels in different communities in both jurisdictions. In 2022, Foras na Gaeilge spent a total of €2,157,845 on all language planning at those different levels.

Gaeltacht Service Towns

Subject to the Gaeltacht Act (2012), Foras na Gaeilge is responsible for administering an application and support process for 13 of the 16 towns which could achieve recognition as a Gaeltacht Service Town (GST). As well as Letterkenny and Galway City which started to implement language plans in 2022, we continued to support Lead-Organisations in Cork, Cahersiveen, Ballinrobe and Clifden, which were seeking to develop language plans. The Minister of State for the Gaeltacht launched the Tralee, Castlebar and Dungarvan language plans in 2022. A series of public meetings was organised in 3 towns that were

Pleanáil Teanga

Is éard is brí leis an bpleanáil teanga an idirghabháil a dhéanann an stát chun tacú leis an nGaeilge i réimsí éagsúla úsáide, oideachais agus stádais. Déantar sin tríd an bpróiseas pleanála teanga a sheol Rialtas na hÉireann in 2012 mar thoradh ar Acht na Gaeltachta. Tá trí leibhéal thíreolaíocha sa phróiseas sin: Limistéir Pleanála Teanga Gaeltachta, Bailte Seirbhísí Gaeltachta agus Líonraí Gaeilge. Glacann Údarás na Gaeltachta cúram de na Limistéir Pleanála Teanga Gaeltachta agus tá Foras na Gaeilge freagrach as tacú leis an obair sa dá chineál ceantair eile. Chomh maith leis an bpróiseas sin, tacaíonn ár Scéim Forbartha Líonraí Gaeilge leis an bpleanáil teanga ag leibhéal éagsúla i bpobail éagsúla sa 2 dhlínse. In 2022, chaith Foras na Gaeilge €2,157,845 ar fad ar an bpleanáil teanga ina hiomláine ag na leibhéal éagsúla sin.

Bailte Seirbhíse Gaeltachta

Faoi réir Acht na Gaeltachta (2012), tá Foras na Gaeilge freagrach as próiseas iarratais agus tacaíochta a riar do 13 den 16 baile a d'fhéadfadh aitheantas mar Bhaile Seirbhíse Gaeltachta (BSG) a bhaint amach. Chomh maith le Leitir Ceanainn agus Cathair na Gaillimhe a thosaigh ar chur i bhfeidhm pleananna teanga in 2022, leanamar orainn ag tacú le Ceanneagraíochtaí i gCorcaigh, Cathair Saidhbhín, Baile an Róba agus an Clochán a bhí ag iarraidh pleananna teanga a fhorbairt.



Dún Garbhán i gCo. Phort Láirge atá ina Bhaile Seirbhíse Gaeltachta.

named as Gaeltacht Service Towns and support was provided to establish Lead-Organisations in them. In 2022, we made an investment of €215,853 in the Gaeltacht Service Towns .

Irish Language Networks

Under the Gaeltacht Act (2012), Foras na Gaeilge chose 5 successful applicants to be Irish Language Networks, 3 of them in the jurisdiction of the Government of Ireland and 2 in the jurisdiction of the Executive: Ennis (Clare), Clondalkin (Dublin), Loughrea (Galway), Carrington (Derry) and West Belfast (Antrim). In 2022, all networks started to implement their language plans and language planning officers were appointed in each of them. In 2022, Foras na Gaeilge made an investment of €130,663 in that work.

The Irish Language Networks Development Scheme 2022-2024

The Irish Language Networks Development Scheme (Scéim Forbartha Líonraí Gaeilge, SFLG) is the main Foras na Gaeilge support scheme focused on 36 Irish language committees in the community and voluntary sector. As part of it, there are 28 Irish language development officers employed in the areas containing Irish language committees to implement a community development programme over a period of 3 years. A fund of more than €4.3 million was agreed for this scheme which began in January 2022 and the details of the grantees over the 3-year period are given in the table below. With continuous support and cooperation from Glór na nGael, a series of training workshops was organised for members of committees and for Irish language development officers during the year and a major assembly of the development officers was organised also during Oireachtas na Samhna in Killarney. Agreed targets were achieved in 2022 with the 36 current grantees under the Irish Language Networks Development Scheme.

A graduated approach is proposed in the SFLG with a directed focus depending on the development status of the applicant. There are 3 separate development steps recognised in it: advanced level, intermediary level and basic level. In the advanced level, areas are recognised which have achieved status as Irish language networks or as Gaeltacht Service Towns through a language plan having been approved or an area which has submitted a language plan to the Departments or Foras na Gaeilge for approval. The intermediate level is aimed at areas in which there are groups that are long-established and which have already laid down a strong foundation as regards language planning. The basic level is aimed at areas in which there are groups or committees that have not been as long engaged in work and that have not made much progress in the recognised areas of language planning.

Cheadaigh agus sheol Aire Stáit na Gaeltachta pleananna teanga Thrá Lí, Chaisleán an Bharraigh agus Dhún Garbhán in 2022. Eagraíodh sraith cruinnithe poiblí i 3 bhaile eile atá ainmnithe mar Bhailte Seirbhíse Gaeltachta agus cuireadh tacaíocht ar fáil le ceanneagraíochtaí a chur ar bun iontu. In 2022, rinneamar infheistíocht €215,853 sna Bailte Seirbhíse Gaeltachta.

Líonraí Gaeilge

Faoi Acht na Gaeltachta (2012), roghnaigh Foras na Gaeilge 5 iarratasóir rathúla le bheith ina Líonraí Gaeilge, 3 cinn i ndlínse Rialtas na hÉireann agus péire i ndlínse an Fheidhmeannais: Inis (An Clár), Cluain Dolcáin (Baile Átha Cliath), Baile Locha Riach (Gaillimh), Carn Tóchair (Doire) agus Iarthar Bhéal Feirste (Aontroim). In 2022, thosaigh na Líonraí ar fad ag cur a bpleananna teanga i bhfeidhm agus ceapadh oifigeach pleanála teanga i ngach ceann díobh. In 2022, rinne Foras na Gaeilge infheistíocht €130,663 san obair sin.

Scéim Forbartha Líonraí Gaeilge 2022-2024

Is éard atá sa Scéim Forbartha Líonraí Gaeilge (SFLG) mórschéim tacaíochta Fhoras na Gaeilge atá dírithe ar 36 coiste Gaeilge san earnáil pobail agus dheonach. Mar chuid di, tá 28 oifigeach forbartha Gaeilge fostaithe i gceantair ina bhfuil coistí Gaeilge le clár forbartha pobail a chur i bhfeidhm ar feadh tréimhse 3 bliana. Ceadaíodh ciste breis agus €4.3 milliún don scéim seo ar cuireadh tús léi in Eanáir 2022 agus tugtar sonraí na ndéontaithe thar an tréimhse 3 bliana sa tábla thíos. Le tacaíocht agus comhoibriú leanúnach ó Ghlór na nGael, eagraíodh sraith ceardlanna oiliúna do bhaill coistí agus d'oifigigh forbartha Gaeilge le linn na bliana agus eagraíodh mórtionól na n-oifigeach forbartha freisin le linn Oireachtas na Samhna i gCill Airne. Baineadh amach spriocanna aontaithe in 2022 leis an 36 deontaí reatha faoin Scéim Forbartha Líonraí Gaeilge.

Cur chuige céimnitheach atá beartaithe sa SFLG le fócas dírithe ag brath ar stáid forbartha an iarratasóra. 3 chéim forbartha ar leith atá aitheanta inti: ardchéim, meánchéim agus bunchéim. San ardchéim tugtar aitheantas do cheantair atá i ndiaidh stádas mar Líonraí Gaeilge nó mar Bhailte Seirbhíse Gaeltachta a bhaint amach trí phlean teanga a bheith faofa nó ceantar ag a bhfuil plean teanga curtha faoi bhráid na Ranna nó Fhoras na Gaeilge lena fhaomhadh. Tá an mheánchéim dírithe ar cheantair ina bhfuil grúpaí atá fadbhunaithe agus a bhfuil dúshraith láidir ó thaobh na pleanála teanga curtha síos acu cheana féin. Tá an bhunchéim dírithe ar cheantair ina bhfuil grúpaí nó coistí nach bhfuil chomh fada céanna i mbun oibre agus nach bhfuil an méid sin dul chun cinn déanta acu sna réimsí aitheanta pleanála teanga.

ADVANCED LEVEL			
Name of the organisation	County	€	£
Muintir Chrónáin Teo.	Dublin	€141,000	
Líonra Leitir Ceanainn	Donegal	€141,000	
Gaelfhorbairt na Gaillimhe	Galway	€141,000	
Ionad Uíbh Eachach	Antrim		£123,000
Coiste Forbartha Charn Tóchair	Derry		£123,000
An Clár as Gaeilge	Clare	€141,000	
Gaeilge Locha Riach	Galway	€141,000	
Coiste Dúiche Mhaigh Eo	Mayo	€141,000	
Glór na Móna	Antrim		£123,000
INTERMEDIARY LEVEL			
Glór Cheatharlach	Carlow	€141,000	
An Cumann Gaelach, Muineachán	Monaghan	€141,000	
Cumann Cultúrtha Mhic Reachtain	Antrim		£123,000
Gaelphobal Ard Mhacha Theas	Armagh		£123,000
Gaeil na nGlinntí	Antrim		£123,000
Cill Dara le Gaeilge	Kildare	€141,000	
Glór na Speiríní	Derry		£123,000
Ionad na Fuiseoige	Antrim		£123,000
Conradh na Gaeilge, Boirche Íochtar	Down		£123,000
Pobal ar A'n Iúl	Tyrone		£123,000
The Irish Guild of the Church	Dublin	€141,000	
Cumann Gaelach Leath Chathail	Down		£123,000
Glór Uachtar Tíre	Down		£123,000
An Droichead	Antrim		£123,000
Cairde Teo	Armagh		£123,000
Comhluadar Luimnigh	Limerick	€132,000	
Croí Éanna	Antrim		£123,000
Gaelphobal Thamhlachta	Dublin	€138,000	
Cairde Uí Néill	Tyrone		£123,000
BASIC LEVEL			
Glór Dhún Geimhin	Derry		£39,000
Tús Nua	Fermanagh		£39,000
Glor Léim an Mhadaidh	Derry		£39,000
Glór Inis Eoghain	Donegal	€45,000	
Gaeilge Nuada	Kildare	€45,000	
Craobh an Iúir	Down		£39,000
Craobh Pheadair Uí Dhubhda	Louth	€45,000	
Pobal Gaeilge 15	Dublin	€45,000	

ARDCHÉIM			
Ainm na heagraíochta	Contae	€	£
Muintir Chrónáin Teo.	Baile Átha Cliath	€141,000	
Líonra Leitir Ceanainn	Dún na nGall	€141,000	
Gaelfhorbairt na Gaillimhe	Gaillimh	€141,000	
Ionadh Uíbh Eachach	Aontroim		£123,000
Coiste Forbartha Charn Tóchair	Doire		£123,000
An Clár as Gaeilge	An Clár	€141,000	
Gaeilge Locha Riach	Gaillimh	€141,000	
Coiste Dúiche Mhaigh Eo	Maigh Eo	€141,000	
Glór na Móna	Aontroim		£123,000
MEÁNCHÉIM			
Glór Cheatharlach	Ceatharlach	€141,000	
An Cumann Gaelach, Muineachán	Muineachán	€141,000	
Cumann Cultúrtha Mhic Reachtain	Aontroim		£123,000
Gaelphobal Ard Mhacha Theas	Ard Mhacha		£123,000
Gaeil na nGlinntí	Aontroim		£123,000
Cill Dara le Gaeilge	Cill Dara	€141,000	
Glór na Speiríní	Doire		£123,000
Ionad na Fuisioige	Aontroim		£123,000
Conradh na Gaeilge, Boirche Íochtar	An Dún		£123,000
Pobal Ar A'n Iúl	Tír Eoghain		£123,000
Cumann Gaelach na hEaglaise	Baile Átha Cliath	€141,000	
Cumann Gaelach Leath Chathail	An Dún		£123,000
Glór Uachtar Tíre	An Dún		£123,000
An Droichead	Aontroim		£123,000
Cairde Teo	Ard Mhacha		£123,000
Comhlúadar Luimnigh	Luimneach	€132,000	
Croí Éanna	Aontroim		£123,000
Gaelphobal Thamhlachta	Baile Átha Cliath	€138,000	
Cairde Uí Néill	Tír Eoghain		£123,000
BUNCHÉIM			
Glór Dhún Geimhin	Doire		£39,000
Tús Nua	Fear Manach		£39,000
Glór Léim an Mhadaidh	Doire		£39,000
Glór Inis Eoghain	Dún na nGall	€45,000	
Gaeilge Nuada	Cill Dara	€45,000	
Craobh an Iúir	An Dún		£39,000
Craobh Pheadair Uí Dhubhda	An Lú	€45,000	
Pobal Gaeilge 15	Baile Átha Cliath	€45,000	

Cultural Centres Scheme

Foras na Gaeilge funds 2 cultural centres, Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanáin in Derry, under this scheme on a 3-year basis in the current round from 2021 to 2023. There is an investment of £672,000 in these major Irish language centres which are of major importance in language planning.

Turas – East Belfast Mission

Foras na Gaeilge supports Turas – East Belfast Mission. The directors of the project aim to promote, foster and perpetuate the Irish language in Protestant and unionist areas in the jurisdiction of the Executive. Turas aims to increase the status and use of the language among that community, both young and old. The activities include Irish language classes, celebrating Irish Language Week, an event of Good Relations Week, Irish language intensive courses, talks, videos, social evenings as well as singing and dancing classes. In 2022, Foras na Gaeilge gave a grant of €73,216 to Turas.

Awareness campaign

A major awareness campaign on language planning outside of the Gaeltacht, Gaelphobal, was run in the summer of 2022. This all-island campaign was very successful, with 5 Irish Language Networks and 2 Gaeltacht Service Towns participating. During the campaign, a new portal site was launched as a central information point for language planning, [Gaelphobal.ie](https://gaelphobal.ie), on which there is a range of supports such as videos, podcasts and advice.

Here below is a summary of the highlights of the campaign which had a media coverage of 6.2 million people.

Gaelphobal in the media (20 June to 25 July 2022)	
Media reach	6.2 million including press, publicity, radio and television
Visitors to Gaelphobal.ie	12,500
New followers	1,099
Impressions on #Gaelphobal	2.5 million
Interactions	40,700
Radio advertising reach	1.7 million
Views of videos	188,700

Scéim na gCultúrlann

Maoiníonn Foras na Gaeilge 2 chultúrlann, Cultúrlann McAdam Ó Fiaich i mBéal Feirste agus Cultúrlann Uí Chanáin i nDoire, faoin scéim seo ar bhonn tréimhse 3 bliana faoin mbabhta reatha ó 2021 go 2023. Tá infheistíocht £672,000 i gceist sna mórionaid Ghaeilge seo a mbaineann tábhacht mhór straitéiseach leo ó thaobh na pleanála teanga.

Turas – Misean Oirthear Bhéal Feirste

Tacaíonn Foras na Gaeilge le Turas – Misean Oirthear Bhéal Feirste. Cuireann lucht stiúrtha an tionscadail rompu an Ghaeilge a chur chun cinn, a chothú agus a bhuanú i gceantair Phrotastúnacha agus aontachtacha i ndlínse an Fheidhmeannais. Tá sé d'aidhm ag Turas cur le stádas agus úsáid na teanga i measc an phobail sin, idir óg agus aosta. I measc na n-imeachtaí a bhíonn acu tá ranganna Gaeilge, ceiliúradh Sheachtain na Gaeilge, imeacht de chuid Sheachtain an Dea-Chaidrimh, dianchúrsaí Gaeilge, cainteanna, físeáin, oícheanta sóisialta chomh maith le ranganna amhránaíochta agus damhsa. In 2022, thug Foras na Gaeilge deontas €73,216 do Turas.

Feachtas feasachta

Ritheadh mórfheachtas feasachta ar an bpleanáil teanga lasmuigh den Ghaeltacht, Gaelphobal, i samhradh 2022. D'éirigh go maith leis an bhfeachtas uile-oileáin sin ina raibh 5 Líonra Gaeilge agus 2 bhaile seirbhíse Gaeltachta páirteach. Le linn an fheachtais, seoladh suíomh tairsí úr mar lárphointe eolais don phleanáil teanga, [Gaelphobal.ie](https://gaelphobal.ie), mar lárphointe eolais ar an bpleanáil teanga, ar a bhfuil raon leathan tacaíochtaí amhail físeáin, podchraoltaí agus comhairle.

Seo achoimre thíos ar bhuaicphointí an fheachtais a raibh 6.2 milliún duine de chlúdach meán aige.

Gaelphobal sna Meáin (20 Meitheamh go 25 Iúil 2022)	
Aimsiú sna meáin	6.2 milliún idir phreas, phoiblíocht, raidió agus theilifís
Cuairteoirí ar Gaelphobal.ie	12,500
Leantóirí nua	1,099
Imprisin ar #Gaelphobal	2.5 milliún
Idirghníomhú	40,700
Aimsiú fógraíochta raidió	1.7 milliún
Radhairc ar fhíseáin	188,700



Minister of State, Jack Chambers TD at Raidió na Life congratulating Muiris Ó Fiannachta, Station Manager, and Conchúr Ó Faoláin, Programme Auditor for the awards the station won in 2022.

The media

Irish language media increase the visibility and presence of the language among the public and specialist Irish language services cater to the needs of speakers of the language as regards information, entertainment, culture etc. Foras na Gaeilge supports 2 all-Irish radio stations and a significant section of the print and digital media. The growing Irish language media, or high-quality media material, increase the status and use of the language in the community.

Community Radio Scheme

We invest heavily in 2 community radio stations that broadcast through the medium of Irish. The Community Radio Scheme was readvertised in 2021 and a grant was approved for 2 successful applicants, €840,000 for Raidió na Life in Dublin and £730,800 for Raidió na Fáilte in Belfast over 3 years, 2022-2024. Raidió na Life is based in the Foras na Gaeilge head office on Amiens Street and Raidió Fáilte is situated in a newly built building in the centre of Belfast. The 2 stations broadcast around 160 hours of Irish language material per week and both have a daily live broadcast schedule .

Na meáin chumarsáide

Cuireann ábhar Gaeilge sna meáin chumarsáide le feiceálacht agus láithreacht na teanga i measc an phobail agus freastalaíonn sainseirbhísí Gaeilge ar riachtanais lucht labhartha na teanga ó thaobh eolais, siamsaíochta, cultúir agus eile. Tacaíonn Foras na Gaeilge le 2 stáisiún raidió lán-Ghaeilge agus le sciar suntasach de na meáin chlóite agus dhigiteacha. Cuireann meáin bhisiúla i nGaeilge, nó ábhar meáin ardchaighdeán i nGaeilge, le stádas agus le húsáid na teanga sa phobal.

An Scéim Raidió Pobail

Déanaimid infheistíocht mhór in 2 stáisiún raidió pobail a chraolann trí mheán na Gaeilge. Athfhógraíodh an Scéim Raidió Pobail in 2021 agus ceadaíodh deontas don 2 iarratasóir rathúla, €840,000 do Raidió na Life i mBaile Átha Cliath agus £730,800 do Raidió Fáilte i mBéal Feirste thar 3 bliana, 2022-2024. Tá Raidió na Life suite i gceannáras Fhoras na Gaeilge ar Shráid Amiens agus tá Raidió Fáilte suite i bhfoirgneamh nuathógtha i lár Bhéal Feirste. Craolann an 2 stáisiún timpeall 160 uair an chloig d'ábhar Gaeilge in aghaidh na seachtaine agus bíonn sceideal laethúil craoltóireachta beo acu araon.



Aire Stáit, Jack Chambers TD ag Raidió na Life ag déanamh comhghairdis le Muiris Ó Fiannachta, Bainisteoir Stáisiúin, agus Conchúr Ó Faoláin, Clár-Reachtair do na gradaim a bhuaigh an stáisiún in 2022.



Recording of a special programme by volunteer broadcaster Máirín Hurndall on Raidió Fáilte. (L-R): Déaglán Ó Loinsigh, Mairín Hurndall and Ryan Ventrelli-Meli and in front; Seán and Máire Mac Seáin.

As regards Raidió na Life, the station recorded and facilitated a live broadcast by the development organisation Pobal before an audience in the Foras na Gaeilge head office in November 2022, the first time Raidió na Life worked with Pobal. The event and this new partnership were a great success. Raidió na Life broadcast 3 successful live programmes from Oireachtas na Samhna in partnership with Raidió Fáilte. Raidió na Life recorded, edited and sound-mixed the new Ciara Ní É podcast series *What the Focal?!* which is sponsored by Foras na Gaeilge.¹

In the case of Raidió Fáilte, there was an increase in the number of weekly broadcasts from festivals and events around the target area, in the jurisdiction of the Executive and throughout the country. These included Féile na Gealaí, Oireachtas na Samhna, Fleadh Feirste and more besides. Stiúideo Feirste was officially opened as the new Raidió Fáilte music recording studio. Raidió Fáilte participated in the An Mheitheal Mheantóireachta (The Mentoring Working Party) project which provides expertise and opportunities in respect of community radio through Irish in the area of the West Belfast Irish Language Network .

¹ <https://soundcloud.com/rnl/sets/what-the-focal-le-ciara-ni-e>

Maidir le Raidió na Life, rinne an stáisiún taifeadadh agus éascú ar phodchraoladh beo de chuid na heagraíochta forbartha Pobal os comhair slua i gceannáras Foras na Gaeilge i mí na Samhna 2022, an chéad uair do Raidió na Life a bheith ag obair le Pobal. D'éirigh go han-mhaith leis an ócáid agus leis an gcomhpháirtíocht nuabhunaithe seo. Chraol Raidió na Life 3 chlár bheo rathúla ó Oireachtas na Samhna i gcomhpháirt le Raidió Fáilte. Rinne Raidió na Life taifeadadh, eagarthóireacht agus meascadh fuaime ar an tsraith nua podchraoltaí de chuid Chiara Ní É, *What the Focal?! atá urraithe ag Foras na Gaeilge*.¹

I gcás Raidió Fáilte, tháinig ardú ar an líon craoltaí seachtracha ó fhéilte agus imeachtaí thart ar an sprioc-cheantar, i ndlínse an Fheidhmeannais agus ar fud na tíre. Ina measc bhí Féile na Gealaí, Oireachtas na Samhna, Fleadh Feirste agus tuilleadh nach iad. Osclaíodh go hoifigiúil Stiúideo Feirste, stiúideo taifeadta ceoil nuachóirithe Raidió Fáilte. Bhí Raidió Fáilte páirteach sa tionscadal An Mheitheal Mheantóireachta, a chuireann saineolas agus deiseanna ar fáil maidir leis an raidió pobail trí Ghaeilge i gceantar Lónra Gaeilge Bhéal Feirste Thiar.



Clár speisialta a thaifeadadh ag an gcratúir deonach, Máirín Hurndall ar Raidió Fáilte. (C-D): Déaglán Ó Loinsigh, Máirín Hurndall agus Ryan Ventrelli-Meli agus chun tosaigh; Seán agus Máire Mac Seáin.

¹ <https://soundcloud.com/rnl/sets/what-the-focal-le-ciara-ni-e>

Written media

Foras na Gaeilge also funds the leading written and digital Irish language media, a daily news service, a lifestyle features magazine and a literature and current affairs magazine. A 5-year grant of €1,700,000 was approved for [Tuairisc.ie](https://www.tuairisc.ie) in 2020 which covers the period to 2025. News material was published daily on the news site *Tuairisc.ie* and in 2022 there were 999,372 visits to the site, 357,867 unique users in total and 2,091,497 page views. The *Tuairisc.ie* social media had 35,372 followers during the year. In 2020, a 5-year grant of €400,000 was approved for the literature and current affairs magazine *Comhar* until December 2025. 12 editions of the magazine were published in 2022 and approximately 8,000 copies of the print magazine, both subscriber copies and copies in the shops, were sold. There were 26,253 visits to the site and 17,135 unique users and *Comhar* social media had 9,031 followers in 2022. In 2020, a 5-year grant of £344,000 was approved for Rua Media until June 2025 to publish the features magazine *NÓS*. Various materials were published on the [Nós.ie](https://www.nos.ie) website in 2022. 100,786 people visited the magazine's website, it had 57,887 unique users and *NÓS* social media had 23,808 followers in 2022.

The arts, youth and sport

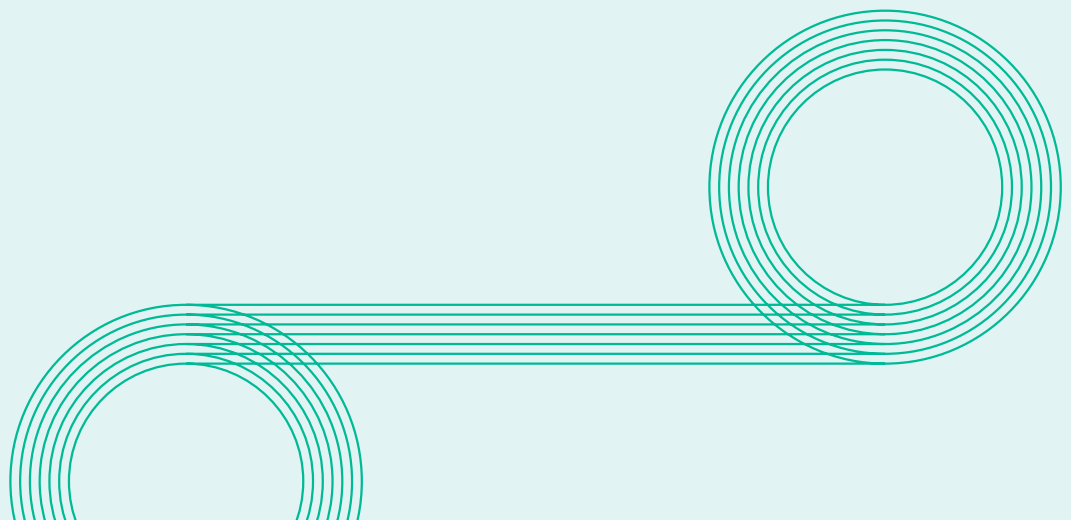
Foras na Gaeilge supports a wide range of activities which aim to promote the Irish language through the medium of the arts or nurture the language among youth and through sport. These activities strengthen the use of Irish since they add to the social opportunities to use the language informally.

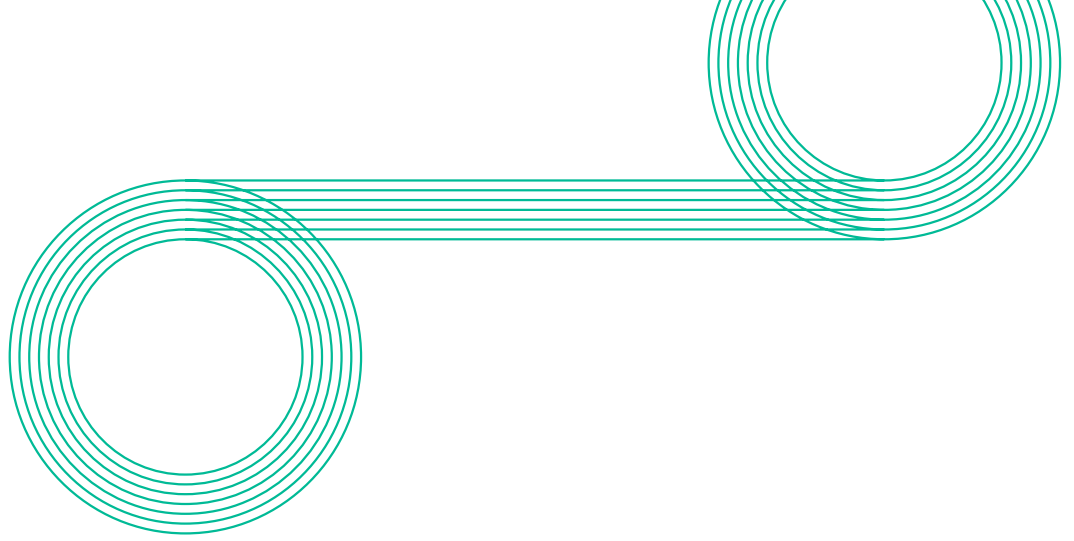
The Festivals Scheme

This scheme is aimed at fostering and promoting the Irish language arts, the language-based arts and Irish language heritage through the medium of Irish or bilingually as an integral part of a festival. We provided funding of €139,284 for 65 festivals in both jurisdictions in which the promotion of the Irish language was a central part, an increase of 38% in the number of festivals in 2021.

The Drama Companies Scheme

This scheme focuses on Irish language drama companies which aim to foster, develop and provide Irish language drama to the Irish language community, the general public and the education sector. As well as that, this scheme focuses on the developing a viewing public at drama events. We provided €262,813 for 17 drama companies, an increase of 21% from 2021.





Na meáin scríofa

Maoiníonn Foras na Gaeilge príomh-mheáin chumarsáide scríofa agus dhigiteacha na Gaeilge chomh maith: seirbhís nuachta laethúil, gné-iris stíle maireachtála agus iris litríochta agus cúrsaí reatha. Ceadaíodh deontas 5 bliana €1,700,000 do [Tuairisc.ie](https://www.tuairisc.ie) in 2020 a chlúdaíonn an tréimhse go dtí 2025. Foilsíodh ábhar nuachta go laethúil ar an suíomh nuachta [Tuairisc.ie](https://www.tuairisc.ie) agus in 2022 bhí 999,372 cuairt ar an suíomh, 357,867 sainúsáideoir san iomlán agus 2,091,497 amharc leathanaigh. Bhí 35,372 leantóir ag meáin shóisialta [Tuairisc.ie](https://www.tuairisc.ie) le linn na bliana. In 2020, ceadaíodh deontas 5 bliana €400,000 don iris litríochta agus cúrsaí reatha *Comhar* a fhad le mí na Nollag 2025. Foilsíodh 12 eagrán den iris in 2022 agus díoladh timpeall 8,000 cóip den iris chlóite, idir chóipeanna do shíntiúsóirí agus chóipeanna sna siopaí. Tugadh 26,253 chuairt ar an suíomh, bhí 17,135 úsáideoir uathúil ann agus 9,031 leantóir ag meáin shóisialta *Comhar* in 2022. In 2020, ceadaíodh deontas 5 bliana £344,000 do Rua Media a fhad le Meitheamh 2025 chun an ghné-iris *NÓS* a fhoilsiú. Foilsíodh ábhar éagsúil ar an suíomh [Nós.ie](https://www.nos.ie) in 2022. Thug 100,786 duine cuairt ar shuíomh na hirise, bhí 57,887 úsáideoir uathúil aici agus bhí 23,808 leantóir ag meáin shóisialta *NÓS* in 2022.

Na healaíona, óige agus spórt

Tacaíonn Foras na Gaeilge le réimse leathan imeachtaí a bhfuil sé d'aidhm acu an Ghaeilge a chur chun cinn trí mheán na n-ealaíon nó an teanga a chothú i measc na hóige agus tríd an spórt. Treisíonn na himeachtaí sin úsáid na Gaeilge mar cuireann siad leis na deiseanna sóisialta an teanga a úsáid go neamhfhoirmiúil.

Scéim na bhFéilte

Díríonn an scéim seo ar na healaíona Gaeilge, na healaíona teangabhunaithe agus ar oidhreacht na Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach mar dhlúthchuid d'fhéile. Chuireamar maoiniú €139,284 ar fáil do 65 féile sa 2 dhlínse a raibh cur chun cinn na Gaeilge mar chuid lárnach díobh, méadú 38% ar líon na bhféilte in 2021.

Scéim na gCompántas Drámaíochta

Díríonn an scéim seo ar chompántais drámaíochta Ghaeilge a bhfuil sé mar aidhm acu drámaíocht na Gaeilge a chothú, a fhorbairt, agus a chur ar fáil do phobal na Gaeilge, don mhórphobal agus don earnáil oideachais. Lena chois sin, díríonn an scéim seo ar fhorbairt pobail féachána ag imeachtaí drámaíochta. Chuireamar €262,813 ar fáil do 17 compántas drámaíochta, ardú 21% ó 2021.



The band Jiggy playing at Féile na Gealaí.

Major Arts Events Scheme

This scheme focuses on major events which aim to foster and promote the Irish language and language-based Irish language arts through the medium of Irish or bilingually as a part of a major event. The scheme also focuses on Irish language social networks, on the general public and on the arts sector on an all-island basis and internationally. We provided €70,000 to 7 groups under this scheme in 2022 .

Summer Camps Scheme

The summer camps funded by Foras na Gaeilge aim to encourage young people throughout Ireland to use Irish socially and informally. Through the Summer Camps Scheme 2022 Foras na Gaeilge provided grants for 91 camps throughout the island worth €162,618. More than 4,000 young people took advantage of these opportunities.

Youth Events Scheme

Through the Youth Events Scheme 2022/2023 we provided grants of €203,955 to provide 95 after-school activities through Irish. By the end of the scheme, 6,400 young people will have benefited from these opportunities.

Scéim na Mórimeachtaí Ealaíon

Díríonn an scéim seo ar mhórimeachtaí a bhfuil sé d'aidhm acu an Ghaeilge agus na healaíona teangabhunaithe Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach mar dhlúthchuid de mhórimeacht. Lena chois sin, díríonn an scéim ar ghréasáin shóisialta Ghaeilge, ar an mórfobal agus ar earnáil na n-ealaíon ar bhonn uile-oileáin agus go hidirnáisiúnta. Chuireamar €70,000 ar fáil do 7 ngrúpa faoin scéim seo in 2022.

Scéim na gCampaí Samhraidh

Tá sé d'aidhm ag na campaí samhraidh a mhaoiniúnn Foras na Gaeilge daoine óga ar fud na hÉireann a spreagadh chun úsáid shóisialta agus neamhfhoirmiúil a bhaint as an nGaeilge. Trí Scéim na gCampaí Samhraidh 2022 chuir Foras na Gaeilge deontais ar fáil le haghaidh 91 campa ar fud an oileáin ar luach €162,618. Bhain breis agus 4,000 duine óg tairbhe as na deiseanna sin.

Scéim na nImeachtaí Óige

Trí Scéim na nImeachtaí Óige 2022/2023 chuireamar deontais €203,955 ar fáil chun 95 imeacht iarscoile trí Ghaeilge a chur ar fáil. Faoi dheireadh na scéime, beidh breis agus 6,400 duine óg tar éis tairbhe a bhaint as na deiseanna sin.

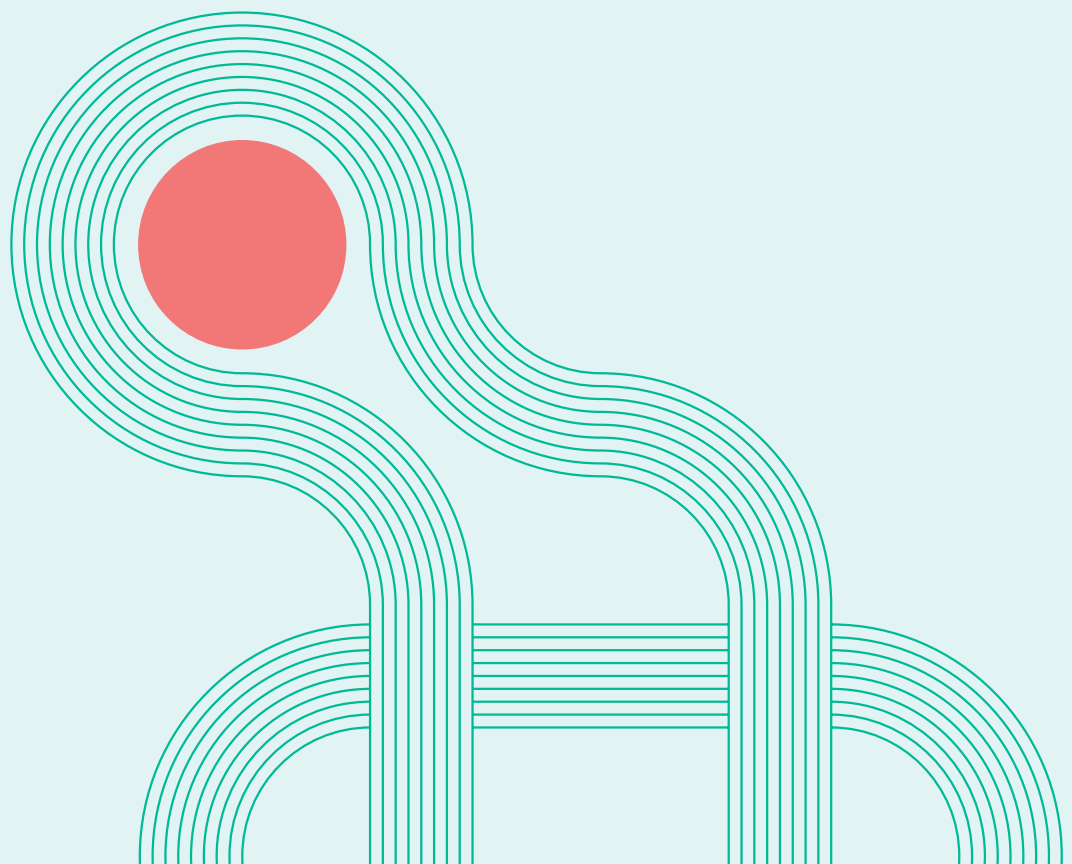


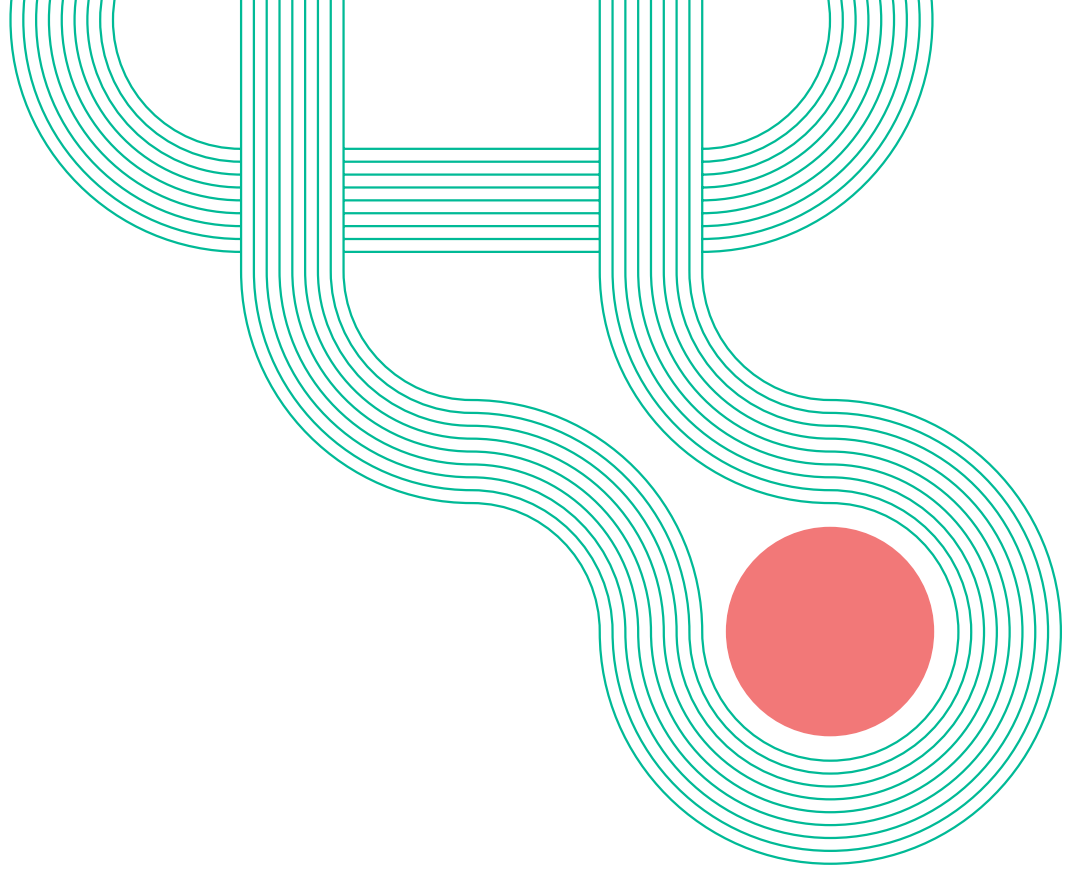
An banna ceoil Jiggy ag seinnt ag Féile na Gealaí.

Projects Fund

The Projects Fund is aimed at areas of work not covered by current Foras na Gaeilge schemes and grants between €1,000/£900 and €12,000/£10,800 are provided. Under this scheme, we welcome innovative projects that would involve new concepts, exert a major influence and ensure the promotion of the Irish language. In 2002, we awarded grants of £79,140 to projects in the jurisdiction of the Executive and €56,368 to projects in the jurisdiction of the Government of Ireland. The main grantees included:

- *Aontas na Scríbhneoirí Gaeilge (Irish language writers' union) who are developing support for Irish language writers;*
- *University of Galway who digitised An Gaodhal, the first Irish language newspaper ever;*
- *Stiúideo Cuan in the Conamara Gaeltacht who commissioned a major new music work;*
- *Litreach.ie who created an Irish language version of the popular game Wordle;*
- *Ulster University and NI Museums who are working on a digital resource for Ulster Irish;*
- *Aonach Mhacha and the project Todhchaí Ghlas Ard Mhacha (Armagh-based projects);*
- *The Newry branch of Conradh na Gaeilge who are developing Triantán Turasóireachta Oiriaila (a tourism initiative);*
- *The arts production company Quotidian – Word on the Street for their project Júcghosca Filíochta.*





An Ciste Tionscadal

Díríonn an Ciste Tionscadail ar réimsí oibre nach gclúdaíonn scéimeanna reatha Fhoras na Gaeilge agus cuirtear deontais idir €1,000/£900 agus €12,000/£10,800 ar fáil. Faoin scéim seo, cuirimid fáilte roimh thionscadail nuálacha a mbeadh coincheapa nua i gceist leo, a d'imreodh tionchar mór agus a chinnteodh cur chun cinn na Gaeilge. In 2002, bhronnamar deontais £79,140 ar thionscadail i ndlínse an Fheidhmeannais agus €56,368 ar thionscadail i ndlínse Rialtas na hÉireann. I measc na bpríomhdheontaithe bhí:

- *Aontas na Scríbhneoirí Gaeilge atá ag forbairt tacaíochta do scríbhneoirí Gaeilge;*
- *Ollscoil na Gaillimhe a rinne digitiú ar An Gaodhal, an chéad nuachtán Gaeilge riamh;*
- *Stiúideo Cuan i nGaeltacht Chonamara a choimisiúnaigh mórshaothar nua ceoil;*
- *Litreach.ie a chruthaigh leagan Gaeilge den chluiche móréilimh Wordle;*
- *Ollscoil Uladh agus Iarsmalanna TÉ atá ag obair ar acmhainn dhigiteach do Ghaeilge Uladh;*
- *Aonach Mhacha agus an tionscadal Todhchaí Ghlas Ard Mhacha;*
- *Craobh an Lúir de Chonradh na Gaeilge atá ag forbairt Triantán Turasóireachta Oiriaila;*
- *An comhlacht léirithe ealaíon Quotidian – Word on the Street dá thionscadal Júcchosca Filíochta.*



(L-R): Joe Ó Coinne (FnaG), Tricia Ní Chearra (Irish Language Development Officer), Colm Ó hArgáin (FnaG) and Diarmuid Marsden (Head of Department of Community Development)

Partnership with the Gaelic Athletic Association

In 2022, Foras na Gaeilge placed a firmer footing under its work with the Gaelic Athletic Association to promote the Irish language at Gaelic games. The goal of this project is to concentrate and perpetuate the structures long established for the promotion of Irish in Ulster. It aims to increase the use of Irish by creating defined opportunities in the community and by promoting a positive outlook. GAA clubs are at the heart of the community in parishes and towns in Ulster and the organisation has a great influence on all age groups. The project focuses on the target groups recognised by Foras na Gaeilge – community schools, community activities and youth work. Ulster GAA was awarded a 6-month contract in 2022 to undertake a specialist area of work and special projects. This contract was worth £15,000.

The pilot project for Ulster GAA came to an end in March 2022, a grant which was in place from 2018 to employ an Irish language development officer. Foras na Gaeilge is very pleased that Ulster GAA will be keeping the development officer on the staff and that Foras na Gaeilge and Ulster GAA will continue with this cooperation.

In 2022, we began discussing with Munster GAA the development of a similar project in the jurisdiction of the Government of Ireland, and the Foras na Gaeilge Board approved a grant for the period 2023-25. An Irish language development

Comhpháirtíocht le Cumann Lúthchleas Gael

In 2022, chuir Foras na Gaeilge bonn ní ba láidre faoina chomhoibriú le Cumann Lúthchleas Gael chun an Ghaeilge a chur chun cinn trí na cluichí Gaelacha. Is é sprioc an tionscadail seo comhdhlúthú agus buanú a dhéanamh ar na struchtúir atá fadhbunaithe do chur chun cinn na Gaeilge i gCúige Uladh. Tá sé d'aidhm aige cur le húsáid na Gaeilge trí dheiseanna sainithe a chruthú sa phobal agus trí dhearcadh dearfach a chur chun cinn. Tá clubanna CLG i gcoirlár an phobail i bparóistí agus i mbailte Chúige Uladh agus bíonn tionchar mór ag an eagraíocht ar gach aoisghrúpa. Díríonn an tionscadal seo ar na spriocghrúpaí atá aitheanta ag Foras na Gaeilge – scoileanna pobail, imeachtaí pobail agus obair óige. Bronnadh conradh 6 mhí ar CLG Uladh in 2022 le tabhairt faoi shainréimsí oibre agus tionscadail faoi leith. £15,000 an luach a bhí ar an gconradh seo.

Tháinig deireadh leis an deontas píolótach do CLG Uladh i mí na Márta 2022, deontas a bhí ann ó 2018 le hoifigeach forbartha Gaeilge a fhostú. Tá an-áthas ar Foras na Gaeilge go mbeidh an t-oifigeach forbartha á choimeád ag CLG Uladh ar an bhfoireann agus go leanfaidh Foras na Gaeilge agus CLG Uladh leis an gcomhoibriú amach anseo.

In 2022, thosaíomar ag plé le CLG na Mumhan maidir lena mhacasamhail de thionscadal a fhorbairt i ndlínse Rialtas na hÉireann agus cheadaigh Bord Foras na Gaeilge deontas don tréimhse 2023-25. Fógraíodh post mar oifigeach forbartha Gaeilge le CLG na Mumhan ag deireadh 2022 agus táthar ag súil go mbeidh duine ceaptha sa ról ag tús 2023.



(C-D): Joe Ó Coinne (FnaG), Tricia Ní Chearra (Oifigeach Forbartha Gaeilge), Colm Ó hArgáin (FnaG), agus Diarmuid Marsden (Ceann na Roinne Forbatha Pobail).

Public Sector

Seal of Accreditation for Translators

Foras na Gaeilge established this accreditation system in 2006 to ensure a high standard in the translation industry and to protect the reputation of skilled translators. To date, the Seal of Accreditation for Translators has been awarded to 239 people. Ulster University ran the Seal examination on behalf of Foras na Gaeilge on the 17 December 2022.

Training for the Public Sector

Under this scheme Foras na Gaeilge provides funding for an organisation to provide specialist training courses to the public sector so that it can better serve the Irish language community. A 3-year contract worth €75,000 was awarded to Gaelchultúr in 2022 to carry out this duty.

Freagra and Aistear

Freagra² provides service and advice to the Irish language community and to those who deal with translation and terminology. The service focuses on short phrases and advice on terminology and grammar and it is not in competition with translation companies. Aistear³ is a training and resources site for translators, editors and others who write in Irish. We continued funding both companies during the year, and the Freagra and Aistear contracts were both worth €15,000 in 2022.

Irish Language Officers Scheme

In 2022 there were 4 Irish language officers operating in 3 local councils in the jurisdiction of the Executive. Foras na Gaeilge agreed working plans with the councils to promote the Irish language. As a result of COVID-19, these contracts were extended until December 2023.

Writing, publishing and reading

Foras na Gaeilge fosters the use of Irish by supporting publishers, writers and readers to create Irish language written material of a high standard and to help the public find it.

² <http://www.ling.ie/freagra/>

³ <https://aistear.ie/>

Earnáil phoiblí

Séala Creidiúnaithe d'Aistritheoirí

Bhunaigh Foras na Gaeilge an córas creidiúnaithe seo in 2006 chun ardchaighdeán a chinntiú i dtionscal an aistriúcháin agus cáil aistritheoirí cumasacha a chosaint. Go dtí seo, bronnadh an Séala Creidiúnaithe d'Aistritheoirí ar 239 duine. Reáchtáil Ollscoil Uladh scrúdú an tSéala thar ceann Foras na Gaeilge ar 17 Nollaig 2022.

Oiliúint don Earnáil Phoiblí

Faoin scéim seo, cuireann Foras na Gaeilge maoiniú ar fáil d'eagraíocht le sainchúrsaí oiliúna don earnáil phoiblí a sholáthar ionas go mbeidh sí in ann freastal níos fearr a dhéanamh ar phobal na Gaeilge. Bronnadh conradh trí bliana €75,000 ar an gcomhlacht Gaelchultúr in 2022 leis an gcúram seo a chur i gcrích.

Freagra agus Aistear

Cuireann Freagra² seirbhís agus comhairle ar fáil do phobal na Gaeilge agus do dhreamanna a bhíonn ag plé le haistriúchán agus téarmaíocht. Tá an tseirbhís dírithe ar fhrásaí gearra agus ar chomhairle faoi théarmaíocht agus gramadach agus níl sí in iomaíocht le comhlachtaí aistriúcháin. Is éard atá i gceist le hAistear³ suíomh oiliúna agus acmhainní d'aistritheoirí, d'eagarthóirí agus do dhaoine eile a bhíonn ag scríobh i nGaeilge. Leanamar orainn ag maoiniú an 2 chomhlacht sa bhliain, agus €15,000 an luach a bhí ar chonarthaí Freagra agus Aistear araon in 2022.

Scéim na nOifigeach Gaeilge

In 2022, bhí 4 oifigeach forbartha Gaeilge ag feidhmiú i 3 chomhairle áitiúla i ndlínse an Fheidhmeannais. D'aontaigh Foras na Gaeilge pleananna oibre leis na comhairlí chun an Ghaeilge a chur chun cinn. De dheasca COVID-19, cuireadh fad leis na conarthaí sin go dtí Nollaig 2023.

Scríbhneoireacht, foilsitheoireacht agus léitheoireacht

Cothaíonn Foras na Gaeilge úsáid na Gaeilge trí thacú le foilsitheoirí, scríbhneoirí agus léitheoirí chun ábhar scríofa Gaeilge ar ardchaighdeán a chruthú agus chun cabhrú leis an bpobal teacht air.

² <http://www.ling.ie/freagra/>

³ <https://aistear.ie/>



3 books published in 2022 with support from Clár na Leabhar Gaeilge: *Imram agus Scéalta Eile* by Róise Ní Bhaoill, *An Slipéar Gloine* by Fearghas Mac Lochlainn and illustrated by Paddy Donnelly and *Inis Mara* by Tristan Rosenstock.

Áisíneacht Daileacháin Leabhar

ÁIS (the book distribution agency) was established to distribute Irish language publications as a major seller nationally and internationally. This is a challenging period in the books business in general but for the third year in a row, ÁIS has succeeded in reaching sales of €1,000,000. In 2022, we distributed nearly 200,000 books in total to more than 230 different shops, most of them in Ireland .

Clár na Leabhar Gaeilge (Irish language books programme)

Under Clár na Leabhar Gaeilge, Foras na Gaeilge provides support to Irish language publishers through the Publishing Scheme and for Irish language writers primarily through the writing schemes. As well as this we direct public attention to Irish language books to engage people in reading and writing in Irish. Clár na Leabhar Gaeilge is a ringfenced project of Foras na Gaeilge which the Government of Ireland funds separately from the normal Foras na Gaeilge budget.

Áisíneacht Dáileacháin Leabhar

Bunaíodh an Áisíneacht Dáileacháin Leabhar (ÁIS) chun foilseacháin Ghaeilge a dháileadh mar mhórdhíoltóir go náisiúnta agus go hidirnáisiúnta. Is tréimhse dhúshlánach é seo i ngnó na leabhar trí chéile ach don tríú bliain as a chéile, d'éirigh le hÁIS díolachán os cionn €1,000,000 a bhaint amach. In 2022, dháileamar beagnach 200,000 leabhar san iomlán ar níos mó ná 230 siopa éagsúil, an chuid is mó acu in Éirinn.

Clár na Leabhar Gaeilge

Trí Chlár na Leabhar Gaeilge, cuireann Foras na Gaeilge tacaíocht ar fáil d'fhoilsitheoirí na Gaeilge trí Scéim na Foilsitheoireachta agus do scríbhneoirí na Gaeilge trí na scéimeanna scríbhneoireachta go príomha. Anuas air sin dírimid aird an phobail ar leabhair Ghaeilge le daoine a mhealladh le bheith ag léamh agus ag scríobh as Gaeilge. Is tionscadal imfhálaithe de chuid Foras na Gaeilge é Clár na Leabhar Gaeilge a mhaoiníonn Rialtas na hÉireann ar leithligh ó ghnáthbhuiséad Foras na Gaeilge.



3 leabhar a foilsíodh in 2022 le tacaíocht ó Chlár na Leabhar Gaeilge: Imram agus Scéalta Eile le Róise Ní Bhaoill, An Slipéar Gloine le Fearghas Mac Lochlainn agus maisithe ag Paddy Donnelly, agus Inis Mara le Tristan Rosenstock.

Publishing Scheme

Under the Publishing Scheme we provided €682,819 to Irish language publishers to support productivity, development and marketing, based on them having provided a comprehensive annual plan. This scheme greatly supports the publishing sector to publish and provide high-quality books in various areas of literature to the Irish language reading public. Funding assistance was given to 13 publishers under the 2022 scheme and 68 books on various literary fields were published. Various marketing and development activities were completed also as a result of this funding. The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media provided one-off funding of €250,000 in 2022 to support publishers.

The following are the publishers for whom funding was approved under the 2022 Publishing Scheme and the one-off funding that year:

Name of Grantee	2022 Total
Cló Iar-Chonnacht	€203,230
Coiscéim	€135,749
Futa Fata	€104,546
Leabhar Breac	€82,832
COMHAR	€69,416
Cumann na Sagart	€42,433
Éabhlóid	€63,215
Foilseacháin Ábhair Spioradálta	€32,788
An tSnáthaid Mhór	€68,777
Arlen House	€45,591
Oidhreacht Chorca Dhuibhne	€35,242
MLÓG	€35,000
Ponc Press	€14,000
Total	€932,819

Literary Projects Scheme

We provided funding of €100,163 to the Literary Projects Scheme to foster Irish language writing, publishing and reading in 2022. The major literature festival IMRAM, which was awarded €42,000, was the largest grantee under the scheme. IMRAM organised 32 live events in 2022, including 16 for young people. 2,335 people attended the festival events in the Smock Alley Theatre in Dublin and online. This included the IMRAM na nÓg events in the Dún Laoghaire-Rathdown LexIcon Library in Dún Laoghaire. Under the same scheme, Foras na Gaeilge provided a grant of €27,000 to the Gaelchultúr organisation to organise an online Irish language book club called ClubLeabhar.com. A new book is chosen every month and club members have an opportunity to discuss the book on the website forum. The number of members of the club increased by 13% in 2022 (4,499) and in the second half of the year, the project succeeded in attracting 45% more visitors to the website. A smaller grant was awarded to a wide range of other literature projects throughout the country:

- A course in short story and novel writing organised by the publisher Móinín;
- Grants for Poetry Ireland and the Irish Writers Centre to support writing residences;

Scéim na Foilsitheoireachta

Faoi Scéim na Foilsitheoireachta chuireamar €682,819 ar fáil d'fhoilsitheoirí na Gaeilge chun tacú le táirgeacht, forbairt agus margaíocht, bunaithe ar phlean cuimsitheach bliana a bheith curtha ar fáil acu. Tacaíonn an scéim seo go mór le hearnáil na foilsitheoireachta leabhair ar ardchaighdeán faoi réimsí éagsúla litríochta a fhoilsiú agus a chur ar fáil do phobal léitheoireachta na Gaeilge. Tugadh cúnamh maoinithe do 13 foilsitheoir faoi scéim na bliana 2022 agus foilsíodh 68 leabhar faoi réimsí liteartha éagsúla. Cuireadh gníomhaíochtaí margaíochta agus forbartha éagsúla i gcrích chomh maith mar thoradh ar an maoiniú sin. Chuir an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán maoiniú aonuaire €250,000 ar fáil in 2022 chun tacú leis na foilsitheoirí.

Is iad seo a leanas na foilsitheoirí ar faomhadh maoiniú dóibh faoi Scéim na Foilsitheoireachta 2022 agus maoiniú aonuaire 2022.

Ainm an Deontáí	Iomlán 2022
Cló Iar-Chonnacht	€203,230
Coiscéim	€135,749
Futa Fata	€104,546
Leabhar Breac	€82,832
COMHAR	€69,416
Cumann na Sagart	€42,433
Éabhlóid	€63,215
Foilseacháin Ábhair Spioradálta	€32,788
An tSnáthaid Mhór	€68,777
Arlen House	€45,591
Oidhreacht Chorca Dhuibhne	€35,242
MLÓG	€35,000
Ponc Press	€14,000
Iomlán	€932,819

Scéim na dTionscadal Litríochta

Chuireamar maoiniú €100,163 ar fáil faoi Scéim na dTionscadal Litríochta chun scríbhneoireacht, foilsitheoireacht agus léitheoireacht na Gaeilge a chothú in 2022. Ba í an mhórfhéile litríochta IMRAM, ar bronnadh €42,000 uirthi, an deontáí ba mhó faoin Scéim. D'eagraigh IMRAM 32 imeacht beo in 2022, ina measc 16 don aos óg. D'fhreastail 2,335 dhuine ar imeachtaí na féile in Amharclann Scabhat Smock i mBaile Átha Cliath agus ar líne. San áireamh ansin bhí imeachtaí IMRAM na nÓg i Leabharlann LexIcon i nDún Laoghaire-Ráth an Dúin. Faoi scéim chéanna, chuir Foras na Gaeilge deontas €27,000 ar fáil don eagraíocht Gaelchultúr le club leabhar Gaeilge ar líne a réachtáil darb ainm ClubLeabhar.com. Roghnaítear leabhar nua gach mí agus bíonn deis ag baill an chlub an leabhar a phlé ar fhóram an tsuímh. Tháinig fás 13% in 2022 ar líon na ndaoine atá ina mbaill den chlub (4,499) agus sa dara cuid den bhliain, d'éirigh leis an tionscadal 45% níos mó cuairteoirí a mhealladh chuig an suíomh gréasáin. Bronnadh deontais ní ba lú ar réimse leathan tionscadail litríochta eile ar fud na tíre:

- Cúrsa i scríobh an ghearrscéil agus an úrscéil a réachtáil an foilsitheoir Móinín;
- Deontais d'Éigse Éireann agus d'Áras Scríbhneoirí na hÉireann chun tacú le cónaitheachtaí scríbhneoireachta;



Writers Ruth Nic Giolla Iasachta (left), Tadhg Mac Dhonnagáin (below), and Ré Ó Laighléis (right) took part in the Mentoring Scheme 2021-2022.

- Bursaries for writers and events to introduce Irish language writers to children;
- Bilingual events in which there were Irish language poets, writers and musicians and a series of poetry readings;
- A conference in the University of Galway to celebrate the heritage of the *Comhar* magazine;
- A social evening to celebrate the writer Cathal Ó Sándair;
- Prizes for secondary school pupils in the Dingle peninsula under the literary criticism and publishing scheme *Leabhartha Léite*.

Irish Language Books Competition

We organised a monthly competition through the Foras na Gaeilge newsletter and social media to promote the publishers' books. 493 applications were made to the various competitions during 2022.

Mentoring Scheme

Under the Mentoring Scheme we give writers the opportunity to get advice about their writing and the writing trade from mentors who are recognised writers. As part of the Mentoring Scheme 2021-22, we completed 20 mentorships and critiqued 48 works. There was a significant increase in the number of qualified writers (35) under the scheme .

- Sparánachtaí do scríbhneoirí agus imeachtaí chun scríbhneoirí Gaeilge a chur in aithne do pháistí;
- Imeachtaí dátheangacha ina raibh filí, scríbhneoirí agus ceoltóirí Gaeilge páirteach agus sraith léamha filíochta;
- Comhdháil in Ollscoil na Gaillimhe chun oidhreacht na hirise Comhar a chomóradh;
- Oíche áirneáin chun an scríbhneoir Cathal Ó Sándair a chomóradh;
- Duaiseanna do dhaltaí meánscoile i gCorca Dhuibhne faoin scéim léirmheastóireachta agus foilsitheoireachta Leabhartha Léite.

Comórtas na Leabhar Gaeilge

Reáchtálar comórtas míosúil trí nuachtlitir Fhoras na Gaeilge agus na meáin shóisialta chun leabhair na bhfoilsitheoirí a chur chun cinn. Rinneadh 493 iarratas ar na comórtais éagsúla le linn 2022.

An Scéim Meantóireachta

Faoin Scéim Meantóireachta, tugaimid deis do scríbhneoirí nua comhairle faoina gcuid scríbhinní agus faoi cheird na scríbhneoireachta a fháil ó mheantóirí ar scríbhneoirí aitheanta iad. Mar chuid den Scéim Meantóireachta 2021-22, chuireamar 20 meantóireacht i gcrích agus rinneamar léirmheastóireacht ar 48 saothar.

Bhí ardú suntasach ar líon na scríbhneoirí incháilithe (35 duine) faoin scéim.



Ghlac na scríbhneoirí Ruth Nic Giolla Iasachta (clé), Tadhg Mac Dhonnagáin (thíos), agus Ré Ó Laighléis (deas) páirt sa Scéim Meantóireachta 2021-2022.



Seán Ó Coinn (CEO FnaG) and Elaina Ryan, (CEO Childrens Books Ireland) launching World Book Day 2023 with students from Gaelscoil Choláiste Mhuire.

Commissions Scheme

Foras na Gaeilge provided support for Irish language writers and publishers through the Commissions Scheme. The Commissions Scheme aims to ensure a satisfactory supply in the various reading areas. We developed a review scheme which will be announced in 2023.

World Book Day

A pilot scheme under the direction of the Irish Language Books Programme, the Oireachtas and World Book Day was implemented for World Book Day on 3 March 2022. As part of the pilot project the Réics Carló Award 2021 winner (Book of the Year for Young Readers), *Cluasa Capaill ar an Rí* by Bridget Bhreathnach and Shone Shirley Mac Donald, and published by Futa Fata, was provided as a special World Book Day 2022 edition.

The other works specially provided in return for €1.50/£1 tokens for World Book Day included major titles including *Deadly! Irish History: Fun with the Celts and the Vikings!* by John Farrelly and published by The O'Brien Press, as well as 12 books by other writers, including Sharna Jackson, Michael Morpurgo and Matt Lucas. Futa Fata provided more than 7,000 copies of the World Book Day edition to bookshops participating in the campaign.

Cluasa Capaill ar an Rí was a great success on World Book Day. The special edition was at the top of the Nielson best seller list for the 'Books for Children'

Scéim na gCoimisiún

Cuireann Foras na Gaeilge tacaíocht ar fáil do scríbhneoirí agus d'fhoilsitheoirí Gaeilge trí Scéim na gCoimisiún. Tá sé d'aidhm ag Scéim na gCoimisiún soláthar sásúil sna réimsí éagsúla léitheoireachta a chinntiú. Rinneamar forbairt ar scéim athbhreithnithe a fhógrófar in 2023.

Lá Domhanda na Leabhar

Cuireadh tionscadal píolótach faoi stiúir Chlár na Leabhar Gaeilge, an Oireachtais agus Lá Domhanda na Leabhar i bhfeidhm do Lá Domhanda na Leabhar ar 3 Márta 2022. Mar chuid den tionscadal píolótach cuireadh buaiteoir Ghradam Réics Carló 2021 (Leabhar na Bliana don Léitheoir Óg), *Cluasa Capaill ar an Rí* le Bridget Bhreathnach agus Shona Shirley Mac Donald, agus foilsithe ag Futa Fata, ar fáil mar eagrán speisialta Lá Domhanda na Leabhar 2022.

I measc na saothar eile a bhí ar fáil go speisialta mar chúiteamh ar dhearbháin €1.50/£1 do Lá Domhanda na Leabhar, bhí teidil mhóra lena n-áirítear *Deadly! Irish History: Fun with the Celts and the Vikings!* le John Farrelly agus foilsithe ag The O'Brien Press, chomh maith le 12 leabhar ó údair eile, Sharna Jackson, Michael Morpurgo and Matt Lucas ina measc. Chuir Futa Fata breis agus 7,000 cóip d'eagrán Lá Domhanda na Leabhar ar fáil do shiopaí leabhar a bhí rannpháirteach san fheachtas.

D'éirigh go hiontach le *Cluasa Capaill ar an Rí* ag Lá Domhanda na Leabhar. Bhí an t-eagrán speisialta ar bharr liosta leabhar sárdhíola Nielsen don chatagóir 'Leabhair do Pháistí' agus ghnóthaigh sé an ceathrú háit ar an liosta iomlán ina cuireadh na



Seán Ó Coinn (Príomhfheidhmeannach FnaG) agus Elaina Ryan, (Príomhfheidhmeannach Leabhair Pháistí Éireann) ag seoladh Lá Domhanda na Leabhar 2023 le cabhair ó dhaltáí Ghaelscoil Choláiste Mhuire.

category and it gained fourth place on the full list in which all categories were included for the week ending 19 March 2022.⁴

The partnership between Foras na Gaeilge and World Book Day continued for the second year in a row in 2022 and *Rita agus an Dragún* by Máire Zepf and Mr Ando, published by An tSnáthaid Mhór, was chosen as the Irish language book for World Book Day 2023⁵, which was launched in October 2022. By the end of 2022, there were more than 8,000 orders from participating book shops.

For the first time in 2023, the special editions World of Book Day books, including *Rita agus an Dragún*, will be available in braille and digital formats, thanks to support from the National Council for the Blind, Ireland.

Lead-Organisations

4 Lead-Organisations funded by Foras na Gaeilge are responsible for work in connection to Main Objective 1 in 2022: Glór na nGael, Oireachtas na Gaeilge, Cumann na bhFiann and Conradh na Gaeilge.

Glór na nGael

Among the highlights of Glór na nGael in 2022, there were more than 1,300 organising visits, nearly 450 events on site or online, 35 Gaeltacht holidays for families, and a high number of committees who registered with Glór na nGael or took part in the organisation's competitions. More than 200 GAA clubs registered with the Joe McDonagh Foundation, a scheme which aims to promote the Irish language at the level of local clubs. The Business Awards were very successful and the Scéim Teanga Tí (home language scheme)⁶ was continued to foster the use of Irish in the family. In addition, research by the University of Galway on families that are raising a family through Irish outside of the Gaeltacht was published.

Oireachtas na Gaeilge

One of the main events of the year was Oireachtas na Samhna, which was run on site in Killarney for the first time since 2019. The festival was very successful in 2022: 11,000 visitors attended, there were 163 official events on the festival programme, 48 networking events, 43 organisations and partners ran their own events as part of the festival, and 38 exhibitors had stands at the Oireachtas fair.

One of the largest events on the festival programme was the Communication Awards, in which the Minister of State for the Gaeltacht Jack Chambers TD presented 15 awards with a representative from the Broadcasting Authority of Ireland.

As regards competitions, 700 competitors took part and 58 stage competitions were organised at the main festival. A prize fund of €27,550 was awarded between 31 authors as part of the 2022 Oireachtas na Gaeilge Literary Competitions, and there was an increase in the number of applications, of competitions and prizes awarded.

There was an emphasis on organising events on site again for Culture Night 2022, and the 29 events which Oireachtas na Gaeilge ran as part of the festival were a great success. Oireachtas na Gaeilge also partnered in other events such as Sean-Nós na Fearsaide, Oíche Nollag na mBan and Parkrun Abú.

⁴ <https://www.writing.ie/news/irish-bestsellers-19th-march-2022/>

⁵ <https://www.forasnagaeilge.ie/seoltar-la-domhanda-na-leabhar-2023-in-eirinn/>

⁶ www.teangati.ie

catagóirí ar fad san áireamh don tseachtain dár gcríoch an 19 Márta 2022.

Leanadh den chomhpháirtíocht idir Foras na Gaeilge agus Lá Domhanda na Leabhar don dara bliain as a chéile in 2022, agus roghnaíodh *Rita agus an Dragún* le Máire Zepf agus Mr Ando, foilsithe ag an tSnáthaid Mhór, mar leabhar Gaeilge do Lá Domhanda na Leabhar 2023, a seoladh i mí Dheireadh Fómhair 2022. Faoi dheireadh 2022, bhí breis agus 8,000 ordú ó na siopaí leabhar rannpháirteacha.

Den chéad uair in 2023, beidh na heagráin speisialta de leabhair Lá Domhanda na Leabhar, *Rita agus an Dragún* ina measc, ar fáil i bhformáidí braille agus digiteacha, a bhuí le tacaíocht ón gComhairle Náisiúnta do na Daill, Éire.

Ceanneagraíochtaí

Bhí 4 Ceanneagraíocht a ndéanann Foras na Gaeilge maoiniú orthu freagrach as obair a bhaineann le Mórchuspóir 1 in 2022: Glór na nGael, Oireachtas na Gaeilge, Cumann na bhFiann agus Conradh na Gaeilge.

Glór na nGael

I measc na mbuaicphointí a bhí ag Glór na nGael in 2022, bhí níos mó ná 1,300 cuairt timireachta, beagnach 450 imeacht ar an láthair nó ar líne, 35 saoire Ghaeltachta do theaghlaigh agus líon ard coistí a chláraigh le Glór na nGael nó a ghlac páirt i gcomórtais na heagraíochta. Chláraigh breis agus 200 cumann CLG nua le Fondúireacht Sheosaimh Mhic Dhonncha, scéim a bhfuil sé d'aidhm aici an Ghaeilge a chur chun cinn ag leibhéal clubanna áitiúla. Bhí an-rath ar na Gradaim Ghnó agus leanadh le forbairt na scéime Teanga Tí chun úsáid na Gaeilge a chothú sa teaghlach. Chomh maith leis sin, foilsíodh taighde a rinne Ollscoil na Gaillimhe ar theaghlaigh atá ag tógáil clainne le Gaeilge taobh amuigh den Ghaeltacht.

Oireachtas na Gaeilge

Ar cheann de mhórimeachtaí na bliana bhí Oireachtas na Samhna, a reáchtáladh ar an láthair i gCill Áirne den chéad uair ó 2019. Bhí an-rath ar an bhféile in 2022; d'fhreastail 11,000 cuairteoir uirthi, bhí 163 imeacht oifigiúil ar chlár na féile, 48 ócáid ghréasánaíochta, reáchtáil 43 eagraíocht agus comhpháirtí a n-imeachtaí féin mar chuid den fhéile, agus bhí seastán ag 38 taispeántóir ag Aonach an Oireachtais.

Ceann de na himeachtaí is mó a bhí ar chlár na féile ná na Gradaim Chumarsáide Cumarsáide, inar bhronn Aire Stáit na Gaeltachta Jack Chambers TD 15 ghradam i dteannta ionadaí ó Údarás Craolacháin na hÉireann.

Maidir le comórtais, ghlac 700 iomaitheoir páirt iontu, agus reáchtáladh 58 comórtas ardáin ag an mórfhéile. Bronnadh duaischiste €27,550 idir 31 údar mar chuid de Chomórtais Liteartha Oireachtas na Gaeilge 2022, agus bhí ardú ar líon na n-iarratas, na gcomórtas agus na nduaiseanna a bronnadh.

Cuireadh béim ar imeachtaí a reáchtáil ar an láthair arís le haghaidh Oíche Chultúir 2022, agus d'éirigh go hiontach leis an 29 imeacht a reáchtáil Oireachtas na Gaeilge mar chuid den fhéile. Chomh maith leis sin, chuaigh Oireachtas na Gaeilge i gcomhpháirt le himeachtaí eile ar nós Shean-Nós na Fearsaíde, Oíche Nollag na mBan agus Parkrun Abú.

⁴ <https://www.writing.ie/news/irish-bestsellers-19th-march-2022/>

⁵ <https://www.forasnagaeilge.ie/seoltar-la-domhanda-na-leabhar-2023-in-eirinn/>



Ditty competition (lúibíní) at Oireachtas na Samhna 2022.

Publishing Awards 2022

The Publishing Awards are a Foras na Gaeilge project started in 2018 and we have a contract with Oireachtas na Gaeilge to administer it on our behalf. This arrangement is in place outside of the Lead-Organisation allowance and Foras na Gaeilge supplies the funding for the prizes. The awards had a total prize fund of €17,000 in 2022, and the Réics Carló prize (for the book of the year aimed at the younger reader) was awarded to the publisher Futa Fata for the title *An Slipéar Gloine* by Fearghas Mac Lochlainn, illustrated by Paddy Donnelly. The De Bhaldraithe Prize was awarded to Barzaz for the title *Khalil*, a translation by Máirín Nic Con Iomaire, and Éabhlóid was awarded the Ó Súilleabháin Prize for the title *Bláth na dTulach*, edited by Réaltán Ní Leannáin, Eoghan Mac Giolla Bhríde and Mícheál Ó Domhnaill.

Cumann na bhFiann

This Lead-Organisation organises a network of weekly clubs for young people and these clubs were run again on site and virtually in September 2022. Carnivals were established, Scléip na hÓige was run for the first time since 2019, online courses were run and Cumann na bhFiann established an exhibition at Foras na Gaeilge camps.

⁶ www.teangati.ie

Na Gradaim Foilsitheoireachta 2022

Is tionscadal de chuid Fhoras na Gaeilge é Na Gradaim Foilsitheoireachta ar cuireadh tús leis in 2018 agus tá conradh againn le hOireachtas na Gaeilge lena riarthar ár gceann. Tá an socrú seo in áit lasmuigh den allúntas mar Cheanneagraíocht agus is é Foras na Gaeilge a sholáthraíonn an maoiniú do na duaiseanna. Bhí duaischiste iomlán €17,000 ag na gradaim in 2022, agus bronnadh Gradam Réics Carló (do leabhar na bliana atá dírithe ar an léitheoir óg) ar an bhfoilsitheoir Futa Fata ar son an tsaothair *An Slipéar Gloine* le Fearghas Mac Lochlainn, maisithe ag Paddy Donnelly. Bronnadh Gradam de Bhaldraithe ar Barzaz as an saothar *Khalil*, aistriúchán a rinne Máirín Nic Con Iomaire, agus is ar Éabhlóid a bronnadh Gradam Uí Shúilleabháin as an saothar *Bláth na dTulach*, curtha in eagar ag Réaltán Ní Leannáin, Eoghan Mac Giolla Bhríde agus Mícheál Ó Domhnaill.

Cumann na bhFiann

Eagraíonn an Cheanneagraíocht seo gréasán clubanna seachtainiúla do dhaoine óga agus reáchtáladh na clubanna seo arís ar an láthair agus go fíorúil i Meán Fómhair 2022. Cuireadh carnabhail ar bun, reáchtáladh Scléip na hÓige den chéad uair ó 2019, eagraíodh cúrsaí oiliúna ar líne agus chuir Cumann na bhFiann taispeántas ar bun ag campaí samhraidh Fhoras na Gaeilge.



Comortas Lúibíní ag Oireachtas na Samhna 2022.



Gaelscoileanna carnival 2022 organised by Cumann na bhFiann.

26 clubs were opened during the period and were attended by 500 people. 6 carnivals in total were organised in 2022. The demand for the carnivals is growing continually, with much interest expressed for 2023. 165 young people attended Scléip na hÓige, an event which had not taken place since 2019. The participants stayed for 3 nights at Ionad Óige na hÉireann in Drumree, and a wide range of events were provided. 6 online courses for youth workers were run. 114 people attended these courses. Cumann na bhFiann succeeded in organising 16 Foras na Gaeilge summer camps in 2002 and 800 children were included. The exhibitions also began to be organised in schools for the first time since the start of the lockdown.

The database of online activities was greatly increased in 2022 and 43 new videos were created. There are 94 in total now available. The videos are broadcast on social media each week as part of Satharn Sásta and are available on the organisation's YouTube channel as well as [Óige.ie](https://www.oidge.ie). The Slua le Bua and Slua le Bua na nÓg competitions were very successful in 2022. 130 applications were made to the competitions and 174 young people took part in them. These competitions gave great publicity to the organisation online.

Conradh na Gaeilge

155 people registered for a conversation circle with the Talk and Conversation scheme in 2022 and COMHRÁ '22 was organised in which 50 groups took part. As part of that, conversation circles were organised in both the Houses of the Oireachtas and the Northern Ireland Assembly. See further information on Conradh na Gaeilge work under the other Main Objectives.

Osclaíodh 26 club le linn na tréimhse agus d'fhreastail 500 duine óg orthu. Eagraíodh 6 charnabhal san iomlán in 2022. Tá an t-éileamh ar na carnabhail ag fás i gcónaí agus an-chuid spéise léirithe do 2023. D'fhreastail 165 dhuine óga ar Scléip na hÓige, imeacht nach raibh ann ó 2019. D'fhan na rannpháirtithe ar feadh 3 oíche in Ionad Óige na hÉireann i nDroim Rí agus cuireadh réimse leathan 'imeachtaí ar fáil. Eagraíodh 6 chúrsa oiliúna ar líne d'oibrithe óige. D'fhreastail 114 duine ar na cúrsaí seo. D'éirigh le Cumann na bhFiann laethanta taispeántais a eagrú ag 16 champa samhraidh de chuid Fhoras na Gaeilge in 2022 agus bhí 800 páiste san áireamh. Anuas ar sin cuireadh tús leis na taispeántais a eagrú i scoileanna den chéad uair ó thús na dianghlasála.

Cuireadh go mór leis an mbunachar gníomhaíochtaí ar líne in 2022 agus cruthaíodh 43 físeán nua. Tá 94 san iomlán anois ar fáil. Craoltar na físeáin ar na meáin shóisialta gach seachtain mar chuid de Satharn Sásta agus tá siad ar fáil ar chainéal YouTube na heagraíochta chomh maith le [Óige.ie](https://www.ouge.ie). Bhí an-rath ar na comórtais Slua le Bua agus Slua le Bua na nÓg in 2022. Rinneadh 130 iarratas ar na comórtais agus ghlac 174 duine óga páirt iontu. Thug na comórtais seo an-phoiblíocht don eagraíocht ar líne.

Conradh na Gaeilge

Chláraigh 155 ciorcal comhrá leis an scéim Caint agus Comhrá in 2022 agus eagraíodh COMHRÁ '22 inar ghlac 50 grúpa páirt. Mar chuid de sin, eagraíodh ciorcail chomhrá i dTithe an Oireachtais agus i dTionól Thuaisceart Éireann araon. Féach tuilleadh eolais faoi obair Chonradh na Gaeilge faoi na Mórchuspóirí eile.



Carnabhal na nGaelscoileanna 2022 á eagrú ag Cumann na bhFiann.



The Scríobh Leabhar scheme gives schoolchildren an opportunity to write, design and publish their own book in Irish.

Corporate Main Objective 2: Reinforce the learning and strengthening of Irish

The education system has a central role in enabling the public in the Irish language from preschool to third level education. Foras na Gaeilge recognises that it is mostly through the education systems that learning of Irish is undertaken, and that it is mostly outside of school that the work of schools is consolidated. Therefore, through our own work and in co-operation with the Lead-Organisations, we support the teaching, development and learning of Irish at various levels. This Main Objective covers lexicography and terminology, 2 resources much used in the context of education. The publishing of An Gúm, the section of Foras na Gaeilge that mostly deals with textbooks and school materials, is included as well.

Mórchuspóir Corparáideach 2: Foghlaim agus daingniú na Gaeilge a neartú

Tá ról lárnach ag an gcóras oideachais i gcumasú an phobail sa Ghaeilge ón réamhscolaíocht go dtí an t-oideachas tríú leibhéal. Aithníonn Foras na Gaeilge gur trí na córais oideachais is mó a thugtar faoi fhoghlaim na Gaeilge, agus gur lasmuigh den scoil is mó a dhéantar daingniú ar obair na scoileanna. Mar sin, trínár gcuid oibre féin agus i bpáirt le Ceanneagraíochtaí, tacaímid le teagasc, forbairt agus foghlaim na Gaeilge ag na leibhéil éagsúla. Cuimsíonn an Mórchuspóir seo an fhoclóireacht agus an téarmaíocht, 2 acmhainn a mbaintear úsáid go leor astu i gcomhthéacs oideachais. Tá foilsitheoireacht an Ghúim, an rannóg de chuid Foras na Gaeilge a phléann le téacsleabhair agus áiseanna scoile den chuid is mó, san áireamh chomh maith.



SCRÍOBH
LEABHAR

CLÁR NA
LEABHAR
GAELIGE

Foras na Gaeilge

Scríobh Leabhar

Clár na Leabhar Gaeilge, the Foras na Gaeilge Irish language books programme, runs Scríobh Leabhar (Write a Book), a scheme which gives schoolchildren an opportunity to write, design and publish their own book in Irish. Scríobh Leabhar promotes Irish language reading and writing among young children. In 2022, we ran the programme for the first time since the pandemic, in partnership with various education centres throughout Ireland.

We did much work on the branding of the project during 2022 and as a result, there was a significant increase in the number of schools and the number of books written between the school years 2021-2022 and 2022-2023. Nationally there was an increase of 13.5% in the number of schools which took part in the scheme, the number of pupils rose by 24.3% and the number of books increased by 43.5%. This information graphic provides a breakdown of the increase by province.

Number of schools	2021/2022	2022/2023	Difference
Leinster	24	29	+20.8%
Munster	36	42	+16.7%
Connacht	19	17	-10.5%
Ulster	32	38	+18.8%
Total	111	126	+13.5%

Number of pupils	2021/2022	2022/2023	Difference
Leinster	883	1,936	+119.3%
Munster	2,248	2,653	+18.0%
Connacht	850	963	+13.3%
Ulster	2,603	2,634	+1.2%
Total	6,584	8,186	+24.3%

Number of books	2021/2022	2022/2023	Difference
Leinster	637	1,739	+173.0%
Munster	1,624	2,324	+43.1%
Connacht	623	827	+32.7%
Ulster	2,113	2,281	+8.0%
Total	4,997	7,171	+43.5%

Examples of the books written can be seen online.⁷

⁷<https://www.forasnagaeilge.ie/scríobhleabhar/na-leabhair/>

Scríobh Leabhar

Is é Clár na Leabhar Gaeilge de chuid Foras na Gaeilge a reáchtálann Scríobh Leabhar, scéim a thugann deis do pháistí bunscoile a gcuid leabhar féin a scríobh, a dhearadh, agus a fhoilsiú as Gaeilge. Cuireann Scríobh Leabhar léitheoireacht agus scríbhneoireacht na Gaeilge chun cinn i measc páistí óga. In 2022, reáchtáladar an tionscadal den chéad uair ó bhí an phaindéim ann, i bpáirt le hionaid oideachais éagsúla ar fud na hÉireann.

Rinneamar go leor oibre ar bhrandáil an tionscadail le linn 2022 agus mar thoradh air sin, bhí ardú suntasach ar líon na scoileanna, líon na bpáistí agus líon na leabhar a scríobhadh idir na scoilbhlianta 2021-2022 agus 2022-2023. Go náisiúnta, tháinig méadú 13.5% ar líon na scoileanna a ghlac páirt sa scéim, chuaigh líon na scoláirí i méid 24.3% agus cuireadh le líon na leabhar 43.5%. Tá miondealú ar an méadú de réir cúige ar fáil sa ghrafaic eolais seo.

Líon scoileanna	2021/2022	2022/2023	Difear
Laighin	24	29	+20.8%
Mumhain	36	42	+16.7%
Connachta	19	17	-10.5%
Ulaidh	32	38	+18.8%
Iomlán	111	126	+13.5%

Líon scoláirí	2021/2022	2022/2023	Difear
Laighin	883	1,936	+119.3%
Mumhain	2,248	2,653	+18.0%
Connachta	850	963	+13.3%
Ulaidh	2,603	2,634	+1.2%
Iomlán	6,584	8,186	+24.3%

Líon leabhar	2021/2022	2022/2023	Difear
Laighin	637	1,739	+173.0%
Mumhain	1,624	2,324	+43.1%
Connachta	623	827	+32.7%
Ulaidh	2,113	2,281	+8.0%
Iomlán	4,997	7,171	+43.5%

Tá samplaí de na leabhair a scríobhadh le feiceáil ar líne.⁷

⁷<https://www.forasnagaeilge.ie/scríobhleabhar/na-leabhair/>

The Library Box

Foras na Gaeilge partnered with Children's Books Ireland, the arts councils in both jurisdictions and the Department of Children, Equality, Disability, Integration and Youth in the jurisdiction of the Government of Ireland to fund the Library Box project. The Library Box is Áine Ní Ghlinn's main project as Laureate na nÓg (2020–23), and its main aim was to promote independent reading and reading in Irish for pleasure.

Through this ambitious project, 2,200 book boxes (55,000 books) were sent to 1,831 schools, including every Gaelscoil and Gaeltacht school in both jurisdictions. This was the first project aimed completely at reading in Irish for pleasure and the first one to provide books and materials. A pack of high-quality activities was placed in the box and made available online free of charge to provide support to each school to deal with basic Irish spelling for children in fun ways. Vibrant multicoloured posters were provided, and resident artists went to 21 schools to promote Irish language reading. Commissioned videos by 3 of the artists were provided free of charged on the Laureate na nÓg website.

The project aimed to promote Irish language literature and publishing, make the public aware of Irish language literature, increase the number of high-quality Irish language books available in primary schools, and improve teachers' ability to provide support to their pupils as they read in Irish. The second stage of the project focused on ownership of books and lack of reading material at home. In the 21 schools in which there was a resident artist, each pupil received 2 books to take home to keep, and more books were presented to the school for their own library.

Preschool provision

The Investment Fund for the Establishment of Preschool Provision and Childcare was set up in 2012 to support Irish-medium nursery schools and playgroups. The fundamental principal of the scheme is that investment will be made in preschool projects which are strongly connected with the development of Irish-medium education and the Irish language in the local community, and so that the investment made in an enterprise will have a long-term effect. Under this fund in 2022, Foras na Gaeilge continued to fund Naíscóil na Seolta in east Belfast, as approved in 2021. Naíscóil na Seolta was paid £35,800 during 2022 (out of a total grant of £73,000).

An Bosca Leabharlainne

Chuaigh Foras na Gaeilge i gcomhpháirtíocht le Leabhar Pháistí Éireann, na comhairlí ealaíon sa 2 dhlínse agus an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige i ndlínse Rialtas na hÉireann le tionscadal an Bhosca Leabharlainne a mhaoiniú. Ba é an Bosca Leabharlainne an príomhthionscadal ag Áine Ní Ghlinn ina ról mar Laureate na nÓg (2020–23), agus bhí sé de phríomhaidhm aige léitheoireacht neamhspleách agus léitheoireacht as Gaeilge don phléisiúr a chur chun cinn.

Tríd an tionscadal uailmhianach seo, cuireadh 2,200 bosca leabhar (55,000 leabhar) chuig 1,831 scoil, lena n-áirítear gach Gaelscoil agus scoil Ghaeltachta ar fud an oileáin. Ba é seo an chéad tionscadal dírithe go hiomlán ar léitheoireacht sa Ghaeilge don phléisiúr agus an chéad cheann a chuir leabhair agus áiseanna ar fáil. Cuireadh pacáiste gníomhaíochta d'ardchaighdeán sa bhosca agus ar fáil ar líne saor in aisce chun tacaíocht a thabhairt do gach scoil plé le bunlitríocht na Gaeilge do pháistí ar bhealaí spraíúla. Cuireadh póstaí bhríomhara, ildaite ar fáil, agus chuaigh ealaíontóirí cónaithe chuig 21 scoil chun an léitheoireacht sa Gaeilge a chur chun cinn. Cuireadh físeáin choimisiúnaithe le triúr de na healaíontóirí ar fáil saor in aisce ar shuíomh gréasáin Laureate na nÓg freisin.

Bhí sé mar aidhm ag an tionscadal litríocht agus foilsitheoireacht na Gaeilge a chur chun cinn, an pobal a chur ar an eolas maidir le litríocht na Gaeilge, cur le líon na leabhar Gaeilge d'ardchaighdeán a bheadh ar fáil sna bunscoileanna, agus cur le cumas na múinteoirí tacaíocht a chur ar fáil dá ndaltaí agus iad ag léamh as Gaeilge. Dhírigh an dara céim den tionscadal ar úinéireacht leabhar agus easpa lón léitheoireachta sa bhaile. Sna 21 scoil a raibh ealaíontóirí cónaithe iontu, fuair gach dalta 2 leabhar le tabhairt abhaile le coimeád, agus bronnadh tuilleadh leabhar ar an scoil dá leabharlann féin.

Soláthar réamhscolaíochta

Bunaíodh an Ciste Infheistíochta do Bhunú Soláthair Réamhscolaíochta agus Cúram Leanaí in 2012 le tacú le bunú naíscoileanna agus naíonraí. Is é bunphrionsabal na scéime go ndéanfar infheistíocht i dtionscadail réamhscolaíochta atá ceangailte go daingean le forbairt na Gaelscolaíochta agus na Gaeilge sa phobal áitiúil, agus le go mbeidh tionchar fadtéarmach ag an infheistíocht a dhéantar i bhfiontair. Faoin gciste seo in 2022, lean Foras na Gaeilge de bheith ag maoiniú Naíscoil na Seolta in oirthear Bhéal Feirste, mar a ceadaíodh in 2021. Íocadh £35,800 le Naíscoil na Seolta le linn 2022 (as deontas iomlán £73,000).



An Earagail, Gaoth Dobhair, Co. Donegal.

Gaeltacht Scholarships Scheme 2020-22

A new scheme was started in 2020 worth €211,572 to provide Gaeltacht scholarships. This scheme aims to provide an opportunity to young people and adults to attend a Gaeltacht course. The Lead-Organisations Conradh na Gaeilge and Gael Linn function as administrators of the scheme for pupils in the jurisdiction of the Executive and Gael Linn is the administrator of the scheme for adults in both jurisdictions.

Since summer colleges were not functioning during 2020 and 2021, it was decided to put the 2020 provision towards 2022 and extend the scheme by a year until 2023 to support the sector. In 2022 we provided €133,048 to the administrative organisations and 652 scholarships were awarded to young people. We provided €8,000 to adults and scholarships were awarded to 40 persons .

Scéim na Scoláireachtaí Gaeltachta 2020-22

Cuireadh tús le scéim nua in 2020 ar luach €211,572 le scoláireachtaí Gaeltachta a chur ar fáil. Tá sé mar aidhm ag an scéim deis a chur ar fáil do dhaoine óga agus fásta freastal ar chúrsa Gaeltachta. Feidhmíonn na Ceanneagraíochtaí Conradh na Gaeilge agus Gael Linn mar riarthóirí na scéime do dhaltai i ndlínse an Fheidhmeannais agus is é Gael Linn riarthóir na scéime do dhaoine fásta sa 2 dhlínse.

Toisc nach raibh coláistí samhraidh ag feidhmiú le linn 2020 agus 2021, socraíodh soláthar 2020 a chur i dtreo 2022 agus síneadh bliana a chur leis an scéim go dtí 2023 le tacú leis an earnáil. In 2022 chuireamar €133,048 ar fáil do na heagraíochtaí riaracháin agus bronnadh 652 scoláireacht ar dhaoine óga. Chuireamar €8,000 ar fáil do dhaoine fásta agus bronnadh scoláireachtaí ar 40 duine.



An Earagail, Gaoth Dobhair i gCo. Dhún na nGall.

Lexicography

In 2022, a new Foras na Gaeilge lexicography project was started which aims to publish a monolingual Irish language dictionary and a new Irish-English dictionary online by 2027. 4 editors and a project coordinator were recruited and the 5-year project was started in September. We launched the new dictionaries project at Oireachtas na Samhna in Killarney and presented a programme of events and talks about lexicography to the public. The Niall Ó Dónaill Essays Competition was run for 3rd level students for the second time. We carried out a large project in which nearly 30,000 sound files were produced, which will be added to the dictionary sites in 2023. We updated [Teanglann.ie](https://teanglann.ie) and we added extra functions to the Grammar Wizard.

 foclóir.ie	In 2022
User	1.8 million
Session	5.5 million
Hits	28 million
Average time per session	07:23 minutes

Countries		In 2022
Ireland (both jurisdictions)	75%	(1.3 million people)
America	15%	(160,000 people)
Britain	6%	(95,000 people)

Device	In 2022	Most searched words in 2022	
Mobile number	59%	1	for
Computer	38%	2	go
Tablet	3%	3	be
		4	play
		5	to
		6	experience
		7	help
		8	do
		9	get
		10	show

Terminology

11 meetings of the Terminology Committee were held in 2022. The regular service continued to be provided for queries to the Committee office also. The public had continuous access to the National Terminology Database on [Tearma.ie](https://tearma.ie). In partnership with our contractors in Fiontar & Scoil na Gaeilge DCU, we began to investigate research of corpora and admissibility of terms. The Terminology Committee approved or amended more than 4,200 terms, including terms from the New English-Irish Dictionary, and we provided those on the public site [Tearma.ie](https://tearma.ie). Members of the Terminology Committee participated remotely in international terminology meetings and in national and international meetings of the International Organisation for Standardisation (ISO)

Foclóireacht

In 2022, cuireadh tús le tionscadal nua foclóireachta Fhoras na Gaeilge, a bhfuil sé d'aidhm aige foclóir aonteangach Gaeilge agus foclóir nua Gaeilge-Béarla a fhoilsiú ar líne faoi 2027. Earcaíodh ceathrar eagarthóirí agus riarthóir tionscadail agus cuireadh tús leis an tionscadal 5 bliana i mí Mheán Fómhair. Sheolamar tionscadal na bhfoclóirí nua ag Oireachtas na Samhna i gCill Airne agus chuireamar clár imeachtaí agus cainteanna faoin bhfoclóireacht i láthair an phobail. Reáchtáladh Comórtas Aistí Néill Uí Dhónaill do mhic léinn tríú leibhéal den dara huair. Chuireamar tionscadal mór i gcrích inar táirgeadh nach mór 30,000 comhad fuaime a bheidh le cur leis na suíomhanna foclóireachta in 2023. Rinneamar nuashonrú ar [Teanglann.ie](https://teanglann.ie) agus chuireamar feidhmeanna breise leis an Draoi Gramadaí.

 foclóir.ie	In 2022
Úsáideoir	1.8 milliún
Seisiún	5.5 milliún
Amas	28 milliún
Meánmhéid ama in aghaidh an tseisiúin	07:23 nóiméad

Tíortha		In 2022
Éire (an 2 dhlínse)	75%	(1.3 milliún duine)
Meiriceá	15%	(160,000 duine)
An Bhreatain	6%	(95,000 duine)

Gléasanna	In 2022
Fón póca	59%
Ríomhaire	38%
Táibléad	3%

Na focail is mó cuardach in 2022	
1	for
2	go
3	be
4	play
5	to
6	experience
7	help
8	do
9	get
10	show

Téarmaíocht

Tionóladh 11 cruinniú den Choiste Téarmaíochta in 2022. Leanadh den tseirbhís rialta a chur ar fáil d'fhiosruithe chuig oifig an Choiste freisin. Bhí rochtain leanúnach ag an bpobal ar an mBunachar Náisiúnta Téarmaíochta ar Téarma.ie. I gcomhpháirt lenár gconraitheoirí i bhFiontar/Scoil na Gaeilge OCBÁC, chuireamar tús le taighde ar chorpais chun úsáid agus inghlacthacht téarmaí a fhiosrú. Rinne an Coiste Téarmaíochta faomhadh nó leasú ar bhreis agus 4,200 téarma, lena n-áirítear téarmaí ón bhFoclóir Nua Béarla-Gaeilge, agus chuireamar na téarmaí sin ar fáil ar an suíomh poiblí [Téarma.ie](https://tearma.ie). Ghlac baill den Choiste Téarmaíochta páirt ó chian i gcruinnithe idirnáisiúnta téarmeolaíochta agus i gcruinnithe náisiúnta agus idirnáisiúnta de chuid Eagraíocht Idirnáisiúnta na gCaighdeán (ISO).



Errigal, Gaoth Dobhair, Co. Donegal Eileen Hutchin and Terry Saunders (Cathal Ó Sándair's son and daughter) reading the new edition of *Na Mairbh a D'Fhill* at an event launched by An Gúm.

Publishing – An Gúm

Séideán Sí

Séideán Sí is a comprehensive Irish language course specially developed to cater for Gaeltacht schools and Irish-medium schools. The material was created to develop children's ability to develop the language skills they have learned. It is based on the communicative approach and 3 strands are integrated within it: oral language, reading and writing. In 2022, new apps for classes 3-6 on the different platforms, new booklets for 1st and 2nd class were made available in the various dialects and tested. The class novel *Sconsa* by Seán Ó Muireagáin (illustrated by Erin Taylor) was published and work to review the complete *Séideán Sí* package started.

Other publications

We published 4 new books for young people in 2022, 2 translations and 2 in the famous Réics Carló series. Dr Ann-Marie Crowe wrote and illustrated *Do Chodladh Beag*, a book which explains to children what happens when they go into hospital to have an operation (translated by Marian and Laoise Bhreathnach). Aifric Mac Aodha translated the French book *La Cache* by Thierry Roberrecht to Irish, which was published as *Faoi Cheilt*. To mark 100 since the birth of the author, new editions of 2 books from the Réics Carló series by Cathal Ó Sándair, *Na Mairbh a d'Fhill* and *An tEitleán Dofheicthe* were published.

Foilsitheoireacht – An Gúm

Séideán Sí

Cúrsa cuimsitheach Gaeilge is ea *Séideán Sí* a forbraíodh go speisialta chun freastal ar scoileanna Gaeltachta agus ar scoileanna lán-Ghaeilge. Cruthaíodh an t-ábhar chun cur ar chumas páistí forbairt a dhéanamh ar na scileanna teanga atá foghlamtha acu. Tá sé bunaithe ar an gcur chuige cumarsáideach agus déantar comhtháthú ann ar na 3 shnáithe: teanga ó bhéal, léitheoireacht agus scríbhneoireacht. In 2022, foilsíodh aipeanna nua ranganna 3-6 ar na hardáin éagsúla, cuireadh leabhairíní nua ranganna 1 agus 2 ar fáil sna canúintí éagsúla agus rinneadh tástáil orthu. Foilsíodh an t-úrscéal ranga *Sconsa* le Seán Ó Muireagáin (maisithe ag Erin Taylor) agus cuireadh tús leis an obair chun athbhreithniú a dhéanamh ar phacáiste *Séideán Sí* ar fad.

Foilseacháin eile

D'fhoilsíomar 4 leabhar nua do dhaoine óga in 2022, 2 aistriúchán agus péire sa tsraith chlúiteach Réics Carló. An Dr Ann-Marie Crowe a scríobh agus a mhaisigh *Do Chodladh Beag*, leabhar a mhíníonn do pháistí cad a tharlaíonn nuair a théann siad isteach san ospidéal le hobráid a bheith acu. Marian agus Laoise Bhreathnach a d'aistrigh. Is í Aifric Mac Aodha a d'aistrigh an leabhar Fraincise *La Cache* le Thierry Roberrecht go Gaeilge, leabhar a foilsíodh mar Faoi Cheilt. Chun 100 bliain ó rugadh an t-údar a chomóradh, foilsíodh eagráin nua de 2 leabhar ón tsraith Réics Carló le Cathal Ó Sándair, *Na Mairbh a d'Fhill* agus *An tEitleán Dofheicthe*.



Eileen Hutchin agus Terry Saunders (iníon agus mac le Cathal Ó Sándair) ag léamh an atheagráin úir de *Na Mairbh a d'Fhill* ag ócáid sheolta de chuid an Ghúm.

Editing

We continued editing a series of books to be used at primary school and secondary school level and as reading material for young people. The publications included *Áiteanna Iontacha Aisteacha* (a book for primary school children about historic places throughout the world), *Atlas Bunscoile* (to be published in 2024), and a series of 4 books about a character called Céilim who is a single parent (*Céilim sa Choill*, *Céilim agus an Lá Sneachta*, *Céilim ar an bhFeirm* and *Céilim ar Laethanta Saoire*). The Céilim series is to be published in 2023. At primary school level we continued work on the textbooks *Féach Thart: Eolaíocht Rang 6* and *Féach Thart Rang 3: Tíreolaíocht* and the environment newsletter *Líon an Dúlra*. At post-primary level, we did more work and editing of the textbooks *Téacs agus Trialacha 4* (Leaving Certificate), *Ealaín na hArdteistiméireachta*, *Teicneolaíocht Ábhar: Adhmad* (Junior Certificate) and *Staidéar Foirgníochta* (Leaving Certificate). More work was done as well on an Irish language version of the Catalan novel *L'Aventura de Saïd* by Josep Lorman which would be adapted for teenagers.

Gaschaint

We started a project to develop an app for *Gaschaint*. *Gaschaint* provides natural speech in the three main Gaeltacht dialects for parents who want to raise a family with Irish. The text of the book in the main dialects will be attached to the sound files that were on the CD and all of the material will be made available at Gaschaint.ie in 2022.

An tÁisaonad (Irish-medium resource unit)

The Áisaonad was established in 1998 to provide educational materials to the Irish-medium education sector, at an equivalent standard and price to their equivalent in English. In 2022 we approved a grant of £272,486 for St. Mary's University College, Belfast, for the Áisaonad to provide materials to the Irish-medium education centre. As well as that, we approved extra funding of £57,299 to make reprints and the Council for Gaeltacht and Irish-Medium Education (COGG) provided £57,750 for that work. The Áisaonad worked in conjunction with COGG, the Education Authority, the Council for Curriculum, Examinations and Assessment (CCEA) and other parties to achieve the best outcome for the Irish-medium education sector in both jurisdictions.

One of the highlights of the year was the work done on the early years reading scheme CLEITE. A music CD, booklets for games and extra reading booklets were sent to schools. Books were reprinted in different bands answering to differing levels of difficulty. The Áisaonad worked with CCEA on new interactive games in band 4 and training was provided. Another series of mathematics lessons from the Education Authority was translated and the Áisaonad had ongoing discussions with Comhairle na Gaelscolaíochta (Irish-medium education council) regarding attracting extra funding from the Department of Education. In conjunction with the Education Authority, 19 editions of the online magazine for primary school children, *Cúig in Airde*, which discusses the theme of wellbeing, both mental health and physical health, were provided. A new Áisaonad website, Áisaonad.org, was provided also.

Eagarthóireacht

Leanamar den eagarthóireacht ar shraith leabhar atá le húsáid ag leibhéal na bunscoile, na meánscoile agus mar ábhar léitheoireachta do dhaoine óga. In measc bhí na foilseacháin *Áiteanna Iontacha Aisteacha* (leabhar do pháistí bunscoile faoi áiteanna stairiúla ar fud an domhain), *Atlas Bunscoile* (atá le foilsiú in 2024), agus sraith 4 leabhar faoi charachtar darb ainm Céilim ar tuismitheoir singil í (*Céilim sa Choill*, *Céilim agus an Lá Sneachta*, *Céilim ar an bhFeirm* agus *Céilim ar Laethanta Saoire*). Tá sraith Chéilim le foilsiú in 2023. Ag leibhéal na bunscolaíochta, leanamar den obair ar na téacsleabhair *Féach Thart: Eolaíocht Rang 6* agus *Féach Thart Rang 3: Tíreolaíocht* agus an nuachtlitir timpeallachta *Líon an Dúlra*. Ag leibhéal na hiar-bhunscolaíochta, rinneamar tuilleadh oibre agus eagarthóireachta ar na téacsleabhair *Téacs agus Trialacha 4* (Ardteistiméireacht), *Ealaín na hArdteistiméireachta*, *Teicneolaíocht Ábhar: Adhmad* (Teastas Sóisearach) agus *Staidéar Foirgníochta* (Ardteistiméireacht). Rinneadh tuilleadh oibre chomh maith ar leagan Gaeilge den úrscéal Catalóinise *L'Aventura de Saïd* le Josep Lorman a bheadh in oiriúint do dhéagóirí.

Gaschaint

Chuireamar tús le tionscadal chun aip den saothar *Gaschaint* a fhorbairt. Tugann *Gaschaint* friotal nádúrtha sna trí mhórchanúint Gaeltachta do thuismitheoirí atá ag iarraidh clann a thógáil le Gaeilge. Ceanglófar téacs an leabhair sna mórchanúintí leis na comhaid fuaime a bhí ar an dlúthdhiosca agus cuireadh an t-ábhar go léir ar fáil ar Gaschaint.ie in 2022.

An tÁisaonad Lán-Ghaeilge

Bunaíodh an tÁisaonad i 1998 le háiseanna oideachais a sholáthar d'earnáil na Gaelscolaíochta, ar comhchaighdeán agus ar chomhphraghas lena gcomhionann i mBéarla. In 2022, cheadaíomar deontas £272,486 do Cholaíste Ollscoile Naomh Muire, Béal Feirste, le haghaidh an Áisaonaid chun áiseanna a sholáthar d'earnáil na Gaelscolaíochta. Sa bhreis air sin, cheadaíomar maoiniú breise £57,299 chun athchlónna a dhéanamh agus chuir an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) £57,750 ar fáil le haghaidh na hoibre céanna. D'oibrigh an tÁisaonad i gcomhar le COGG, an tÚdarás Oideachais, an Chomhairle Curaclaim Scrúduithe agus Measúnachta (CCSM) agus páirtithe eile leis an toradh is fearr a bhaint amach d'earnáil na Gaelscolaíochta sa 2 dhlínse.

Ar cheann de bhuaicphointí na bliana bhí an obair a rinneadh ar scéim luathléitheoireachta CLEITE. Seoladh dlúthdhioscaí ceoil, leabhráin do chluichí agus leabhráin léitheoireachta breise chuig scoileanna. Cuireadh athchló ar leabhair i mbandaí éagsúla a fhreagraíonn do leibhéil éagsúla deacrachta. D'oibrigh an tÁisaonad le CCSM ar chluichí nua idirghníomhacha i mbanda 4 agus cuireadh oiliúint ar fáil. Aistríodh sraith eile ceachtanna matamaitice ón Údarás Oideachais agus bhí plé leanúnach ag an Áisaonad le Comhairle na Gaelscolaíochta maidir le maoiniú breise a mhealladh ón Roinn Oideachais. I gcomhar leis an Údarás Oideachais, cuireadh 19 eagrán den iris ar fáil ar líne do pháistí bunscoile, *Cúig in Airde*, a phléann téama na folláine, idir mheabhairshláinte agus shláinte fhisiciúil. Seoladh suíomh gréasáin nua de chuid an Áisaonaid chomh maith, Áisaonad.org.



Clodagh Ní Mhaoilchiaráin & Micheál S. Mac Donnacha speaking about special education needs at the Comhdháil Bláthú 2022 organised by Gaeloideachas as part of COGG.

Lead-Organisations

Foras na Gaeilge implements a significant part of Main Objective 2 in partnership with 2 Irish language Lead-Organisations: Gael Linn and Gaeloideachas.

Gaeloideachas

Gaeloideachas organised a development assembly for the schools in conjunction with the Council for Gaeltacht and Irish-medium Education and more than 200 people were in attendance. A very successful conference was organised about special educational needs and Gaeloideachas worked in partnership with the Middletown Centre for Autism in Armagh to provide excellent resources on autism to teachers. Virtual sessions were run monthly during the year for playgroup teachers and a conference on early years education was organised.

Gaeloideachas carried out publicity regularly and continuously on their support services and the videos for young children and pupils with special educational needs published by the organisation on YouTube were very successful.

In 2022, Gaeloideachas continued their participation in national forums and early years working groups in respect of funding, transfer, development and professionalisation of workers and continuous professional development for the playgroups. The organisation cooperated continuously with the Irish language support coordinator (Early Years Learning and Care) in the Department of Children in respect of the language acquisition and development programme for playgroup staff, which will be available in 2023.

Ceanneagraíochtaí

Cuireann Foras na Gaeilge cuid shuntasach de Mhórchuspóir 2 i gcrích i gcomhpháirt le 2 Ceanneagraíocht Gaeilge: Gael Linn agus Gaeloideachas.

Gaeloideachas

D'eagraigh Gaeloideachas tionól forbartha do na scoileanna i gcomhar leis an gComhairle um Oideachas Gaeltachta agus Gaelscolaíochta agus bhí breis is 200 duine i láthair. Eagraíodh comhdháil an-rathúil maidir le riachtanais speisialta oideachais agus chuaigh Gaeloideachas i bpáirt le hIonad Uathachais Choillidh Chunannáin in Ard Mhacha chun acmhainní den chéad scoth ar an uathachas a chur ar fáil do mhúinteoirí. Reachtáladh seisiún fhíorúla do mhúinteoirí naíonra go míosúil le linn na bliana agus eagraíodh comhdháil faoin oideachas luathbhlianta.

Rinne Gaeloideachas poiblíocht rialta agus leanúnach ar a seirbhísí tacaíochta agus bhí an-rath ar na físeáin do leanaí óga agus do dhaltaí le riachtanais speisialta oideachais a d'fhoilsigh an eagraíocht ar YouTube.

In 2022, lean Gaeloideachas lena rannpháirtíocht i bhfóraim náisiúnta agus ar mheithleacha oibre luathbhlianta maidir le maoiniú, aistriú, forbairt agus proifisiúnú lucht saothair agus forbairt ghairmiúil leanúnach do na naíonraí. Chomhoibrigh an eagraíocht go leanúnach leis an gcomhordaitheoir tacaíochta Gaeilge (Foghlaim agus Cúram na Luath-Óige) sa Roinn Leanaí maidir leis an gclár sealbhaithe agus forbartha teanga d'fhoireann naíonraí, a bheidh ar fáil in 2023.



Clodagh Ní Mhaolchiaráin & Micheál S. Mac Donnacha ag labhairt ar riachtanais speisialta oideachais ag Comhdháil Bláthú 2022 eagraithe ag Gaeloideachas i bpáirt le COGG.



Children from Gaelscoil Eoghain Uí Thuairisc ready to go on stage at Coirm Gael Linn 2022.

Gael Linn

Gael Linn organised a wide range of successful activities in schools the length and breadth of the country, including the Pearse Speech Competition, Quiz, Abair, Coirm and Scléip. More than 200 competitors took part in Scléip, the largest number ever. A radio programme competition (podcast) and commentary competition and a championship competition of the Ó Dálaigh Moot Court was run in the Four Courts. Gael Linn continued to advise both governments about their functions and continued to facilitate and coordinate extra-curricular activities to encourage school pupils and 3rd level students to use their Irish, for example, debates, public speaking competitions, football festivals and an awareness campaign aimed at Irish in English-medium schools in the jurisdiction of the Executive.

Gael Linn continued to administer the successful Gaelbhratach project in 2022. Gaelbhratach is a project which promotes Irish in the country's schools. 20 new primary schools and 16 new post-primary schools entered the scheme in September 2022 and 50 more teachers sought further support. By the end of the year 153 primary schools and 144 post-primary schools were participating in the Gaelbhratach and there were 158 primary schools and 107 post-primary schools still on the waiting list. A flag was presented to 50 schools at both levels in 2022 and a new website was launched .

Gael Linn

Reáchtáil Gael Linn raon leathan imeachtaí rathúla i scoileanna ó cheann ceann na tíre, ina measc Comórtas Óráide an Phiarsaigh, Tráth na gCeist, Abair, Coirm agus Scléip. Ghlac os cionn 200 iomaitheoir páirt in Scléip, an líon is mó riamh. Eagraíodh comórtas cláir raidió (podchraoladh) agus comórtas tráchttaireachta agus reáchtáladh craobhchomórtas Bhréagchúirt Uí Dhálaigh sna Ceithre Cúirteanna. Lean Gael Linn air ag cur comhairle ar an 2 rialtas faoina chuid feidhmeanna agus lean sé le himeachtaí seach-churaclaim a éascú agus a chomhordú chun daltaí scoile agus scoláirí tríú leibhéal a spreagadh le húsáid a bhaint as a gcuid Gaeilge, mar shampla, díospóireachtaí, comórtais cainte poiblí, féilte peile agus feachtas feasachta dírithe ar an nGaeilge i scoileanna Béarla i ndlíne an Fheidhmeannais.

Lean Gael Linn ag riar an tionscadail rathúil Gaelbhrtach in 2022. Tionscadal é an Gaelbhrtach a chuireann an Ghaeilge chun cinn i scoileanna na tíre. Tháinig 20 bunscoil nua agus 16 iar-bhunscoil nua isteach ar an scéim i Meán Fómhair 2022 agus lorg 50 múinteoir breise tuilleadh tacaíochta. Faoi dheireadh na bliana, bhí 153 bunscoil agus 144 iar-bhunscoil páirteach sa Ghaelbhrtach agus bhí 158 bunscoil agus 107 iar-bhunscoil fós ar an liosta feithimh. Bronnadh bratach ar 50 scoil ag an 2 leibhéal in 2022 agus seoladh suíomh gréasáin nua.



Páistí ó Ghaelscoil Eoghain Uí Thuairisc réidh le dul ar an staitse ag Coirm Gael Linn 2022.



The first meeting of the Advisory Committee on Irish Language Services was organised in Foras na Gaeilge's headquarters in Dublin in 2022 chaired by the Government Chief Whip and Minister for Gaeltacht and Sport Jack Chambers TD.

Corporate Main Objective 3: Serve the interest of Irish in society in general by means of influence and advice

Background

Subject to the Foras na Gaeilge founding legislation, a duty is placed on the organisation to advise administrations in both jurisdictions, public bodies, and other groups in the private and voluntary sectors. This advisory work continued during 2022 in cooperation with a wide range of interested parties .

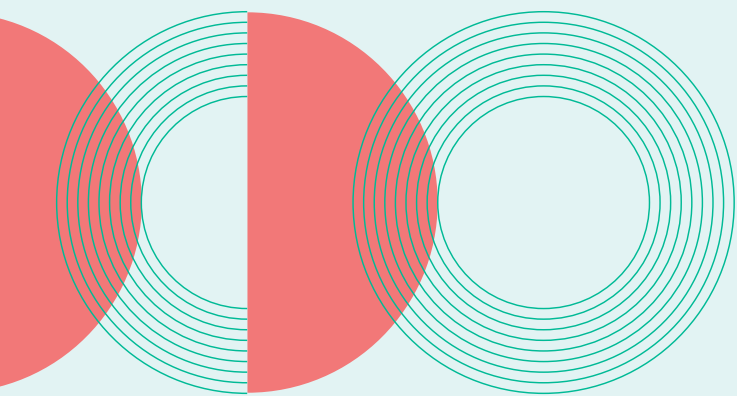
Mórchuspóir Corparáideach 3: Fónamh do leas na Gaeilge sa tsochaí trí chéile trí mheán an tionchair agus na comhairle

Cúlra

Faoi réir reachtaíocht bhunaidh Fhoras na Gaeilge, leagtar dualgas ar an eagraíocht comhairle a chur ar lucht riaracháin an 2 dhlínse, ar fhorais phoiblí, agus ar ghrúpaí eile sna hearnálacha príobháideacha agus deonacha. Leanadh den obair chomhairleach seo le linn 2022 i gcomhpháirt le réimse leathan páirtithe leasmhara.



Reóchtáladh an chéad chruinniú den Choiste Comhairleach um Sheirbhísí Gaeilge in oifigí Fhoras na Gaeilge, Baile Átha Cliath faoi chathaoirleacht Phríomh-Aoire an Rialtais agus Aire Stáit na Gaeltachta agus an Spóirt, Jack Chambers TD.



Legislative Changes

The President of Ireland, Michael D. Higgins, signed the Official Languages (Amendment) Act 2021 on 22 December 2021, and its provisions were given effect in the jurisdiction of the Government of Ireland during 2022. This legislation is a reinforcement of the Official Languages Act 2003 and it will greatly increase the standard of the services in Irish provided by state bodies in the jurisdiction to the public.

The Identity and Language Act (Northern Ireland) received the assent of King Charles III on 6 December 2022. This legislation gives official recognition to Irish in the Executive's legislation for the first time and also provides a legislative basis for the appointment of a Language Commissioner in the jurisdiction. The implementation of the act will begin during 2023.

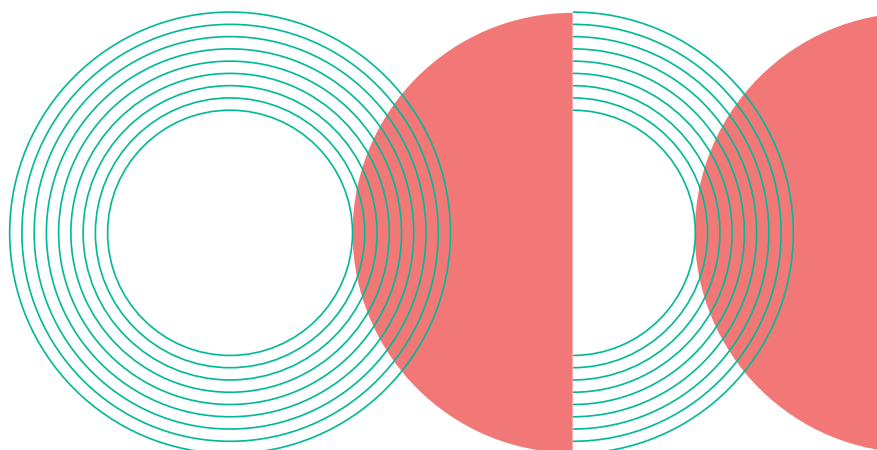
Official Languages Act (Amendment) 2021	Identity and Language Act (Northern Ireland) 2022
That 20% of recruits to the public service will be competent in Irish by 31 December 2030.	That official status in law will be given to Irish and to Ulster-Scots.
That all public services in the Gaeltacht and for the Gaeltacht will be available in Irish.	That 2 Commissioners will be appointed, one for Irish and another for Ulster-Scots and for the British-Ulster tradition.
That all public offices located in the Gaeltacht will function through Irish.	That the Irish Language Commissioner will set out good practice standards on the use of Irish in the state system.
That a National Plan for Irish Language Public Services will be developed.	That all public bodies will have proper regard to the good practice standards and that they will prepare a plan which will demonstrate how they will be complied with.
That the system of language standards will replace the language schemes.	That the Administration of Justice Act (Language) (Ireland) 1737, which prevented the use of Irish in court, will be withdrawn.
That a legislative Advisory Committee will be established, which will support the achievement of the main goals of the act.	That an Office for Identity and Cultural Expression will be established.

Athruithe Reachtaíochta

Shínigh Uachtarán na hÉireann, Mícheál D. Ó hUiginn Acht na dTeangacha Oifigiúla (Leasú) 2021 ar 22 Nollaig 2021, agus cuireadh feidhm le forálacha an Achta i ndlínse Rialtas na hÉireann le linn 2022. Treisiú ar Acht na dTeangacha Oifigiúla 2003 atá i gceist leis an reachtaíocht seo agus cuirfidh sé go mór le caighdeán na seirbhísí i nGaeilge a chuireann comhlachtaí stáit sa dlínse ar fáil don phobal.

Bhain an tAcht Féiniúlachta agus Teanga (Tuaisceart Éireann) aontú an Rí Séarlas III amach ar an 6 Nollaig 2022. Reachtaíocht é seo a thugann aitheantas oifigiúil don Ghaeilge i ndlínse an Fheidhmeannais den chéad uair, agus cuireann sé bunús reachtúil le Coimisinéir Teanga a cheapadh sa dlínse freisin. Tosófar ar chur i bhfeidhm an achta le linn 2023.

Acht na dTeangacha Oifigiúla (Leasú) 2021	An tAcht Féiniúlachta agus Teanga (Tuaisceart Éireann) 2022
Go mbeidh 20% d'earcaigh don tseirbhís phoiblí inniúil sa Ghaeilge faoi 31 Nollaig 2030.	Go dtabharfar stádas oifigiúil sa dlí don Ghaeilge agus don Ultais.
Go gcuirfear gach seirbhís phoiblí sa Ghaeltacht agus don Ghaeltacht ar fáil i nGaeilge.	Go gceapfar beirt Choimisinéirí, duine amháin don Ghaeilge agus duine eile don Ultais agus don traidisiún Briotanach-Ultach.
Go mbeidh gach oifig phoiblí lonnaithe sa Ghaeltacht ag feidhmiú trí Ghaeilge.	Go leagfaidh Coimisinéir na Gaeilge amach caighdeán dea-chleachtais faoi úsáid na Gaeilge sa státchóras.
Go ndéanfar Plean Náisiúnta um Sheirbhísí Poiblí Gaeilge a fhorbairt.	Go mbeidh aird chuí ag gach comhlacht poiblí ar na caighdeáin dea-chleachtais agus go n-ullmhóidh siad plan ina léireofar conas a chomhlíonfar iad.
Go dtiocfaidh córas na gcaighdeán teanga in áit na scéimeanna teanga.	Go n-aistarraingeofar an tAcht um Riar an Chirt (Teanga) (Éire) 1737, a chuir cosc ar úsáid na Gaeilge sa chúirt.
Go mbunófar Coiste Comhairleach reachtúil, a thacóidh le mórspriocanna an achta a bhaint amach.	Go mbunófar Oifig um Fhéiniúlacht agus Léiriú Cultúrtha.



Representation in the state sector

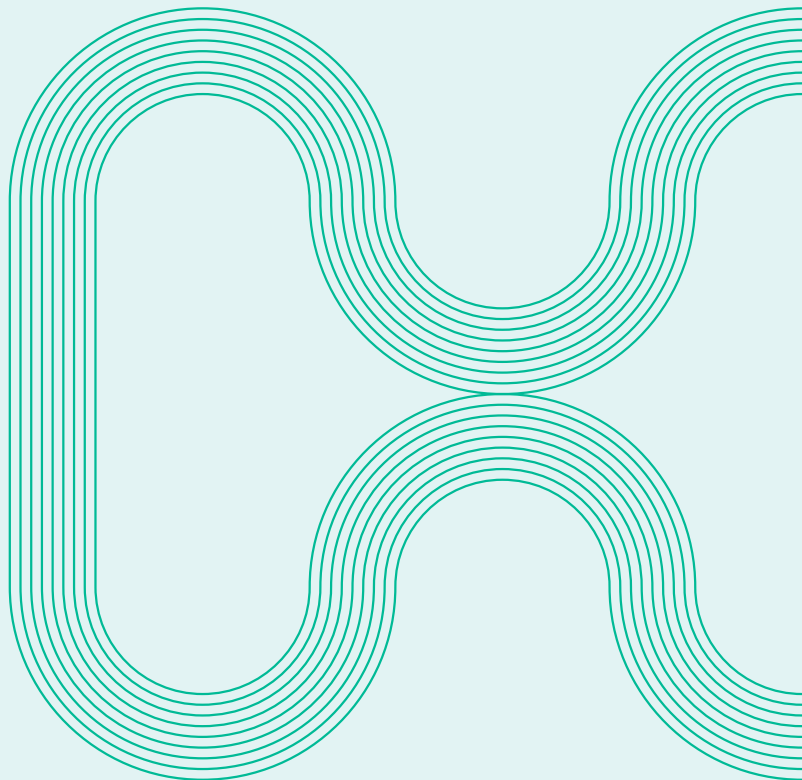
Foras na Gaeilge has nominated representatives to various boards and committees concerned with education in both jurisdictions and the representatives participated in different meetings with Comhairle na Gaelscolaíochta (Irish-medium education council), the National Council for Curriculum and Assessment, and the Council for Gaeltacht and Irish-medium education.

Foras na Gaeilge also participates in the Gaeltacht Education Advisory Group which is involved in the implementation of the Policy for Gaeltacht Education, and the Advisory Committee on Irish Language Services, established in 2022 subject to the Official Languages Act (Amendment) 2021, and which is involved with the implementation the goals of that legislation.

Development strategies to increase politicians' understanding of the Irish language question

The Foras na Gaeilge Chairperson and Senior Management Team had meetings with the Minister for Finance Conor Murphy MLA and with the Minister for Communities Deirdre Hargey MLA in the jurisdiction of the Executive regarding continuing resourcing of Foras na Gaeilge.

Meetings were also organised with the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, Catherine Martin TD, and with the Minister of State for the Gaeltacht and for Sport, Jack Chambers TD. Although Foras na Gaeilge funding is still under the funding levels of 2008, our budget baseline was increased in 2022 and the departments approved several different one-off payments during the year which were aimed at various projects.



Ionadaíocht san earnáil stáit

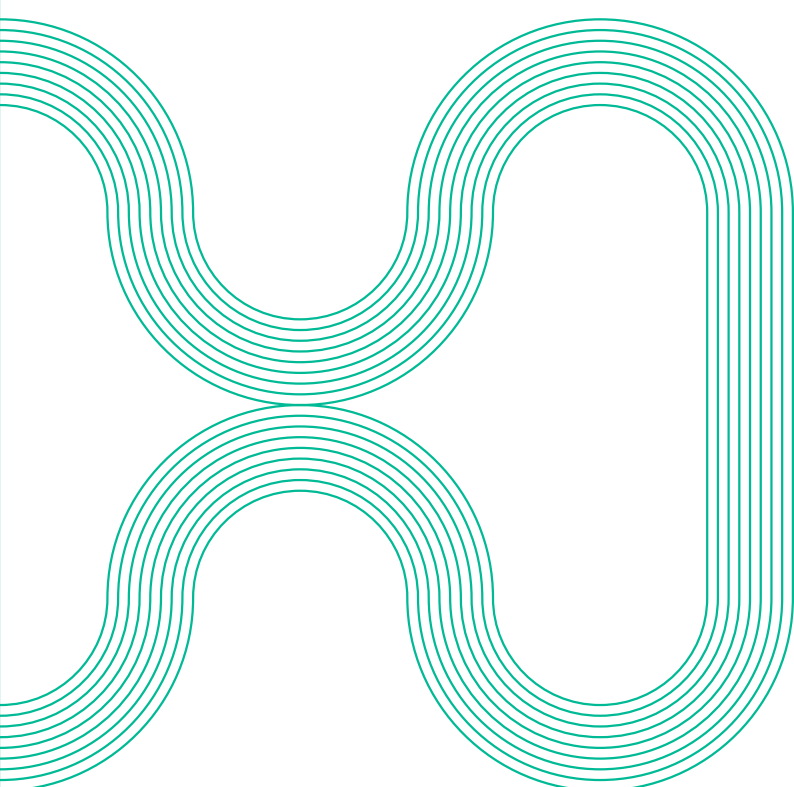
Tá ionadaithe ainmnithe ag Foras na Gaeilge ar bhoird agus ar choistí éagsúla a bhaineann le cúrsaí oideachais ar bhonn uile-oileáin agus bhí na hionadaithe rannpháirteach i gcruinnithe éagsúla le Comhairle na Gaelscolaíochta, leis an gComhairle Náisiúnta Curaclaim agus Measúnachta, agus leis an gComhairle um Oideachas Gaeltachta agus Gaelscolaíochta.

Tá Foras na Gaeilge rannpháirteach freisin sa Ghrúpa Comhairleach um Oideachas Gaeltachta a bhfuil baint aige le cur i bhfeidhm an Pholasaí don Oideachas Gaeltachta, agus sa Choiste Comhairleach um Sheirbhísí Gaeilge, a bunaíodh in 2022 faoi réir Acht na dTeangacha Oifigiúla (Leasú) 2021, agus a bhfuil baint aige le spriocanna na reachtaíochta céanna a chur i bhfeidhm.

Straitéisí forbartha le tuiscint polaiteoirí ar cheist na Gaeilge a mhéadú

Bhí cruinnithe ag Cathaoirleach Fhoras na Gaeilge agus ag an bhFoireann Ardbhainistíochta leis an Aire Airgeadais Conor Murphy MLA agus leis an Aire Pobal Deirdre Hargey MLA i ndlínse an Fheidhmeannais maidir le hacmhainniú leanúnach Fhoras na Gaeilge.

Eagraíodh cruinnithe chomh maith leis an Aire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, Catherine Martin TD agus leis an Aire Stáit don Ghaeltacht agus don Spórt, Jack Chambers TD. Cé go bhfuil maoiniú Fhoras na Gaeilge fós faoi bhun na leibhéal maoinithe a bhí ann in 2008, ardaíodh ár mbuiséad bonnlíne in 2022 agus cheadaigh na Ranna Coimircíochta roinnt íocaíochtaí éagsúla aonuaire le linn na bliana a bhí dírithe ar thionscadail éagsúla.





Cultúrlann McAdam-Ó Fiaich in West Belfast, an area that is an Irish Language Network.

Seminar: Culture with Irish – Revitalisation of the Irish Language in the Cultural Sector

Foras na Gaeilge organised a seminar on 17 November 2022 for the leadership of the cultural bodies to establish a cooperation and good practice forum. The title of the seminar was 'Culture with Irish – Revitalisation of the Irish Language in the Cultural Sector'.

Representatives from the following cultural organisations attended the seminar: the Heritage Council, National Gallery of Ireland, National Library of Ireland, Comhaltas Ceoltóirí Éireann, the National Archives, the Council for Gaeltacht and Irish-Medium Education, TG4, RTÉ Raidió na Gaeltachta, Ulster GAA and the Joint Oireachtas Committee on Irish, the Gaeltacht and the Irish Speaking Community. The Language Commissioner was in attendance on the day also. As a result of the discussion an assistance forum was set up between all state bodies so that they will be able to support each other, to ensure that proper services through Irish will be provided to citizens .

Seimineár: Cultúr le Gaeilge - Athneartú na Gaeilge san Earnáil Cultúir

D'eagraigh Foras na Gaeilge seimineár ar an 17 Samhain 2022 do cheannairí na bhforas cultúir chun fóram comhoibrithe agus dea-chleachtais a bhunú. Is é an teideal a bhí ar an seimineár 'Cultúr le Gaeilge – Athneartú na Gaeilge san Earnáil Cultúir'.

D'fhreastail ionadaithe ó na hinstiúid chultúrtha seo a leanas ar an seimineár: an Chomhairle Oidhreachta, Gailearaí Náisiúnta na hÉireann, Leabharlann Náisiúnta na hÉireann, Comhaltas Ceoltóirí Éireann, an Chartlann Náisiúnta, an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta, TG4, RTÉ Raidió na Gaeltachta, Cumann Lúthchleas Gael Uladh agus Comhchoiste Oireachtais na Gaeilge, na Gaeltachta agus Phobal Labhartha na Gaeilge. Bhí an Coimisinéir Teanga i láthair ar an lá freisin. Mar thoradh ar an bplé, bunaíodh fóram cúnaimh idir na forais stáit uile chun go mbeidh siad in ann tacú le chéile, lena chinntiú go mbeidh seirbhísí trí Ghaeilge á gcur ar fáil do shaoránaigh.



Cultúrlann McAdam-Ó Fiaich in Iarthar Bhéal Feirste, ceantar atá ina Lónra Gaeilge.

Lead-Organisations

Foras na Gaeilge implements a significant part of Main Objective 3 in partnership with 2 Irish language Lead-Organisations: Conradh na Gaeilge and Gaeloideachas.

Conradh na Gaeilge

Conradh na Gaeilge succeeded in influencing decision makers in a significant way in 2022. In both jurisdictions, the question of language legislation was high on the agenda of Conradh na Gaeilge, especially in respect of discussion with politicians and with the public. In the jurisdiction of the Government of Ireland, effect was given to various provisions from the Official Languages Act (Amendment) 2021, and in the jurisdiction of the Executive lobbying work continued in respect of the implementation of the Language Act enacted in December 2022. Conradh na Gaeilge organised #SEAS22 days during 2022 in the jurisdiction of the Government of Ireland and lobbying was carried out on a wide range of parties in respect of demands in both jurisdictions. Much work was carried out on various education campaigns, from developing an Irish-medium education bill in the jurisdiction of the Executive to developing the #Gaeilge4All campaign in the jurisdiction of the Government of Ireland. Conradh na Gaeilge published a new research document on Irish-medium education in the jurisdiction of the Executive, *Céard é an Scéal 2022?*, which gives an insight into public attitudes to the Irish language.

Among the issues about which Conradh na Gaeilge made representations were the Irish language in the Leaving Certificate specifications, housing planning in the Gaeltacht, a new investment plan for the Irish language and the administration of the councils in the jurisdiction of the Executive and in the universities. As well as that, Conradh na Gaeilge represented the Irish language and Gaeltacht community on national, local and international committees including the European Language Equality Network (ELEN), the Committee of Experts of the European Charter for Regional or Minority Languages (COMEX), local authorities in both jurisdictions and language planning committees and more. Conradh na Gaeilge also had membership on the Joint Irish Language Strategy Design Group, established by the Department for Communities in 2022.

Gaeloideachas

Gaeloideachas continued to attend committees and groups associated with the area of Irish-medium education and early years. They included the Primary Level Forum, the Conradh na Gaeilge Education Committee, the Language Affairs Officer in the European Commission and the Irish National Teachers' Organisation. Gaeloideachas also had an active role on a new group to establish a campaign to establish amended legislation which will control the provision of schools. Interviews were completed with the media regarding new schools, units, patronage and exemptions, especially in respect of the legal case that there is no Irish-medium secondary school in Dublin 6. Interviews were also conducted about information technology, a policy for Irish-medium education and the work of the organisation. Statistics on the sector were published on [Gaeloideachas.ie](https://gaeloideachas.ie).

Ceanneagraíochtaí

Cuireann Foras na Gaeilge cuid shuntasach de Mhórchuspóir 3 i gcrích i gcompháirt le 2 Ceanneagraíocht Gaeilge: Conradh na Gaeilge agus Gaeloideachas.

Conradh na Gaeilge

D'éirigh le Conradh na Gaeilge dul i bhfeidhm ar bhealach suntasach ar lucht déanta cinntí in 2022. Sa 2 dhlínse, bhí ceist na reachtaíochta teanga go mór ar chlár oibre an Chonartha, go háirithe maidir le plé le polaiteoirí agus leis an bpobal. I ndlínse Rialtas na hÉireann, tugadh feidhm d'fhorálacha éagsúla ó Acht na dTeangacha Oifigiúla (Leasú) 2021, agus i ndlínse an Fheidhmeannais, leanadh den obair stocaireachta ar chur i bhfeidhm an Achta Teanga a achtaíodh i mí na Nollag 2022. D'eagraigh Conradh na Gaeilge laethanta #SEAS22 le linn 2022 i ndlínse Rialtas na hÉireann agus rinneadh stocaireacht ar réimse leathan páirtithe maidir le héilimh sa 2 dhlínse. Rinneadh obair mhór ar fheachtais éagsúla oideachais ó bhille Gaelscolaíochta a fhorbairt i ndlínse an Fheidhmeannais go forbairt an fheachtais #Gaeilge4All i ndlínse Rialtas na hÉireann. D'fhoilsigh Conradh na Gaeilge cáipéis nua taighde ar an nGaelscolaíocht i ndlínse an Fheidhmeannais, *Céard é an Scéal 2022?* a thugann léargas ar dhearcadh an phobail i leith na Gaeilge.

I measc na nithe a ndearna Conradh na Gaeilge ionadaíocht ina leith bhí an Ghaeilge i sonraíochtaí na hArdteistiméireachta, pleanáil tithíochta sa Ghaeltacht, plean infheistíochta nua don Ghaeilge agus riar na gcomhairlí i ndlínse an Fheidhmeannais agus sna hollscoileanna. Sa bhreis air sin, rinne an Conradh ionadaíocht ar son na Gaeilge agus phobal na Gaeltachta ar choistí náisiúnta, áitiúla agus idirnáisiúnta idir ELEN (an Lónra Eorpach um Chomhionannas Teangacha), COMEX (an coiste saineolaithe de chuid Chomhairle na hEorpa ar an gCairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh) de chuid Chomhairle na hEorpa, na húdaráis áitiúla sa 2 dhlínse agus coistí pleanála teanga agus eile. Chomh maith leis sin, bhí ballraíocht ag Conradh na Gaeilge ar Ghrúpa Comhdheartha Stráitéis na Gaeilge, a bhunaigh an Roinn Pobal in 2022.

Gaeloideachas

Lean Gaeloideachas de bheith ag freastal ar choistí agus grúpaí a bhaineann le mór-réimse an Ghaeloideachais agus na luathbhlianta. Ina measc bhí an Fóram Bunleibhéil, Coiste Oideachais Chonaradh na Gaeilge, an Roinn Oideachais, an tOifigeach Gnóthaí Teanga sa Choimisiún Eorpach agus Cumann Múinteoirí Éireann. Chomh maith leis sin, bhí ról gníomhach ag Gaeloideachas ar ghrúpa nua oibre le feachtas a chur ar bun le reachtaíocht leasaithe a bhunú a rialódh soláthar scoileanna. Rinneadh agallamh leis na meáin maidir le scoileanna nua, aonaid, pátrúnacht, díolúintí, go háirithe maidir leis an gcás dlí nach bhfuil meánscoil lán-Ghaeilge i mBaile Átha Cliath 6, teicneolaíocht na faisnéise, polasaí don oideachas lán-Ghaeilge agus obair na heagraíochta. Foilsíodh staitisticí faoin earnáil ar Gaeloideachas.ie.



Credim Ionat Ambassadors. (L-R): Áine Ní Bhreisleáin (RTÉ), Michael Fry (Comedian), Marissa Carter (Marissa Carter Beauty), Sinéad Ní Uallacháin (RTÉ), Siún Ní Dhuinn (RTÉ).

Corporate Main Objective 4: Increase understanding and awareness of Irish among the public far and near

Background

Subject to Foras na Gaeilge founding legislation, a duty is laid on the organisation to promote the Irish language. The organisation's awareness work continued in 2022 to increase understanding of the Irish language among interested parties.

Public relations and social media

This is a very important aspect of the work of Foras na Gaeilge to increase understanding and awareness in the English language media as regards various aspects of Irish, and to keep the general public aware of projects, relevant news and Irish language activities.

Mórchuspóir Corparáideach 4: Tuiscint agusfeasacht ar an nGaeilge a mhéadú i measc an phobail i gcéin agus i gcóngar

Cúlra

Faoi réir reachtaíocht bhunaidh Fhoras na Gaeilge, leagtar dualgas ar an eagraíocht an Ghaeilge a chur chun cinn. Leanadh d'obair feasachta na heagraíochta in 2022 le tuiscint ar an nGaeilge a ardú i measc réimse leathan páirtithe leasmhara.

An caidreamh poiblí agus na meáin shóisialta

Is gné an-tábhachtach d'obair Fhoras na Gaeilge tuiscint agus feasacht a mhéadú sna meáin Bhéarla maidir le gnéithe éagsúla den Ghaeilge, agus an mórfhobal a choimeád ar an eolas maidir le tionscadail, nuacht ábhartha agus gníomhaíochtaí Gaeilge.



Ambasadóirí Creidim Ionat. (C-D): Áine Ní Bhreisleáin (RTÉ), Michael Fry (Fuirseoir), Marissa Carter (Marissa Carter Beauty), Sinéad Ní Uallacháin (RTÉ), Siún Ní Dhuinn (RTÉ).

Foras na Gaeilge was in regular contact with Irish language and English language media during 2022. Representatives were provided for radio, television and newspaper interviews and press releases were issued on a continuous basis. Communication plans were implemented to share important information with the media and discuss relevant questions with appropriate parties.

During 2022 advertising was arranged on social and print media to promote Foras na Gaeilge's areas of work including advertisements on TG4, RTÉ Raidió 1, TheJournal.ie, and *The Irish Independent*.

The presence of Foras na Gaeilge on social media and awareness of Foras na Gaeilge among the public were developed as well. During 2022, there were increases of 15% in the number of followers, 37% in the number of impressions and 18% in the number of Foras na Gaeilge posts on social media. There was an increase of 61% in the number of users of [Forasnagaeilge.ie](https://forasnagaeilge.ie) and an increase of 105% in the number of email subscribers.

We ran different campaigns to support Foras na Gaeilge projects including Gaelphobal, Do Ghairm le Gaeilge (about Irish language careers), the mentorship scheme of Clár na Leabhar Gaeilge, the Publishing Awards 2022 and the Summer Camps Scheme 2022. We also partnered with other organisations including Bòrd na Gàidhlig (the board for Scottish Gaelic), World Book Day and RTÉ to strengthen the use and visibility of the Irish language on social media .

Major awareness project Creidim Ionat

Creidim Ionat was launched online, on radio and television with support from RTÉ on 17 October 2022. The aim of the innovative co-operative initiative was to nurture broad awareness of the Irish language. Since its launch both the public and well-known personalities have supported each other with knowledge, tips and encouragement to gain confidence to speak Irish.

During the campaign, the presenters of the *Beo ar Éigean* podcast Áine Ní Bhreisleáin, Sinéad Ní Uallacháin and Siún Ní Dhuinn were followed, as they mentored three celebrities and supporting them on their Irish language journey: Michael Fry (comedian), Marty Morrissey (presenter and commentator with RTÉ) and Marissa Carter (founder and chief executive of Carter Beauty), to reach their personal language goals within 4 weeks.

Thousands of people throughout the world took part, from places as far away as Australia, Spain, Canada, New Zealand, France, New York and Germany. *Creidim Ionat* has connected a vibrant and supportive Irish language community on social media, not only in Ireland, but throughout the world. *Creidim Ionat* has resonated far and wide with an online reach of 4.3 million people, leading to 83 million impressions and 1.3 million video views of online content to date.

Bhí teagmháil rialta ag Foras na Gaeilge leis na meáin Ghaeilge agus Bhéarla le linn 2022. Cuireadh ionadaithe ar fáil d'agallaimh raidió, theilifíse agus nuachtáin agus eisíodh preaseisiúintí ar bhonn leanúnach. Cuireadh pleananna cumarsáide i bhfeidhm le heolas tábhachtach a roinnt leis na meáin agus le ceisteanna ábhartha a chíoradh le páirtithe cuí.

Le linn 2022, socraíodh fógraíocht ar na meáin chraolta agus chlóite le réimsí oibre Fhoras na Gaeilge a chur chun cinn lena n-áirítear fógraí ar TG4, RTÉ Raidió 1, TheJournal.ie, agus *The Irish Independent*.

Rinneadh forbairt ar láithreachtaí Fhoras na Gaeilge ar na meáin shóisialta agus ar fheasacht faoi Fhoras na Gaeilge i measc an phobail freisin. Le linn 2022, tháinig ardú 15% ar líon leantóirí, 37% ar líon imprisean agus 18% ar líon postálacha Fhoras na Gaeilge ar na meáin shóisialta. Tháinig ardú 61% ar líon úsáideoirí [Forasnagaeilge.ie](https://forasnagaeilge.ie) agus ardú 105% ar shíntiúsóirí ríomhphoist.

Ritheamar feachtais éagsúla feasachta le tacú le tionscadail de chuid Fhoras na Gaeilge lena n-áirítear Gaelphobal, Do Ghairm le Gaeilge, Scéim Meantóireachta Chlár na Leabhar Gaeilge, Gradaim Foilsitheoireachta 2022 agus Scéim na gCampaí Samhraidh 2022. Chuamar i gcomhpháirt freisin le heagrais eile lena n-áirítear Bòrd na Gàidhlig, Lá Domhanda na Leabhar agus RTÉ le húsáid agus feiceálacht na Gaeilge a láidriú ar na meáin shóisialta.

Mórfheachtas feasachta Creidim Ionat

Seoladh *Creidim Ionat* ar líne, ar an raidió agus ar an teilifís le tacaíocht ó RTÉ ar 17 Deireadh Fómhair 2022. Ba é an aidhm leis an tionscnamh nuálach comhoibritheach feasacht leitheadach ar an nGaeilge a chothú. Ó seoladh é tá an pobal agus daoine cáiliúla ag tacú le chéile le heolas, leideanna agus spreagadh chun muinín a fháil le Gaeilge a labhairt.

Le linn an fheachtais leanadh láithreoirí an phodchraolta *Beo ar Éigean*, Áine Ní Bhreisleáin, Sinéad Ní Uallacháin agus Siún Ní Dhuinn, agus iad ag déanamh meantóireacht ar thriúr cáiliúil agus ag tacú leo ar a n-aistear Gaeilge: Michael Fry (fuirseoir), Marty Morrissey (láithreoir agus tráchttaire le RTÉ) agus Mairrissa Carter (bunaitheoir agus príomhfheidhmeannach Carter Beauty), chun a spriocanna pearsanta teanga a bhaint amach laistigh de 4 seachtaine.

Bhí na mílte daoine fud fad an domhain páirteach, ó áiteanna chomh fada ar shiúl leis an Astráil, an Spáinn, Ceanada, an Nua-Shéalainn, an Fhrainc, Nua-Eabhrac agus an Ghearmáin. Tá *Creidim Ionat* tar éis pobal Gaeilge beoga tacúil a nascadh le chéile ar na meáin shóisialta, ní hamháin in Éirinn, ach ar fud an domhain. Chuaigh *Creidim Ionat* i bhfeidhm ar dhaoine i gcéin is i gcóngar, le 4.3 milliún duine sroichte ar líne, a raibh de thoradh air 83 milliún imprisean agus 1.3 milliún amharc físeáin ar líne go dtí seo.

Sponsorship and Partnership

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

Understanding and awareness of the Irish language was also increased among the diaspora through our sponsoring of Scoil Scairte (hedge school) with The Trailblazery, the online programme which helps the community throughout the globe to reclaim their Gaelic heritage and the Irish language. We also sponsored An Tine Mhór Champa (the big camp fire) (*Irish Echo*), with the objective of bringing together Irish Americans after lockdown; and the supplement in *The Irish Independent* which was made available with the newspaper as part of Seachtain na Gaeilge (Irish language week) 2022.

Partnership projects including Bleaist Eolaíochta and Scoil Scairte gained positive publicity in the national and international media.

The business sector

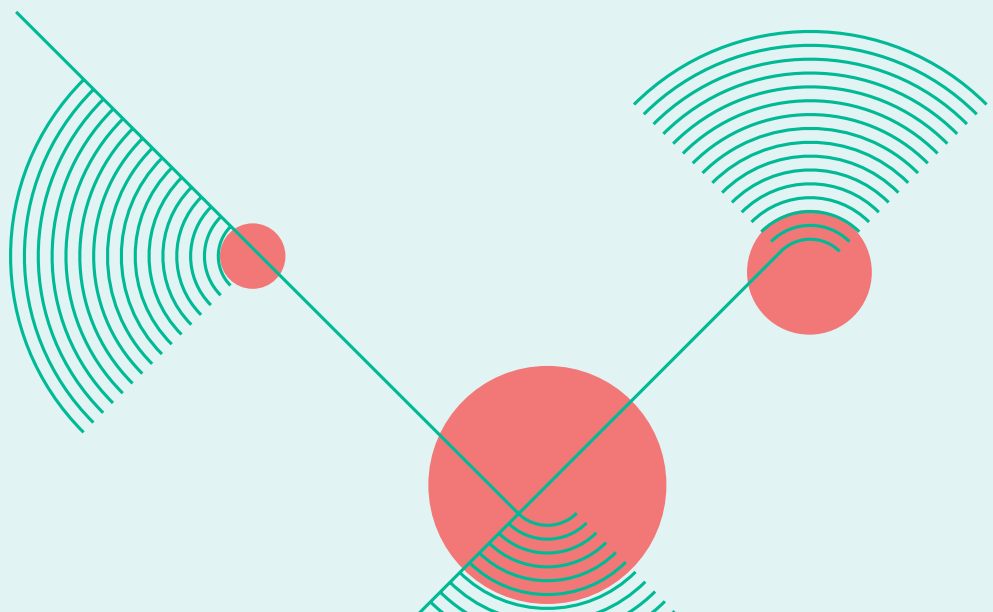
The Business Support Scheme

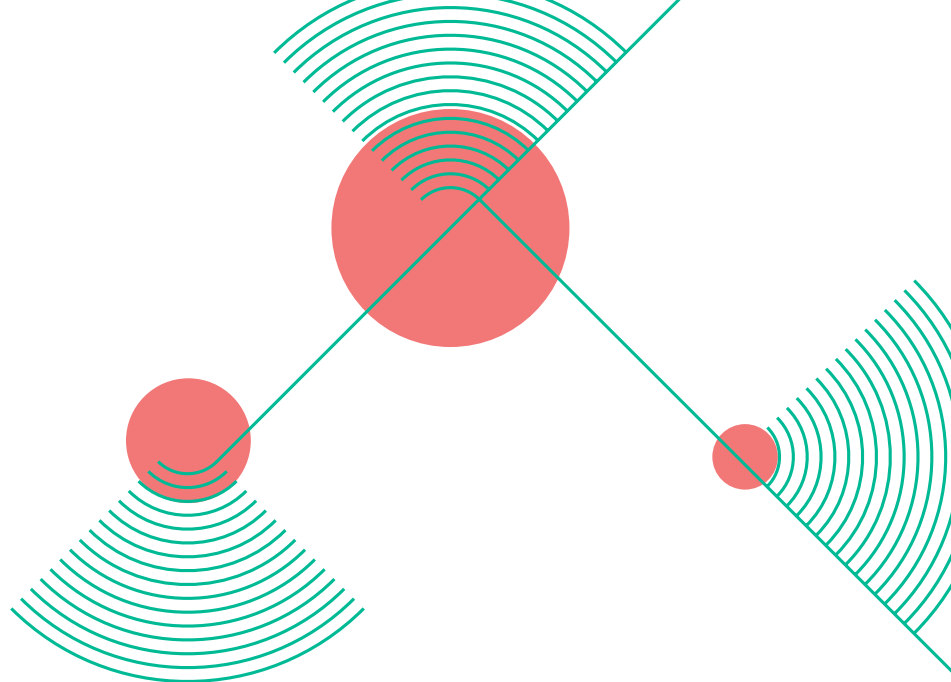
Through the Business Support Scheme in 2022, we provided matching funding to 45 business who decided to make bilingual branding, including signage, packaging and digital marketing. With a fund of more than €58,000 authorised for the scheme, the successful businesses provided an equivalent value of investment in the Irish language from their own sources.

Business support resources

33 specific support materials for the business sector have been developed and are available free from the self-ordering system on the Foras na Gaeilge website.⁸ There is a choice of adhesive signs, badges, posters, leaflets and other support goods in the package to increase the visibility of Irish in a business environment. In 2022 a total of 18,020 materials were distributed to 23 counties throughout the country. The *A Little Irish Made Easy* leaflet was the most requested resource.

⁸ <https://www.forasnagaeilge.ie/maidir-le-foras-na-gaeilge/ar-rol-ag-tacu-leatsa/gno-means-business/acmhainni-gno/>





Urraíocht agus Comhpháirtíocht

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

Cuireadh le tuiscint agus feasacht ar an nGaeilge freisin i measc an diaspóra trí urraíocht a rinneamar ar Scoil Scairte le The Trailblazery, an clár ar líne a chuidíonn leis an bpobal ar fud na cruinne a n-oidhreacht Ghaelach agus an Ghaeilge a athshealbhú. Rinneamar urraíocht freisin ar an Tine Mhór Champa (*Irish Echo*), agus é mar chuspóir aige Gaeil Mheiriceá a thabhairt le chéile i ndiaidh na dianghlása; agus ar fhorlíonadh in *The Irish Independent* a cuireadh ar fáil leis an nuachtán mar chuid de Sheachtain na Gaeilge 2022.

Ghnóthaigh tionscadail chomhpháirtíochta lena n-áirítear Bleaist Eolaíochta agus Scoil Scairte poiblíocht dhearfach sna meáin náisiúnta agus idirnáisiúnta.

Earnáil an ghnó

An Scéim Tacaíochta Gnó

Tríd an Scéim Tacaíochta Gnó in 2022, chuireamar maoiniú meaitseála ar fáil do 45 gnólacht a chinn ar bhrandáil dhátheangach, idir chomharthaíocht, phacáistíocht agus mhargaíocht dhigiteach, a dhéanamh. Leis an luach ciste breis agus €58,000 a údaraíodh tríd an scéim, sholáthraigh na gnólachtaí rathúla a chomhionann sin luacha infheistíochta sa Ghaeilge óna gcuid foinsí féin.

Áiseanna tacaíochta gnó

Tá 33 saináis tacaíochta don earnáil gnó forbartha agus ar fáil saor in aisce ón gcóras féinordaithe ar shuíomh gréasáin Fhoras na Gaeilge.⁸ Tá rogha de chomharthaí greamaitheacha, suaitheantais, póstaer, bileoga agus earraí tacaíochta eile sa phacáiste chun cur le hinfheictheacht na Gaeilge i dtimpeallacht ghnó. In 2022 dáileadh 18,020 áis ina iomláine chuig 23 contae ar fud na tíre. Is é an bhileog *A Little Irish Made Easy* an áis is mó a iarradh.

⁸ <https://www.forasnagaeilge.ie/maidir-le-foras-na-gaeilge/ar-rol-ag-tacu-leatsa/gno-means-business/acmhainni-gno/>

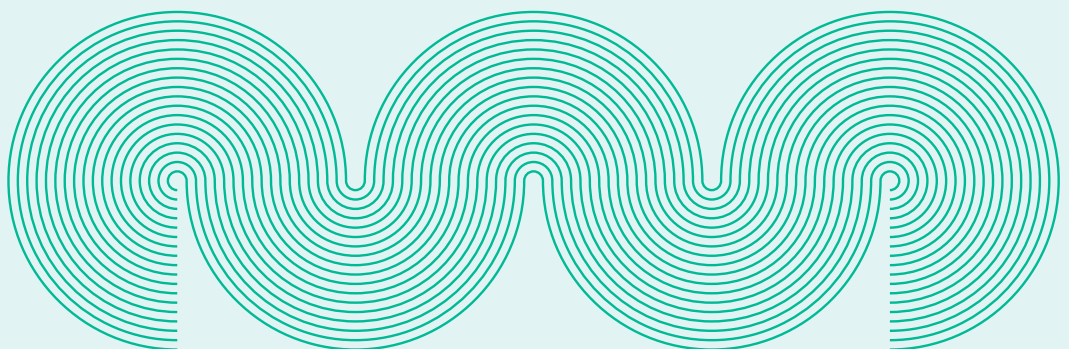


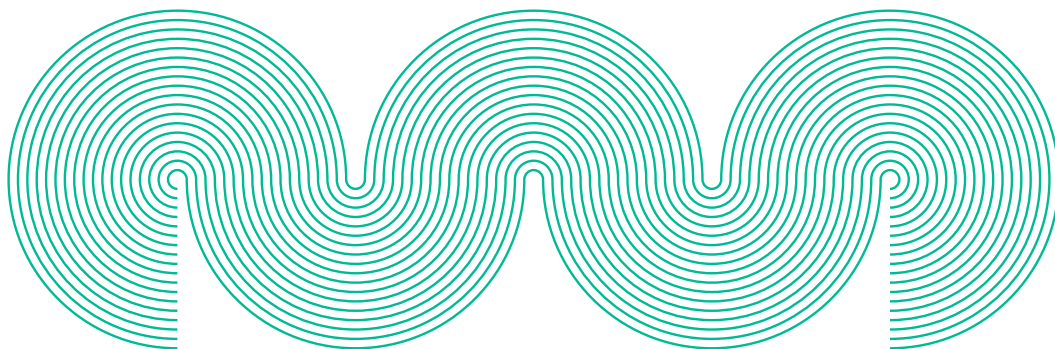
The Business with Irish Q-Mark awarded to Dr Marcus Mac Domhnaill (Mac Domhnaill Dental, Trakee). (L-R) Breandán Mac Craith (FnaG), Dr Marcus Mac Domhnaill, (Mac Domhnaill Dental, Tralee) and Síle Seoige (special guest).

Business with Irish Q-Mark

The Business with Irish Q-Mark is a seal of recognition under the direction of Foras na Gaeilge, which certifies high standards in bilingualism in the business sector. The National Standards Authority of Ireland (NSAI) recertified the Q-Mark as an ISO 9001:2015 standard, and the seal was presented to 4 businesses in 2022. 10 other businesses have been recognised to undertake the auditing process to gain the seal in 2023.

To increase awareness of employment opportunities with Irish, we carried out publicity of the advantages of the Irish language in work life on social media. The Grad Ireland Careers Fair was run virtually and staff were available to advise students on training and employment opportunities through Irish .





An Q-Mharc Gnó le Gaeilge

Séala aitheantais faoi stiúr Fhoras na Gaeilge is ea an Q-Mharc Gnó le Gaeilge, a dhearbhaíonn ardchaighdeán sa dáttheangachas in earnáil an ghnó.

D'athdheimhnigh an tÚdarás um Chaighdeán Náisiúnta na hÉireann (NSAI) an Q-Mharc mar chaighdeán de chuid ISO 9001:2015, agus bronnadh an séala ar 4 ghnólacht in 2022. Tá 10 ghnólacht eile aitheanta le cur faoin bpróiseas iniúchta leis an séala a bhaint amach in 2023.

Le feasacht a ardú faoi dheiseanna fostaíochta le Gaeilge, rinneamar poiblíocht ar na buntáistí a bhaineann leis an nGaeilge sa saol oibre ar na meáin shóisialta. D'fhreastalaíomar freisin ar Aonach Gairmeacha Grad Ireland i mBaile Átha Cliath le comhairle a chur ar scoláirí maidir le deiseanna oiliúna agus fostaíochta trí Ghaeilge.



An gradam Q-Mharc Gnó le Gaeilge á bhronnadh ar an Dr Marcas Mac Domhnaill (Mac Domhnaill Dental, Trá Lí) (C-D): Breandán Mac Craith (FnaG), an Dr Marcas Mac Domhnaill, (Mac Domhnaill Dental, Trá Lí) agus Síle Seoige (aoi speisialta).



A commissioned piece for Colmcille 1500, presented at the King's Inns, Dublin on the feastday of St Colm Cille with poets and musicians from Ireland and Scotland.

Colmcille

Colmcille is a ringfenced project of Foras na Gaeilge which is jointly funded in a 50:50 ratio by the Government of Ireland and the Northern Ireland Executive. The Colmcille programme focuses primarily on the link with Scottish Gaelic but co-operation with the Isle of Man is welcome as well.

The Colmcille grant programmes continued during 2022, putting Irish language and Scottish Gaelic communities in contact and increasing the understanding of the 2 communities of each other by giving funding of €120,400 do music and poetry events, visits, learning trips, and spaces for speakers at events. Colmcille funded 35 grantees in 2022 and those grants exerted an influence on the following areas: Donegal, Derry, Armagh, Belfast, Gaoth Dobhair and Ráth Chairn, as well as Gaeltacht areas of Scotland.

Colmcille Bursaries Scheme

More than €11,000 worth of bursaries were awarded to 19 fluent Irish speakers to attend courses in Scottish Gaelic with the Gaelic college Sabhal Mòr Ostaig in the Isle of Skye and with Ceòlas (music festival) in South Uist.

Colmcille 1500

Colmcille 1500 started in 2022, a celebration of 1,500 years since the birth of Saint Colm Cille, and it finished in 2023 with a commission that was part of the programme.

On the 9 June 2022, in King's Inns, there was a premiere of a music and multimedia artwork by the composer Úna Monaghan. Armagh Rhymers had an art exhibition also. The inspiration for both was aspects of the life and heritage of Colm Cille.

Colmcille

Tionscadal imfhálaithe de chuid Foras na Gaeilge is ea Colmcille atá cómhaoinithe i gcóimheas 50:50 ag Rialtas na hÉireann agus Feidhmeannas Thuaisceart Éireann. Díríonn clár Colmcille go príomha ar an nasc le Gaeilge na hAlban ach tá fáilte roimh chomhoibriú le hOileán Mhanann chomh maith.

Leanadh de chlár dheontais Cholmcille le linn 2022, ag cur pobail Ghaeilge na hÉireann agus Ghaeilge na hAlban i dteagmháil a chéile agus ag méadú thuiscint an 2 phobal ar a chéile trí mhaoiniú €120,400 a thabhairt d'imeachtaí ceoil agus filíochta, cuairteanna, turais foghlamtha, agus spásanna do chainteoirí ag imeachtaí. Mhaoinigh Colmcille 35 deontais in 2022 agus chuaigh na deontais sin i bhfeidhm sna ceantair seo a leanas: Dún na nGall, Doire, Ard Mhacha, Béal Feirste, Gaoth Dobhair agus Ráth Chairn mar aon le ceantair Ghaeltachta na hAlban.

Scéim Sparántachta Colmcille

Bronnadh os cionn luach €11,000 de sparánachtaí ar 19 cainteoir líofa Gaeilge le freastal ar chúrsaí i nGaeilge na hAlban le Sabhal Mòr Ostaig, an coláiste san Eilean Sgitheanach agus le Ceòlas, an fhéile ceoil in Uibhist a Deas.

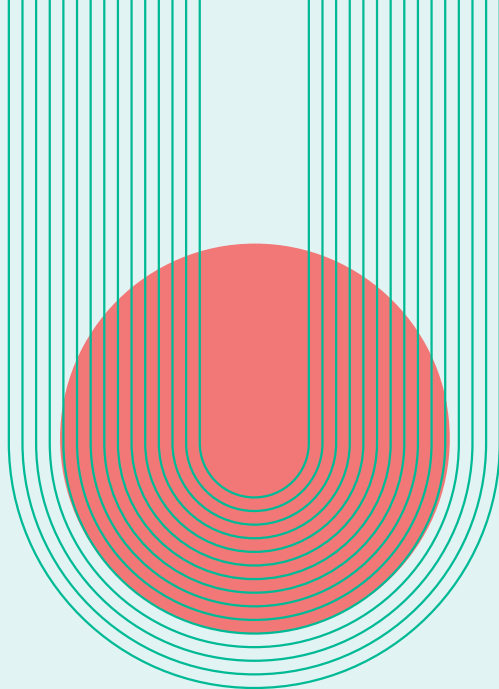
Colmcille 1500

Cuireadh tús in 2022 le Colmcille 1500, ceiliúradh ar 1,500 bliain ó rugadh Naomh Colm Cille, agus cuireadh críoch leis in 2023 le coimisiúin a bhí mar pháirt den chlár.

Ar 9 Meitheamh 2022, in Óstaí an Rí, bhí première ag saothar ceoil agus ealaíne ilmheán leis an gcumadóir Úna Monaghan. Bhí taispeántas ealaíne le Cleamairí Ard Mhacha ann chomh maith. Gnéithe de shaol agus oidhreacht Cholm Cille a bhí mar inspioráid acu beirt.



Saothar coimisiúnaithe do Colmcille 1500 a cuireadh i láthair in Óstaí an Rí, Baile Átha Cliath ar Lá Fhéile Albain 2022, le filí agus ceoltóirí as Éirinn agus as Alban.



On the 29 July at the Clachan in Gleann Cholm Cille, former President of Ireland Mary McAleese unveiled a piece of sculpture by John McCarron. The piece of sculpture is based on symbols of the 4 evangelists in the Book of Kells. This event, which was organised in partnership with Gleann Cholm Cille Central Council, was the last the main Colmcille 1500 event.

The commissions included two commissions on screen, *Samhlaigh Nach Raibh Filí Ann*, a video by Dáire Ní Chanainn, a young poet from Derry, and *Calman nan Loch*, a film by Déirdre Ní Mhathúna on the part played by music of the psalms in Scottish Gaelic in community life on the east coast of the Isle of Lewis. See below a link to the film.⁹ From 25 to 27 February in Amharclann Ghaoth Dobhair, Aisteoirí Ghaoth Dobhair performed *Ar Thóir M'Anama*, an Irish language version of *The Enemy Within*, a play by Brian Friel about Colm Cille.

St Columba Trail

The St Columba Trail (Slí Cholmcille) links language, heritage and communities in Ireland and Scotland. It works by building trails between sites associated with St Colm Cille, and the website [Colmcille.org](https://colmcille.org), and networks. In 2022 a video was made which explained the concept, and there are versions in Irish, English and Scottish Gaelic.

Lead-Organisations

Foras na Gaeilge implements much of Main Objective 4 in conjunction with 2 Irish language Lead-Organisations: Glór na nGael and Conradh na Gaeilge.

Glór na nGael

Glór na nGael launched the new recognition scheme GRADAIM in 2022. This scheme gives recognition to businesses based on the level of use of Irish available in them in 3 different areas: signage, marketing and branding, and customer service. GRADAIM Gnó na hÉireann (Irish business awards) were awarded to 85 businesses in City Hall, Dublin, on 15 November 2022, and it is also intended to link this scheme with the Business with Irish Q-Mark.

⁹ <https://colmcille.net/ga/premiere-calman-nan-loch-an-9-nollaig-an-lanntair-steornabhaigh/>

Ar 29 Iúil ar an gClochán i nGleann Cholm Cille, nocht an t-iar-Uachtarán Máire Mhic Ghiolla Íosa píosa dealbhóireachta le John McCarron. Tá an píosa dealbhóireachta bunaithe ar shiombailí den 4 soiscéalaithe i Leabhar Cheanannais. Chuir an ócáid seo, a eagraíodh i bpáirt le Lár-Chomhairle Ghleann Cholm Cille, clabhsúr ar phríomhimeachtaí Cholmcille 1500.

I measc na gcoimisiún, bhí 2 choimisiún ar scáileán, *Samhlaigh Nach Raibh Filí Ann*, físeán le Dáire Ní Chanainn, file óg as Doire, agus *Calman nan Loch*, scannán le Déirdre Ní Mhathúna ar an bpáirt a bhí agus atá ag ceol na salm i nGaeilge na hAlban i saol an phobail ar chósta thoir Oileán Leòdhais. Féach thíos nasc chuig an scannán.⁹ Ó 25 go 27 Feabhra in Amharclann Ghaoth Dobhair, léirigh Aisteoirí Ghaoth Dobhair *Ar Thóir M'Anama*, leagan Gaeilge de *The Enemy Within*, dráma le Brian Friel faoi Cholmcille.

Slí Cholmcille

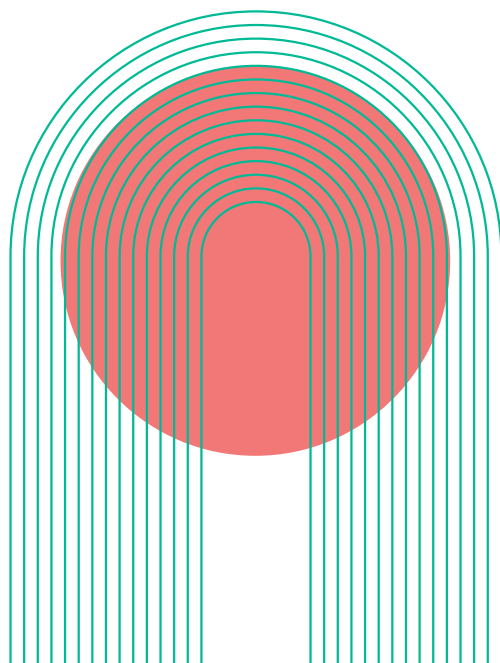
Nascann Slí Cholmcille teanga oidhreacht agus pobail in Éirinn agus in Albain. Oibríonn sé trí chonairí idir láithreacha a bhaineann le Naomh Colm Cille, agus trí shuíomh gréasáin Colmcille.org, agus trí líonraí a thógáil. In 2022 rinneadh físeán a mhínigh an coincheap, agus tá leaganacha ar fáil i nGaeilge, Béarla agus Gaeilge na hAlban.

Ceanneagraíochtaí

Cuireann Foras na Gaeilge cuid de Mhórchuspóir 4 i gcrích i gcomhpháirt le 2 Ceanneagraíocht Gaeilge: Glór na nGael agus Conradh na Gaeilge.

Glór na nGael

Sheol Glór na nGael an scéim úr aitheantais GRADAIM in 2022. Tugann an scéim seo aitheantas do ghnólachtaí bunaithe ar an leibhéal úsáide Gaeilge a bhíonn ar fáil acu thar 3 réimse éagsúla: an chomharthaíocht, an mhargaíocht agus an bhrandáil, agus an tseirbhís do chustaiméirí. Bronnadh comharthaí GRADAIM Gnó na hÉireann ar 85 gnólacht ag mórócáid i Halla na Cathrach, Baile Átha Cliath ar an 15 Samhain 2022, agus tá sé i gceist freisin an scéim seo a nascadh leis an Q-Mharc Gnó le Gaeilge.





(L-R): Seán Ó Murchadha (Conradh na Gaeilge), Wuraola Majekodunmi (Board of FnaG), Seán Ó Coinn (CEO FnaG) and Amirat Balogun.

Conradh na Gaeilge

As regards the [Peig.ie](https://peig.ie) platform, the significant developments started on the site from 2021 continued, and emphasis was placed on the business directory, the vacancies map and much more. It is a target to develop this work further in 2023. There are nearly 50 centres registered for the network of centres and that information is available online. For the first time, a fire booklet was translated for the centres and a fire blanket was ordered for all of them also.

900,000 people took part in Seachtain na Gaeilge with Energia 2022. Virtual and on-site activities took place all over the world for the first time since the COVID-19 lockdown. As regards the Irish Language social media, #SnaG22 had 130 million impressions and 14 million people were reached. The gifs created for the festival had 1,478,500 views. Cormac Ó hEadhra, Sene Naoupu and Séaghan Ó Súilleabháin were the festival ambassadors in 2022.

Foras na Gaeilge also funded a Conradh na Gaeilge project titled Céad Míle Fáilte which aimed to bring young people from different backgrounds who have come to Ireland together to learn Irish. This work is being done at a time when more people who have come to Ireland are becoming interested in the Irish language and Céad Míle Fáilte is trying to satisfy that desire. As part of the project, classes are organised, scholarships are awarded to pupils to attend Gaeltacht courses and handbooks are made available to help people learn Irish through different languages .

Conradh na Gaeilge

Maidir leis an ardán [Peig.ie](#), leanadh leis na forbairtí suntasacha atá tosaithe ar an suíomh ó 2021 agus cuireadh béim ar an eolaire gnó, an léarscáil folúntais agus go leor eile. Tá sé mar sprioc an obair seo a fhorbairt níos mó arís in 2023. Tá beagnach 50 lárionad cláraithe do ghréasán na lárionad agus tá an t-eolas sin ar fáil ar líne. Den chéad uair, aistríodh leabhrán dóiteáin do na lárionaid agus ordaíodh pluid tine dóibh ar fad chomh maith.

Ghlac 900,000 duine páirt i Seachtain na Gaeilge le Energia 2022. Bhí imeachtaí fíorúla agus ar an láthair ar siúl ar fud an domhain den chéad uair ó bhí dianghlasáil COVID-19 ann. Maidir le meáin shóisialta Sheachtain na Gaeilge, bhí 130 milliún imprisean ag #SnaG22 agus sroicheadh 14 milliún duine. Bhí 1,478,500 amharc ag na gifeanna a cruthaíodh don fhéile. Ba iad Cormac Ó hEadhra, Sene Naoupu agus Séaghan Ó Súilleabháin ambasadóirí na féile in 2022.

Chomh maith leis sin, mhaoinigh Foras na Gaeilge tionscadal de chuid Chonradh na Gaeilge dar teideal Céad Míle Fáilte a bhfuil sé d'aidhm aige daoine ó chúlraí éagsúla atá tagtha go hÉirinn a thabhairt le chéile leis an nGaeilge a fhoghlaim. Tá an obair seo á déanamh tráth a bhfuil níos mó daoine atá tagtha go hÉirinn ag cur spéis sa Ghaeilge agus tá Céad Míle Fáilte ag iarraidh an mhian sin a shásamh. Mar chuid den tionscadal, eagraítear ranganna, bronntar scoláireachtaí ar dhaltaí le freastal ar chúrsaí Gaeltachta agus cuirtear lámhleabhair ar fáil chun cabhrú le daoine an Ghaeilge a fhoghlaim trí theangacha éagsúla.



(C-D): Seán Ó Murchadha (Conradh na Gaeilge), Wuraola Majekodunmi (Comhalta Boird FnaG), Seán Ó Coinn (Príomhfheidhmeannach FnaG), agus Amirat Balogun.



Gaelphobal awareness campaign in Galway city 2022.

Corporate Main Objective 5: Provide corporate services (finance, human resources, organisational planning, research and information technology) to Foras na Gaeilge ensuring the effective functioning of the organisation and effective completion of its programme of work

Background

As a public organisation, it is important to ensure that the public, administrations of both jurisdictions, and other interested parties can have confidence in the planning, work and monitoring systems and processes in place in Foras na Gaeilge as we undertake our legislative duties and various responsibilities. A wide range of activities were accepted during 2022 to ensure the proper administration of the organisation .

Mórchuspóir Corparáideach 5: Seirbhísí corparáideacha (airgeadas, acmhainní daonna, pleanáil eagraíochtúil, taighde agus teicneolaíocht na faisnéise) a chur ar fáil d'Fhoras na Gaeilge a chinnteoidh feidhmiú éifeachtach na heagraíochta agus cur i gcrích éifeachtach a cláir oibre

Cúlra

Mar eagraíocht phoiblí, tá sé tábhachtach a chinntiú gur féidir leis an bpobal, lucht riaracháin an 2 dhlínse, agus páirtithe leasmhara eile muinín a bheith acu as na córais agus na próisis phleanála, oibre agus mhonatóireachta atá i bhfeidhm i bhForas na Gaeilge agus sinn ag tabhairt faoinár gcuid dualgas reachtúil agus cúraimí éagsúla. Glacadh réimse leathan gníomhartha le linn 2022 le ceartriarr na heagraíochta a chinntiú.



Seoladh feachtais feasachta faoi Gaelphobal i gcathair na Gaillimhe in 2022.

Review of programmes

The Partnership Approach

As part of its responsibilities under the arrangements of the Partnership Approach with Foras na Gaeilge, the Lead-Organisation Glór na nGael commissioned the Department of Irish at the University of Galway to carry out research on 'The Number and Location of Families Raising a Family with Irish Outside of the Gaeltacht'. The research provides baseline information for both jurisdictions on a question not posed in the censuses. It was shown in the research that 7,000 families in both jurisdictions are raising children with Irish, although it is thought that the figure may be higher than that. Raising a family with Irish is recognised as a foundation stone of language planning.

Lexicography

Foras na Gaeilge commissioned comparative evaluation research in respect of the New English-Irish Dictionary project, which will compare the approach and the results in connection with the New English-Irish Dictionary project and similar projects in other minority languages.

Scheme reviews

Review of schemes of Clár na Leabhar Gaeilge

During 2022, Clár na Leabhar Gaeilge ran a series of meetings with publishers and grantees under the Publishing Scheme and the Literature Projects Scheme as part of a review process of both schemes. A revised scheme for the Commissions Scheme was developed and approved, which will be announced in 2023. A year extension was approved in December 2022 for the Publishing Scheme and the Literature Projects Scheme for 2023. 3 meetings of the Committee of the Irish Language Books Scheme were run in 2022 to provide advice and recommendations to the Foras na Gaeilge senior management team.

Policy Reviews

The staff underwent training in May 2022 on child safeguarding. The training was provided by the NSPCC, the National Society for the Prevention of Cruelty to Children in the United Kingdom.

Continuous reviews were completed of policies of the organisation. Further details on these reviews are set out in the statement on internal financial control, in the financial accounts

Athbhreithnithe clár

An Cur Chuige Comhpháirtíochta

Mar chuid dá cúraimí faoi shocruithe an Chur Chuige Chomhpháirtíochta le Foras na Gaeilge, choimisiúnaigh an cheanneagraíocht Glór na nGael Roinn na Gaeilge, Ollscoil na Gaillimhe le taighde a dhéanamh ar 'Líon agus Lonnaíocht na dTeaghlach atá ag Tógáil Clainne le Gaeilge Lasmuigh den Ghaeltacht'. Cuireann an taighde sin eolas bonnlíne ar fáil don 2 dhlínse ar cheist nach gcuirtear san áireamh sna daonáirimh. Léiríodh sa taighde go raibh 7,000 teaghlach sa dá dhlínse ag tógáil páistí le Gaeilge, cé go meastar go bhféadfar an figiúr a bheith níos airde ná sin. Aithnítear tógáil clainne le Gaeilge mar bhunchloch faoin bpleanáil teanga.

Foclóireacht

Rinne Foras na Gaeilge coimisiúnú ar thaighde luachála comparáidí maidir le tionscadal an Fhoclóra Nua Béarla-Gaeilge, a dhéanfaidh comparáid idir an cur chuige agus na torthaí a bhain le tionscadal an Fhoclóra Nua Béarla-Gaeilge agus tionscadail chomhchosúla i dteangacha mionlaithe eile.

Athbhreithnithe scéime

Athbhreithniú ar Scéimeanna Chlár na Leabhar Gaeilge

Le linn 2022, reáchtáil Clár na Leabhar Gaeilge sraith cruinnithe le foilsitheoirí agus deontaithe faoi Scéim na Foilsitheoireachta agus Scéim na dTionscadal Litríochta mar chuid de phróiseas athbhreithnithe ar an 2 scéim. Forbraíodh agus faomhadh scéim athbhreithnithe do Scéim na gCoimisiún a bheidh le fógairt in 2023. Faomhadh síneadh bliana i mí na Nollag 2022 do Scéim na Foilsitheoireachta agus Scéim na dTionscadal Litríochta do 2023. Reáchtáladh 3 chruinniú de Choiste Chlár na Leabhar Gaeilge in 2022 le comhairle agus moltaí a chur ar fáil d'Fhoireann Ardbhainistíochta Fhoras na Gaeilge.

Athbhreithnithe Polasaithe

Cuireadh an fhoireann faoi oiliúint i mí na Bealtaine 2022 faoin gcumhdach leanaí. Ba é an NSPCC, an Cumann Náisiúnta um Chosaint Leanaí sa Ríocht Aontaithe, a chuir an oiliúint ar fáil.

Cuireadh athbhreithnithe leanúnacha i gcrích ar pholasaithe de chuid na heagraíochta. Leagtar amach tuilleadh sonraí faoi na hathbhreithnithe seo sa ráiteas i leith rialú inmheánach airgeadais, ar leathanach é de chuid na gcuntas airgeadas.



Dublin City University main campus.

Planning and Research

Good language planning practice

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

With funding from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, the language planner employed by Foras na Gaeilge continued with her work as part of the language planning process.

Foras na Gaeilge carried out formal reporting on the progress made with the Action Plan 2018-2022 (a secondary plan for the implementation of the *20-Year Strategy for the Irish Language 2010-2030*).

National Corpus and Terminology

A research project has been established by Dublin City University, in conjunction with Foras na Gaeilge, on a National Irish Language Corpus to examine the most effective ways to develop the major corpus of 155 million words which is planned to be developed. Research is also underway on the use made of terminology adapted or devised by the Terminology Committee .

Pleanáil agus Taighde

Dea-chleachtas pleanála teanga

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

Le maoiniú ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán lean an pleanálaí teanga atá fostaithe ag Foras na Gaeilge lena cuid oibre mar chuid den phróiseas pleanála teanga.

Rinne Foras na Gaeilge tuairisciú foirmiúil ar an dul chun cinn a rinneadh leis an bPlean Gníomhaíochta 2018-2022 (atá mar fho-phlean d'fhorfheidhmiú na *Straitéise 20 Bliain don Ghaeilge 2010-2030*).

Corpas Naisiúnta agus Téarmaíocht

Tá tionscadal taighde curtha ar bun ag Ollscoil Chathair Bhaile Átha Cliath, i gcomhar le Foras na Gaeilge, ar Chorpas Náisiúnta na Gaeilge le scagadh a dhéanamh ar na bealaí is éifeachtaí leis an ollchorpas 155 milliún focal atá beartaithe a fhorbairt. Tá taighde ar siúl chomh maith ar an úsáid atáthar a bhaint as téarmaíocht atá curtha in oiriúint nó cumtha ag an gCoiste Téarmaíochta.



Príomhchampas Ollscoil Chathair Bhaile Átha Cliath.

Arts

Foras na Gaeilge partnered with the Irish Language Centre and Department of Modern Irish in Maynooth University to establish a research project on the arts. *Taighde Dána* brought together artists and scholars on a single site to imagine a new future for the Irish language and Gaeltacht arts, in which the creative act and thought are linked. In the research there is an emphasis on particular information arising from the creative practice itself by a wide range of artists – dancers, musicians, singers, writers and theatre.

Broadcasting and the Media

The Broadcasting Authority of Ireland (BAI) in conjunction with Foras na Gaeilge established a research project on the feasibility of an Irish language radio station for youth. Possible demand was demonstrated and questions that need to be tackled before establishing such a station were discussed. Foras na Gaeilge continued to participate in the Irish language work group of Media Literacy Ireland, established by the BAI.

Future Developments

Strategic Direction

An internal consultation process was begun in 2022 with staff and the Board about a new Strategic Direction for Foras na Gaeilge from 2025-2030. Further consultation work will be carried out on this during 2023.

Online Grant Application System

The development work on the online grants applications system was finalised in 2022, and the first schemes were made live in November. It is intended to make all the schemes live on the system gradually during 2023. Training was provided to staff in November and several information workshops were carried out with grantees on how to use the system in December.

Hybrid Working

A Hybrid Working Policy was agreed in 2022, and this policy is to be reviewed during 2023.

Awareness and Reading

Foras na Gaeilge will work in partnership with the Council for Gaeltacht and Irish-Medium Education (COGG) to promote the habit of reading in Irish among young people. Foras na Gaeilge will work with COGG also to raise awareness among the public on the benefits of Irish and bilingualism.

Na hEalaíona

Chuaigh Foras na Gaeilge i gcomhpháirt le Lárionad na Gaeilge agus Roinn na Nua-Ghaeilge in Ollscoil Mhá Nuad le tionscadal taighde a bhunú ar na healaíona. Thug *Taighde Dána* ealaíontóirí agus scoláirí le chéile ar an aon láthair amháin chun todhchaí nua a shamhlú d'ealaíona na Gaeilge agus na Gaeltachta, ina nasctar an gníomh cruthaitheach agus an smaointeoireacht le chéile. Sa taighde tá béim á leagan ar an eolas ar leith a eascraíonn as an gcleachtas cruthaitheach féin ag réimse leathan ealaíontóirí – damhsoirí, ceoltóirí, amhránaithe, scríbhneoirí agus lucht amharclannaíochta.

Craoltóireacht agus na Meáin

Chuir Údarás Craolacháin na hÉireann (UCÉ) i gcomhar le Foras na Gaeilge tionscadal taighde ar bun ar na féidearthachtaí a bhaineann le staisiún raidió lán-Ghaeilge don óige. Léiríodh an t-éileamh féideartha agus pléadh ceisteanna ar ghá dul i ngleic leo roimh stáisiún dá leithéid á bhunú. Lean Foras na Gaeilge de bheith páirteach i ngrúpa oibre Gaeilge de chuid an líonra Litearthacht sna Meáin, Éire arna bhunú ag UCÉ.

Forbairtí sa Todhchaí

Treo Straitéiseach

Cuireadh tús in 2022 le próiseas comhairliúcháin inmheánach leis an bhfoireann agus leis an mBord faoi Threo Straitéiseach nua Fhoras na Gaeilge do na blianta 2025-2030. Déanfar obair bhreise chomhairliúcháin air seo le linn 2023.

Córas Iarratais Deontais ar Líne

Cuireadh deireadh leis an obair forbartha ar an gcóras iarratais deontais ar líne in 2022, agus rinneadh na chéad scéimeanna beo i mí na Samhna. Tá sé i gceist na scéimeanna uile a chur beo ar an gcóras de réir a chéile le linn 2023. Cuireadh oiliúint ar fail don fhoireann i mí na Samhna agus rinneadh roinnt ceardlanna eolais le deontaithe ar an gcaoi leis an gcóras a úsáid i mí na Nollag.

Obair Chumaisc

Aontaíodh Polasaí ar Obair Chumaisc in 2022, agus beidh an polasaí seo faoi athbhreithniú le linn 2023.

Feasacht agus Léitheoireacht

Oibreoidh Foras na Gaeilge i gcomhpháirt leis an gComhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) le nós na léitheoireachta Gaeilge a chur chun cinn i measc daoine óga. Oibreoidh Foras na Gaeilge le COGG freisin le feasacht a ardú i measc an phobail ar bhuntáistí na Gaeilge agus an dátheangachais.

Legislative and reporting duties

Annual Reports, Business Plans and Corporate Plans

Material was provided in respect of the 2020 and 2021 Annual Report and Accounts to fulfil the legislative duties in those areas. Foras na Gaeilge placed a draft of the 2022 Business Plan and updated drafts of the 2023 Business Plan and of the 2023-2025 Corporate Plan before the Sponsoring Departments.

Other legislative and reporting duties

Foras na Gaeilge operated in accordance with the following legislative and reporting duties during the year:

- *Reports for the Sponsoring Departments at formal monitoring meetings on the progress of our annual Business Plan;*
- *Reporting to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media on the progress of Foras na Gaeilge in respect of that department's 5-Year Action Plan;*
- *Prompt payments;*
- *Freedom of information;*
- *Data protection;*
- *Safeguarding children and vulnerable adults;*
- *Publishing board minutes on the organisation's website;*
- *Providing answers for Dáil and Assembly questions and questions from other government departments.*

Equality

External work of the organisation

Through core funding of the Lead-Organisation Conradh na Gaeilge, Foras na Gaeilge in 2022 supported Céad Míle Fáilte, a project which aims to give help to people who have come to Ireland from different countries to learn Irish. As part of the project classes are organised, scholarships are awarded to school pupils to attend Gaeltacht courses, workshops are organised on the appropriate vocabulary to use and handbooks are provided to learn Irish through Ukrainian, Arabic and Igbo, a Nigerian language.

A condition in the grants we approve for the Lead-Organisations Conradh na Gaeilge and Glór na nGael is that they would have a way to distribute scholarships to people who are economically disadvantaged so that financial matters would not be an obstacle to them spending time in the Gaeltacht.

On social media it is our practice to always include diversity in any new visual media we create. It is customary for us to carry out publicity at festivals and cultural events in connection with minority communities in Ireland, such as Ramadan and Eid.

Dualgais reachtúla agus tuairiscithe

Tuarascálacha Bliantúla, Pleananna Gnó agus Pleananna Corparáideacha

Cuireadh ábhar ar fáil i dtaca le Tuarascáil Bhliantúil agus Cuntais 2020 agus 2021 leis na dualgais reachtúla a chomhlíonadh sa réimse sin. Chuir Foras na Gaeilge dréacht de Phlean Gnó 2022 agus dréachtaí nuashonraithe de Phlean Gnó 2023 agus de Phlean Corparáideach 2023-2025 faoi bhráid na Ranna Coimircíochta.

Dualgais reachtúla agus tuairiscithe eile

D'fheidhmigh Foras na Gaeilge de réir na ndualgas reachtúil agus tuairiscithe seo a leanas le linn na bliana:

- *Tuairisciú do na Ranna Coimircíochta ag cruinnithe foirmiúla monatóireachta ar dhul chun cinn ár bPlean Gnó bliantúil;*
- *Tuairisciú don Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán ar dhul chun cinn Fhoras na Gaeilge i dtaca leis an bPlean Gníomhaíochta 5 Bliana de chuid na roinne céanna;*
- *Íocaíochtaí prasa;*
- *Saoráil faisnéise;*
- *Cosaint sonraí;*
- *Cumhdach leanaí agus aosaigh shoghonta;*
- *Miontuairiscí Boird a fhoilsiú ar shuíomh gréasáin na heagraíochta;*
- *Freagraí a chur ar fáil le haghaidh ceisteanna Dála agus Tionóil agus ceisteanna ó ranna eile rialtais.Comhionannas*

Obair sheachtrach na heagraíochta

Trí chroímhaoiniú na Ceanneagraíochta Conradh na Gaeilge, thacaigh Foras na Gaeilge in 2022 le Céad Míle Fáilte, tionscadal a bhfuil sé d'aidhm aige cúnamh a thabhairt do dhaoine atá tagtha go hÉirinn as tíortha éagsúla leis an nGaeilge a fhoghlaim. Mar chuid den tionscadal eagraítear ranganna, bronnar scoláireachtaí ar dhaltaí scoile le freastal ar chúrsaí Gaeltachta, eagraítear ceardlanna faoin bhfoclóir cuí le húsáid agus cuirtear lámhleabhair ar fáil chun an Ghaeilge a fhoghlaim trí Úcráinis, Araibis agus Íogbóis, teanga de chuid na Nigéire.

Tá sé mar choinníoll sna deontais a cheadaímid do na Ceanneagraíochtaí Gael Linn, Conradh na Gaeilge agus Glór na nGael go mbeadh bealach acu scoláireachtaí a dháileadh ar dhaoine atá faoi mhíbhuntáiste eacnamaíoch le nach mbeadh cúrsaí airgeadais ina bhac ar seal a chaitheamh sa Ghaeltacht.

Ar na meáin shóisialta bíonn sé mar chleachtas againn i gcónaí an éagsúlacht a chur san áireamh in aon ábhar nua físe a chruthaímid. Is nós linn poiblíocht a dhéanamh ar fhéilte agus ar ócáidí cultúrtha a bhaineann le pobail mhionlaigh in Éirinn, ar nós Ramadan agus Eid.

Under paragraph 75 of the Northern Ireland Act, Foras na Gaeilge must have regard to the desirability of promoting good relations between people of different beliefs or political opinions or who are of different ethnic groups. As an example of the promotion of good relations, Foras na Gaeilge in 2022 supported the East Belfast Mission and Naíscoil na Seolta, 2 Irish language projects in east Belfast .



Turas - East Belfast Mission stall on the Newtownards Road in 2022.

(L-R): Caolán Ó Coisneacháin, Linda Ervine and Ivor Reid.

The equality aspect of lexicography and terminology, 2 areas for which Foras na Gaeilge has major responsibility, is very important. Lexicography staff have much regard for equality when sample sentences are being composed for use in new printed and digital resources. In the editorial handbook, it is recommended to be mindful of usage and frequency of pronouns *he, she, they* etc. and to be careful about stereotyping.

In 2022, the Terminology Committee advised the editors of the second edition of the *Foclóir Aiteach* (queer dictionary) which was published that year. The Committee approved nearly 60 new terms to use in that edition, including the following:

- *agender* = *éi-inscneach*
- *gender normativity* = *normatacht inscne*
- *heterosexism* = *heitrighnéasachas*
- *medical transition* = *aistriú míochaine inscne*
- *trans-misogyny* = *fuath ban trasinscneach*

The Terminology Committee attempts to always be sensitive of these questions and we welcome advice from people who have a better understanding of the terms and of the community itself.

Faoi mhír 75 den Acht um Thuaisceart Éireann, is gá d'Fhoras na Gaeilge aird a bheith aige ar a inmhianaithe atá sé dea-chaidreamh a chur chun cinn idir daoine a bhfuil creidimh dhifriúla nó tuairimí polaitiúla difriúla acu nó a bhaineann le grúpaí eitneacha difriúla. Mar shampla de chur chun cinn an dea-chaidrimh, thacaigh Foras na Gaeilge in 2022 le Misean Oirthear Bhéal Feirste agus Naíscoil na Seolta, 2 thionscadal Ghaeilge in oirthear Bhéal Feirste.



Seastán Turas - Misean Oirthear Bhéal Feirste ar Bhóthar Bhaile Nua na hArd in 2022.
(C-D): Caolán Ó Coisneacháin, Linda Ervine agus Ivor Reid.

Baineann an-tábhacht le gné an chomhionannais i gcúrsaí foclóireachta agus téarmaíochta, 2 réimse a bhfuil freagracht mhór ar Fhoras na Gaeilge ina leith. Bíonn an-aird ag foireann na foclóireachta ar an gcomhionannas nuair a bhítear ag ceapadh abairtí samplacha le húsáid sna hacmhainní nua clóite agus digiteacha. Sa lámhleabhar eagarthóireachta, moltar a bheith aireach faoi úsáid agus faoi mhinicíocht na bhforainmneacha é vs. í vs. iad srl. agus a bheith cáiréiseach faoi stéiréitipáil.

In 2022, chuir an Coiste Téarmaíochta comhairle ar eagarthóirí an dara eagrán den *Foclóir Aiteach* a foilsíodh an bhliain sin. D'fhaomh an Coiste beagnach 60 téarma nua le húsáid san eagrán sin, ina measc na cinn seo a leanas:

- *agender* = *éi-inscneach*
- *gender normativity* = *normatacht inscne*
- *heterosexism* = *heitrighnéasachas*
- *medical transition* = *aistriú míochaine inscne*
- *trans-misogyny* = *fuath ban trasinscneach*

Déanann an Coiste Téarmaíochta iarracht i gcónaí a bheith tuisceanach ar na ceisteanna seo agus cuirimid fáilte roimh chomhairle ó dhaoine a bhfuil tuiscint níos fearr acu ar na téarmaí agus ar an bpobal féin.



Children enjoying an event by Glór na nGael, National Family Weekend na dTeaghlach.

Internal work of the organisation

In the jurisdiction of the Government of Ireland, Foras na Gaeilge reports on the employment of people with disabilities under the Disability Act 2005. All employees and applicants (actual and potential) will be treated equally, and choices regarding employment, promotion, training or any other benefit will be made on a basis of suitability and ability. In 2023, a staff survey was carried out which showed that 6.9% of the respondents in the preceding calendar year (2022) had a disability according to the definition of the Disability Act 2005.

Foras na Gaeilge is dedicated to equality of opportunity and we welcome applications from applicants who have the appropriate qualifications regardless of belief, gender, disability, race, political view, age, marital status, sexual orientation or whether or not they have dependents. All applications will be assessed according to merit only.

Lead-Organisations

Foras na Gaeilge implements part of Main Objective 5 in conjunction with the Lead-Organisation Glór na nGael.

Glór na nGael prepared *A Strategic Plan for Irish as a Family Language* in 2021 in partnership with a representative joint committee in which Foras na Gaeilge had membership. The research programme continued in this area of work in 2022 and recommendations were developed to set before the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media in respect of the next steps.

Glór na nGael is preparing a strategic plan in partnership with the representative joint committee for relevant organisations referred to above. The plan aims to encourage and increase the use of Irish in a business context. The work of the joint committee continued during 2022 .

Obair inmheánach na heagraíochta

I ndlínse Rialtas na hÉireann, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumas 2005. Caithear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. In 2023, rinneadh suirbhé foirne a léirigh go raibh 6.9% de na freagróirí sa bhliain féilire roimhe (2022) faoi mhíchumas de réir shainmhíniú an Achta um Mhíchumas 2005.

Tá Foras na Gaeilge tiomanta don chomhionannas deise agus cuirimid fáilte roimh iarratais ó iarrthóirí a bhfuil na cáilíochtaí cuí acu gan bheann ar chreideamh, ar inscne, ar mhíchumas, ar chine, ar dhearcadh polaitíochta, ar aois, ar stádas pósta, ar chlaonadh gnéis nó cé acu atá nó nach bhfuil cleithiúnaithe acu. De réir fiúntais amháin a mheasfar gach iarratas.

Ceanneagraíochtaí

Cuireann Foras na Gaeilge cuid de Mhórchuspóir 5 i gcrích i gcomhpháirt leis an gCeanneagraíocht Glór na nGael.

D'ullmhaigh Glór na nGael *Plean Straitéiseach don Ghaeilge mar Theanga Chlainne in 2021* i gcomhpháirt le comhchoiste ionadaíoch a raibh ballraíocht ag Foras na Gaeilge ann. Leanadh den chlár taighde sa réimse oibre seo in 2022 agus forbraíodh moltaí le cur faoi bhráid na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán maidir leis na chéad chéimeanna eile.

Tá plean straitéiseach earnála á réiteach ag Glór na nGael i gcomhpháirt leis an gcomhchoiste ionadaíoch d'eagrais ábhartha dar tagraíodh thuas. Tá sé mar aidhm ag an bplean úsáid na Gaeilge i gcomhthéacs gnó a spreagadh agus a mhéadú. Leanadh d'obair an chomhchoiste le linn 2022.



Páistí ag baint taithneamh as ócáid de chuid Ghlór na nGael ag Deireadh Seachtaine Náisiúnta na dTeaghlach.

Reporting on energy

Office	Electricity	Fossil Fuels					Steps and Planning	
Site / County	kWh Electricity	kWh Natural Gas (heat)	kWh Gas Oil	kWh Transport fuel (petrol, diesel)	kWh Transport fuel (LPG)	kWh Total fossil fuels	Steps taken 2022	Planning for 2023
Amiens Street / Dublin	135,750	131,008	N/A	N/A	N/A	N/A	Office/New building, grade A. Solar panels in use. Air conditioning system in use. Heat recapture system. Doors and windows closed for the most part.	An energy audit on this office is planned which will make comprehensive recommendations on how to decrease our use of energy.
Gaoth Dobhair / Donegal	13,546	N/A	N/A	N/A	N/A	N/A	We continued to fit low energy bulbs when possible. We extinguished lights and kept doors closed as much as possible.	An energy audit on this office is planned which will make comprehensive recommendations on how to decrease our use of energy.
Áis - Dunshaughlin / Co. Meath	45,086	113,511	N/A	N/A	N/A	N/A	New offices & trade store, grade C3. We continued to close doors and extinguish lights as much as possible. LED lights installed in the offices, and in the trade store.	An energy audit on this office is planned which will make comprehensive recommendations on how to decrease our use of energy.
Ráth Chairn (RC) / Co. Meath	12,227	N/A	N/A	N/A	N/A	N/A	Storage heaters are in use and this is the reason they have only one bill.	An energy audit on this office is planned which will make comprehensive recommendations on how to decrease our use of energy.

Tuairisciú i leith fuinnimh

Oifig	Leic-treachas	Breosla Iontaise					Céimeanna agus Pleanáil	
Láthair / Contae	kWh Leic-treachas	kWh Gás Nádúrtha (teas)	kWh Gás Ola	kWh Breosla iompair (Peitreal, artola)	kWh Breosla iompair (LPG)	kWh Breosla Iontaise iomlán	Céimeanna tógtha 2022	Pleanáil do 2023
Sráid Amiens / Baile Átha Cliath	135,750	131,008	N/bh	N/bh	N/bh	N/bh	Oifig/Foirgneamh nua, grád A. Painéil ghréine in úsáid. Córas aerchóirithe in úsáid. Córas athghabhála teasa. Doirse agus fuinneoga dúnta den chuid is mó.	Tá iniúchadh fuinnimh ar an oifig seo beartaithe a dhéanfadh moltaí cuimsitheacha ar conas ár n-úsáid fuinnimh a laghdú.
Gaoth Dobhair / Dún na nGall	13,546	N/bh	N/bh	N/bh	N/bh	N/bh	Leanamar orainn ag cur bolgáin fuinnimh ísil in áit nuair ab fhéidir. Mhúchamar soilse agus choinníomar doirse dúnta an oiread agus ab fhéidir.	Tá iniúchadh fuinnimh ar an oifig seo beartaithe a dhéanfadh moltaí cuimsitheacha ar conas ár n-úsáid fuinnimh a laghdú.
ÁIS - Dún Seachlainn / Co. na Mí	45,086	113,511	N/bh	N/bh	N/bh	N/bh	Oifigí & trádstóras nua, grád C3. Leanamar orainn ag dúnadh doirse agus ag múchadh soilse an oiread agus ab fhéidir. Soilse LED curtha isteach sna hoifigí agus sa trádstóras.	Tá iniúchadh fuinnimh ar an oifig seo beartaithe a dhéanfadh moltaí cuimsitheacha ar conas ár n-úsáid fuinnimh a laghdú.
Ráth Chairn (RC) / Co. na Mí	12,227	N/bh	N/bh	N/bh	N/bh	N/bh	Taiscthéitheoirí atá in úsáid agus sin an fáth nach bhfuil ach bille amháin acu.	Tá iniúchadh fuinnimh ar an oifig seo beartaithe a dhéanfadh moltaí cuimsitheacha ar conas ár n-úsáid fuinnimh a laghdú.

Remuneration Report

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

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

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

Remuneration Policy

Foras na Gaeilge's remuneration policy is to follow Public Sector salaries for staff in both jurisdictions and as directed by sponsor departments in the relevant jurisdiction.

Recruitment and Selection Policy

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

Termination, compensation or severance payments

During 2022 there were no termination, compensation or severance payments made.

Benefit in kind

The monetary value of benefits in kind covers any benefits provided by the employer to staff and treated as a taxable emolument. Senior management received no benefits in kind during 2022.

Bonuses

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

Pay multiples

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

	2022	2022	2021	2021
	€	£	€	£
The highest paid Director	138,326	117,964	131,650	113,166
Median Remuneration of staff	57,941	49,412	53,294	45,812
Ratio	2.39		2.47	

In 2022 and 2021 no employee received remuneration in excess of the highest paid director.

Tuairisc ar Luach Saothair

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

Is iad an Príomhfheidhmeannach agus na Stiúrthóirí é an fhoireann ardbhainistíochta.

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

Polasaí Íocaíochta

Is é polasaí íocaíochta Fhoras na Gaeilge ná treoir na seirbhíse poiblí sa dá dhlínse a leanúint i dtaobh tuarastail de, agus faoi ordú na Ranna Coimircíochta sa dlínse chuí.

Polasaí Earcaíochta agus Roghnaithe

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

Íocaíochtaí Foirceanta, i gCúiteamh nó Téarfa

Níor ícadh aon íocaíochtaí foirceanta, i gcúiteamh nó téarfa in 2022.

Sochar Comhchineáil

Clúdaíonn luach airgeadais ar shochar comhchineáil aon sochar tugtha ag an bhfostaí don fhoireann agus caitear leis mar shaothar oifige inchánach. Ní bhfuair aon bhall den fhoireann ardbhainistíochta aon sochar comhchineáil in 2022.

Íocaíochtaí Bónais

Ní polasaí é i bhForas na Gaeilge íocaíochtaí bónais a íoc leis an bhfoireann ardbhainistíochta ná leis an bhfoireann. Níor ícadh aon íocaíocht sa bhreis i mbliana.

Iolraithe Pá

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

	2022	2022	2021	2021
	€	£	€	£
An stiúrthóir is airde pá	138,326	117,964	131,650	113,166
Luach saothair airmheánach na foirne	57,941	49,412	53,294	45,812
Cóimheas	2.39	2.39	2.47	2.47

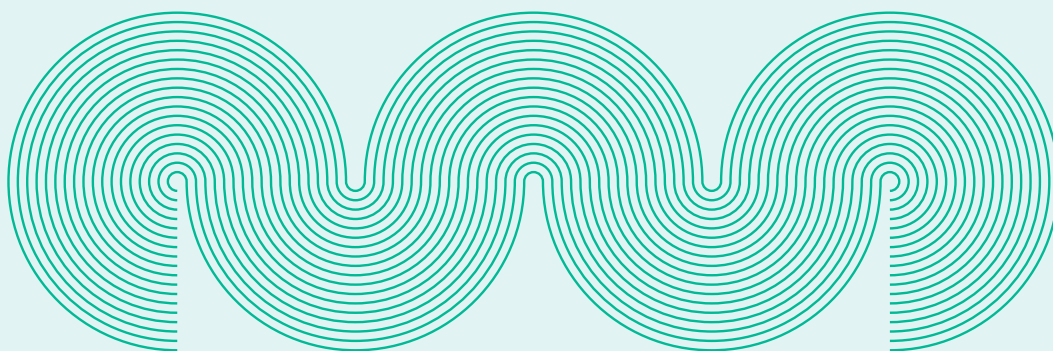
Ní bhfuair aon fhostaí in 2022 ná 2021 luach saothair níos mó ná an stiúrthóir ab airde pá.

Salary and Pension entitlements of the Senior Management team

	Chief Executive	Director of Development Services	Director of Corporate Services	Director of Publishing, Lexicography & Terminology *	Deputy Chief Executive/ Director of Education Services
	S. Ó Coinn				
Salary 2022	€132,967	€87,030	€106,518	€109,524	£59,583
Accrued Pension at Pension Age as at 31 12 22	€20,500	€36,100	€7,700	€17,000	£7,500
Accrued Lump Sum as at 31 12 22	€54,700	€66,400	€30,800	€47,600	£0
Real increase in Pension at pension age	€3,300	€4,600	€1,200	€2,200	£600
Real increase in Lump Sum at pension age	€3,100	€6,200	€4,800	€3,300	£0
CETV @ 31/12/21	€407,500	€442,700	€106,300	€334,400	£64,100
CETV @ 31/12/22	€459,200	€570,100	€130,800	€370,100	£70,700
Real increase in CETV	€51,700	€127,400	€24,500	€37,500	£6,600
Value of Pension benefits accrued in 2021	€43,800	€61,000	€26,300	€45,900	£42,000
Value of Pension benefits accrued in 2022	€69,100	€98,200	€28,800	€45,300	£12,000

Teidlíochtaí tuarastail agus pinsin na foirne ardbhainistíochta

	Príomh- fheidhmeannach	Stiúrthóir Seirbhísí Forbartha	Stiúrthóir Seirbhísí Corparáideacha	Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Tearmaíochta*	Leas-Phríomh- fheidhmeannach/ Stiúrthóir Seirbhísí Oideachais
	S. Ó Coinn				
Tuarastal 2022	€132,967	€87,030	€106,518	€109,524	£59,583
Sochar Fabhraithe ag Aois Pinsin de réir 31 12 22	€20,500	€36,100	€7,700	€17,000	£7,500
Cnapshuim fhabhraithe de réir 31 12 22	€54,700	€66,400	€30,800	€47,600	£0
Méadú iarbhair ar Shochar ag Aois Phinsin	€3,300	€4,600	€1,200	€2,200	£600
Méadú iarbhair ar Chnapshuim ag Aois Phinsin	€3,100	€6,200	€4,800	€3,300	£0
LACA@ 31/12/21	€407,500	€442,700	€106,300	€334,400	£64,100
LACA@ 31/12/22	€459,200	€570,100	€130,800	€370,100	£70,700
Méadú iarbhair ar LACA	€51,700	€127,400	€24,500	€37,500	£6,600
Luach ar Shochair Phinsin Fabhraithe in 2021	€43,800	€61,000	€26,300	€45,900	£42,000
Luach ar Shochair Phinsin Fabhraithe in 2022	€69,100	€98,200	€28,800	€45,300	£12,000



Notes

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

CETVs have been calculated based on estimated projected pension benefits as at 31 December 2021 and 31 December 2022.

The value of pension benefits accrued in 2021 and 2022 include employee contributions payable given individual data is not available.

For members over NRA there are no available CETV factors published. In such circumstances we have calculated an estimated factor using extrapolation.

For Alpha benefits, the accrued pension figures assume the salary provided by the Body is equal to Actual Pensionable Earnings over the year to 31 March 2022.

The calculations in the table above are based on salary as at 31 March 2022 which is the renewal date for the North/South Pension Scheme.

*This member retired on 07 October 2022, so the 2022 pension benefits are calculated at this date.

Salary Bands for Employees

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

	2022	2021
	No.	No.
Less than €40,000	22	23
€40,001 - €50,000	2	4
€50,001 - €60,000	7	7
€60,001 - €70,000	14	9
€70,001 - €80,000	3	3
€80,001 - €90,000	7	8
€90,001 - €100,000	1	0
€100,001 - €110,000	0	2
€110,001 - €120,000	1	0
€120,001 - €130,000	0	0
€130,001 - €140,000	1	1

Nótaí:

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

Ríomhadh Luach Aistrithe Coibhéis Airgid (LACA) bunaithe ar shochair phinsin réamh-mheasta ar an 31 Nollaig 2021 agus an 31 Nollaig 2022. Tá ranníocaíochtaí foirne san áireamh i luach na sochar pinsin iníoctha in 2021 agus 2022 toisc nach bhfuil fáil ar shonraí faoi dhaoine aonair. I gcás baill atá thar an aois náisiúnta scoir ní fhoilsítear aon tosca LACA. Ina gcásanna siúd, ríomhamar tosca measta trí eachtarshuí.

I gcás sochair Alpha, glactar leis sna figiúirí fabhraithe pinsin gurbh ionann an tuarastal a íocann an Foras agus Tuilleamh Iarbhír Inphinsin thar an mbliain go 31 Márta 2022

Tá na ríomhanna sa tábla thuas bunaithe ar thuarastal amhail dáta athbhreithnithe na Scéime Pinsin Thuaidh Theas, 31 Márta 2022.

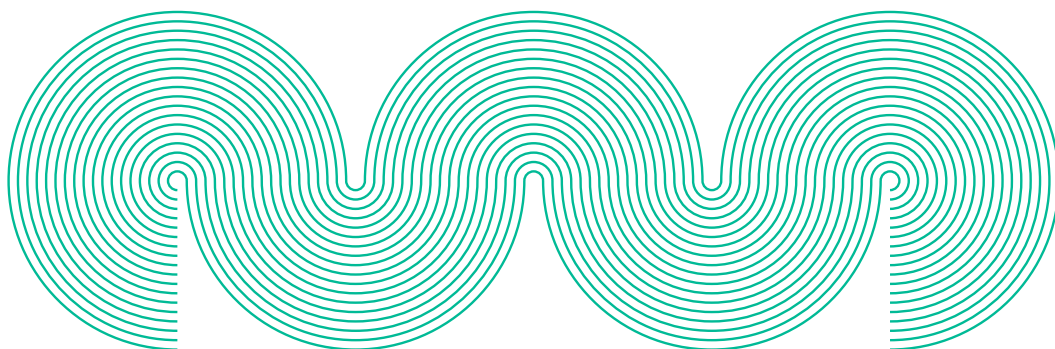
*D'imigh an ball seo ar scor ar 07 Deireadh Fómhair 2022, agus tá na sochair pinsin ríofa ag an dáta seo dá réir.

Bandaí tuarastail na foirne

Seo a leanas an líon fostaithe ag deireadh na bliana ar tháinig a gcuid sochar oifige (lena n-áirítear ranníocaíochtaí pinsin)

laistigh de na bandaí seo a leanas (léiríonn sé seo na sochair oifige bhliantúla):

	2022	2021
	Líon	Líon
Níos lú ná €40,000	22	23
€40,001 - €50,000	2	4
€50,001 - €60,000	7	7
€60,001 - €70,000	14	9
€70,001 - €80,000	3	3
€80,001 - €90,000	7	8
€90,001 - €100,000	1	0
€100,001 - €110,000	0	2
€110,001 - €120,000	1	0
€120,001 - €130,000	0	0
€130,001 - €140,000	1	1



Board members remuneration

Board Members' emoluments (the Chairperson included) for the year ended 31 December 2022 were as follows:

Board 01 January - 31 December 2022	2022	2022
	€	Stg£
Regina Uí Chollatáin - Chairperson	Note (i)	Note (i)
Conor Mc Guinness	9,830	8,383
Maighréad Ní Chonghaile	6,139	5,235
Wuraola Majekodunmi	7,695	6,562
Dáithí Mac Cárthaigh	7,695	6,562
Neasa Ní Chiaráin	Note (i)	Note (i)
Liam Rushe	7,695	6,562
Liadh Ní Riada	7,695	6,562
Kevin Ó hEadhra	7,695	6,562
Caoimhín Mac Giolla Mhín	6,139	5,235
Doiminic Ó Brolcháin	6,139	5,235
Freda Nic Giolla Chatháin	7,695	6,562
Ian ó Dochartaigh	7,695	6,562
Executive Nominee (to be confirmed)	n/a	n/a
Irish Government Nominee (to be confirmed)	n/a	n/a
Irish Government Nominee (to be confirmed)	n/a	n/a
	<u>82,112</u>	<u>70,022</u>

There were 3 vacancies (two nominees of the Government of Ireland and one Executive nominee) on the Board of Foras na Gaeilge at 31 December 2022.

Board Members' expenses were €17,488 (Stg£14,914) in 2022.

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

Board members received no bonus payments, benefits in kind, or pension benefits during 2022.

Luach saothair an bhoird

Seo a leanas luach saothair na gcomhaltaí boird (an Cathaoirleach san áireamh) don bhliain dar chríoch an 31 Nollaig 2022:

An Bord 01 Eanáir - 31 Nollaig 2022	2022	2022
	€	Stg£
Regina Uí Chollatáin - Cathaoirleach	Nóta (i)	Nóta (i)
Conor Mc Guinness	9,830	8,383
Maighréad Ní Chonghaile	6,139	5,235
Wuraola Majekodunmi	7,695	6,562
Dáithí Mac Cárthaigh	7,695	6,562
Neasa Ní Chiaráin	Nóta (i)	Nóta (i)
Liam Rushe	7,695	6,562
Liadh Ní Riada	7,695	6,562
Kevin Ó hEadhra	7,695	6,562
Caoimhín Mac Giolla Mhín	6,139	5,235
Doiminic Ó Brolcháin	6,139	5,235
Freda Ní Giolla Chatháin	7,695	6,562
Ian ó Dochartaigh	7,695	6,562
Ainmní Rialtas na hÉireann (<i>le deimhniú</i>)	<i>n/bh</i>	<i>n/bh</i>
Ainmní Rialtas na hÉireann (<i>le deimhniú</i>)	<i>n/bh</i>	<i>n/bh</i>
Ainmní an Fheidhmeannais (<i>le deimhniú</i>)	<i>n/bh</i>	<i>n/bh</i>
	82,112	70,022

Bhí trí fholúntas (beirt ainmnithe ag Rialtas na hÉireann agus ainmní amháin ag an bhFeidhmeannas) ar bhord Fhoras na Gaeilge ar an 31 Nollaig 2022.

Ba é an méid a caitheadh ar chostais Chomhaltaí Boird in 2022 ná €17,488 (Stg£14,914).

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

Ní bhfuair comhaltaí boird íocaíochtaí bónaís, sochair chomhchineáil nó sochair phinsin le linn 2022.



Ulster-Scots Agency
Boord o Ulstèr-Scotch

Annual Report
Tha Boord o Ulstèr-Scotch
Ulster-Scots Agency
2022



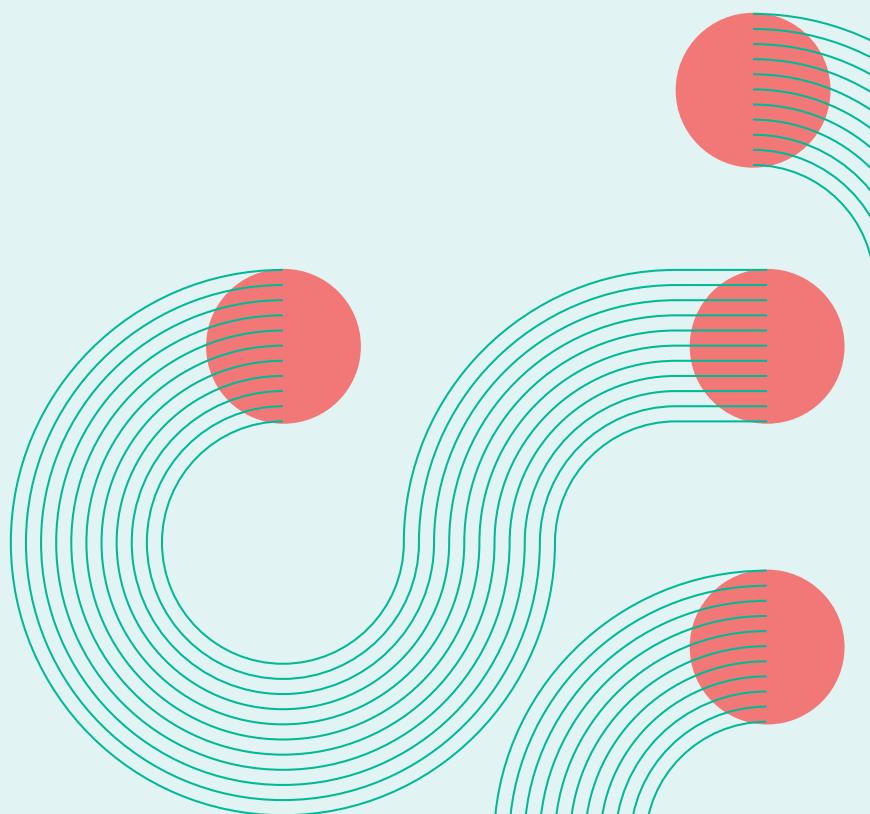
Ulster-Scots Agency
Boord o Ulstèr-Scotch

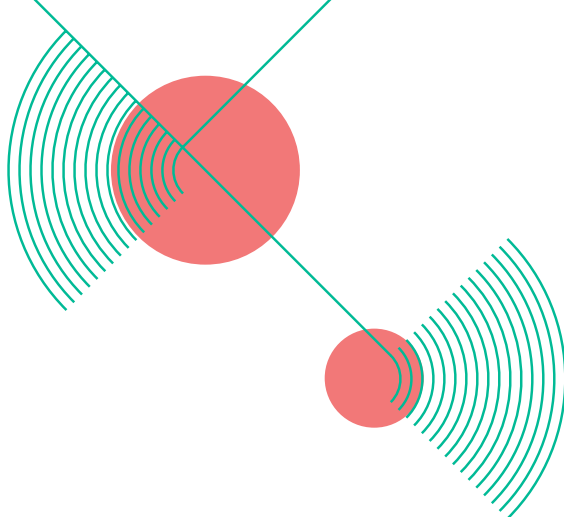
Tuarascáil Bhliantúil
Tha Boord o Ulstèr-Scotch
Gníomhaireacht na hUltaise

2022

Contents

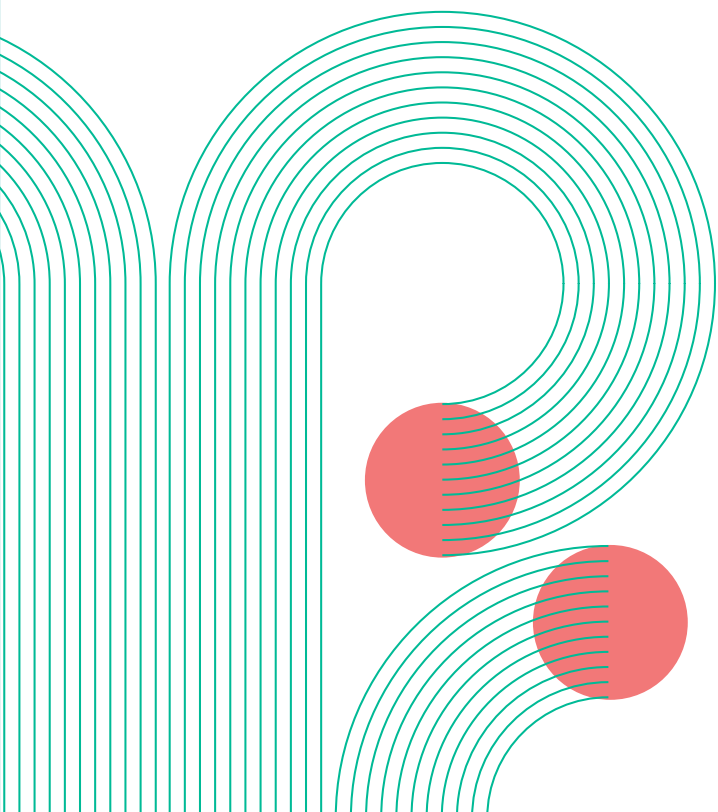
Vision and Mission Statement	166
Chairperson's Foreword	168
Background to the Ulster-Scots Agency	172
Director's Report	174
Remuneration Report	180
Review of the Year	194

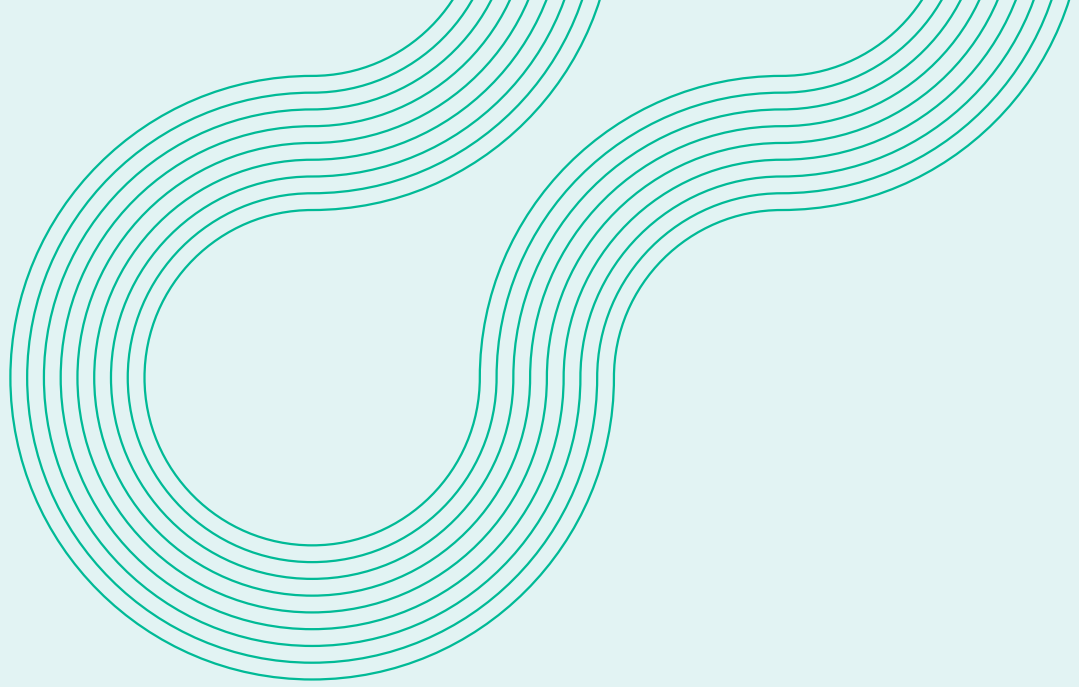




Clár

Fís agus Ráiteas Misin	167
Réamhrá an Chathaoirligh	169
Cúlra Ghníomhaireacht na hUltaise	173
Tuairisc an Stiúrthóra	175
Tuairisc ar Luach Saothair	181
Athbhreithniú ar an mBliain	195





Vision and Mission Statement

Vision

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

Mission

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

Strategic Areas

SA1 – Inspire

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

SA2 – Empower

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

SA3 – Engage

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

Fís agus Ráiteas Misin

Fís

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

Misean

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

Réimsí Straitéiseacha

RS1 – Spreag

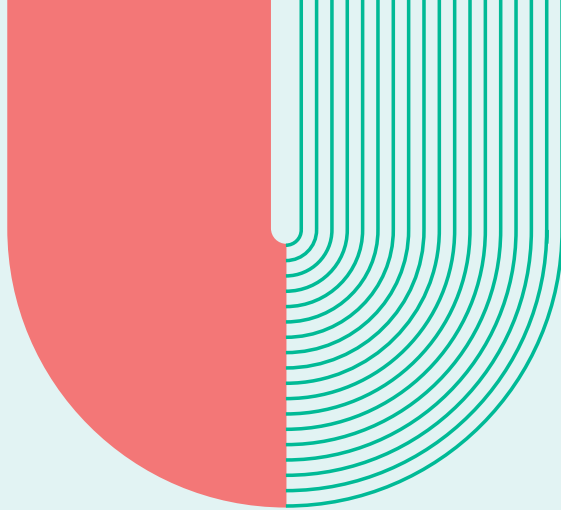
Sainaithneoidh, léirmhíneoidh agus cuirfidh an Ghníomhaireacht i láthair teanga, oidhreacht agus cultúr na hUltaise.

RS2 – Cumasaigh

Tabharfaidh an Ghníomhaireacht do dhaoine aonaracha agus do ghrúpaí eolas agus scileanna le bheith páirteach in oidhreacht, teanga agus cultúr na hUltaise.

RS3 – Déan caidreamh

Déanfaidh an Ghníomhaireacht for-rochtain go háitiúil agus ar fud na cruinne, le cairdeas a fheabhsú le daoine i gCúige Uladh nach Albanach-Uladh a bpríomhfhéiniúlacht, agus le dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht.



Chairperson's Foreword

2022 has been an important year for the Ulster-Scots Agency. Not only have we sought to help our community recovery from the ongoing impact of the COVID-19 pandemic, but we have also been looking forward, setting strategic priorities that will support growth and build the reputation of Ulster-Scots at home and abroad. I am immensely proud of what we have achieved.

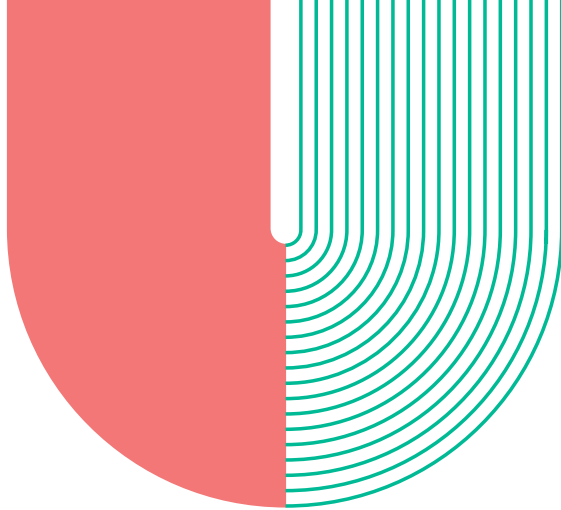
Delivering for our community

Having a strong vision is essential to the running of the Agency. To deliver on our ambition to grow and empower, during 2022 we delivered an unprecedented amount of funding through the COVID-19 Recovery Programme for Ulster-Scots organisations (CRPO) in Northern Ireland in conjunction with the Department for Communities. Over £908,000 was delivered to reduce or remove operating deficits in eligible organisations which arose because of the pandemic.

Furthermore, we established a new Small Events Grant to support the recovery of community activities, and 2 rounds were delivered during 2022, with 206 grants awarded across Ulster. We continued to provide capacity building support to the Ulster-Scots community through core funding to the Ulster-Scots Community Network and annual funding to 3 Ulster-Scots Community Impact Projects in West Tyrone, Mourne and North/West Belfast, which played a vital role in supporting Ulster-Scots groups to access COVID-19 and other funds, as well as delivering a wide range of cultural outputs.

Inspiring our community

Continuing progress in relation to the Ulster-Scots language was confirmed with the publication of the results of the 2021 census in Northern Ireland which showed the number of people reporting a level of ability in Ulster-Scots rising to over 190,000: an increase of over 50,000 since 2011. These results provided the basis for an integrated marketing campaign in relation to the language, which coincided with Ulster-Scots Language Week. The programme was delivered fully in person for the first time since 2019 and saw events for all ages taking place across all 9 counties for the first time. Writing in Ulster-Scots has continued to grow, supported by our annual Ulster-Scots Writing Competition, in association with the Linen Hall Library.



Réamhrá an Chathaoirligh

Bhí 2022 ina bliain thábhachtach do Ghníomhaireacht na hUltaise. Ní hamháin gur fhéachamar le cabhrú lenár bpobal teacht chuige féin ó thionchar leanúnach phaindéim COVID-19, ach bhíomar ag súil chun cinn freisin, ag socrú tosaíochtaí straitéiseacha a thacóidh leis an bhfás agus a thógfaidh clú na hUltaise sa bhaile agus thar lear. Tá bród as cuimse orm as a bhfuil bainte amach againn.

Ag seachadadh dár bpobal

Tá sé ríthábhachtach do reáchtáil na Gníomhaireachta fis láidir a bheith againn. Chun ár n-uaillmhian fás agus cumasú a chur i gcrích, le linn 2022 sheachadamar méid maoinithe nach ndearnadh a leithéid riamh cheana tríd an gClár Téarnaimh COVID-19 d'eagraíochtaí Ultaise (CTCE) i dTuaisceart Éireann i gcomhar leis an Roinn Pobal. Seachadadh corradh is £908,000 chun easnaimh oibriúcháin a laghdú nó a bhaint ar shiúl in eagraíochtaí incháilithe a tháinig chun cinn mar gheall ar an bpaindéim.

Chomh maith leis sin, bhunaíomar deontas nua, Deontas na Mion-imeachtaí, le tacú le téarnamh gníomhaíochtaí pobail, agus seachadadh 2 bhabhta le linn 2022, le 206 deontas bronnta ar fud Chúige Uladh. Leanamar orainn ag cur ar fáil tacaíochta i leith tógáil acmhainneachta do phobal na hUltaise trí chroímhaoiniú do Líonra Pobail na hUltaise agus maoiniú bliantúil do thrí Thionscadal Tionchair Pobail Ultaise dTír Eoghain Thiar, ceantar Mhúrn agus Béal Feirste Thuaidh/Thiar, rud a d'imir ról ríthábhachtach maidir le tacú le grúpaí Ultaise chun rochtain a fháil ar chistí COVID agus eile, chomh maith le raon leathan d'aschuir chultúrtha a sheachadadh.

Ár bpobal a spreagadh

Rinneadh dul chun cinn leanúnach maidir le teanga na hUltaise a dhearbhu mar gheall ar fhoilsiú thorthaí dhaonáireamh 2021 i dTuaisceart Éireann a thaispeáin líon na ndaoine ag tuairisciú leibhéal cumais san Ultais ag méadú go corradh is 190,000: méadú 50,000 ó bhí 2011 ann. Ba iad na torthaí seo an bonn le haghaidh feachtas margaíochta comhtháite maidir leis an teanga, a tharla ag an am céanna le Seachtain Teanga na hUltaise. Rinneadh an clár a sheachadadh go hiomlán i láthair go pearsanta den chéad uair ó 2019 agus bhí imeachtaí ann lena linn do gach aois ar siúl ar fud na 9 gcontae go léir den chéad uair. Lean an scríbhneoireacht in Ultais ar aghaidh ag fás, le tacaíocht ónár gComórtas Scríbhneoireachta Ultaise bliantúil, i gcomhar le Leabharlann Halla an Línéadaigh.

Engaging with others

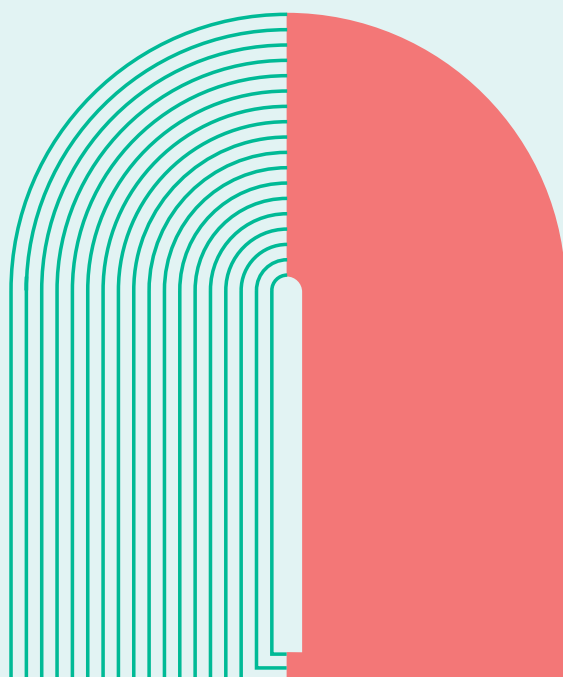
The Agency worked in partnership with the Commonwealth Parliamentary Association at the Northern Ireland Assembly to support a Commonwealth Day cultural showcase at Parliament Buildings, Stormont; and we were also delighted to host the Secretary of State for Scotland, Alistair Jack MP and the Secretary of State for Northern Ireland, Brandon Lewis MP, on a visit to the Discover Ulster-Scots Centre where they were joined at a reception by representatives from Ulster-Scots groups that benefited from COVID-19 support funding.

Looking Ahead

I would like to thank my fellow Board members, the Chief Executive Officer and colleagues within the Agency for their continued commitment and hard work over the past 12 months. I would also like to thank those external to the Agency whose contribution has been invaluable to support our work and increase the awareness of Ulster-Scots throughout Ulster and abroad. We thank all of them for their co-operation and look forward to forging even stronger working relationships in the coming years.

Freddie Kettyle

Vice-Chairperson



Caidreamh a dhéanamh le daoine eile

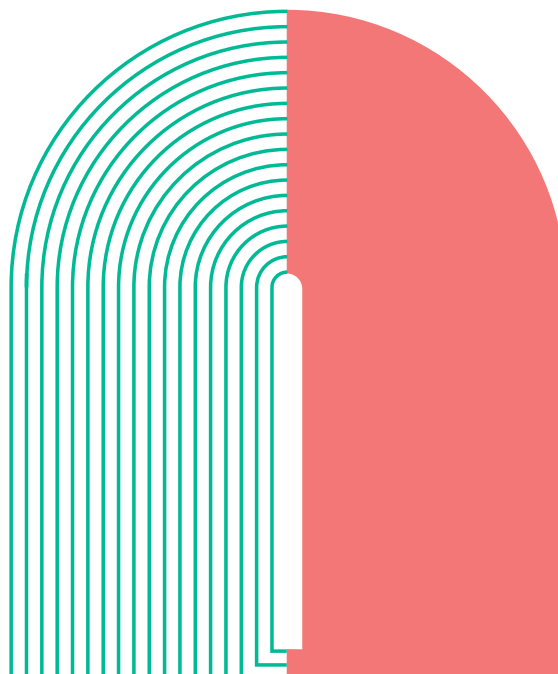
D'oibrigh an Ghníomhaireacht i gcomhpháirt le Cumann Parlaiminteach an Chomhlathais ag Tionól Thuaisceart Éireann chun tacú le sárthaispeántas cultúrtha ar Lá an Chomhlathais i dTithe na Parlaiminte, Stormont; agus bhí lúcháir orainn Státrúnaí na hAlban, an Feisire Parlaiminte Alistair Jack, agus Státrúnaí Thuaisceart Éireann, an Feisire Parlaiminte Brandon Lewis, a óstáil ar chuairt dóibh ar Ionad Eolais na hUltaise mar a raibh ionadaithe ina gcuideachta ó ghrúpaí Ultaise a bhain tairbhe as maoiniú tacaíochta COVID-19 i láthair ag fáiltiú.

Ag Breathnú Chun Cinn

Ba mhaith liom buíochas a ghabháil le mo chomhbhaill Boird, leis an bPríomhfheidhmeannach agus le comhghleacaithe laistigh den Ghníomhaireacht as a dtiomantas leanúnach agus obair chrua sna 12 mhí dheireanacha. Ba mhaith liom freisin buíochas a ghabháil leo siúd taobh amuigh den Ghníomhaireacht a raibh a gcion ríluachmhar dár gcuid oibre agus a chuireann le feasacht na hUltaise ar fud Chúige Uladh agus thar lear. Gabhaimid buíochas leo go léir as a gcomhoibriú agus táimid ag súil le caidrimh níos láidre fós a dhéanamh sna blianta seo romhainn.

Freddie Kettle

Leas-Chathaoirleach



Background to the Ulster-Scots Agency

The North/South Language Body was set up as one of the North/South bodies under the Belfast Agreement of 1998. The body comprises 2 agencies, Tha Boord o Ulstèr-Scotch (The Ulster-Scots Agency) and Foras na Gaeilge (the Irish language agency). Each of these Agencies has a separate Board; the 2 Boards together constitute the Board of the North/South Language Body. The Chairpersons of the Agencies are the Joint Chairs of the North/South Language Body – otherwise known as Tha Boord o Leid in Ulster-Scots and An Foras Teanga in Irish.

The Body has a Board of 24 members appointed by the North/South Ministerial Council (NSMC). Of those members: -

- *16 are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the Body in relation to the Irish language; and*
- *8 are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the Body in relation to Ullans and Ulster-Scots cultural issues.*

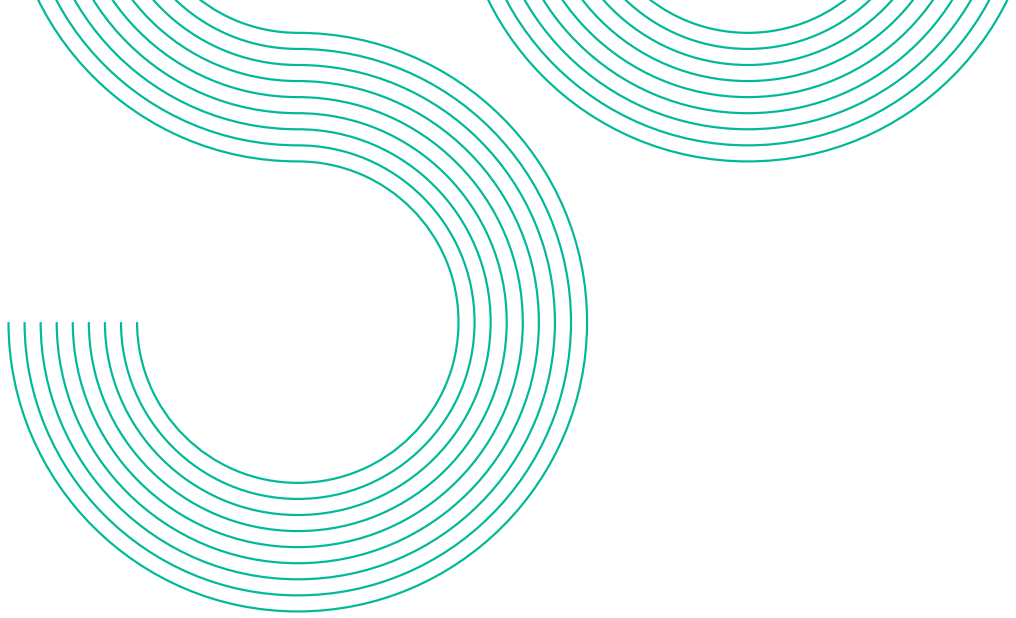
The Agency is responsible to the North/South Ministerial Council, and to the 2 Ministers, in the Northern Ireland Assembly and Dáil Eireann, whose remit includes language and culture.

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

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

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

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



Cúlra Ghníomhaireacht na hUltaise

Bunaíodh an Foras Teanga mar cheann de na comhlachtaí Thuaidh/Theas faoi Chomhaontú Bhéal Feirste 1998. Tá 2 ghníomhaireacht sa chomhlacht, Gníomhaireacht na hUltaise agus Foras na Gaeilge. Tá Bord ar leith ag an dá Ghníomhaireacht seo; is ionann an dá Bhord le chéile agus Bord an Fhorais Teanga. Is iad Cathaoirligh na nGníomhaireachtaí Comh-Chathaoirligh an Fhorais Teanga, ar a dtugtar Tha Boord o Leid in Ultais agus the North/South Language Body i mBéarla.

Tá Bord 24 comhalta ag an bhForas Teanga, arna cheapadh ag an gComhairle Aireachta Thuaidh/Theas (CATT). Ar na comhaltaí sin:-

- *Is daoine iad 16 acu ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an nGaeilge; agus*
- *Tarraingítear ochtar acu as measc daoine ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an Ultais agus le saincheisteanna cultúrtha na hUltaise.*

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

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

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

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

Tá líon foirne 15.77 phost faofa, faoi cheannas an Phríomhfheidhmeannaigh agus 3 Stiúrthóir. Tá ceanncheathrú na Gníomhaireachta i mBéal Feirste agus tá oifig réigiúnach i Ráth Bhoth gContae Dhún na nGall.

Director's Report

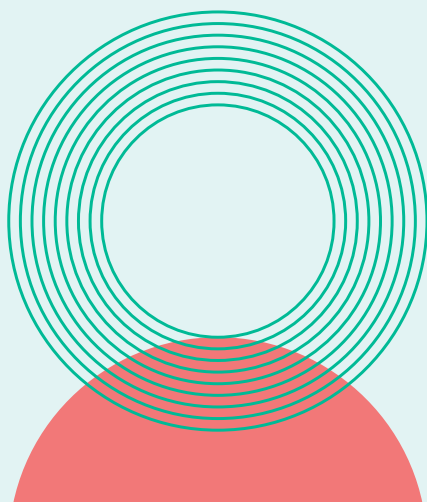
How the Board Operates

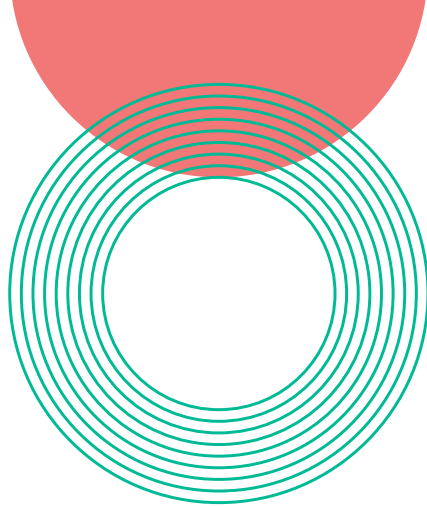
The Chairperson leads the Board and ensures its effectiveness. In the absence of the Chairperson, the Vice-Chairperson fulfils this duty. In addition to the Vice-Chairperson, there were 4 independent North South Ministerial Council (NSMC) appointed board members who have a range of strong and complementary skills and a keen interest in Ulster-Scots. Unfortunately due to the stalemate at Stormont it is unlikely the Northern Board members who retired on 12th December 2021 will be replaced until 2023 at a minimum. However the Agency continues to have a quorum and operate within standing orders. A statement of their responsibilities is set out in the foreword to the Accounts.

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

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

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





Tuairisc an Stiúrthóra

An Chaoi a bhFeidhmíonn an Bord

Tá an Cathaoirleach i gceannas ar an mBord agus cinntíonn sé nó sí go bhfuil sé éifeachtach. Má tá an Cathaoirleach as láthair, comhlíonann an Leas-Chathaoirleach a dhualgas. Chomh maith leis an Leas-Chathaoirleach, bhí 4 chomhalta boird neamhspleácha ann arna gceapadh ag an gComhairle Aireachta Thuaidh Theas (CATT) a bhfuil réimse scileanna láidre agus comhlántacha acu agus a bhfuil spéis mhór acu san Ultais. Ar an drochuair, mar gheall ar an leamhsháinn ag Stormont, ní dócha go ndéanfar na Baill ó Thuaidh a chuaigh ar scor ar an 12 Nollaig 2021 a ionadú go dtí 2023 ar a laghad. Ach tá córam ag an nGníomhaireacht fós agus feidhmíonn sí fós laistigh d'orduithe seasta. Leagtar amach ráiteas ar a bhfreagrachtaí sa réamhrá leis na Cuntais.

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

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

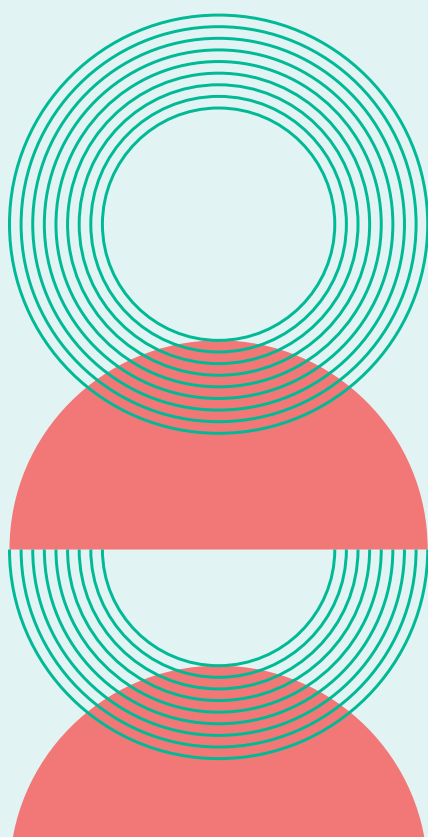
Roimh gach cruinniú Boird agus Coiste scaiptear tuairiscí agus páipéir ábhartha, lena n-áirítear sonraí maidir le feidhmíocht airgeadais agus nuashonruithe mionsonraithe ar dhul chun cinn agus feidhmiú an phlean straitéisigh nuair is cuí, ar bhaill Boird/Coiste. Bíonn an deis ag an mBord na tuairiscí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

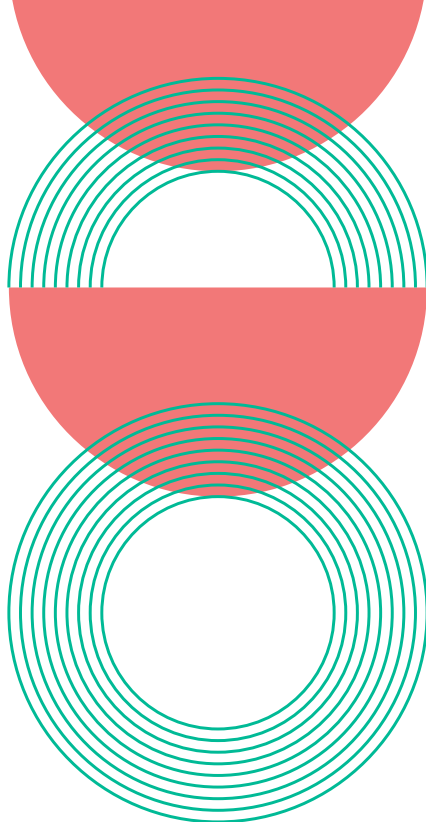
The key responsibilities and areas of focus for the Board are:

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

During 2022, the Board of the Agency met on 9 occasions and the following table sets out the attendance:

Board Member	Number of Meetings potentially able to attend	Number of Meetings attended
Mr Freddie Kettle (Vice-Chairperson)	9	9
Mr Allen McAdam	9	9
Mrs Lavinia Tilson	9	7
Ms Karyn Devenney	9	6
Mr Trevor Wilson	9	9





Is iad príomhfhreagrachtaí agus réimsí fócais an Bhoird:

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

Le linn 2022 tháinig Bord na Gníomhaireachta le chéile 9 n-uaire agus leagtar amach sa tábla seo thíos an tinreamh:

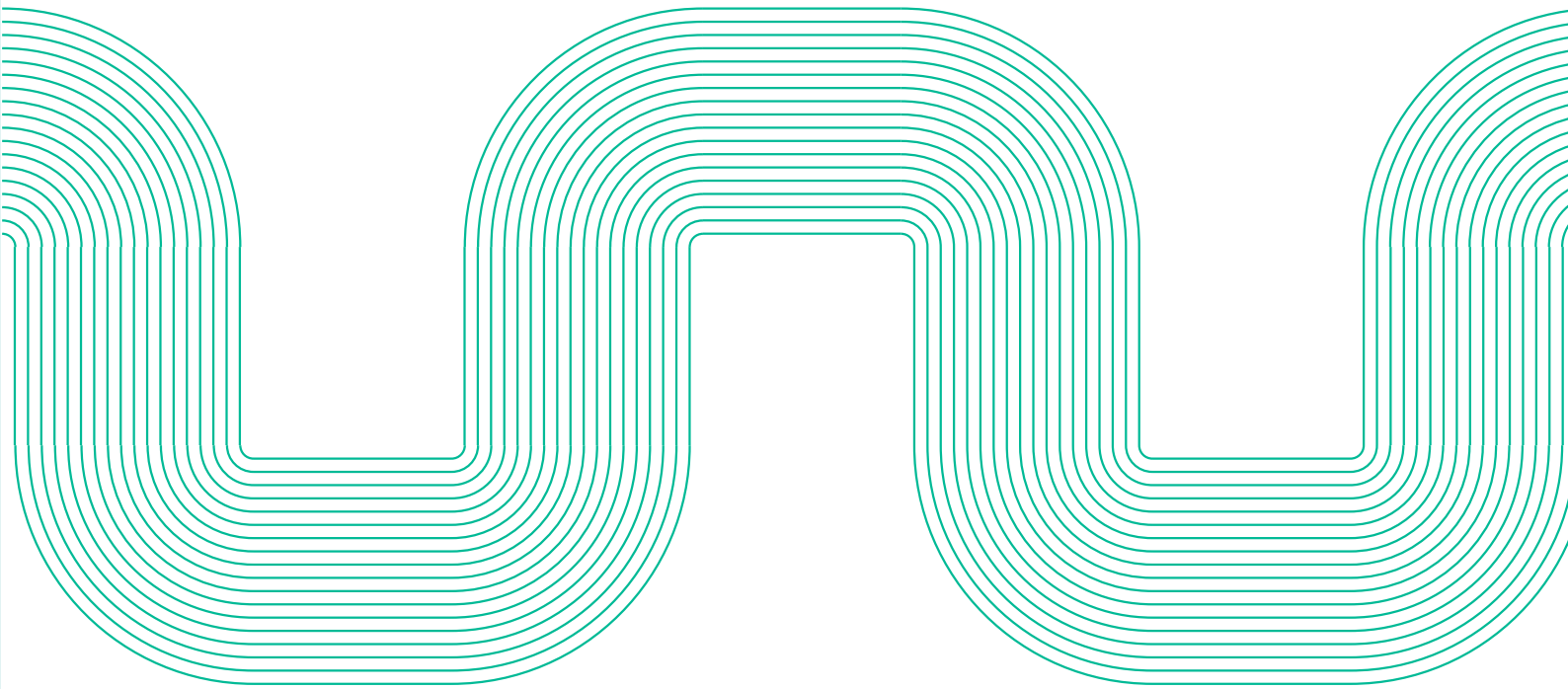
Comhalta Boird	Líon na gcuinnithe arbh fhéidir freastal orthu	Líon na gcuinnithe a ndearnadh freastal orthu
An tUasal Freddie Kettle (leas-Chathaoirleach)	9	9
An tUasal Allen McAdam	9	9
An tUasal Lavinia Tilson	9	7
An tUasal Karyn Devenney	9	6
An tUasal Trevor Wilson	9	9

The Audit and Risk Committee

The Audit and Risk Committee should comprise of 3 Board members and 2 members co-opted from other bodies. Due to the non-appointment of Board Members from the jurisdiction of the Executive, the Agency operated with 2 Board members and 2 members co-opted from other bodies as follows and met on 4 occasions during 2022 and the following table sets out the attendance:

Audit and Risk Committee Member	Number of Meetings Potentially able to attend	Number of Meetings attended
Mr Allen McAdam (Chairperson)	4	4
Mr Freddie Kettyle	4	4
Mr Ray Dolan (co-opted from Safefood)	4	4
Ms Patricia McCaffrey (co-opted from Waterways Ireland)	4	4

During the year other sub-committees namely the Grants Committee, Grants Appeals Committee did not meet due to not having enough Board members to make up the membership of these committees. All business was taken to the Board.



An Coiste Iniúchta agus Riosca

Ba cheart triúr comhaltaí Boird agus beirt chomhaltaí arna gcomhthoghadh ó chomhlachtaí eile a bheith ar an gCoiste Iniúchta agus Riosca. Mar gheall ar Comhaltaí Boird ó dhlínse an Fheidhmeannais gan bheith ceaptha, d'fheidhmigh an Ghníomhaireacht le 2 chomhalta Boird agus 2 chomhalta arna gcomhthoghadh ó chomhlachtaí eile mar seo a leanas agus tháinig siad le chéile 4 huaire le linn 2022 agus leagtar amach sa tábla seo a leanas an freastal:

Comhalta Coiste Iniúchta agus Riosca	Líon na gcruinnithe arbh fhéidir freastal orthu	Líon na gcruinnithe a ndearnadh freastal orthu
An tUasal Allen McAdam (Cathaoirleach)	4	4
An tUasal Freddie Kettyle	4	4
An tUasal Ray Dolan (comhthofa ó Biaslán)	4	4
An tUasal Patricia McCaffrey (comhthofa ó Uiscebhealaí Éireann)	4	4

Le linn na bliana níor tháinig fochoistí eile, is iad sin Coiste na nDeontas, Coiste na nAchomharc Deontais, le chéile de bhrí nach raibh go leor comhaltaí Boird acu chun ballraíocht na gcoistí seo a dhéanamh suas. Tugadh an gnó uile go dtí an Bord.

Remuneration Report

Report on the Remuneration of Senior Management

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

Policy on the remuneration of senior managers for current and future financial years.

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

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

Service contracts

Senior management appointments are made in accordance with the North/South Language Body Recruitment Code, which requires appointment to be on merit principle on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made. The senior management of the Ulster-Scots Agency appointments are open-ended with a notice period of 3 months/12 weeks. Termination payments are in accordance with contractual terms. During the year 2022 there were no compensation or severance payments to senior management.

Tuairisc ar Luach Saothair

Tuairisc ar Luach Saothair Ardbhainisteoirí

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

Polasaí ar luach saothair ardbhainisteoirí don bhliain airgeadais reatha agus do bhlianta amach anseo

Ag tús na bliana, socraítear cuspóirí do bhainisteoirí sinsearach bunaithe ar phleananna Corparáideacha agus Gnó na Gníomhaireachta. Déantar iad seo a athbhreithniú go tréimhsiúil agus tuairiscítear iad don Bhord ar bhonn leanúnach. Déantar spriocanna agus cuspóirí fhoireann na hardbhainistíochta a athbhreithniú agus a mheasúnú i rith na bliana ag úsáid Chreat Bainistíochta Feidhmíochta na Gníomhaireachta. Ciallaíonn sé seo go ndéanann an Príomhfheidhmeannach feidhmíocht na Stiúrthóirí a mheasúnú, atá ansin athbhreithnithe agus comhshínithe ag Cathaoirleach an Bhoird. Déanann Cathaoirleach an Bhoird measúnú chomh maith ar fheidhmíocht an Phríomhfheidhmeannaigh.

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

Conarthaí seirbhíse

Déantar ceapacháin ardbhainistíochta de réir Chód Earcaíochta an Fhorais Teanga, a éilíonn ceapachán a bheith déanta ar phrionsabail an tuillimh ar bhonn an chomórtais chothroim agus oscailte ach lena n-áirítear freisin na tosca a bhféadfar ceapacháin a dhéanamh ar shlí eile. Is ceapacháin cheannoscailte iad ardbhainisteoirí Gníomhaireacht na hUltaise, le fógra trí mhí nó 12 sheachtain. Tá íocaíochtaí foirceanta de réir téarmaí conartha. Le linn na bliana 2022 ní dhearnadh aon chúiteamh nó scaoilíocaíocht le hardbhainisteoirí.

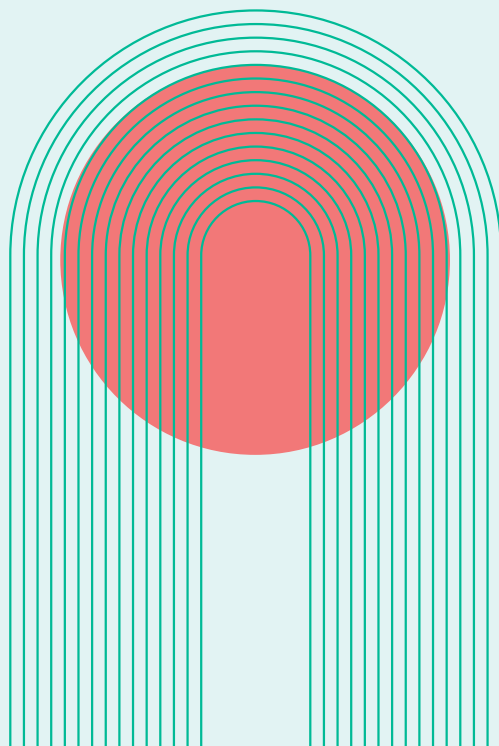
Salary and pension entitlements

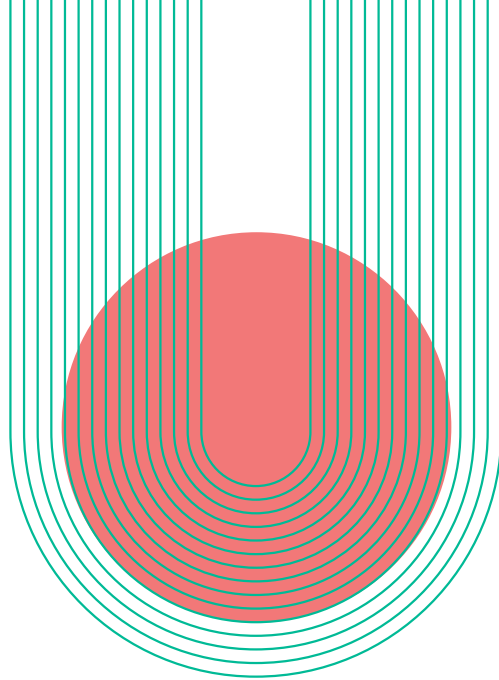
The following sections provide details of the remuneration and pension interests of the senior management of the Agency.

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

	2022				2021			
	Salary £	Salary €	Pension Benefits £*	Benefits in kind	Salary £	Salary €	Pension Benefits £*	Benefits in kind
Ian Crozier (CEO)	58,485	68,580	36,200	Nil	55,915	65,048	30,200	Nil
David McCallum (DOCS)	46,998	55,110	32,800	Nil	47,419	55,164	42,300	Nil
Richard Hanna (DEL)	42,639	49,999	22,000	Nil	42,850	49,849	20,000	Nil
Gillian Pearson (DOD)	33,459	39,234	-	Nil	-	-	-	Nil
Karen Stewart (DOCS)	37,638	44,135	-	Nil	-	-	-	Nil

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





Teidlíochtaí tuarastail agus pinsin

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

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

	2021				2020			
	Tuarastal £	Tuarastal €	Sochair Phinsin £*	Sochair chomhchineáil	Tuarastal £	Tuarastal €	Sochair Phinsin £*	Sochair chomhchineáil
Ian Crozier (PF)	58,485	68,580	36,200	Nialas	55,915	65,048	30,200	Nialas
David McCallum (Stiúrthóir Seirbhísí Corpartha)	46,998	55,110	32,800	Nialas	47,419	55,164	42,300	Nialas
Richard Hanna (Stiúrthóir Oideachais agus Teanga)	42,639	49,999	22,000	Nialas	42,850	49,849	20,000	Nialas
Gillian Pearson (Stiúrthóir Forbartha)	33,459	39,234	-	Nialas	-	-	-	Nialas
Karen Stewart (Stiúrthóir Seirbhísí Corparáideacha)	37,638	44,135	-	Nialas	-	-	-	Nialas

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

Pay multiples

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

	2022 £	2022 €	2021 £	2021 €
The highest paid Director	58,485	68,580	57,794	67,234
Median remuneration of staff	33,496	39,278	33,459	38,924
Ratio	1.75	1.75	1.7	1.7

The remuneration of the highest paid director in 2022 was £58,485 (2021: £57,794). This was 1.75 times the median salary of the workforce which in 2022 was £33,496. In 2022 no employee received remuneration more than the highest paid director.

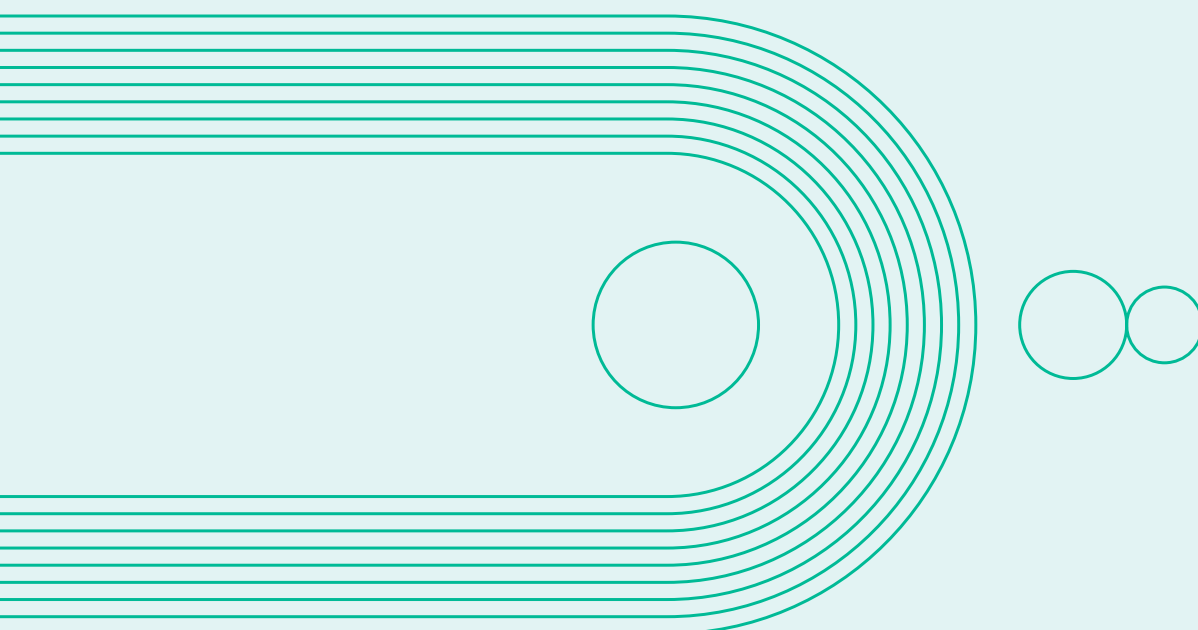
Total remuneration includes salary and non-consolidated performance-related pay. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

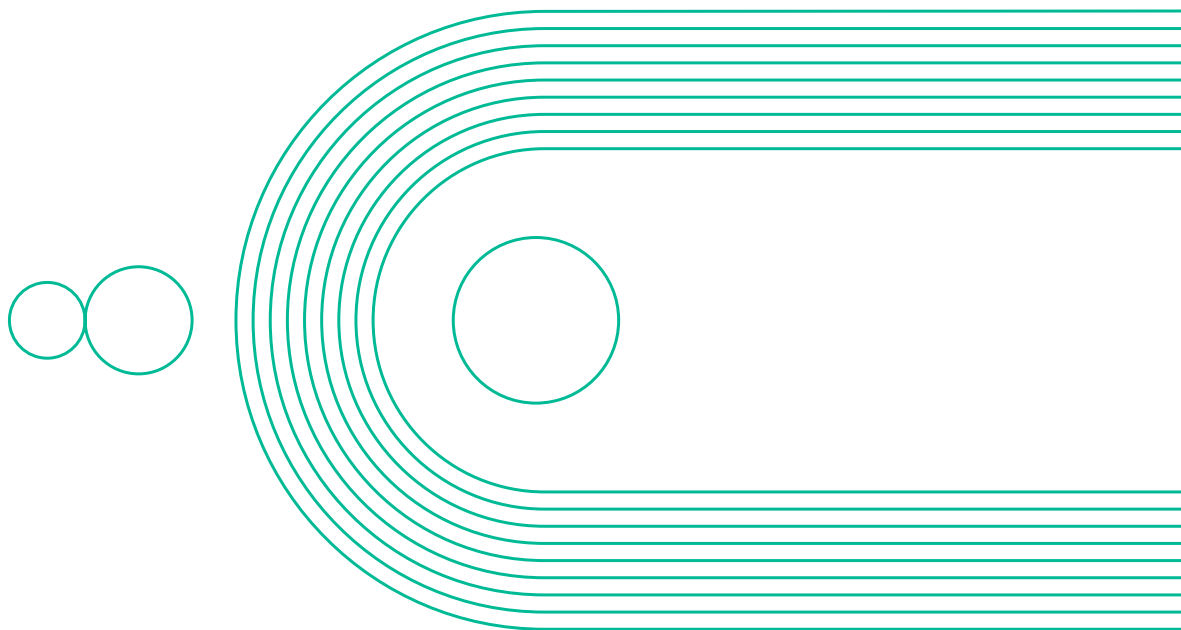
Salary

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

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs / the Revenue Commissioners in the jurisdiction of the Government of Ireland as a taxable emolument. There were no benefits in kind provided to staff in the year.





Iolraí pá

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

	2022	2022	2021	2021
	£	€	£	€
An Stiúrthóir is airde pá	58,485	68,580	57,794	67,234
Luach saothair airmheánach foirne	33,496	39,278	33,459	38,924
Cóimheas	1.75		1.7	

Ba é luach saothair an stiúrthóra ab airde pá in 2022 £58,485 (2021: £57,794). Bhí seo 1.75 uair níos airde ná tuarastal airmheánach an lucht oibre in 2022, £33,496. In 2022 ní bhfuair aon fhostaí luach saothair níos mó ná an stiúrthóir is airde pá.

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

Tuarastal

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

Sochair chomhchineáil

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

Bonuses

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

Pension Benefits

	Accrued pension at pension age as at 31/12/21 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/12/20	CETV at 31/12/21	Real increase in CETV
	£	£	£	£	£
Mr. Ian Crozier Chief Executive	Pension £13,900 Lump Sum £9,800	Pension £1,500 Lump Sum £200	154,100	134,000	20,100
Mr. David McCallum *	Pension £16,000 Lump Sum £23,900	Pension £2,000 Lump Sum £2,300	243,100	217,000	26,100
Mr. Richard Hanna ^	Pension £ 4,900 Lump Sum £ -	Pension £ 1,000 Lump Sum £ -	73,700	56,000	17,700
Mrs. Gillian Pearson	Pension £ 800 Lump Sum £	Pension £ - Lump Sum £ -	9,000	-	-
Mrs. Karen Stewart	Pension £ 6,600 Lump Sum £ 1,800	Pension £ - Lump Sum £ -	61,300	-	-

* left the Agency 5/8/22

^ left the Agency 31/3/22

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

Bónais

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

Sochair phinsin

	Pinsean fabhraithe ag aois phinsin mar a bhí ag 31/12/21 agus cnapshuim ghaolmhar	Fíorardú i bpinsean agus sa cnapshuim ghaolmhar ag aois phinsin	LACA ag 31/12/20	LACA ag 31/12/21	Fíorardú i LACA
	£	£	£	£	£
An tUasal Ian Crozier Príomh-fheidhmeannach	Pinsean £13,900 Cnapshuim £9,800	Pinsean £1,800 Cnapshuim £200	154,100	134,000	20,100
An tUasal David McCallum * Stiúrthóir Seirbhísí Corparáideacha	Pinsean £16,000 Cnapshuim £23,900	Pinsean £1,600 Cnapshuim £800	243,100	217,000	26,100
An tUasal Richard Hanna ^ Stiúrthóir Oideachais & Teanga	Pinsean £4,900 Cnapshuim £ -	Pinsean £1,100 Cnapshuim £ -	73,700	56,000	17,700
An tUasal Gillian Pearson Stiúrthóir Forbartha	Pinsean £800 Cnapshuim £ -	Pinsean £ - Cnapshuim £ -	9,000	-	-
An tUasal Karen Stewart Stiúrthóir Seirbhísí Corparáideacha	Pinsean £6,600 Cnapshuim £1,800	Pinsean £ - Cnapshuim £ -	61,300	-	-

* D'fhág an Gníomhaireacht 5/8/22

^ D'fhág an Gníomhaireacht 31/3/22

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

Pension Arrangements - General Description of the Scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary Section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in the jurisdiction of the Executive. The scheme provides a pension (1 eightieth per year of service), a gratuity or lump sum (3 eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha Section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in the jurisdiction of the Executive. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The State pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 however, the legislative provision which provided for these increases was repealed.

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

The valuation used for FRS 102 disclosures at 31 December 2022 has been carried out by a qualified independent actuary (XPS). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2022.

Socruithe pinsin – cur síos ginearálta ar an scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochair éagsúla acu. Is iad na príomhrannáin:

An Croírannán Tuarastail Deiridh – is socrú pinsin tuarastail deiridh seo le sochair múnlaith ar rannán Classic Phríomhscéim Pinsin na Státseirbhíse i ndlínse an Fheidhmeannais. Cuireann an scéim pinsean ar fáil (ochtódú amháin in aghaidh bliain seirbhíse), aisce nó cnapshuim (3 ochtódú in aghaidh bliain seirbhíse) agus pinsin céile agus leanaí. Is é an ghnáthaois scoir 60ú breithlá an bhaill. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Croírannán Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré seo nó scéim TAMG le sochair múnlaith ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i ndlínse an Fheidhmeannais. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna) agus pinsin céile agus leanaí. Is é an Ghnáthaois Phinsin Aois Phinsin Stáit baill sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 66 in Éirinn. Bhí an aois pinsin Stáit in Éirinn le hardú go dtí 67 ón 1 Eanáir 2021 agus ansin 68 ón 1 Eanáir 2028, ach aisghairmeadh an reachtaíocht a d'fhoráil do na harduithe seo.

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

Tá an luacháil a úsáidtear do nochtuithe CTA 102 ar an 31 Nollaig 2022 déanta ag achtúire neamhspleách cáilithe (XPS). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéime ar an 31 Nollaig 2022.

Cash Equivalent Transfer Values (CETV)

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

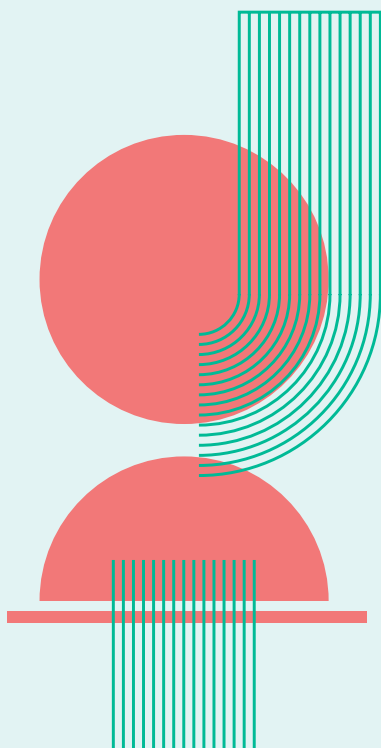
The CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Agency's pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service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

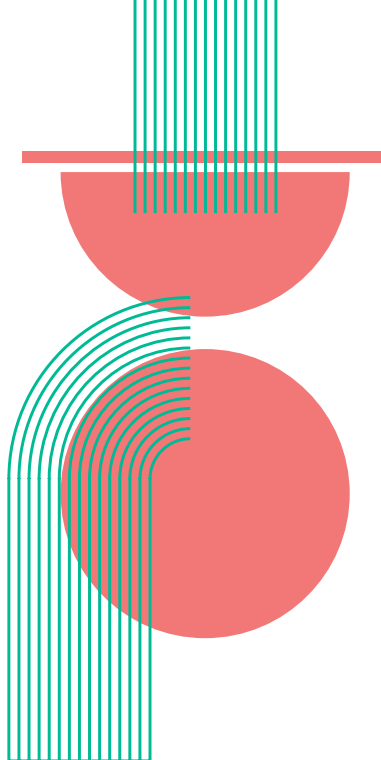
Real increase in CETV

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

Compensation for loss of office

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





Luachanna Aistrithe Coibhéise Airgid (LACA)

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

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

Fíorardú i LACA

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

Cúiteamh as oifig a chailleadh

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

Board Members' Remuneration

	2022	2022	2021	2021
	£	€	£	€
Frederick Kettyle ^	8,383	9,830	5,568	6,478
Allen McAdam ^	6,562	7,695	4,359	5,071
Karyn Devenney ^	6,562	7,695	2,205	2,565
Lavinia Tilson ^	-	-	-	-
Trevor Wilson +	5,235	6,139	242	281
Keith Gamble *	-	-	7,712	8,972
Iain Carlisle *	-	-	4,960	5,770
Julie Andrews *	-	-	4,960	5,770
David McNarry *	-	-	4,960	5,770

Board members received no bonus payments, benefits in kind or pension benefits during the years ended 31 December 2021 and 2022. The amounts above reflect their total remuneration. Executive appointed Board members (*) retired 12th December 2021 and 3 were not immediately replaced. Government of Ireland appointed Board members (^) were appointed on 5th May 2021.

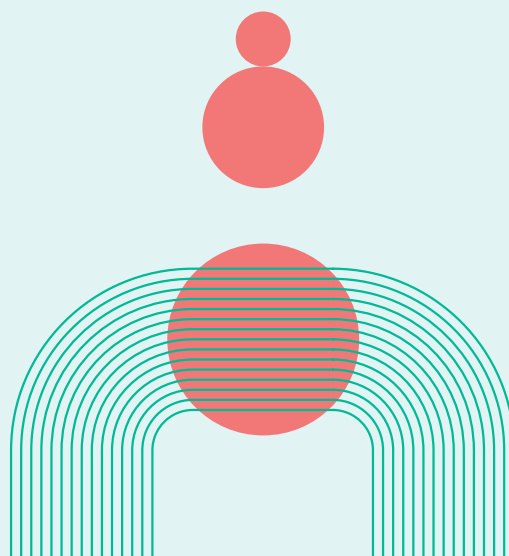
1 Executive appointed Board member (+) was appointed on 13th December 2021.

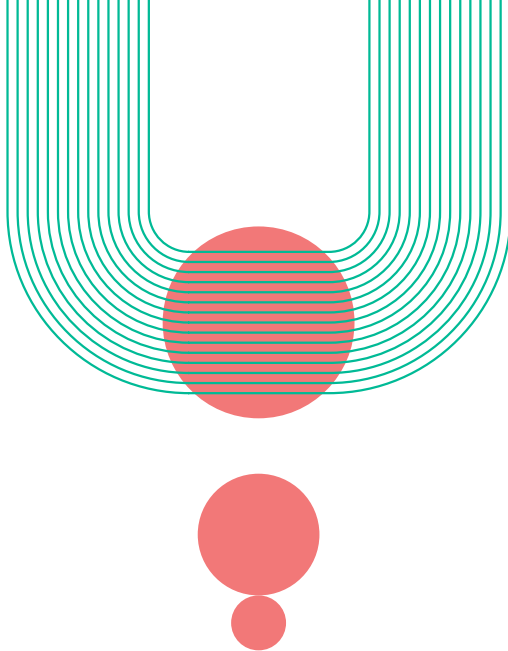
Board Members expenses in 2022 were £3,992 (€4,681) (2021: £Nil (€Nil)).

Salary bands for all employees

Number of employees whose emoluments for the 12 months ending 31 December 2022 fell within the following bands:

Salary bands (£)	2022 (Number of employees)	2021 (Number of employees)
Less than 40,000	10	9
40,000 – 49,999	2	2
50,000 – 59,999	2	3
60,000 – 69,999	0	0





Luach Saothair Bhaill an Bhoird

	2021	2021	2020	2020
	£	€	£	€
Frederick Kettle ^	8,383	9,830	5,568	6,478
Allen McAdam ^	6,562	7,695	4,359	5,071
Karyn Devenney ^	6,562	7,695	2,205	2,565
Lavinia Tilson ^	-	-	-	-
Trevor Wilson +	5,235	6,139	242	281
Keith Gamble *	-	-	7,712	8,972
Iain Carlisle *	-	-	4,960	5,770
Julie Andrews *	-	-	4,960	5,770
David McNarry *	-	-	4,960	5,770

Ní bhfuair comhaltaí an bhoird aon íocaíochtaí bónais, sochair chomhchineáil nó sochair phinsin le linn na mblianta dar chríoch an 31 Nollaig 2021 agus 2022. Léiríonn na méideanna thuas an luach saothair iomlán. Chuaigh comhaltaí Boird ó dhlínse an Fheidhmeannais (*) ar scor ar an 12 Nollaig 2021 agus níor ionadaíodh triúr láithreach. Ceapadh comhaltaí Boird (^) ó dhlínse Rialtas na hÉireann ar an 5 Bealtaine 2021. Ceapadh comhalta Boird amháin ó dhlínse an Fheidhmeannais (+) ar an 13 Nollaig 2021.

Ba iad costais Comhaltaí Boird in 2022 £3,992 (€4,681) (2021: £Nialas(€Nialas)).

Bandaí tuarastail do gach fostaí

Líon na bhfostaithe ar thit a luach saothair do na 12 mhí dar chríoch an 31 Nollaig 2022 sna bandaí seo a leanas:

Bandaí tuarastail (£)	2022 (Líon fostaithe)	2021 (Líon fostaithe)
Níos lú ná 40,000	10	9
40,000 – 49,999	2	2
50,000 – 59,999	2	3
60,000 – 69,999	0	0

Review of the Year

Strategic Themes

The business plan has 3 strategic objectives. These strategic objectives recognise 'learning' about Ulster-Scots at the core of all the Agency's work.

Although an important aspect of the Agency's work, schools-based education is 1 aspect of a much broader lifelong learning approach.

SA1 – Inspire

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

SA2 – Empower

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

SA3 – Engage

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

2022 has been a year of recovery and growth after the onset of the worldwide pandemic in March 2020 and the resultant challenging conditions which continued into 2021. The Agency Headquarters in Belfast and our regional office in Raphoe are both physically open again daily, with staff working on a hybrid basis. This new way of working has been beneficial for the Agency, as incidences of staff sickness has decreased while increasing staff morale. Using new IT systems that were trialled during the COVID-19 period, the Agency can now work seamlessly between home and office.

As reported in the last annual report, the 2020 accounts were behind schedule with various issues delaying certification and laying. These have now been laid in early 2023. The 2021 accounts are on target to be certified during 2023. Staffing challenges in all organisations involved have slowed the normal process. The 2022 audit has begun in March 2023, and we anticipate a more normal audit this year, staff dependent.

In 2022, the Agency continued to work through the Draft Corporate Plan 2020 - 2022 & Business Plan 2022 and performed well to meet targets under challenging circumstances. During the year the Agency also secured further funding for COVID-19 support in the community which resulted in extra funding delivered of over £900,000 from the Department for Communities which was distributed largely in March/April 2022.

Athbhreithniú ar an mBliain

Téamaí Straitéiseacha

Tá 3 chuspóir straitéiseacha ag an bplean gnó. Aithníonn na cuspóirí straitéiseacha seo 'foghlaim' faoin Ultais ag croílár obair uile na Gníomhaireachta.

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

RS1 – Spreag

Sainaithneoidh, léirmhíneoidh agus cuirfidh an Gníomhaireacht i láthair teanga, oidhreacht agus cultúr na hUltaise.

RS2 – Cumasaigh

Tabharfaidh an Gníomhaireacht do dhaoine aonaracha agus do ghrúpaí eolas agus scileanna le bheith páirteach in oidhreacht, teanga agus cultúr na hUltaise.

RS3 – Meall

Déanfaidh an Gníomhaireacht for-rochtain go háitiúil agus ar fud na cruinne, le cairdeas a fheabhsú le daoine i gCúige Uladh nach Albanach-Uladh a bpríomhfhéiniúlacht, agus le dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht.

Bliain téarnaimh agus fáis a bhí in 2022, tar éis thús na paidéime domhanda i Márta 2020 agus na dálaí dúshlánacha dá bharr sin a lean ar aghaidh isteach in 2021. Tá Ceannteathrú na Gníomhaireachta i mBéal Feirste agus ár n-oifig réigiúnach i Ráth Bhoth oscailte go fisiciúil go laethúil arís, le baill foirne ag obair ar bhonn hibrídeach. Bhí an bealach nua oibre seo tairbheach don Gníomhaireacht, mar tá tarlúintí breoiteachta foirne laghdaithe agus tá meanmna foirne méadaithe. Ag úsáid córais nua TF ar baineadh triail astu le linn thréimhse COVID-19, is féidir leis an nGníomhaireacht anois a bheith ag obair gan stró idir a bheith sa bhaile agus san oifig araon.

Mar a tuairiscíodh sa Tuarascáil bhliantúil deiridh, bhí cuntais 2020 ar gcúl le saincheistanna éagsúla ag cur moill ar dheimhniú agus leagan. Tá siad seo anois leagtha go luath in 2023. Tá cuntais 2021 ar sprioc le bheith deimhnithe le linn 2023. Tá dúshlán foirne i ngach eagraíocht bhainteach tar éis an ngnáthphróiseas a mhoilliú. Thosaigh iniúchadh 2022 i Márta 2023, agus táimid ag súil le hiniúchadh níos normálta i mbliana, ag brath ar fhoireann.

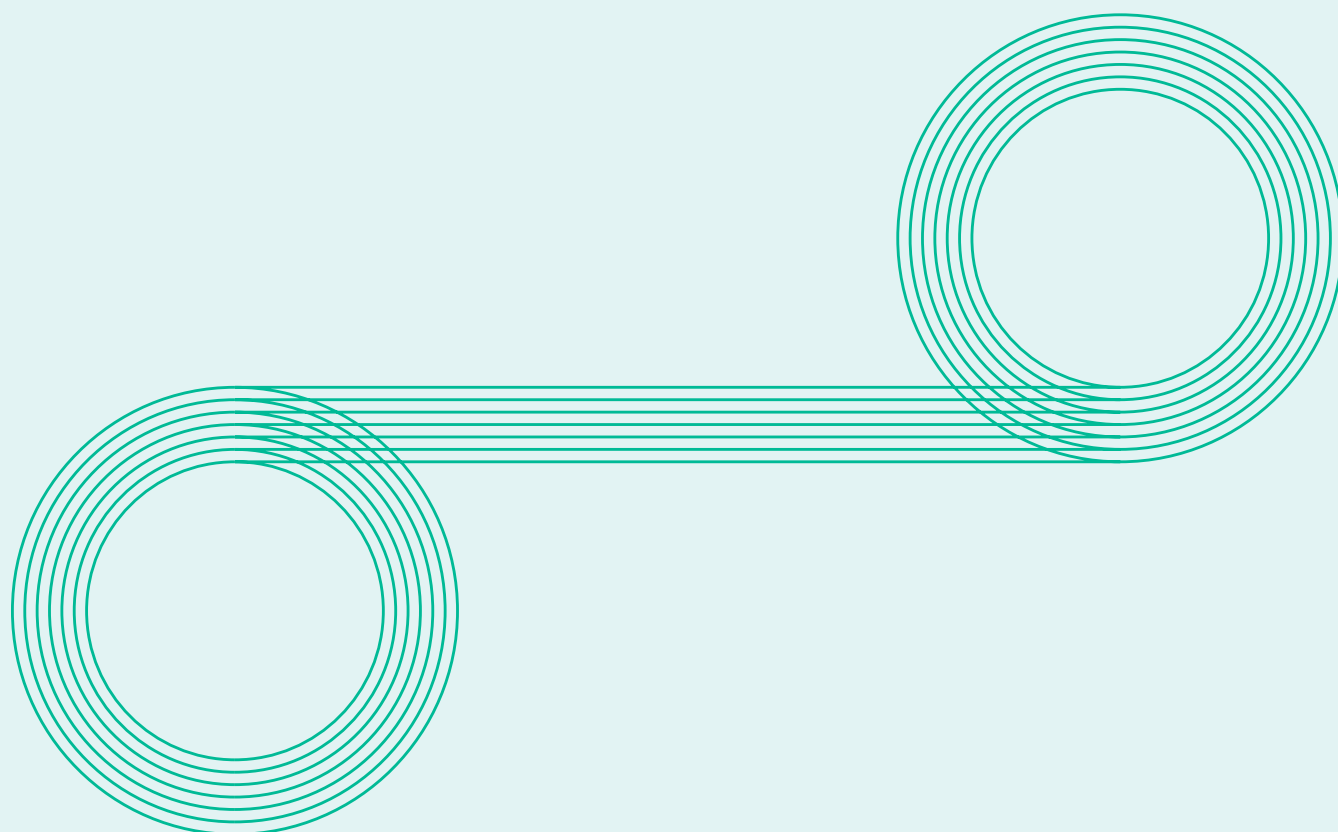
In 2022, lean an Gníomhaireacht ar aghaidh ag obair tríd an Dréachtphean Corparáideach 2020-2022 & Plean Gnó 2022 agus d'éirigh go maith léi spriocanna a chur i gcrích i dtosca dúshlánacha. Le linn na bliana fuair an Gníomhaireacht tuilleadh maoinithe le haghaidh thacaíocht COVID-19 sa phobal, a raibh de thoradh air £900,000 de mhaoiniú breise ón Roinn Pobal a dáileadh go príomha i Márta/Aibreán 2022.

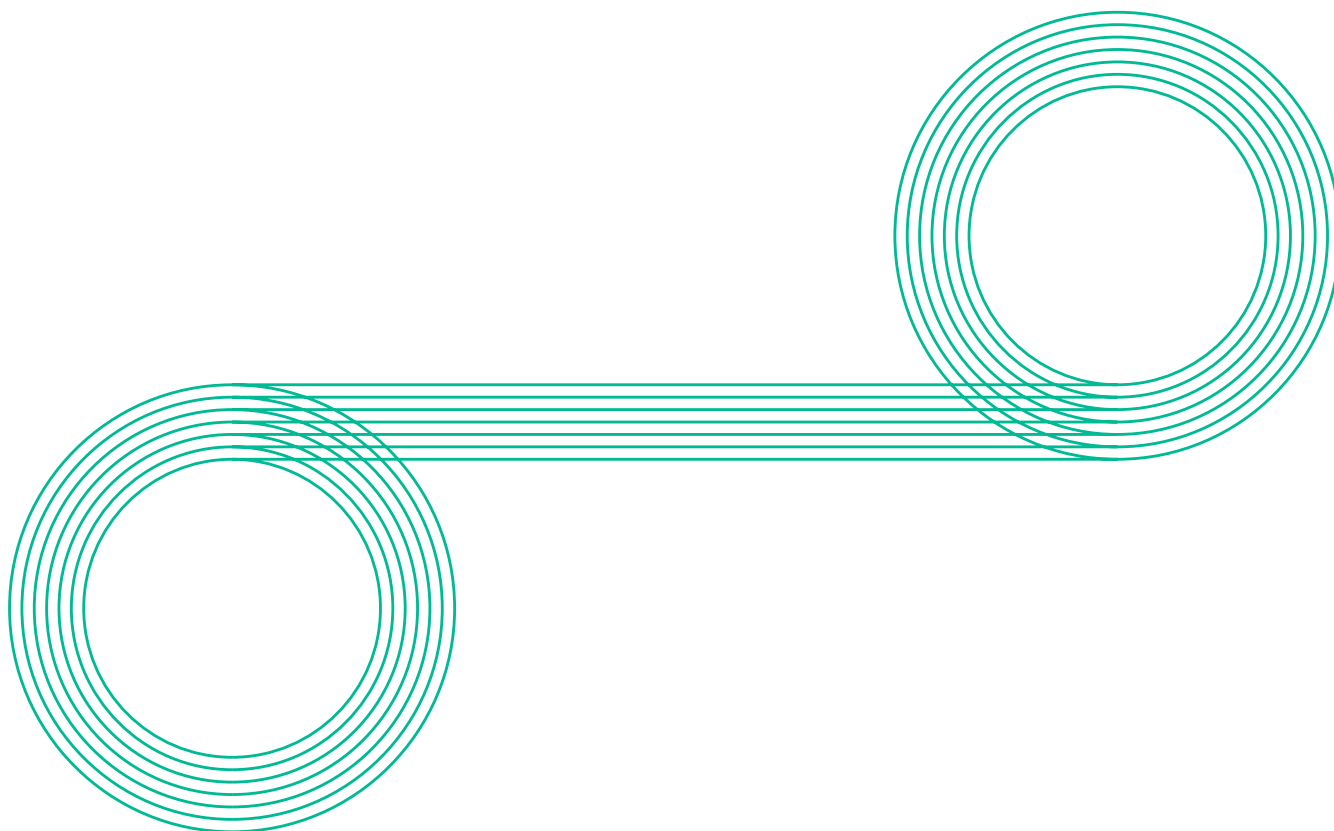
A summary of the draft Corporate Plan's and Business Plan targets can be seen below:

Strategic Area	Targets CP	BP Targets 2022
SA1 - Inspire	16	20
SA2 - Empower	16	18
SA3 - Engage	6	6

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

The Executive jurisdiction appointed members of the Board were retired during December 2021 with only 1 re-election, which resulted in the Agency only having 5 Board members throughout the year. The Agency achieved its monitoring and evaluation targets with monthly Board meetings and quarterly Audit and Risk Committee meetings however, we did not have the numbers to convene a Grants Committee or Education Committee. In the interim all business was put through the Board mechanism. Externally the Agency attended 4 Monitoring meetings with Sponsor Departments by year end. The Director of Corporate Services attends the Chief Executive's Pension Committee on behalf of the Chief Executive as well as various working groups with other members of the North/South bodies. The Staff Officer Accountant attends Finance committees and the HR & Office Manager attends the HR committee. These meetings all continued remotely.





Is féidir achoimre ar spriocanna an dréachtphlean chorparáidigh agus an dréachtphlean gnó a fheiceáil thíos:

Réimse Straitéiseach	Spriocanna Plean Chorparáidigh	Spriocanna Plean Gnó 2022
RS1 – Spreag	16	20
RS2 – Cumasaigh	16	18
RS3 – Meall	6	6

Cuireann an Plean Gnó taca faoin Dréachtphlean Corparáideach a leagann amach cad é mar is rún dúinn na cuspóirí corparáideacha a chur i gcrích.

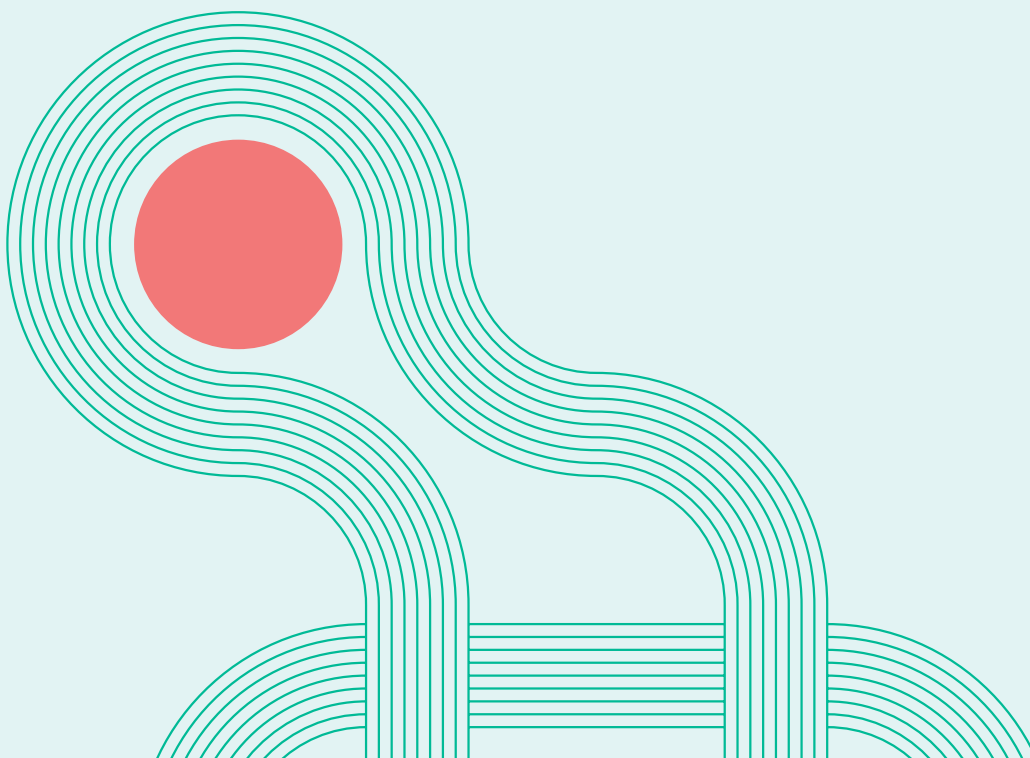
Cuireadh comhaltaí an Bhoird ó dhlínse an Fheidhmeannais ar scor le linn mhí na Nollag 2021 le gan ach atoghadh amháin, a raibh de thoradh air nach raibh ach 5 chomhalta Boird ag an nGníomhaireacht i rith na bliana. Bhain an Gníomhaireacht amach a spriocanna monatóireachta agus measúnaithe le cruinnithe Boird míosúla, cruinnithe ráithiúla den Choiste Iniúchta agus Riosca, ach ní raibh an líon daoine againn le Coiste Deontas nó Coiste Oideachais a thionól. San idirlinn cuireadh gach gnó trí mheicníocht an Bhoird. Go seachtrach d'fhreastail an Gníomhaireacht ar 4 chruinniú Monatóireachta le Ranna Coimircíochta faoi dheireadh na bliana. Freastalaíonn an Stiúrthóir Seirbhísí Corparáideacha ar Choiste Pinsin na bPríomhfheidhmeannach thar ceann an Phríomhfheidhmeannaigh chomh maith le grúpaí oibre éagsúla le baill eile de na comhlachtaí Thuaidh/Theas. Freastalaíonn an Cuntasóir Oifigigh Foirne ar choistí Airgeadais agus freastalaíonn an Bainisteoir AD agus Oifige ar an gcoiste AD. Lean na cruinnithe seo go léir ar aghaidh ó chian.

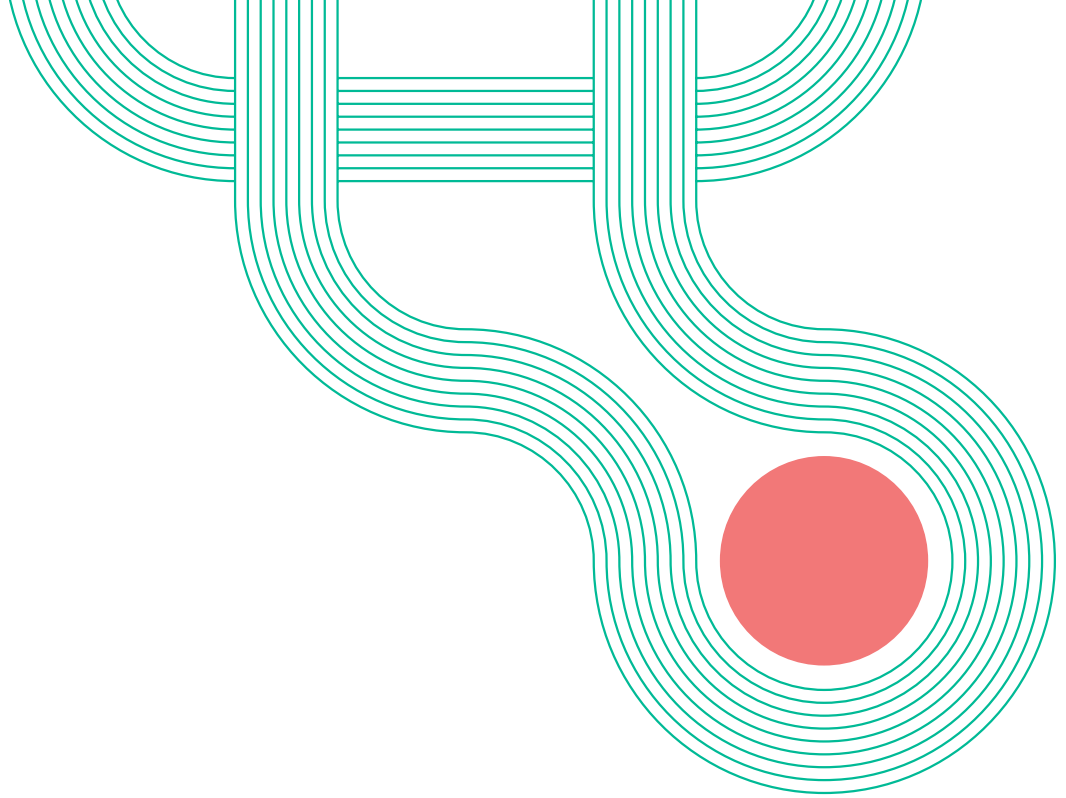
SAI – Inspire

2022 has been a year full of activity by the Ulster-Scots Agency with many exciting and innovating projects developed and completed.

The Ulster-Scots Agency attended an event at Stormont to celebrate Commonwealth Day, held under the theme 'Delivering a Common Future.' On display was the Agency's newest exhibition, 21 for 21, which looks at 21 influential Ulster-Scots who have made an impact on the world in the last 100 years. The celebrations also included the planting of a tree within the Stormont grounds, followed by a reception with musicians and dancers.

The 21 for 21 exhibition at Stormont.





An taispeántas 21 for 21 in Stormont.



RSI – Spreag

Bliain lán gníomhaíochta ag Gníomhaireacht na hUltaise ba ea 2022 le mórán tionscadal corraitheach agus nuálach forbartha agus curtha i gcrích.

D'fhreastail Gníomhaireacht na hUltaise ar imeacht in Stormont chun Lá an Chomhlathais a cheiliúradh, a tionóladh faoin téama 'Comhthodhchaí a Sheachadadh'. Ar taispeáint bhí taispeántas is úire na Gníomhaireachta, 21 for 21, a bhreathnaíonn ar 21 Albanach Ultach a d'imir tionchar ar an domhan le céad bliain anuas. San áireamh sa cheiliúradh freisin bhí plandáil crainn laistigh de thailte Stormont, le fáiltiú ina dhiaidh le ceoltóirí agus damhsóirí.

A new publication charting centuries of shared traditions of Saint Patrick in Ulster and Scotland was launched by the Ulster-Scots Agency to coincide with the annual celebrations in Saint Anne's Cathedral in Belfast.

Ian Crozier, CEO was joined by the Very Reverend Stephen Forde, the Dean of Belfast, who showed him the Cathedral's wonderful mosaic of St Patrick, which depicts the saint's journey across the North Channel and includes a Scottish Saltire at his feet. The mosaic is part of a side chapel of the Cathedral which was dedicated in 1932 to mark the 1,500th anniversary of St Patrick's arrival in Ireland.

Free copies of *Patrick, Ulster's Scottish Saint* were distributed in the Discover Ulster-Scots Centre and Saint Anne's Cathedral.

Ulster-Scots Agency CEO Mr. Ian Crozier joined by the Very Reverend Stephen Forde, the Dean of Belfast at St. Anne's Cathedral, Belfast.



The Ulster-Scots Agency stand at Balmoral show.



The Agency was glad to be able to attend Balmoral Show in May 2022, to engage with a key demographic. This was the first year, post-pandemic, in which the show was back to full attendance. Over the 4 days, Agency staff met with the public to raise awareness of its work. A range of publications and promotional items were also distributed to visitors to the stand.

Sheol Gníomhaireacht na hUltaise foilseachán nua ag cur síos ar na céadta bliain de thraidisiúin chomhroinnte a bhaineann le Naomh Pádraig i gCúige Uladh agus in Albain le tarlú ag an am céanna leis an gceiliúradh bliantúil in Ardeaglais Naomh Anna i mBéal Feirste.

I gcuideachta Ian Crozier, Príomhfheidhmeannach, bhí an Ró-Oirmhinneach Stephen Forde, Déan Bhéal Feirste, a thaispeáin dó mósáic iontach na hArdeaglaise de Naomh Pádraig, a léiríonn aistear an naoimh trasna Shruth na Maoile agus ina bhfuil sailtír Albanach le feiceáil ag a chosa. Is cuid de thaobhshéipéal den Ardeaglais í an mhósáic a tiomnaíodh in 1932 chun cothrom 1,500 bliain ó theacht Naomh Pádraig go hÉirinn a chomóradh.

Dáileadh cóipeanna saor in aisce de *Patrick, Ulster's Scottish Saint* in Ionad Eolais na hUltaise agus in Ardeaglais Naomh Anna.

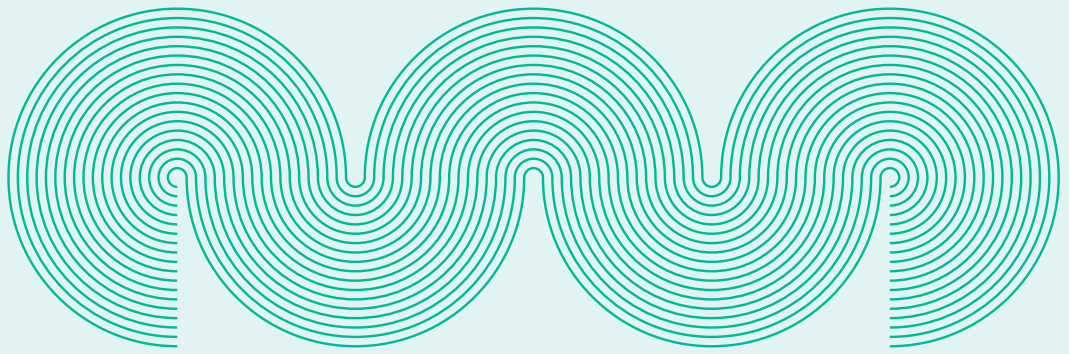
Príomhfheidhmeannach
Ghníomhaireacht na
hUltaise an tUasal Ian
Crozier agus an Ró-
Oirmhinneach Stephen
Forde, Déan Bhéal
Feirste, in Ardeaglais
Naomh Anna, Béal
Feirste.



Seastán
Ghníomhaireacht na
hUltaise ag Seó Bhaile
Mhoireil.



Bhí lúcháir ar an nGníomhaireacht a bheith ábalta freastal ar Sheó Bhaile Mhoireil i mBealtaine 2022, le caidreamh a dhéanamh le príomhghrúpa déimeagrafach. Ba é seo an chéad bhliain tar éis na paindéime, ina raibh freastal iomlán ar an seó. I rith na 4 lá, bhuail baill foirne de chuid na Gníomhaireachta leis an bpobal chun feasacht a ardú ar a cuid oibre. Dáileadh raon foilseachán agus nithe bolscaireachta freisin ar chuairoteoirí ar an seastán.



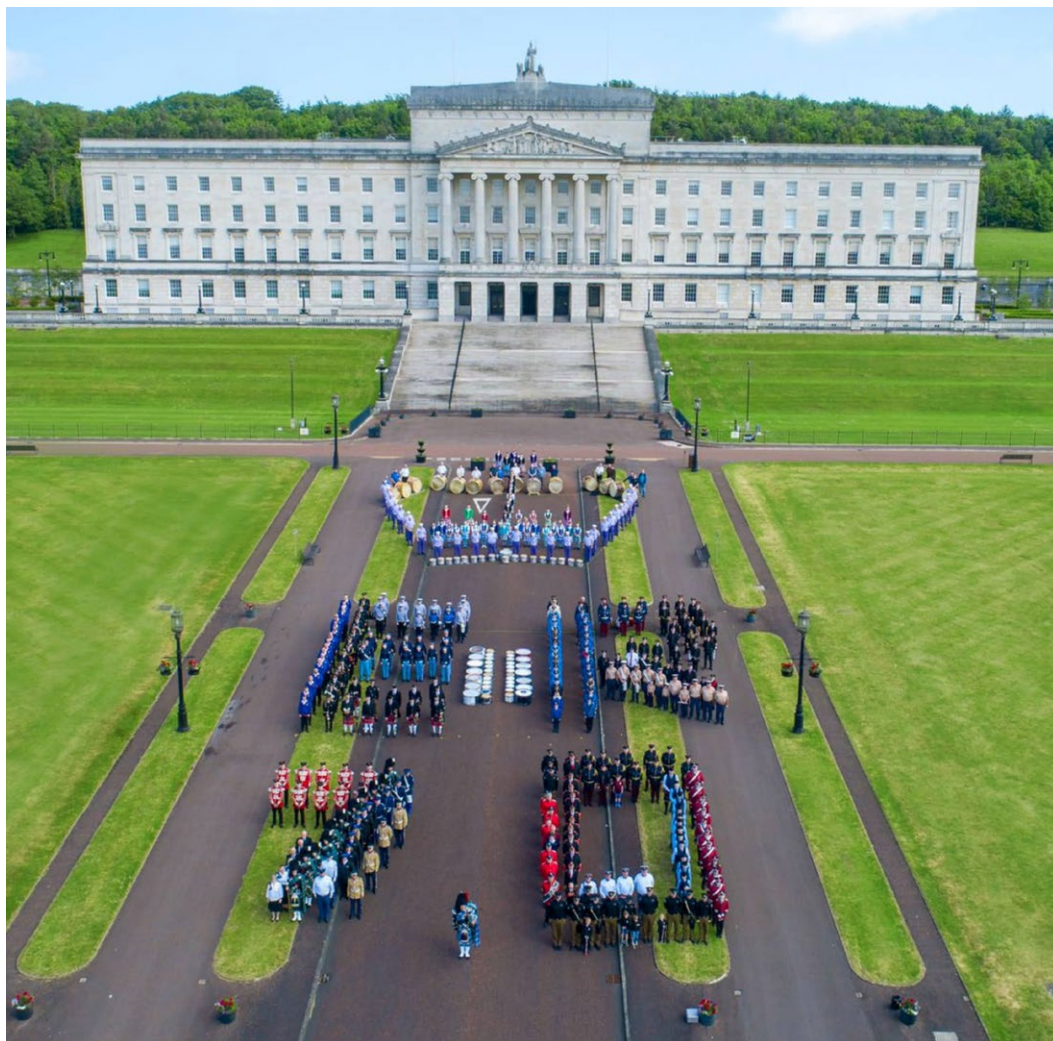
100s of Ulster-Scots performers came together at Stormont in June 2022 to create a memorable Platinum Jubilee tribute to Her Majesty the Queen. More than 350 individuals, drawn from Highland and Scottish Country dancers and musicians from 24 bands including pipe, flute, accordion and silver took part in the display, which was organised by the Ulster-Scots Agency.

Participants from across Northern Ireland were joined by a contingent from East Donegal and the group included local members from the Royal Scottish Country Dance Society and the Royal Scottish Pipe Band Association, which have long standing connections to the Sovereign.

*Platinum Jubilee
tribute at Stormont.*

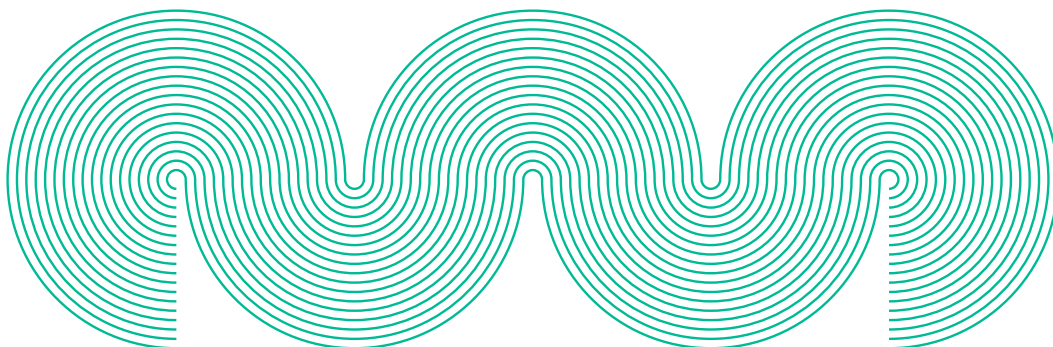


*Ócáid Ómóis na
hlubhaile Platanaim
ag Stormont.*



Tháinig na céadta taibheoirí Albanach Ultach le chéile ag Stormont i mí an Mheithimh 2022 le hócáid ómóis lubhaile Platanaim dá Mórgacht an Bhanríon a chruthú. Bhí corradh is 350 duine, as measc damhsoirí Garbhchríoch agus Tuaithe na hAlban agus ceoltóirí ó 24 banna lena n-áirítear bannaí píob, fliúiteanna, cairdíní agus uirlisí airgid páirteach sa taispeántas, arna eagrú ag Gníomhaireacht na hUltaise.

I gcuideachta rannpháirtithe ó fud fad Thuaisceart Éireann bhí scata as Dún na nGall Thoir agus sa ghrúpa bhí baill áitiúla ón gCumann Ríoga Damhsa Tuaithe Albanaigh agus Cumann Ríoga Banna Píob na hAlban, a bhfuil naisc acu le fada leis mBanríon.





Events at Cockle Row, Groomsport.

The Agency, in partnership with Ards and North Down Borough Council, ran a programme of Ulster-Scots music and dance at Cockle Row Cottages, Groomsport between June and October 2022. The Ulster-Scots activities included piping and drumming, soda bread making and tasting, Highland dancing, falconry displays and an archery 'have a go' session. The council provided a selection of arts and crafts on each date including Clayrazy and Sand Art.



Image from the Ulster-Scots Writing Competition event.

Sponsored by the Ulster-Scots Agency, the Linen Hall Library launched its Ulster-Scots Writing Competition for the second consecutive year in November 2022. There were 2 categories – 1 for prose and 1 for poetry. The winning entries were published in a special edition anthology revealed in an awards ceremony in January 2023. A distinguished panel of judges adjudicated the competition for us: Dr Frank Ferguson, Ally Heather and Dr Carol Baraniuk.

Linen Hall director Julie Andrews said: 'The Ulster-Scots writing competition is a wonderful opportunity to illuminate new talent within the Ulster-Scots enthusiasts. The Linen Hall has significant Ulster-Scots language holdings which include the world's largest collection of Scots poet Robert Burns' items outside of Scotland. We are grateful to the Ulster-Scots Agency for sponsoring this competition for the second year.'

The growth in the use of the Ulster-Scots language was also evident in the results of the 2021 census, where some 140,000 people declared an ability of Ulster-Scots. The areas of strongest Ulster-Scots speech can be found in the coastal arc of Northern Ireland which encompasses counties Down, Antrim, and Londonderry. Everybody kens a wee bit o' Ulster-Scots and most people in NI speak the language every day – often without realising. Words including 'aye' (yes), 'footery' (awkward), 'quare' (considerable), and 'wee' (little) are all Ulster-Scots. Visitors to the Ulster-Scots Facebook page and other social media platforms were encouraged to try our online 'Wheen o Wurds' quiz and test their knowledge of Ulster-Scots.



Pupils at Carntall Primary School with their Wheen o Wurds certificates.



Imeachtaí ag Rae na Ruacan, Port an Ghiolla Ghruama.

Reáchtáil an Gníomhaireacht, i gcomhpháirt le Comhairle Buirge an hArda agus an Dúin Thuaidh, clár ceoil agus damhsa Ultaise ag Teachíní Rae na Ruacan i bPort an Ghiolla Ghruamaigh idir mí an Mheitheamh agus mí Dheireadh Fómhair 2022. I measc na ngníomhaíochtaí Ultaise bhí píobaireacht agus drumadóireacht, déantús agus blaiseadh aráin sóide, damhsa Garbhchríche, taispeántais seabhcóireachta agus seisiún le triail a bhaint as boghdóireacht. Chuir an chomhairle ar fáil rogha d'ealaíona agus ceardaíocht ar gach dáta, lena n-áirítear Clayrazy agus ealaín ghainimh.



Íomhá ó ócáid an Chomórtais Scríbhneoireachta Ultaise.

Arna urrú ag Gníomhaireacht na hUltaise, sheol Leabharlann Halla an Línéadaigh a Comórtas Scríbhneoireachta Ultaise an dara bliain as a chéile i mí na Samhna 2022. Bhí 2 chatagóir ann – ceann don phrós agus ceann don fhilíocht. Foilsíodh na hiontrálacha buacacha in eagrán speisialta de dhiolaim a nochtadh i searmanas gradam i mí Eanáir 2023. Rinne painéal moltóirí mór le rá moltóireacht ar an gcomórtas dúinn, an Dr Frank Ferguson, Ally Heather agus an Dr Carol Baraniuk.

Dúirt stiúrthóir Leabharlann Halla an Línéadaigh: 'Is deis iontach é an comórtas scríbhneoireachta Ultaise le haird a dhíriú ar thallann nua i measc dhíograiseoirí na hUltaise. Tá sealúchas suntasach Ultaise ag Leabharlann Halla an Línéadaigh, ina bhfuil an bailiúchán is mó ar domhan taobh amuigh d'Albain de nithe a bhaineann leis an bhfile Albainise Robert Burns. Táimid buíoch de Gníomhaireacht na hUltaise as an gcomórtas seo a urrú den dara bliain.'

Ba léir an fás in úsáid theanga na hUltaise i dtorthaí dhaonáireamh 2021, mar ar dhearbhaigh timpeall 140,000 daoine cumas Ultaise. Tá na ceantair is láidre maidir le labhairt na hUltaise le fáil i stua an chósta a chuimsíonn an Dún, Aontroim agus Doire. Tá beagán Ultaise ag gach duine agus labhraíonn an chuid is mó daoine i dTuaisceart Éireann an teanga gach lá, go minic i ngan fhios dóibh. Is focail Ultaise iad go léir focail lena n-áirítear 'aye' (sea), 'footery' (ciotógach), 'quare' (suntasach, nach beag). Moladh do chuairoteoirí ar leathanach Facebook na hUltaise agus ar ardáin eile ar na meáin shóisialta triail a bhaint as ár liosta ceisteanna 'Wheen o Wurds' agus a n-eolas ar an Ultais a thástáil.



Daltaí i mBunscoil Charn Táil lena dteastais Wheen o Wurds.



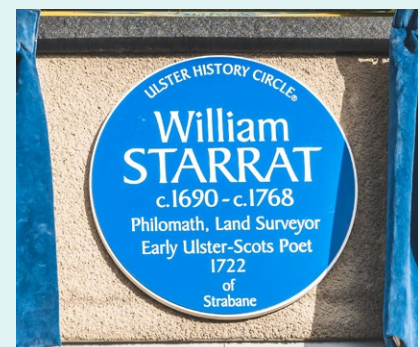
Leid Week launch featuring Mr Ian Crozier, CEO, Mrs Anne Blair, Language Tutor, Mrs Gillian Pearson, Director of Development and Mr Gary Blair, Education Officer.



From Derry City and Strabane District Council, Pól Ó Frighil, Policy Officer, and Councillor Sandra Duffy, Mayor, and Mr Derek Reaney, Development Officer, Ulster-Scots Agency.

Ulster-Scotch Leid (Language) Week returned to a fully face-to-face programme and featured a packed programme of events to show people across Ulster that we all have a 'when o wurd' in the hamely tongue. This included language workshops, storytelling, walking tours, book launches, exhibitions, arts and crafts to engage people of all ages - frae wee weans tae oul craiteurs – and build their confidence and pride in our hamely tongue. We are grateful to local councils for hosting these events and developing programmes of activity with us.

Leid Week also included the unveiling of a blue plaque in Strabane to honour William Starrat, who wrote the earliest known poem in Ulster-Scots, published 300 years ago in 1722; as well as workshops reflecting on the work of Seamus Heaney, who wrote using Ulster-Scots in much more recent times. Forbye the programme of events, there was an extensive campaign of advertising in newspapers, radio, digital and at advertising sites around Northern Ireland encouraging people to go online during Leid Week and complete the Ulster-Scots Agency's When o Wurd's quiz, to see if they recognise and understand some of our best loved Ulster-Scots words. Events and activities took place across Northern Ireland and the Irish border counties of Cavan, Monaghan and Donegal, in schools, libraries and community venues.



Plaque to William Starrat in Strabane.



Seoladh na Seachtaine Teanga leis an Uasal Ian Crozier, Príomhfheidhmeannach, an tUasal Anne Blair, Teagascóir Teanga, an tUasal Gillian Pearson, Stiúrthóir Forbartha, agus an tUasal Gary Blair, Oifigeach Oideachais.



Ó Comhairle Chathair Dhoire agus Cheantar an tSratha Báin, Pól Ó Frighil, Oifigeach Polasaí, agus an Comhairleoir Sandra Duffy, Méara, agus an tUasal Derek Reaney, Oifigeach Forbartha, Gníomhaireacht na hUltaise.

D'fhill Seachtain Teanga na hUltaise ar chlár iomlán aghaidh le haghaidh agus bhí clár lomlán imeachtaí ann lena thaispeáint do dhaoine ar fud Chúige Uladh go bhfuil 'wheen o wurd' againn sa hamely tongue. Áiríodh leis seo ceardlanna teanga, scéalaíocht, turais siúil, seoltaí leabhair, taispeántais, ealaíona agus ceardaíocht le daoine de gach aois a mhealladh, frae wee weans tael oul craiturs, ó pháistí beaga go seanchréatúir, agus a muinín inár hamely tongue, agus a mbród aisti, a thógáil. Táimid buíoch de chomhairlí áitiúla as na himeachtaí seo a óstáil agus cláir ghníomhaíochta a fhorbairt linn.

Mar chuid den tSeachtain Teanga nochtadh plaic ghorm ar an Srath Bán in onóir do William Starrat, a scríobh an dán is luaithe dá bhfuil ar eolas in Ultais, a foilsíodh 300 bliain ó shin in 1722, chomh maith le ceardlanna a dhéanann machnamh ar shaothar Shéamuis Heaney, a d'úsáid Ultais ina chuid scríbhneoireachta in amanna i bhfad níos déanaí. Chomh maith leis an gclár imeachtaí, bhí feachtas leitheadach fógraíochta ann i nuachtáin, ar an raidió, ar na meáin dhigiteacha agus ar shuíomhanna fógraíochta timpeall Thuaisceart Éireann ag moladh do dhaoine dul ar líne le linn na Seachtaine Teanga agus ceisteanna Wheen o Wurd Gníomhaireacht na hUltaise a fhreagairt lena fheiceáil an aithníonn siad agus an dtuigeann siad cuid dár bhfocail Ultaise is mó gnaoi. Bhí imeachtaí agus gníomhaíochtaí ar siúl ar fud Thuaisceart Éireann agus contaetha na teorann in Éirinn, an Cabhán, Muineachán agus Dún na nGall, i scoileanna, i leabharlanna agus in ionaid phobail.



Plaic in ómós do William Starrat ar an tSrath Bán.



Mayor of Antrim & Newtownabbey Alderman Stephen Ross with Director of Development Gillian Pearson at Theatre at the Mill, Newtownabbey.

Education Interventions

The Agency continued to support the educational sector with grant funding of £196,813 towards interventions in the schools sector. Key outputs in this area of work included £64,152 funding for music and dance tuition in schools through a competitive grants programme. This grant programme supports the delivery of Ulster-Scots music and dance tuition in:

- *Accordion*
- *Fiddle*
- *Fife*
- *Flute*
- *Highland Bagpipes*
- *Highland Dancing*
- *Lambeg*
- *Scottish Country Dance*
- *Singing*
- *Snare Drumming*



Fiddle tuition at Mourne Independent Christian School.



Méara Aontroma agus Bhaile Nua na Mainistreach an Bardasach Stephen Ross leis an Stiúrthóir Forbartha Gillian Pearson ag an Amharclann ag an Muileann, Baile Nua na Mainistreach.

Idirghabhálacha Oideachais

Lean an Ghníomhaireacht ar aghaidh ag tacú leis an earnáil oideachais le maoiniú deontais £196,813 i dtreo idirghabhálacha san earnáil scoileanna. I measc príomh-aschuir sa réimse seo oibre bhí £64,152 do theagasc ceoil agus damhsa trí chlár deontas iomaíoch. Tacaíonn an clár deontas seo le seachadadh theagasc ceoil agus damhsa na hUltaise sna huirlisí agus damhsaí seo a leanas:

- Cairdín
- Fidil
- Fíf
- Fliúit
- Píob mhála na nGarbhchríoch
- Damhsa na nGarbhchríoch
- Druma Lann Bheag
- Damhsa Tuaithe na hAlban
- Amhránaíocht
- Sreangdhrumadóireacht



Teagasc fidle ag Scoil Chríostaí Neamhspleách Mhúrn.

This year, the grant programme resulted in a total of 64 individual schools being offered funding, a breakdown of these schools according to their sector is detailed below:

Primary	45 schools
Secondary (non-selective)	11 schools
Grammar	4 schools
Independent Christian Church School (all age)	2 schools
Special School (all age)	2 schools



Fiddle tuition at Mourne Independent Christian School.



Piping and Drumming Tuition at Campbell College.

After School Clubs

The After School club programme attracted funding of £5,476, this proved very successful. The clubs give pupils and staff a “taster” of the various strands of the Ulster Scots language and culture and serve as a very successful introduction to more in-depth programmes such as the Flagship Schools Programme. The feedback from teachers has been very positive and this was reflected given the number of teachers who contacted us to investigate the possibility of building on the Club by participating in our Ulster-Scots Flagship School programme.



Gartan National School, Churchill, Donegal, receiving their Flagship Award. The school was presented the award in recognition of having completed the 30-week programme of tuition which included Scottish Country Dance and Snare Drumming. The children also enjoyed a language class with Mr Gary Blair, Education Officer prior to the presentation.



I mbliana, bhí de thoradh ar an gclár deontas maoiniú a thairiscint do 64 scoil aonair san iomlán, agus tugtar miondealú ar na scoileanna seo thíos:

Bunscoil	45 scoil
Iar-bhunscoil (neamhroghnaitheach)	11 scoil
Scoil Ghramadaí	4 scoil
Scoil Eaglaise Críostaí Neamhspleách (gach aois)	2 scoil
Scoil Speisialta (gach aois)	2 scoil



Teagasc fíde ag Scoil Chríostaí Neamhspleách Mhúrn.



Teagasc Píobaireachta agus Drumadóireachta i gColáiste Chaimbeul.

Clubanna larscoile

Mheall an clár clubanna larscoile maoiniú £5,476, agus bhí an-rath air seo. Tugann na clubanna do dhaltaí agus do bhaill foirne blaiseadh de shnáitheanna éagsúla de theanga agus de chultúr na hUltaise agus is intreoir an-mhaith iad ar chláir níos doimhne, cosúil leis an gClár Scoileanna Suaitheantais. Bhí an t-aiseolas ó mhúinteoirí iontach dearfach agus léiríodh seo i líon na múinteoirí a rinne teagmháil linn chun an fhéidearthacht a fhiosrú cur leis an gClub trí pháirt a ghlacadh inár gclár Scoileanna Suaitheantais.



Scoil Náisiúnta Ghartáin, Mín an Lábáin, Dún na nGall, ag fáil a nGradaim Suaitheantais. Bronnadh an gradam ar an scoil mar aitheantas ar an gclár 30 seachtain de theagasc a bheith curtha i gcrích acu, ina raibh Damhsa Tuaithe na hAlban agus Sreangdhrumadóireacht. Bhain na páistí sult as rang teanga chomh maith leis an Uasal Gary Blair, Oifigeach Oideachais, roimh an mbronnadh.



Ulster-Scots Language Workshops

The Ulster-Scots Agency delivered language talks to over 20 schools and community groups throughout Ulster, the most notable being an Ulster-Scots school language programme, which was organised in partnership with Derry & Raphoe Action in the run-up to Leid Week 2022. As part of this programme, the Agency delivered 6 language workshops in Langfield Primary School, Drumquin, and Ardstraw Jubilee Primary School, teaching the pupils Ulster-Scots poetry which culminated in a competition organised by Derry & Raphoe Action in Newtownstewart.



Mrs Anne Blair, Language Tutor.

Ulster-Scots Agency Queen's Jubilee Celebrations

The Ulster-Scots Agency assisted the Department of Education NI to deliver a Queen's Jubilee Poetry Writing Competition. The aim of the competition was to give pupils the opportunity to create a piece of poetry around the Queen and the Jubilee celebrations. This competition was open to all pre-schools, primary and post-primary schools in Northern Ireland funded by the Education Authority. The winners were presented with their prizes at Parliament Buildings by the Minister of Education Michelle McIlveen MLA.

The Ulster-Scots Agency also worked in several schools, organising and delivering Ulster-Scots workshops to celebrate the Queen's Platinum Jubilee.



Ceardlanna Teanga Ultaise

Sheachaid Gníomhaireacht na hUltaise cainteanna teanga do chorradh is 20 scoil agus grúpa pobail ar fud Chúige Uladh, an ceann is suntasaí acu clár teanga Ultaise do scoileanna, a eagraíodh i gcomhpháirt le Gníomhaíocht Dhoire & Rath Bhoth sa tréimhse roimh an tSeachtain Teanga 2022. Mar chuid den chlár seo, sheachaid an Gníomhaireacht 6 cheardlann teanga i mBunscoil Leamhchoille, Droim Caoin, agus Bunscoil na Iubhaile, Ard Sratha, ag teagasc filíocht Ultaise do na daltaí, ag críochnú le comórtas arna eagrú ag Gníomhaíocht Dhoire & Rath Bhoth ar an mBaile Nua.



An tUasal Anne Blair, Teagascóir Teanga.

Ceiliúradh Gníomhaireacht na hUltaise ar Iubhaile na Banríona

Chabhraigh Gníomhaireacht na hUltaise le Roinn Oideachais Thuaisceart Éireann Comórtas Scríbhneoireachta Filíochta do Iubhaile na Banríona a sheachadadh. Ba é aidhm an chomórtais an deis a thabhairt do dhaltá píosá filíochta a chruthú maidir le ceiliúradh Iubhaile na Banríona. Bhí an comórtas oscailte do gach réamhscoil, bunscoil agus iar-bhunscoil i dTuaisceart Éireann atá á maoiniú ag an Údarás Oideachais. Bhronn an tAire Oideachais Michelle McIlveen CTR a nduaiseanna ar na buaiteoirí i dTithe na Parlaiminte. D'oibrigh Gníomhaireacht na hUltaise i roinnt scoileanna freisin, ag eagrú agus ag seachadadh ceardlanna Ultaise chun Iubhaile Phlatanaim na Banríona a cheiliúradh.



Celebrating Achievement

In 2022 the Ulster-Scots Agency supported a total of 312 learners to achieve recognised qualifications in Ulster-Scots music and dance. The Ulster-Scots Agency presented 115 foundation certificates to piping and drumming learners, 78 graded fiddle certificates (Grade 1 up to Diploma) and 119 Highland certificates from UKA, corporate member of Royal Scottish Official Board of Highland Dance. The Agency organised a musical graduation in the Great Hall at Parliament Buildings for the piping and drumming foundation awards on Thursday 17th November 2022, presented by the former Minister for Education, Michelle McIlveen MLA. The Foundation Certificate was developed as a joint initiative of the Ulster-Scots Agency and the Royal Scottish Pipe Band Association (NI), initially to recognise progression in the bagpipes, but then extended to include the full range of drumming disciplines and drum major skills.



Foundation graduates in the Great Hall, Stormont.

The Ulster-Scots Agency also celebrated the achievements of Ulster-Scots musicians from across Northern Ireland at Parliament Buildings to mark their success at this year's World Pipe Band Championships. The event celebrated the achievements of 7 of the world's top bands, with 2 winners, including the world-famous Field Marshal Montgomery Pipe Band, 3 runners-up and 2 third place finishers in their respective grades. In addition to Ulster's top-performing bands, Field Marshal Montgomery, Ravara, Matt Boyd Memorial, Major Sinclair Memorial, Kildoag, Gransha and Syerla, the gathering also included many of our top drum majors, including the reigning adult world champion, Tyrone-born Kara Gilmour, who competes with the Police Scotland Pipe Band. Accolade was reserved for Richard Parkes MBE, who achieved a record-breaking thirteenth world title in his role as Pipe Major of the Field Marshal Montgomery Pipe Band. Parkes received a special presentation from Ian Crozier as they announced plans for a new Ulster-Scots Agency supported Richard Parkes Pipe Majors Masterclass.

Gaisce a Cheiliúradh

In 2022 thacaigh Gníomhaireacht na hUltaise le 312 foghlaimeoir san iomlán le cáilíochtaí aitheanta a bhaint amach i gceol agus damhsa na hUltaise. Bhronn Gníomhaireacht na hUltaise 115 teastas bonnleibhéil ar fhoghlaimeoirí píobaireachta agus drumadóireachta, 78 teastas grádaithe fíde (Grád 1 suas a fhad le Dioplóma) agus 119 teastas Garbhchríche ó UKA, ball corparáideach den Bhord Ríoga Albanach Dhamhsa na nGarbhchríoch. D'eagraigh an Ghníomhaireacht bronnadh céimeanna ceoil sa Halla Mór i dTithe na Parlaiminte do na gradaim bhonnleibhéil píobaireachta agus damhsa Déardaoin an 17 Samhain 2022, a bhronn an t-Iar-Aire Oideachais, Michelle McIlveen CTR. Rinneadh an Teastas Bonnleibhéil a fhorbairt mar chomhthionscnamh de chuid Ghníomhaireacht na hUltaise agus Cumann Ríoga Banna Píob na hAlban (TÉ), ar dtús chun dul chun cinn sa phíob mhála a aithint, ach síneadh é ansin chun an raon iomlán disciplíní drumadóireachta agus scileanna maoir druma a chur san áireamh.



Céimithe bonnleibhéil sa Halla Mór, Stormont.

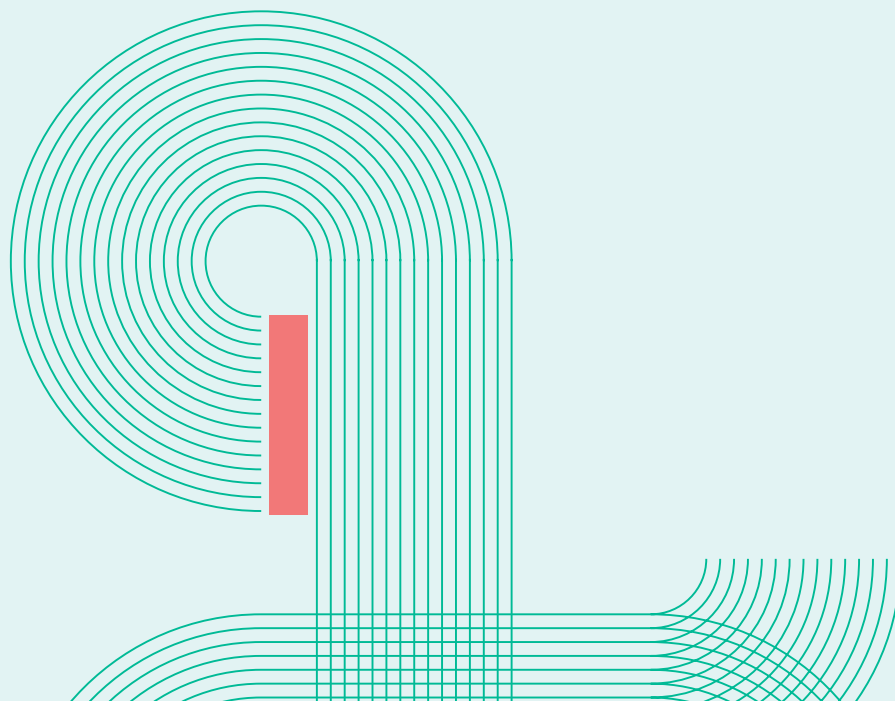
Rinne Gníomhaireacht na hUltaise éachtaí ceoltóirí Ultaise ó fud fad Thuaisceart Éireann a cheiliúradh freisin i dTithe na Parlaiminte chun a mbua a chomóradh ag Craobhchomórtas Banna Píob an Domhain i mbliana. Rinne an t-imeacht éachtaí 7 gcinn de na bannaí is fearr ar domhan a cheiliúradh, le 2 bhuaiteoir, lena n-áirítear Banna Píob an Mharascail Machaire MhicGumaraid, 3 bhanna a bhí sa dara háit agus 2 bhanna a chríochnaigh sa tríú háit ina ngráid faoi leith. Chomh maith leis na bannaí is fearr i gCúige Uladh, Bannaí Píob an Mharascail MhicGumaraid, Ráth Bhearach, Cuimhneacháin Mhaitiú Bhúitigh, Cuimhneachán an Mhaoir Sincléir, Chill Damhcha, na Gráinsí agus Shuí an Iarla, agus bhí mórán dár maoir dhroma is fearr ag an tionól chomh maith, lena n-áirítear an curadh domhanda reatha, Kara Gilmour a rugadh i dTír Eoghain, a théann san iomaíocht mar chuid de Bhann Píob Péas na hAlban. Tugadh gradam ar leith do Richard Parkes, Ball d'Impireacht na Breataine, a fuair an tríú craobh domhanda, níos mó ná mar fuair aon duine eile riamh, ina ról mar Mhaor Píob Bhanna Píob an Mharascail Machaire MhicGumaraid. Fuair Parkes bronnadh speisialta ó Ian Crozier agus iad ag fógairt pleananna do Mháistir-Rang Richard Parkes do Mhaoir Píob le tacaíocht ó Ghníomhaireacht na hUltaise.

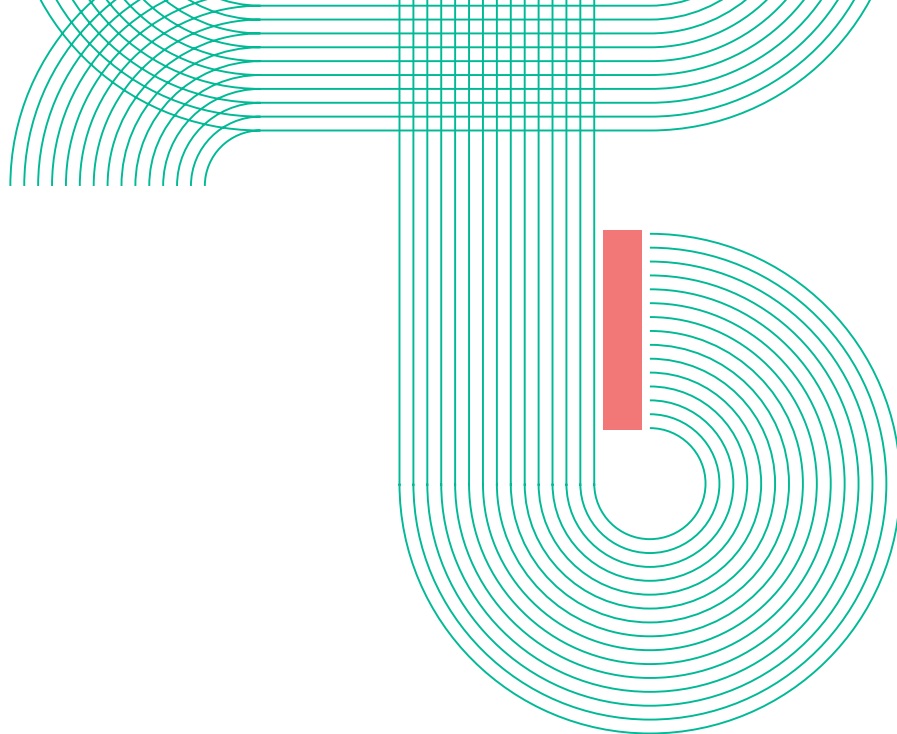


Field Marshal Montgomery in the Great Hall, Stormont.

Educational / School Workshops including Special Needs

Throughout the year, over 55 schools throughout Ulster received Ulster-Scots educational workshops. These workshops included teaching the young people about Ulster-Scots music, dance, drama, language and culture. In addition, the Ulster-Scots Agency also continued to support the special needs sector with an additional 19 special need schools from throughout Ulster receiving Ulster-Scots educational workshops. These workshops included a series of fiddle lessons which resulted in a very successful joint showcase between Derryboy Primary and Portavogie Primary Schools. Together these schools held fiddle tuition and came together to showcase their talents as part of a concert in Down Cathedral on 20th October. The Cathedral was full to capacity, with Education Minister Michelle McIlveen MLA also in attendance.





Banna Píob an Mharascail Machaire MhicGumaraid sa Halla Mór, Stormont.

Oideachas / Ceardlanna Scoile lena n-áirítear Riachtanais Speisialta

I rith na bliana, fuair corradh is 55 scoil ar fud Chúige Uladh ceardlanna oideachais Ultaise. Sna ceardlanna seo múineadh do na daoine óga faoi cheol, damhsa, drámaíocht, teanga agus cultúr na hUltaise. Chomh maith leis sin, lean Gníomhaireacht na hUltaise ar aghaidh ag tacú leis an earnáil riachtanas speisialta le 19 scoil riachtanas speisialta breise ó fud fad Chúige Uladh. Sna ceardlanna seo bhí sraith ceachtanna fidle, a raibh de thoradh uirthi comh-shárthaispeántas an-rathúil idir Bunscoil Dhoire Buí agus Bunscoil Phort an Bhogaigh. Le chéile bhí teagasc fidle ag na scoileanna seo agus tháinig siad le chéile le sárthaispeántas a dhéanamh dá mbuanna mar chuid de cheolchoirm in Ardeaglais an Dúin ar an 20 Deireadh Fómhair. Bhí an Ardeaglais lán go doras, agus bhí an tAire Oideachais Michelle McIlveen BTR i láthair freisin.

Corefunded Groups

Investment of **£376,433** was committed to core funded groups undertaking Ulster-Scots activities.

Over the course of the year the Ulster-Scots Community Network continued to work with groups across all 9 counties of Ulster. We continued to work with groups to assist them with their funding needs and helped to bring approximately £480k into the sector. Our work around governance increased as we assisted over 50 groups with governance advice and policy updates, as well as delivering almost 200 Access NI certificates. Our outreach work including hosting around 20 cultural events in the Discover Ulster-Scots Centre, 94 talks to community groups and 116 school workshops, as well as 5 workshops for groups in the border counties and supporting 8 picnics for groups in Monaghan and Cavan.

Music and Dance Tuition in the Community

The Music and Dance Tuition Programme offers support for both non-accredited and accredited tuition in Highland and Scottish Country Dance and in a wide range of traditional Ulster-Scots Instruments. In 2022 we funded 29 dance projects 27 of which were for Highland Dance and 2 for Scottish Country Dance projects. This is an overall increase of 1 on the 2021 program.

We funded 112 music tuition projects offering a wide range of tuition in the bagpipes, drum, flute, fife, lambeg drum, accordion, fiddle and drum major skills. We have seen an over 40% increase in music applications from the previous year. This is clearly a result of bands and groups trying to get restarted after the impact of COVID-19 assisted by the Agency's increased engagement with groups through our COVID-19 support funding.

This program has seen the Agency invest £268,000 in developing skills in the community in both music and dance and engaging with 141 projects.

Festivals

The Agency's Community Festival programme funded 9 community festivals in 2022 to the value of over £80,000. The program supported a diverse group of community festivals which help to increase awareness in Ulster-Scots culture, language and heritage.

Festivals supported included **The Hairtlan Festival** in Kilkeel. This festival delivered 15 Ulster-Scots events attracting over 12,000 visitors to Kilkeel and the surrounding areas. **The New Gate Fringe Festival** in Londonderry offered a wide range of Ulster-Scots activities, including dance, music, poetry, drama, re-enactment, and storytelling.

Fermanagh Reivers Festival based in Ballinamallard was a small local history festival focusing on the Reiver families and their input into Fermanagh. **The Frances Browne Literary Festival** was held in Stranorlar, Co. Donegal included creative writing, a drama production focusing on the life of Sarah Leech, poetry recitals, a series of workshops focusing on the Ulster-Scots language, and an Ulster-Scots poetry competition. **The Bessy Bell & Mary Grey Ulster-Scots Festival** in Newtownstewart, Co. Tyrone was a new autumn festival delivered during Ulster-Scots Language Week, celebrating Ulster-Scots culture and language.

Grúpaí Bunmhaoinithe

Tiomnaíodh **£376,433** d'infheistíocht do ghrúpaí bunmhaoinithe ag gabháil de láimh gníomhaíochtaí Ultaise.

Le linn na bliana lean Lónra Pobail na hUltaise ar aghaidh ag obair le grúpaí ar fud 9 gcontae uile Uladh. Leanamar ar aghaidh ag obair le grúpa chun cabhrú leo maidir lena riachtanais mhaoinithe agus chabhraíomar timpeall £480,000 a thabhairt isteach san earnáil. Mhéadaigh ár gcuid oibre timpeall an rialachais mar chabhraíomar le corradh is 50 grúpa, ag tabhairt comhairle maidir le rialachas agus nuashonrú polasaí, chomh maith le beagnach 200 teastas Access NI a sheachadadh. Inár gcuid oibre for-rochtana óstáladh timpeall 20 imeacht cultúrtha in Ionad Eolais na hUltaise, 94 caint le grúpaí pobail agus 116 ceardlann scoile, chomh maith le 5 cheardlann do ghrúpaí i gcontaetha na teorann agus tacú le 8 bpícní do ghrúpaí i Muineachán agus ar an gCabhán.

Teagasc Ceoil agus Damhsa sa Phobal

Cuireann an Clár Teagasc Ceoil agus Damhsa tacaíocht don teagasc creidiúnaithe agus neamhchreidiúnaithe araon i nDamhsa na nGarbhríoch agus Damhsa Tuaithe na hAlban agus i raon leathan uirlisí traidisiúnta Albainise. In 2022 mhaoiníomar 29 tionscadal damhsa; bhí 27 ceann acu do Dhamhsa na nGarbhchríoch agus 2 cheann acu thionscadail a bhain le Damhsa Tuaithe na hAlban. Is ceann amháin níos mó é seo ar an iomlán ná clár 2021.

Mhaoiníomar 112 tionscadal teagasc ceoil ag tairiscint raon leathan teagasc sa phib mhála, druma, fliúit, fíif, druma Lann Bheag, cairdín, fidil agus scileanna maoir druma. Bhí méadú 40% againn in iarratais cheoil ón mbliain roimhe. Is léir gur toradh é seo ar bhannaí agus grúpaí ag iarraidh atosú tar éis thionchar COVID-19, le cabhair ó rannpháirtíocht mhéadaithe na Gníomhaireachta le grúpaí trínár maoiniú tacaíochta COVID-19.

Sa chlár seo rinne an Gníomhaireacht £268,000 d'infheistíocht i scileanna a fhorbairt sa phobal sa cheol agus sa damhsa araon agus ag glacadh páirte in 141 tionscadal.

Féilte

Mhaoinigh clár Féilte Pobail na Gníomhaireachta 9 bhféile phobail in 2022 ar luach corradh is £80,000. Thacaigh an clár le grúpa ilghnéitheach féilte pobail, rud a chabhraíonn le feachtas a mhéadú ar chultúr, teanga agus oidhreacht na hUltaise.

I measc féilte lenar tacaíodh bhí **Féile an Chroícheantair** i gCill Chaoil. Sheachaid an fhéile 15 imeacht Ultaise, a mheall corradh is 12,000 cuairteoir go Cill Chaoil agus na ceantair máguaird. Thairg **Féile Imill an Gheata Nua** i nDoire raon leathan d'imeachtaí Ultaise, lena n-áirítear damhsa, ceol, filíocht, drámaíocht, athachtú, agus scéalaíocht.

Féile bheag staire áitiúla ba ea **Féile Creachadóirí Fhear Manach** ag díriú ar theaghlach na nGadaithe agus a n-ionchur i bhFear Manach. Reáchtáladh **Féile Liteartha Frances Browne** i Srath an Urláir, Co. Dhún na nGall, agus bhí scríbhneoireacht chruthaitheach, léiriú drámaí ag díriú ar bheatha Sarah Leech, léamha filíochta, sraith ceardlann ag díriú ar theanga na hUltaise, agus comórtas filíochta Ultaise san áireamh inti. Féile nua fómhair a seachadadh le linn Sheachtain Teanga na hUltaise agus a rinne cultúr agus teanga na hUltaise a cheiliúradh ba ea **Féile Ultaise Bessy Bell & Mary Grey** ar an mBaile Nua, Co. Thír Eoghain.

Summer Schools

The Summer School programme seeks to support voluntary and community groups to deliver a weeklong program to children aged 7 to 16 years. In 2022 we supported 16 projects to deliver Summer Schools to over 600 children. This was an increase of over 200 from 2021. The projects funded delivered a range of Ulster-Scots cultural activities and language workshops. Most of the children attending the summer schools are primary school age, however a couple of the groups sought funding specifically for post primary school children.

Small Events

The Agency introduced a Small Events programme in 2021 which sought to revitalise the community especially after the COVID-19 pandemic. The Agency received a very favourable response from the community towards this program and we have developed further in 2022.

In 2022 we have had 2 small events programmes. In the spring we opened a small events program aimed at events from June to December and events which marked the Queen's Platinum Jubilee. Under this program we funded 84 projects. These included a wide range of Platinum Jubilee celebrations including Ulster-Scots nights, tattoos, community breakfasts, and Ulster-Scots showcase events. The fund also supported a wider range of Ulster-Scots events including cookery events, music and dance masterclasses, history talks, walks and tours, language events, and St Andrews events.

In November we opened a second phase of the Small Events Programme, which supported events from 1st December to the 31st of March 2023. Under this phase we awarded funding to 120 projects. The vast majority will be delivered in 2023 but those in 2022 included piping and drumming master classes, and Hogmanay celebrations.

Community Impact

The Agency has continued to support the 3 Community Impact Projects. The projects have delivered a wide range of action points through their community plans. During 2022 the Community Impact groups have been able to support the delivery of 6 summer schools, 3 festivals, and supported several groups with tuition and small events projects. The projects have delivered a range of training events to 230 participants, helping the Ulster-Scots community to build their confidence and capacity.

They have also played a vital role in engaging with the community and voluntary groups to support them apply for the COVID-19 Recovery Programme grants which were complicated and difficult for many groups to understand. The Community Impact projects have also played an important role through their engagement with almost 20 schools to assist in the delivery of a wide range of Ulster-Scots educational activities.

The 3 delivery groups have also been very successful in securing match funding for their projects and have delivered a range of Ulster-Scots activities funded by other funding bodies. In 2022 the 3 groups have secured over £170,000 of non-Agency money to support and deliver Ulster-Scots activities. This has included the VC Hanna statue in Kilkeel celebrating the life of a local VC winner with a project which cost more than £50,000.

Scoileanna Samhraidh

Féachann an clár Scoile Samhraidh le tacú le grúpaí deonacha agus pobail chun clár fad seachtaine a sheachadadh do pháistí 7 go 16 bliana d'aois. In 2022 thacaíomar le 16 thionscadal chun Scoileanna Samhraidh a sheachadadh do chorradh is 600 páiste. Méadú corradh is 200 ba ea é seo ó 2021. Sheachaid na tionscadail a maoiníodh raon imeachtaí cultúrtha Ultaise agus ceardlann teanga. Aois bhunscoile atá ag bunús na bpáistí a fhreastalaíonn ar na scoileanna samhraidh, ach lorg cúpla grúpa maoiniú go sonrach do pháistí iar-bhunscoile.

Mion-imeachtaí

Thug an Ghníomhaireacht isteach clár Mion-imeachtaí in 2021 a d'fhéach leis an bpobal a athbheochan go háirithe tar éis phaindéim COVID-19. Fuair an Ghníomhaireacht freagairt an-fhabhrach ón bpobal in 2022.

In 2022 bhí dhá chlár mion-imeachtaí againn. San earrach d'osclaíomar clár mion-imeachtaí a bhí dírithe ar imeachtaí ó Mheitheamh go mí na Nollag a rinne lubhaile Phlatanaim na Banríona a chomóradh. Faoin gclár seo mhaoiníomar 84 tionscadal. Ina measc seo bhí raon leathan imeachtaí ceiliúrtha don lubhaile Phlatanaim lena n-áirítear oícheanta Ultaise, tatúnna, bricfeastaí pobail, agus imeachtaí sárthaispeántais Ultaise. Thacaigh an ciste freisin le raon níos leithne imeachtaí Ultaise lena n-áirítear imeachtaí cócaireachta, máistir-ranganna ceoil agus damhsa, cainteanna staire, siúlóidí agus turais, imeachtaí teanga, agus imeachtaí Naomh Aindrias.

I mí na Samhna d'osclaíomar an dara céim de Chlár na Mion-imeachtaí, a thacaigh le himeachtaí ón 1 Nollaig go dtí an 31 Márta 2023. Faoin gcéim seo bhronnamar maoiniú ar 120 tionscadal. Seachadfar a bhformhór mór in 2023 ach ina measc siúd in 2022 bhí máistir-ranganna píobaireachta agus drumadóireachta, agus imeachtaí ceiliúrtha Oíche na Seanbhliana.

Tionchar ar an bPobal

Lean an Ghníomhaireacht ar aghaidh ag tacú le 3 thionscadal Tionchair Pobail. Sheachaid na tionscadail raon leathan pointí gníomhaíochta trína bpleananna pobail. Le linn 2022 bhí na grúpaí Tionchair Pobail ábalta tacú le seachadadh 6 scoil samhraidh, 2 fhéile, agus thacaigh siad le roinnt grúpaí le teagasc agus tionscadail mion-imeachtaí. Sheachaid na tionscadail raon imeachtaí oiliúna do 230 rannpháirtí, ag cabhrú le pobal na hUltaise a muinín agus acmhainneacht a thógáil.

D'imir siad ról ríthábhachtach freisin ag dul i dteagmháil leis na grúpaí pobail agus deonacha chun tacú leo iarratas a dhéanamh ar dheontais an Chláir Téarnaimh COVID-19 a bhí casta agus deacair do mhórán grúpaí a thuiscint. D'imir na tionscadail Tionchair Pobail ról tábhachtach freisin trína rannpháirtíocht le beagnach 20 scoil chun cabhrú maidir le seachadadh raon gníomhaíochtaí oideachais Ultaise.

Bhí an-rath ar na 3 ghrúpa seachadta ag fáil maoiniú meaitseála dá dtionscadail agus sheachaid siad raon gníomhaíochtaí Ultaise arna maoiniú ag comhlachtaí maoinithe eile. In 2022 fuair na 3 ghrúpa corradh is £170,000 d'airgead nach airgead de chuid na Gníomhaireachta é chun tacú le gníomhaíochtaí Ultaise agus iad a sheachadadh. Ina measc seo bhí dealbh VC Hanna i gCill Chaoil, ag ceiliúradh saol duine áitiúil a bhuaigh Cros Victoria le tionscadal a chosain corradh is £50,000.

Other Grants

The Agency supported 2 community radio broadcasts organised by the Schomberg Society in Killeel. The 2-week radio stations in the Summer and Christmas were well supported by the local community and delivered a wide range of Ulster-Scots music, language, history and storytelling opportunities. The Agency continued to support the work of Mid Armagh Community Network in Markethill to deliver a wide range of tuition opportunities. The group have also introduced drama into the programme.

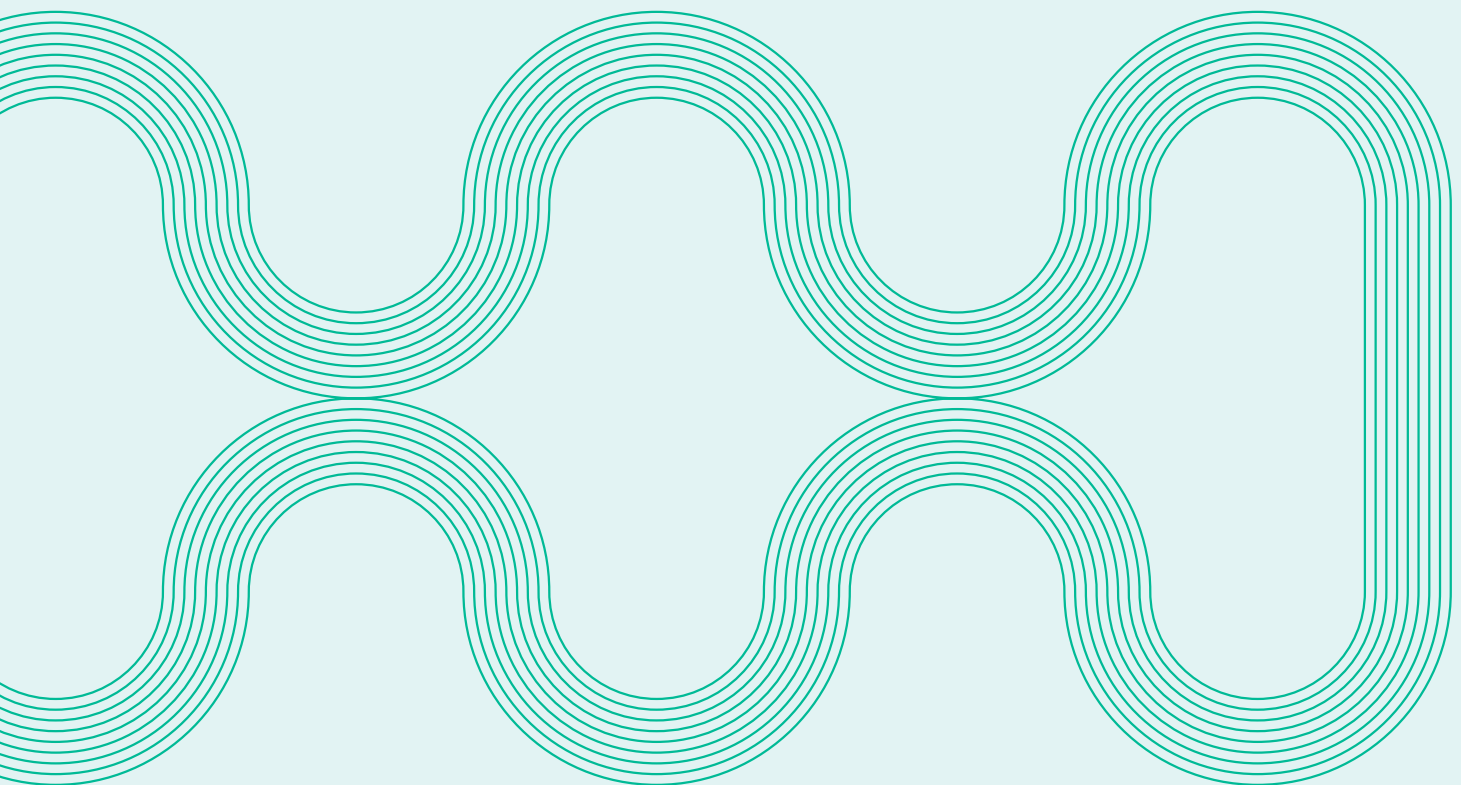
Community showcase events

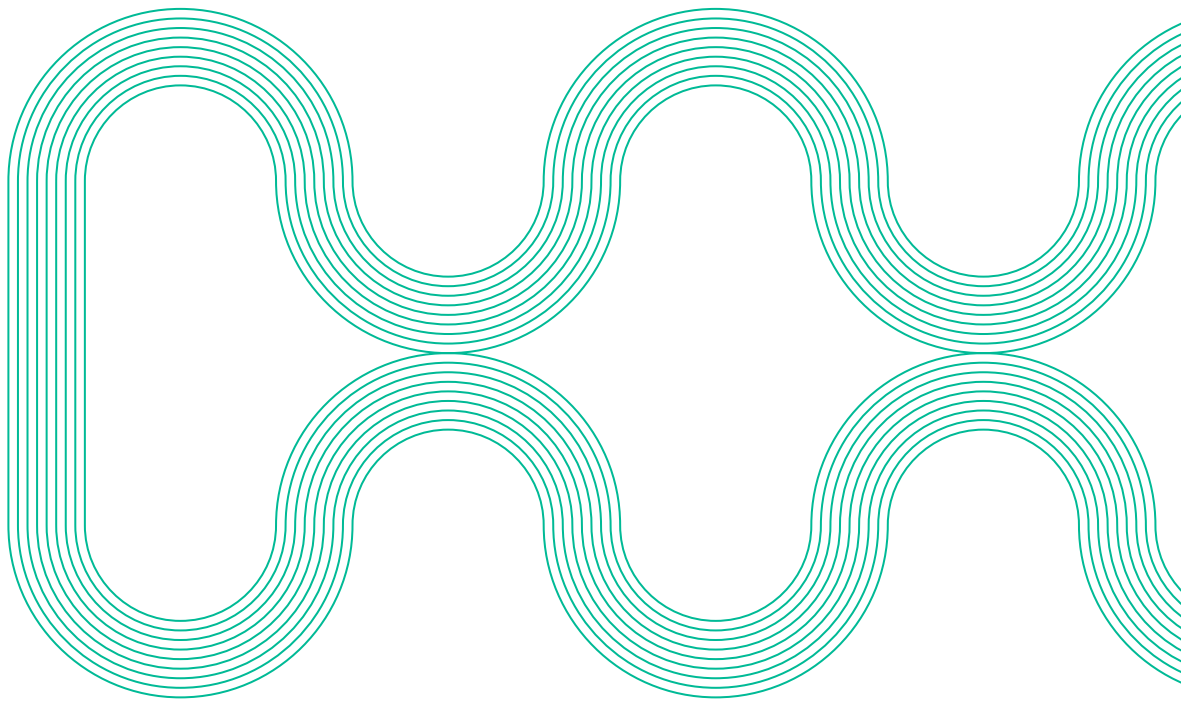
The Agency supported 8 showcase events, most of these events were in the border counties and included several Ulster-Scots picnics in Monaghan and Cavan. The Small Events Programme has more or less replaced Community Showcases in Northern Ireland.

COVID-19 Recovery Programme

In January 2022 the Agency secured funding to deliver the COVID-19 Recovery Programme for Ulster-Scots organisations. The programme sought to reduce the operating deficits for Ulster-Scots organisations which had arisen in the financial year 2021/2022 because of the COVID-19 pandemic.

This was a challenging programme for both the Agency and for the community and voluntary groups. To assist groups the Agency organised a series of clinics in January where members of staff supported the community groups in the application process. 231 groups received funding under this programme providing over £900,000 to community and voluntary groups impacted by the COVID-19 pandemic.





Deontais Eile

Thacaigh an Ghníomhaireacht le dhá chraoladh raidió pobail arna n-eagrú ar Cumann Schombert i gCill Chaoil. Thug an pobal áitiúil tacaíocht mhaith do na stáisiúin choicise le linn an tsamhraidh agus na Nollag, agus sheachaid siad raon leathan ceoil, teanga agus staire agus deiseanna scéalaíochta Ultaise. Lean an Ghníomhaireacht ar aghaidh ag tacú le hobair Líonra Pobail Ard Mhacha i gCnoc an Mhargaidh le raon leathan deiseanna teagaisc a sheachadadh. Chuir an grúpa drámaíocht isteach sa chlár freisin.

Imeachtaí sárthaispeántais pobail

Thacaigh an Ghníomhaireacht le 8 n-imeacht sárthaispeántais. Bhí an chuid is mó de na himeachtaí seo i gcontaetha na teorann agus ina measc bhí roinnt picnicí Ultaise i gContae Mhuineacháin agus i gContae an Chabháin. Tá Clár na Mion-imeachtaí tar éis Sárthaispeántais Phobail a ionadú go hiomlán, a bheag nó a mhór, i dTuaisceart Éireann.

Clár Téarnaimh COVID-19

I mí Eanáir 2022 fuair an Ghníomhaireacht maoiniú chun an Clár Téarnaimh COVID-19 a sheachadadh d'eagraíochtaí Ultaise. D'fhéach an clár le heasnamh oibriúcháin a laghdú d'eagraíochtaí Ultaise a tháinig chun cinn sa bhliain airgeadais 2021/2022 mar gheall ar phaindéim COVID-19.

Clár dúshlánach ab ea é seo don Ghníomhaireacht agus do na grúpaí pobail agus deonacha araon. Chun cabhrú leis na grúpaí d'eagraigh an Ghníomhaireacht sraith clinicí i mí Eanáir inar thacaigh baill foirne leis na grúpaí pobail sa phróiseas iarratais. Fuair 231 grúpa maoiniú faoin gclár seo ag cur ar fáil £900,000 do ghrúpaí pobail agus deonacha ar imir paindéim COVID-19 tionchar orthu.

Twinning Projects

The Education team continued to work with schools to deliver an East/West School Twinning Programme. Links were established between Lisbellaw and Drumlanrig in the Scottish Borders. The schools are due to meet in 2023 to explore their shared Reivers background at the Reivers Festival in Hawick, Scotland.

Relationship Building

During 2022 the Agency also hosted Secretaries of State for Northern Ireland and Scotland, Brandon Lewis and Alister Jack. Mr Jack was greeted on arrival by the Pipes and Drums of Campbell College, before moving on to an hour-long working lunch with representatives of the Ulster-Scots Agency at which the expansion of east-west cultural links between Northern Ireland and Scotland was discussed. The climax of the visit was a reception with 40 Ulster-Scots community activists drawn from more than 600 groups in the Ulster-Scots community sector that received Treasury-resourced COVID-19 funding to help them deal with the impact of the pandemic.



Agency CEO Ian Crozier and Secretary of State for Scotland Mr Alister Jack.



Príomhfheidhmeannach na Gníomhaireachta Ian Crozier agus Státrúnaí na hAlban an tUasal Alister Jack.

SA₃ - Déan Caidreamh

Tionscadail Nasctha

Lean an fhoireann Oideachais ar aghaidh ag obair le scoileanna chun Clár Nasctha Scoileanna Thoir/Thiar a sheachadadh. Bunaíodh naisc idir Lios Béal Átha agus Druim Lannraig i gceantar Chríoch na hAlban. Tá na scoileanna le bualadh le chéile in 2023 lena gcúlra coiteann sna Creachadóirí a fhiosrú i bhFéile na gCreachadóirí i Hamhaig, Albain.

Cothú Caidrimh

Le linn 2022 d'óstáil an Gníomhaireacht chomh maith Státrúnaithe Thuaisceart Éireann agus na hAlban, Brandon Lewis agus Alister Jack. Chuir Píoba agus Drumaí Choláiste Chaimbeul fáilte roimh an Uasal Jack, sular bhog sé ar aghaidh go lón oibre uair an chloig le hionadaithe de chuid Gníomhaireacht na hUltaise nuair a pléadh naisc chultúrtha thoir-thiar idir Tuaisceart Éireann agus Albain.

Ba é buaicphointe na cuairte fáilte le 40 gníomhaire pobail Ultaise a tarraingíodh ó chorradh is 600 grúpa in earnáil pobail na hUltaise a fuair an maoiniú COVID-19 arna mhaoiniú ag an Státchiste chun cabhrú leo déileáil le tionchar na paindéime.

The Ulster-Scots Agency was also delighted to welcome Irish Minister of State for the Gaeltacht and Sport, Jack Chambers TD, to the Discover Ulster-Scots Centre in Belfast during June 2022. During his visit, the Minister met with staff from the Ulster-Scots Agency and was presented with an Ulster-Scots When o Wurds lapel pin by Allen McAdam, Board Member, Ulster-Scots Agency.



Mr Allen McAdam (Board Member) presenting Minister of State Mr Jack Chambers TD with his When o Wurds badge.

Joint Projects

The Safeguarding team continued to work with the Department for Communities, Arts and Culture Safeguarding Forum in conjunction with Foras na Gaeilge. The Corporate Teams also worked together on the annual Section 75 duties and reports.



Bhí lúcháir ar Ghníomhaireacht na hUltaise freisin fáilte a chur roimh Aire Stáit don Ghaeltacht agus an Spórt i Rialtas na hÉireann, Jack Chambers TD, go hionad Eolais na hUltaise i mBéal Feirste le linn mhí an Mheithimh 2022. Le linn a chuairte bhuail an tAire le baill foirne ó Ghníomhaireacht na hUltaise agus bhronn Allen McAdam, Comhalta Boird de chuid Ghníomhaireacht na hUltaise, suaitheantas Wheen o Wurds Ultaise air.



An tUasal Allen McAdam (Comhalta Boird) ag bronnadh a shuaitheantas Wheen o Wurds ar an Aire Stáit Jack Chambers, TD

Comhthionscadail

Lean an fhoireann um Chumhdach ar aghaidh ag obair le Fóram um Chumhdach na Roinne Pobal, Ealaíon agus Cultúir i gcomhar le Foras na Gaeilge. D'oibrigh na Foirne Corparáideacha le chéile chomh maith ar dhualgais agus tuairiscí bliantúla Alt 75.

Corporate

Corporate Plan & Business Plan 2022

An annual review of activity against the 2020-2022 Corporate Plan took place in January 2023; it showed that the Agency met the vast majority of the aims and objectives as laid out in the plan. The period in review was however impacted by COVID-19 and the closure of schools, community gatherings and gathering of people. The Agency did try to meet the demand where possible by arranging for tutoring online, however some of the original targets were just not possible during this period.

Systems

The Agency continued to monitor its IT systems and during 2022 settled in to the new electronic filing structure in a cloud based environment which will also enhance our business continuity plans and disaster recovery plans. There were no significant outages during the year or any breaches of security in the system. The Agency also plans to upgrade the finance system so as it integrates more seamlessly with the 365 environment.

Internal Audit

Internal Audit is an important part of the overall Corporate Governance of the Agency. The Internal Audit function is carried out by an external contractor so as to operate an independent appraisal function. The Internal Auditors test systems, associated procedures and controls and reports upon their effectiveness which Management then review and adjust as necessary to ensure robust systems of control are in place.

Below is the table of ratings that is achievable.

Satisfactory	Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.
Limited	There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.
Unsatisfactory	The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.

During 2022 the Agency reviewed the following areas and ratings achieved:

Area Audited 2022	Internal Audit Assurance Rating
Stakeholder Engagement	Satisfactory
Safeguarding	Satisfactory
Framework for Compliance with Health and Safety, Fraud and FOI	Limited
Grants Management & Government Funding Database	Underway at the year end
Key Financial Controls	Underway at the year end

Corparáideach

Plean Corparáideach & Plean Gnó 2022

Rinneadh athbhreithniú bliantúil ar ghníomhaíocht de réir Phlean Corparáideach 2020-2022 i mí Eanáir 2023; léirigh sé gur bhain an Ghníomhaireacht amach formhór mór na n-aidhmeanna agus na gcuipóirí mar a leagtar amach sa phlean. Bhí, áfach, tionchar ar an tréimhse faoi athbhreithniú ag COVID-19 agus dúnadh scoileanna, tionóil pobail agus tionóil daoine. Is amhlaidh go ndearna an Ghníomhaireacht iarracht riar ar an éileamh nuair ab fhéidir trí shocrú a dhéanamh le haghaidh teagasc ar líne, ach níorbh fhéidir roinnt de na bunsríocanna a bhaint amach le linn na tréimhse seo.

Córais

Lean an Ghníomhaireacht ar aghaidh ag déanamh monatóireachta ar a córais TF agus le linn 2022 shocraigh sí isteach sa struchtúr nua comhdaithe leictreonach i dtimpeallacht néalbhunaithe, rud a fheabhsóidh freisin ár bpleananna leanúnachais gnó agus pleananna téarnaimh tubaiste. Ní raibh aon éaradh seirbhíse suntasach ann le linn na bliana nó aon sárú slándála sa chóras. Tá tuilleadh pleananna ag an nGníomhaireacht an córas airgeadais a uasghrádú ionas go gcomhtháthóidh sé níos réidhe leis an timpeallacht 365.

Iniúchadh Inmheánach

Is cuid thábhachtach de Rialachas Corparáideach iomlán na Gníomhaireachta é an tIniúchadh Inmheánach. Gabhann conraitheoir seachtrach de láimh feidhm an Iniúchta Inmheánaigh chun feidhm breithmheasa neamhspleách a chur i bhfeidhm. Déanann na hIniúcháirí Inmheánacha tástáil ar chórais, nósanna imeachta gaolmhara agus riail agus tuairiscí ar a n-éifeachtúlacht, a ndéanann lucht bainistíochta a athbhreithniú agus a choigeartú de réir mar is gá lena chinntiú go bhfuil córais láidre rialacháin i bhfeidhm.

Thíos anseo tá tábla de rátálacha atá inbhainte amach.

Sásúil	Ar an iomlán tá córas sásúil rialachais, bainistíochta riosca agus rialaithe ann. Cé gur féidir riosca iarmharach éigin a bheith aitheanta, níor chóir go gcuirfeadh seo isteach go suntasach ar chur i gcrích chuspóirí an chórais.
Teoranta	Tá roinnt laigí suntasacha sa rialachas, bainistiú riosca agus creat rialaithe, agus mura dtabharfar fúthu d'fhéadfadh sé go mbeidh do thoradh air nach mbainfear cuspóirí amach.
Neamhshásúil	Tá teipthe ar an chóras rialaithe, bainistithe riosca agus rialaithe nó tá fíor-riosca nó riosca substaintiúil go dteipfidh ar an chóras a chuspóirí a bhaint amach.

During 2022 the Agency reviewed the following areas and ratings achieved:

Réimse a Iniúchadh in 2022	Grádú Ráthaíochta Iniúchta Inmheánaigh
Rannpháirtíocht Geallsealbhóirí	Sásúil
Cumhdach	Sásúil
Creatlach le haghaidh Comhlíonadh Sláinte agus Sábháilteacht, Calaoise agus Saoráil Faisnéise	Teoranta
Bunachar Sonraí Bainistíochta Deontas & Maoinithe Rialtais	Ar siúl ag deireadh na bliana
Príomhrialuithe Airgeadais	Ar siúl ag deireadh na bliana

Prompt Payments

Monthly reviews were conducted to measure how promptly the Agency paid suppliers and grant payments. During 2022 the Agency ensured that 100% of supplier payments were issued within 30 days, in addition to this, 100% of grant payments were issued within 10 days during 2022.

Section 75 Duties

During the year the Agency continued to review new policies for Section 75 purposes. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. It provides an opportunity to improve decision-making and support evidence based policy making. All policies screened were screened out (meaning the policies did not give any due concern in relation to S75 and did not require an Equality Impact Assessment carried out).

Freedom of Information & Complaints

The Agency received 7 freedom of information requests in the year with a variety of questions around funding, staffing and technology used. The Agency received no complaints in 2022.

Investors in People Accreditation

The Agency successfully retained their IIP accreditation and has worked within IIP structure and will continue to do so over the next couple of years in the hope of attaining the next higher award.

Human Resources

The HR department has continued to build upon a solid foundation, to support the Agency and staff through a difficult period.

The Agency's HR function in 2022 maintained its focus on effective administration to ensure relevant details were being recorded appropriately, this included continuous monitoring of absences resulting in regular ill-health review meetings where appropriate.

- | | |
|---|---------------------------------|
| • <i>Data Breach</i> | • <i>Staff Induction</i> |
| • <i>Data Protection</i> | • <i>Flexi and Toil</i> |
| • <i>Travel & Subsistence</i> | • <i>Van Policy</i> |
| • <i>Procurement Policy</i> | • <i>Career Break</i> |
| • <i>Gifts & Hospitality</i> | • <i>Mobile IT Equipment</i> |
| • <i>Fraud Response Plan</i> | • <i>Mobile phone Equipment</i> |
| • <i>Display Screen Equipment (DSE)</i> | • <i>Clear Desk Policy</i> |
| • <i>Car Parking</i> | • <i>Internet Usage Policy</i> |
| • <i>Managing Attendance</i> | • <i>Whistleblowing</i> |
| • <i>Staff Development & Training</i> | • <i>Social Media</i> |
| • <i>Fire Safety & Evacuation</i> | • <i>Customer Charter</i> |
| | • <i>Disposal Policy</i> |

Prasíocaíochtaí

Rinneadh athbhreithnithe míosúla lena thomhas cé chomh pras a d'íoc an Ghníomhaireacht a soláthraithe agus íocaíochtaí deontais. Le linn 2022 chinntigh an Ghníomhaireacht gur eisíodh 100% d'íocaíochtaí do sholáthraithe faoi 30 lá, chomh maith leis seo eisíodh 100% d'íocaíochtaí deontais taobh istigh de 10 lá le linn 2022.

Dualgais Alt 75

Le linn na bliana lean an Ghníomhaireacht ar aghaidh ag athbhreithniú polasaithe nua maidir le hAlt 75. Is é an cuspóir atá ag an scagadh seo na polasaithe a aithint is dócha go mbeadh tionchar acu ar chomhionannas deise agus/nó an dea-chaidreamh. Tugann sé deis an chinnteoireacht a fheabhsú agus tacaíonn sé le ceapadh polasaithe bunaithe ar fhianaise. Scagadh amach gach polasaí a scagadh (is é sin le rá níor thug na polasaithe aon ábhar imní cuí maidir le hAlt 75 agus níorbh éigean measúnú tionchair comhionannais a dhéanamh).

Saoráil Faisnéise & Gearáin

Fuair an Ghníomhaireacht 7 n-iarratas ar shaoráil faisnéise sa bhliain, le ceistanna éagsúla maidir le maoiniú, soláthar foirne agus teicneolaíocht a úsáidtear. Ní bhfuair an Ghníomhaireacht aon ghearán in 2022.

Creidiúnú Infheisteoirí i nDaoine

D'éirigh leis an nGníomhaireacht a creidiúnú Infheisteoirí i nDaoine (IIP) a choinneáil agus d'oibrigh sí laistigh de struchtúr IIP agus leanfaidh sí ar aghaidh á dhéanamh seo sa chúpla bliain seo amach romhainn, ag súil go bhfaighidh sí an chéad dámhachtain eile is airde.

Acmhainní Daonna

Lean an roinn AD ar aghaidh ag tógáil ar dhúshraith dhaingean, ag tacú leis an nGníomhaireacht agus leis an bhfoireann i rith thréimhse dheacair.

Choinnigh feidhm AD na Gníomhaireachta in 2022 a fócas ar riarachán éifeachtach lena chinntiú go raibh sonraí bainteacha á dtaifeadadh go cuí. San áireamh bhí monatóireacht leanúnach ar asláithreachtaí, a raibh de thoradh uirthi cruinnithe athbhreithnithe drochshláinte nuair ba chúí.

Is fócas fós don roinne é forbairt polasáí agus rinneadh monatóireacht, athbhreithniú nó leasú ar na polasaithe seo a leanas nuair ba chúí:

- | | |
|---|--|
| • <i>Sárú ar Shonraí</i> | • <i>Fleiscam agus Saoire Chúitimh</i> |
| • <i>Cosaint Sonraí</i> | • <i>Polasaí an Veain</i> |
| • <i>Taisteal & Cothabháil</i> | • <i>Sos Gairme</i> |
| • <i>Polasaí Soláthair</i> | • <i>Trealamh TF Móibíleach</i> |
| • <i>Bronntanais & Aíocht</i> | • <i>Trealamh Fóin Póca</i> |
| • <i>Plean um Fhreagairt ar Chalaouis</i> | • <i>Polasaí Deisce Glaine</i> |
| • <i>Trealamh Scáileáin Taispeána</i> | • <i>Polasaí um Úsáid Idirlín</i> |
| • <i>Páirceáil Carranna</i> | • <i>Sceithireacht</i> |
| • <i>Tinreamh a Bhainistiú</i> | • <i>Meáin Shóisialta</i> |
| • <i>Forbairt & Oiliúint Foirne</i> | • <i>Cairt Chustaiméirí</i> |
| • <i>Sábháilteacht Dóiteáin & Aslonnú</i> | • <i>Polasaí Diúscartha</i> |
| • <i>Ionduchtú Ball Foirne</i> | |

The Agency recruited a permanent Administration Officer and a Grants Officer and began recruitment for a Marketing Officer and Accountant after staff in those positions were promoted to Director posts. The Agency is delighted to be able to promote talent from within where possible.

Training

The Agency completed various modules of training in 2022. Training need was identified by legislative needs and professional development needs of individual Agency staff. Training need was also derived from audit recommendations.

All Agency staff completed the following training:

- *Fire Warden Training*
- *First Aid Training*
- *Safeguarding in both jurisdictions*
- *Van Driving*
- *Camera Phone Training*

The Finance team attended a number of specific training courses which included:

- *HMRC Payroll and benefits courses; and*
- *RSM Financial Reporting.*

The HR Department attended a number of training events to include:

- *Recruitment in the Modern Workplace*
- *Managing Performance; and*
- *HR Employment Update including Employment Law*

Pension Management

The Agency is required to offer a pension scheme to all employees, to automatically enroll qualifying staff and to contribute to the scheme. This is known as automatic enrolment and the Agency has fully complied with its duties in the current year. Every 3 years the Agency is required to re-enrol staff. The Agency has a pension scheme and attends regular meetings with other HR representatives from the Pension Administrators. The Agency carried out its auto enrolment duties in April 2022, the next auto-enrolment is due 2025.

D'earcaigh an Ghníomhaireacht Oifigeach Riaracháin buan agus Oifigeach Deontas agus thosaigh ag earcú Oifigeach Margaíochta agus Cuntasóra tar éis do bhaill foirne sna poist sin ardú céime a fháil go poist Stiúrthóra. Tá lúcháir ar an nGníomhaireacht a bheith ábalta tallann a chur chun cinn ón taobh istigh nuair is féidir.

Oiliúint

Chuir an Ghníomhaireacht modúil éagsúla oiliúna i gcrích in 2022. Aithníodh riachtanas oiliúna de réir riachtanais reachtaíochta agus riachtanais forbartha gairmiúla bhaill aonair na Gníomhaireachta. Díorthaíodh riachtanas oiliúna ó mholtaí iniúchta.

Chuir baill foirne uile na Gníomhaireachta an oiliúint seo a leanas i gcrích:

- *Oiliúint do Mhaor Dóiteáin*
- *Oiliúint Gharchabhrach*
- *Cumhdach PÉ agus TÉ*
- *Tiomáint Veain*
- *Oiliúint ar Cheamara Fóin.*

D'fhreastail an fhoireann Airgeadais ar roinnt cúrsaí oiliúna faoi leith, ar a n-áiríodh:

- *Párolla agus leasa HMRC; agus*
- *Tuairisciú Airgeadais RSM.*

D'fhreastail an Roinn AD ar roinnt imeachtaí oiliúna, ar a n-áiríodh:

- *Earcaíocht san Áit Oibre*
- *Bainistíocht Feidhmíochta; agus*
- *Nuashonrú Fostaíochta AD, lena n-áirítear Dlí Fostaíochta.*

Bainistíocht Pinsin

Tá de cheangal ar an ghníomhaireacht scéim pinsin a thairiscint do gach fostaí, baill foirne incháilithe a chlárú agus ranníocaíochtaí a dhéanamh leis an scéim. Tugtar clárú uathoibríoch air seo agus chloígh an Ghníomhaireacht go hiomlán lena dualgais sa bhliain reatha. Gach 3 bliana caithfidh an Ghníomhaireacht baill foirne a athchlárú. Tá scéim pinsin ag an nGníomhaireacht agus freastalaíonn sí ar chruinnithe rialta le hionadaithe AD eile ó na riarthóirí pinsin. Rinne an Ghníomhaireacht a dualgais uathchláraithe in Aibreán 2022. Tá an chéad uathchlárú eile le déanamh in 2025.

Environmental Responsibility

As the Agency develops a sustainability policy, we continue to focus on reducing our plastic consumption, reusing materials where possible and recycling our waste. We continue to use the designated recycling area in the office, which has resulted in a lot of recyclable waste such as cardboard, plastics and paper being diverted from landfill. The Agency also continues to donate used ink cartridges to benefit local charities and recently we donated old VHS tapes to Belfast School of Art at Ulster University. With the staff working remotely this has reduced the Agency's paper use in house as the majority of the documents are being stored digitally. The Agency also seeks to sustainably source products and materials.



Admin Officer Sarah Docherty dropping off old VHS, cassette tapes and CD-ROMs to be reused and repurposed by Belfast School of Art at Ulster University.

The Agency continues to monitor our carbon footprint. A range of measures has already been undertaken to reduce electricity use. The Agency has automatic lighting and seeks to minimise all other outputs. At the end of 2022 we have nearly completed moving all our servers to the cloud which will also lead to significant reductions when the existing server room, which utilises air conditioning around the clock, is no longer required. We continue to explore opportunities for more radical carbon reduction.

Employees

Agency employees continue to avail of additional benefits in the form of the Agency's membership of the childcare voucher scheme, the NICS Sports Association and also independent and confidential support through Inspire Workplaces for mental wellbeing. Agency employees are actively encouraged to continue their professional development incorporated in the Staff Development and Training policy.

Looking Forward

We are looking forward to a wealth of activity in 2023. The Agency is committed to listening to our community, engaging with representatives at all levels while evolving internally to provide exceptional service.

Freagracht Chomhshaoil

De bhrí go bhfuil polasaí inbhuanaitheachta ag an nGníomhaireacht, leanaimid orainn ag díriú ar ár n-ídiú plaistigh, athúsáid ábhar nuair is féidir agus athchúrsáil ár ndramhaíola. Leanaimid ar aghaidh ag úsáid an limistéir ainmnithe athchúrsála san oifig, rud a raibh de thoradh air a lán dramhaíola in-athchúrsáilte mar chairtchlár, plaisteach agus páipéar a atreorú ó líonadh talún. Leanann an Gníomhaireacht ar aghaidh ag deonú cartúis dúigh chaite chun sochair do charthanais áitiúla agus le deireanas bhronnamar seantéipeanna VHS ar Scoil Ealaíon Bhéal Feirste in Ollscoil Uladh. Agus an fhoireann ag obair ó chian tá úsáid inmheánach páipéir na Gníomhaireachta laghdaithe mar tá bunús na ndoiciméad á stóráil go digiteach. Tá an Gníomhaireacht ag féachaint freisin le táirgí agus ábhair a fhoinsiú go hinbhuanaithe.



Oifigeach Riaracháin Sarah Docherty ag fágáil seantéipeanna VHS agus CD-ROManna le hathúsáid agus chun athearraíocht a bhaint astu ag Scoil Ealaíon Bhéal Feirste in Ollscoil Uladh.

Leanann an Gníomhaireacht ar aghaidh ag déanamh monatóireachta ar ár lorg carbóin. Tá raon beart déanta cheana féin chun úsáid leictreachais a laghdú. Tá soilsíu uathoibríoch ag an ghníomhaireacht agus féachann sí le gach aschur eile a íoslaghdú. Ag deireadh 2022 táimid beagnach réidh lenár bhfreastalaithe go léir a aistriú chun an néil agus mar gheall air seo beidh laghduithe suntasacha ann nuair nach mbeidh an seomra freastalaí reatha, a úsáideann aerchóiriú i rith an ama, ag teastáil a thuilleadh. Leanaimid ar aghaidh ag fiosrú féidearthachtaí maidir le laghdú carbóin níos radacaí.

Fostaithe

Tá fostaithe na Gníomhaireachta ag baint tairbhe go fóill as buntáistí breise, mar atá ballraíocht na gníomhaireachta sa scéim dearbhán cúraim leanaí, Cumann Spórt Státseirbhís Thuaisceart Éireann agus fosta tacaíocht neamhspleách agus faoi rún trí Inspire Workplaces for Mental Wellbeing. Spreagtar go gníomhach fostaithe na Gníomhaireachta leanúint ar aghaidh lena bhforbairt ghairmiúil mar chuid den pholasaí Forbartha Foirne agus Oiliúna.

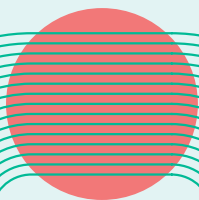
Ag Breathnú Chun Cinn

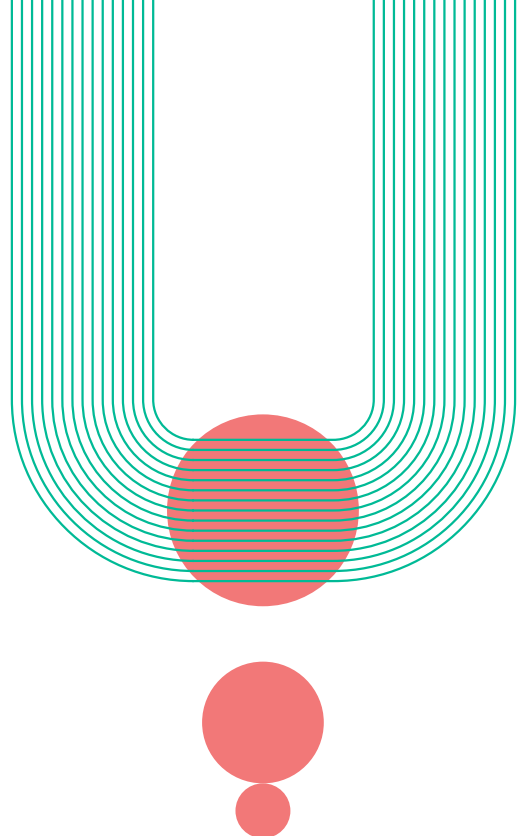
Táimid ag breathnú chun cinn ar fhlúirse gníomhaíochtaí in 2023. Tá an Gníomhaireacht tiomanta do bheith ag éisteacht lenár bpobal, dul i dteagmháil le hionadaithe ar gach leibhéal agus, ag an am céanna, forbairt go himmheánach chun seirbhís eisceachtúil a sholáthar.

Financial Statements of The Language Body 2022

CONTENTS

FOREWORD TO CONSOLIDATED STATEMENT OF ACCOUNT	238
STATEMENT OF RESPONSIBILITIES	242
CERTIFICATE OF THE COMPTROLLERS AND AUDITORS GENERAL	244
CONSOLIDATED STATEMENT OF ACCOUNT	254
APPENDIX 1 – FORAS NA GAEILGE – ACCOUNTS AND NOTES TO THE ACCOUNTS	256
APPENDIX 2 – ULSTER-SCOTS AGENCY – ACCOUNTS AND NOTES TO THE ACCOUNTS	328
APPENDIX 3 – ACCOUNTS DIRECTION	390





Ráitis Airgeadais

An Foras Teanga 2022

CLÁR ÁBHAIR

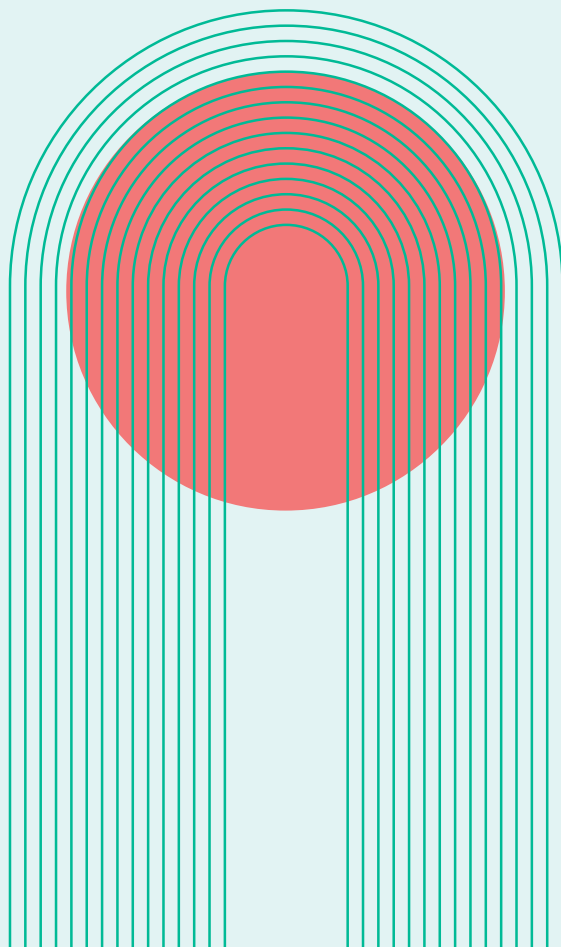
RÉAMHRÁ LEIS AN RÁITEAS COMHDHLÚITE CUNTAIS	239
RÁITEAS I LEITH FREAGRACHTAÍ	243
TEASTAS AN ARD-REACHTAIRE CUNTAS AGUS CISTE	245
RÁITEAS COMHDHLÚITE CUNTAIS	255
AGUISÍN 1 – FORAS NA GAEILGE – CUNTAIS AGUS NÓTAÍ A GHABHANN LEIS NA CUNTAIS	257
AGUISÍN 2 – ULSTER-SCOTS AGENCY – CUNTAIS AGUS NÓTAÍ A GHABHANN LEIS NA CUNTAIS	329
AGUISÍN 3 – TREOIR DO NA CUNTAIS	391

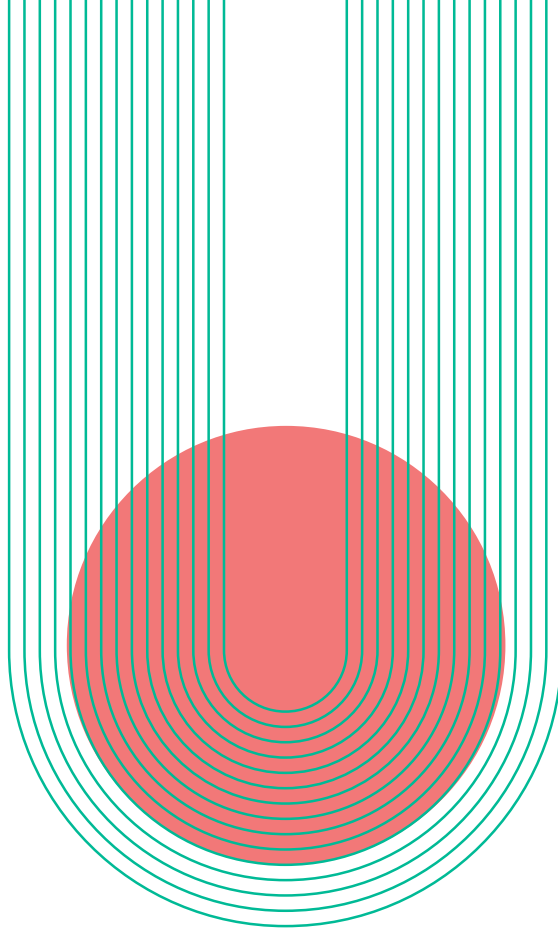
Foreword to the Consolidated Statement of Account

The Language Body (An Foras Teanga/Tha Boord o Leid) is a North/South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. It reports to the North South Ministerial Council (NSMC).

The Language Body comprises two agencies:

- *Foras na Gaeilge*
- *The Ulster-Scots Agency*





Réamhrá leis an Ráiteas Comhdhlúite ar na Cuntais

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

Dhá ghníomhaireacht atá san Fhoras Teanga:

- *Foras na Gaeilge*
- *Gníomhaireacht na hUltaise*

Basis of Accounting

The Consolidated Statement of Account of the Language Body discloses for the year of account the:

- *funding received from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities and*
- *funding applied to Foras na Gaeilge and the Ulster-Scots Agency.*

Separate accounts for Foras na Gaeilge and the Ulster-Scots Agency are set out at page 256 and page 328.

The accounts direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities is set out at page 390.

Bonn na Cuntasaíochta

Nochtaíonn an Ráiteas Comhdhlúite ar Chuntas an Fhorais Teanga don bhliain na nithe seo a leanas:

- *Maoiniú ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal agus*
- *Maoiniú tugtha d'Fhoras na Gaeilge agus do The Ulster-Scots Agency.*

Leagtar amach cuntais éagsúla d'Fhoras na Gaeilge agus do Ghníomhaireacht na hUltaise ar leathanach 257 agus leathanach 329.

Leagtar amach treoir ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal ar leathanach 391.

Statement of Responsibilities

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction at Appendix 3 to these accounts.

The Accounts which comprise a Consolidated Statement of Account of the Body together with the separate accounts of Foras na Gaeilge and the Ulster-Scots Agency each comprising a Statement of Income and Expenditure, Statement of Financial Position, Statement of Cash Flows and related notes and appendices are prepared on an accruals basis and must give a true and fair view of the state of affairs and of the income and expenditure, total recognised gains and losses and cash flows for the year.

In preparing the accounts the Body is required to:

- observe the accounts direction issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, including the relevant accounting and disclosure requirements and apply accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, unless it is inappropriate to presume that the Body will continue in operation.

The Language Body requires each agency to keep proper books of accounts and financial records and to prepare a statement of accounts in respect of each year. The accounting responsibilities of each agency are set out in the separate accounts.

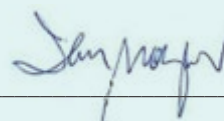
The responsibilities of each Chief Executive are set out in the respective Statements of Responsibilities of each agency.



Seán Ó Coinn

Chief Executive - Foras na Gaeilge

Date 20/12/2024



Ian Crozier

Chief Executive - Ulster-Scots Agency

Date 20/12/2024

Ráiteas i leith Freagrachtaí

Tá an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal tar éis treoir a thabhairt don Foras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais seo.

Ullmhaítear na Cuntais, atá déanta de Ráiteas Comhdhlúite Cuntais an Fhorais Teanga, mar aon le cuntais ar leith Fhoras na Gaeilge agus Ghníomhaireacht na hUltaise agus an Cuntas Ioncaim agus Caiteachais, Cláir Chomhardaithe, Ráiteas Sreabhadh Airgid, nótaí agus aguisíní le gach ceann acu, réitítear iad ar bhonn fabhrúithe agus ní mór dóibh léargas fírinneach agus cothrom a thabhairt ar staid chúrsaí an Fhorais mar atá, ar ioncam agus caiteachas, ar ghnóthacháin agus caillteanais aitheanta iomlána, agus ar an sreabhadh airgid don bhliain.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasáíocht agus faisnéisiú agus beartais chuntasáíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasáíochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh an Foras de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar an dá aonad cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana. Leagtar amach freagrachtaí cuntasacha an dá aonad sna cuntais éagsúla.

Leagtar amach na freagrachtaí atá ar an mbeirt Phríomhfheidhmeannach sna Ráitis i leith Freagrachtaí atá ag an dá aonad faoi seach.

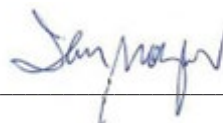


Seán Ó Coinn

Príomhfheidhmeannach

Foras na Gaeilge

Date 20/12/2024



Ian Crozier

Príomhfheidhmeannach

Gníomhaireacht na hUltaise

Date 20/12/2024

The Language Body

The certificate of the Comptrollers and Auditors General to the Northern Ireland Assembly and Houses of the Oireachtas

Opinion on the accounts

We certify that we have audited the accounts of the Language Body (the Body) for the year ended 31 December 2022 pursuant to the provisions of the North/South Co-operation (implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 which require us to audit and to certify, in co-operation, the accounts presented to us by the Body. The accounts comprise:

- *the consolidated statement of the Language Body*
- *the accounts of Foras na Gaeilge comprising the statement of income and expenditure, the statement of comprehensive income, the statement of financial position, the statement of cash flows and the related notes*
- *the accounts of the Ulster Scots Agency comprising the income statement, the statement of comprehensive income, the statement of financial position, the statement of cash flows, the statement of changes in equity and related notes, and*
- *appendix 3*

These accounts have been prepared under the accounting policies set out within them.

In our opinion, the accounts:

- *give a true and fair view of the state of the Body's affairs as at 31 December 2022 and of its income and expenditure for the year then ended, and*
- *have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the accounts direction in appendix 3 to the accounts.*

Opinion on regularity

In our opinion, the expenditure and income recorded in the accounts have in all material respects been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and the financial transactions reported in the accounts conform to the authorities which govern them.

An Foras Teanga

Deimniú na nArdreachtairí Cuntas agus Ciste do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais

Tuairim ar na cuntais

Dearbhaímid go bhfuil iniúchadh déanta againn ar chuntais an Fhorais Teanga (an Foras) don bhliain dar chríoch 31 Nollaig 2022 de bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/(Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 a éilíonn orainn, i gcomhar le chéile, iniúchadh a dhéanamh agus dearbhú a thabhairt ar na cuntais a chuir an Foras inár láthair. Cuimsíonn na cuntais:

- ráiteas comhdhlúite cuntais an Fhorais Teanga
- cuntais Fhoras na Gaeilge, ina gcuimsítear ráiteas ioncaim agus caiteachais, ráiteas ar ioncam cuimsitheach, ráiteas ar an staid airgeadais, ráiteas maidir le sreabhadh airgid, agus nótaí ábhartha
- cuntais Ghníomhaireacht na hUltaise, ina gcuimsítear ráiteas ioncaim, ráiteas ar ioncam cuimsitheach, ráiteas ar an staid airgeadais, ráiteas maidir le sreabhadh airgid, ráiteas ar athruithe i gcothromas agus nótaí ábhartha, agus
- aguisín 3.

Ullmhaíodh na cuntais seo i gcomhréir leis na polasaithe cuntasaíochta a leagtar amach iontu.

Dar linn:

- tugann na cuntais dearcadh fírinneach agus cothrom ar staid chursaí an Fhorais amhail an 31 Nollaig 2022 agus ar a chuid ioncaim agus caiteachais don bhliain dar chríoch chéanna; agus
- ullmhaíodh na cuntais i gceart de réir na gCaighdeán Tuarascála Airgeadais i bhfeidhm sa Ríocht Aontaithe agus i bPoblacht na hÉireann (FRS 102) agus de réir treorach do chuntais in aguisín 3.

Tuairim ar rialtacht

Dar linn, i ngach slí ábhartha, cuireadh an caiteachas agus an t-ioncam i bhfeidhm ar son na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus tá na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

Basis for opinions

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' responsibilities section of this certificate. We are independent of the Body in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016 and of the Code of Ethics issued by the International Organisation of Supreme Audit Institutions and have fulfilled our ethical responsibilities in accordance with these requirements.

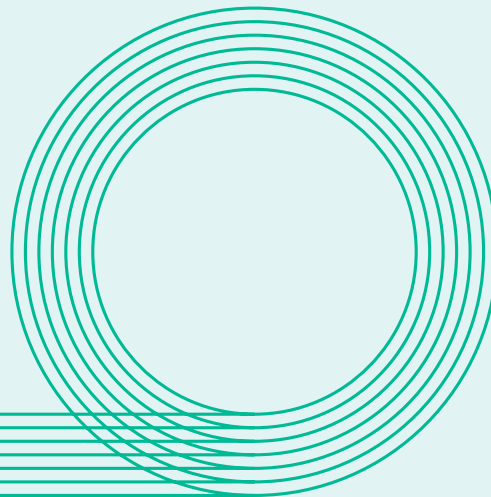
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

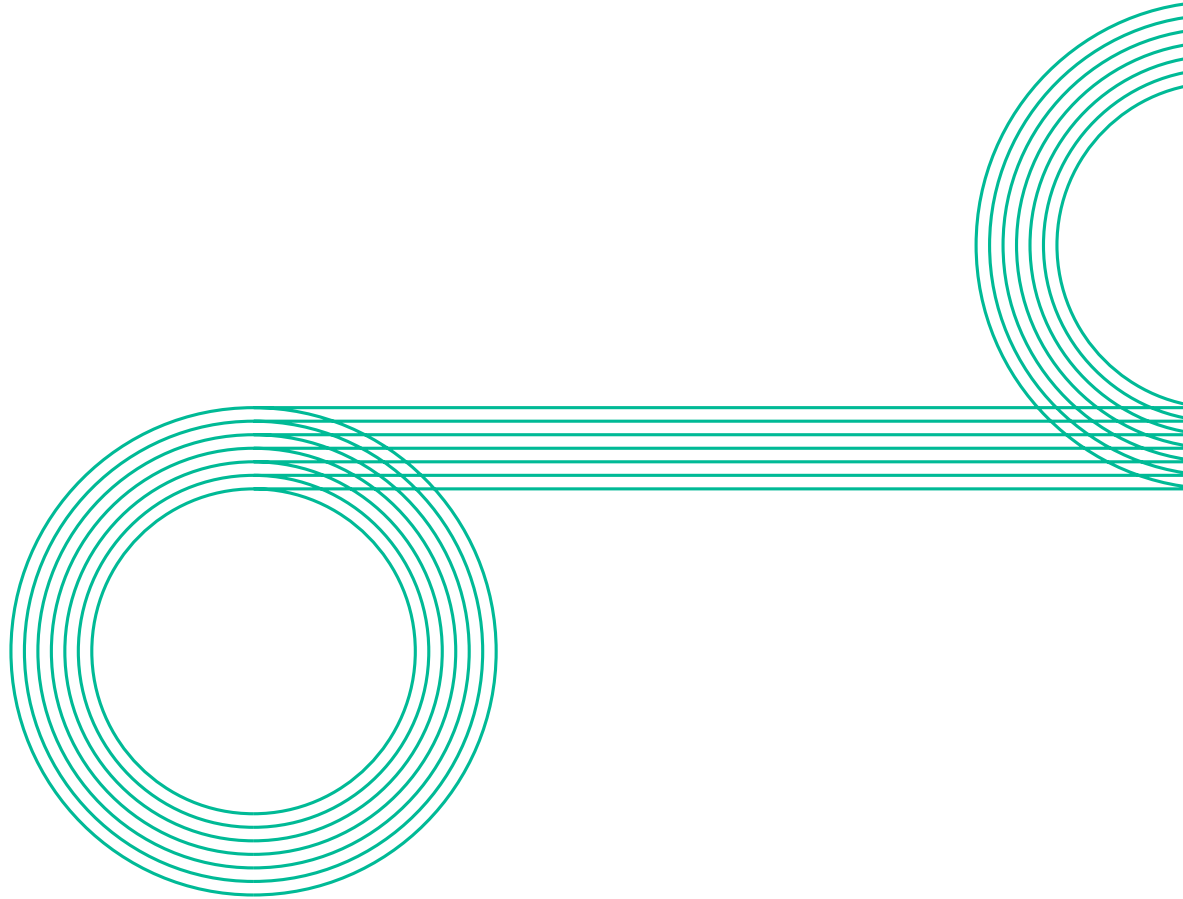
Information other than the accounts

The Body has presented certain other information together with the accounts. This comprises the annual report, the forewords to the accounts, the statements on the system of internal control and the remuneration reports. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained during the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.





An Bunús lenár dtuairimí

Rinneamar ár n-iniúchadh ag teacht leis na Caighdeáin Idirnáisiúnta Iniúchóireachta (CII). Tabharfar tuilleadh sonraí faoinár bhfreagrachtaí faoi na caighdeáin seo sa chuid den teastas seo dar teideal Freagrachtaí na nIniúcháirí i leith an iniúchta ar na cuntais. Táimid neamhspleách ar an bhForas, ag teacht leis na riachtanais eitice de chuid Chaighdeán Athbhreithnithe Eitice 2016 na Comhairle um Thuairisciú Airgeadais, agus leis an gCód Eitice, arna eisiúint ag an Eagraíocht Idirnáisiúnta Uasfhoras Iniúchóireachta; agus tá ár gcuid dulgas eitice á gcomhlíonadh againn de réir na riachtanas sin.

Creidimid go bhfuil an fhaisnéis iniúchta a fuaireamar dóthanach agus cuí le bunús a thabhairt dár dtuairim.

Ábhar nach mar chuid de na cuntais é

Chuir an Foras eolas áirithe sa bhreis inár láthair chomh maith leis na cuntais. Cuimsíonn sé seo an tuarascáil bhliantúil, na réamhráite leis na cuntais, na ráitis maidir le córas an rialúcháin inmheánaigh agus na tuarascálacha ar luach saothair. Ní chuimsíonn ár dtuairim ar na cuntais an t-eolas sa bhreis agus ní chuirimid aon chonchlúid bharántais in iúil ina leith.

I gcomhpháirt lenár n-iniúchadh ar na cuntais, tá sé mar fhreagracht againn an t-eolas sa bhreis a léamh agus, mar chuid den léitheoireacht, caithfidimid a mheas an réitíonn an fhaisnéis sa bhreis leis na cuntais nó leis an bhfaisnéis atá againn féin ón bpróiseas iniúchóireachta, nó cé acu a réitíonn an fhaisnéis leis na Cuntais ar bealach ábhartha eile nó nach réitíonn. Má chreidimid go bhfuil mínochtadh suntasach faisnéise ann, agus an tuairim sin bunaithe ar an obair atá déanta againn; tá orainn an fhíric sin a fhógairt.

Níl dada le fógairt againn ina leith seo.

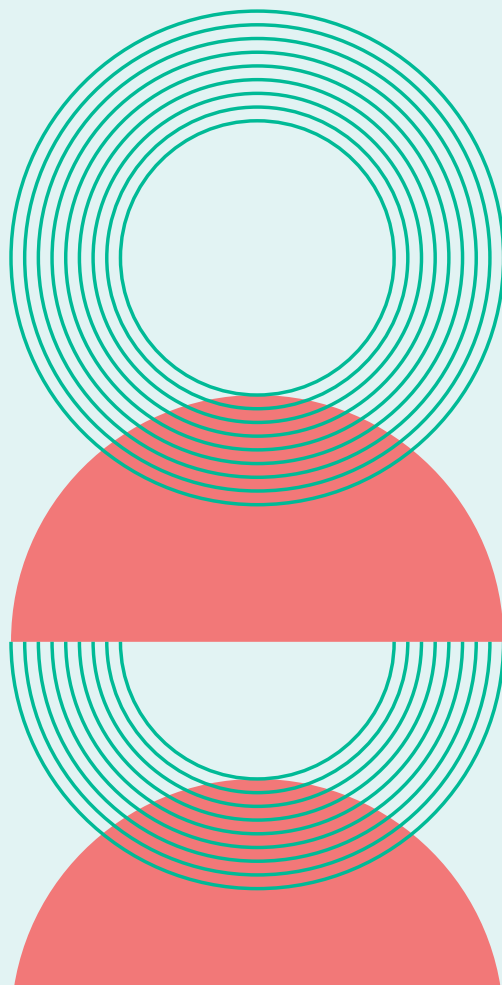
Matters on which we report by exception

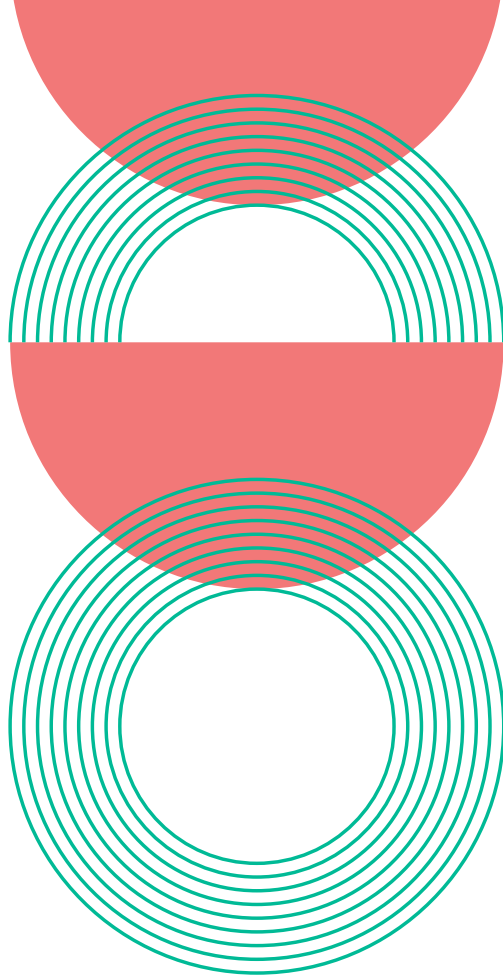
We have nothing to report in respect of the following matters which we report if, in our opinion:

- *we have not received all the information and explanations we required for our audit, or*
- *the accounting records were not sufficient to permit the accounts to be readily and properly audited, or*
- *the accounts are not in agreement with the accounting records, or*
- *the statement on the system of internal control does not reflect compliance with applicable guidance on corporate governance.*

Responsibilities of the Body and the Accounting Officers for the accounts

As explained more fully in the Statement of Responsibilities, the Body is responsible for the preparation of the accounts on the basis of the accounts direction included in appendix 3 to the accounts and for being satisfied that they give a true and fair view. The Chief Executives, as Accounting Officers, are responsible for the propriety and regularity in relation to the use of public funds.





Ábhar ar a ndéanaimid tuairisc eisceachtúil

Níl dada le fógairt againn i leith na nithe seo a leanas a bhíonn le fógairt againn má chreidimid, inár dtuairim

- *nach bhfuaireamar an t-eolas agus na míniúcháin a bhí ag teastáil le linn an iniúchta, nó*
- *nár leor na taifeadtaí ar na cuntais le go bhféadfaí iniúchadh ceart gan mhoill a dhéanamh orthu, nó*
- *nár réitigh na cuntais leis na taifid ar na cuntais, nó*
- *go léiríonn na ráitis ar an gcóras rialaithe inmheánach nach bhfuiltear ag leanúint na treorach cuí maidir leis an rialiú corparáideach.*

Freagrachtaí an Fhorais agus na nOifigeach Cuntasach i leith na gcuntas

Mar a mhínítear níos iomláine sa Ráiteas i leith Freagachtaí, tá an Foras freagrach as na cuntais a ullmhú ar an mbonn atá leagtha amach sa treoirlíne do chuntais in aguisín 3 a ghabhann leis na cuntais; agus as bheith sásta go dtugann na cuntais dearcadh fírinneach agus cothrom ar an bhForas. Tá na Príomhfheidhmeannaigh, mar Oifigigh Chuntasacha, freagrach as cuimheas agus an rialiú i leith airgead poiblí a chaitheamh.

Responsibilities of the Auditors

Our responsibility is to audit the accounts in accordance with the provisions of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 and to report thereon to the Northern Ireland Assembly and to the Houses of the Oireachtas.

Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

As part of an audit in accordance with the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. In doing so:

- *We identify and assess the risks of material misstatement of the accounts whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.*
- *We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.*
- *We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.*
- *We conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Body's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Body to cease to continue as a going concern.*

Freagrachtaí na nIniúcháirí

Tá sé d'fhreagracht orainn iniúchadh a dhéanamh ar na cuntais bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/ (Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 agus tuairisc a dhéanamh ar an iniúchadh sin do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Is é ár gcuspóir le linn an iniúchta ná dearbhú réasúnta a fháil go bhfuil na cuntais ina n-iomláine saor ó mhínochtadh suntasach faisnéise, bíodh calaois nó botún ina chúis leis. Is dearbhú ardleibhéil é an dearbhú réasúnta, ach ní barántas é go dtabharfaidh iniúchadh de réir na gCII mínochtadh faisnéise faoi deara i gcónaí; más ann dó. D'fhéadfadh mínochtadh teacht aníos de bharr calaoise nó botúin agus áirítear é mar mhínochtadh suntasach más féidir a bheith ag súil leis, go réasúnta, go bhféadfadh sé, as féin nó ar bhonn comhiomlán, tionchar a imirt ar bhearta eacnamaíochta a dhéanfaí amach anseo bunaithe ar na cuntais seo.

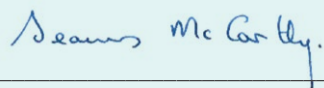
Mar chuid d'iniúchadh de réir na gCII, tá orainn bheith proifisiúnta inár mbreithiúnas, agus amhras proifisiúnta a choinneáil le linn an iniúchta. Mar chuid de seo:

- *Aithnímid agus déanaimid breithiúnas ar na rioscaí a bhaineann le mínochtadh suntasach ar na cuntais, bíodh calaois nó botún ina chúis leis; cuirimid próisis iniúchta le chéile agus i bhfeidhm i dtaca leis na rioscaí sin; agus faighimid faisnéis iniúchta atá dóthanach agus ábhartha le bunús a thabhairt dár dtuairim. Is mó an riosca mura dtugtar mínochtadh suntasach faisnéise de bharr calaoise faoi deara i gcomparáid le mínochtadh de bharr botúin, toisc go bhféadfadh go mbeadh claonpháirteachas, brionnú, easnaimh d'aon ghnó, bréagléirithe, nó sárú an chórais rialaithe inmheánaigh bainteach leis an gcalaois.*
- *Faighimid tuiscint ar an rialiú inmheánach ata ábhartha don iniúchadh le gur féidir linn próisis iniúchta a chur le chéile atá oiriúnach do chuinsí an Fhorais, ach ní ar maithe le héifeacht an rialaithe inmheánaigh a mheas.*
- *Measaimid feiliúnacht na bpolasaithe cuntasáíochta atá in úsáid, agus réasúntacht na meastachán cuntasáíochta mar aon leis an nochtadh a bhunaítear orthu sin.*
- *Tugaimid breithiúnas ar a oiriúnaí is atá sé na cuntais a ullmhú ar bhonn gnóthas leantach, agus, bunaithe ar an bhfaisnéis iniúchta a fhaightear, tugaimid breithiúnas an bhfuil éiginnteacht ann i dtaca le heachtraí agus cúinsí a d'fhéadfadh amhras a chaitheamh ar chumas an Fhorais leanúint air mar ghnóthas leantach. Má chreidimid go bhfuil éiginnteacht suntasach ann, ceanglaítear orainn aird a tharraingt ar an nochtadh cuí sna cuntais inár dtuairisc nó, murar leor an nochtadh, ár dtuairim a athrú. Tá ár mbreithiúnas bunaithe ar faisnéis an iniúchta atá faighte go dtí dáta ár dtuairisce. D'fhéadfadh eachtraí nó cúinsí sa todhchaí stop a chur ar an bhForas leanúint air mar ghnóthas leantach, áfach.*

- *We evaluate the overall presentation, structure and content of the accounts, including the disclosures, and whether the accounts represent the underlying transactions and events in a manner that achieves fair presentation.*

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

In addition, we are required to obtain evidence sufficient to give reasonable assurance that expenditure and income recorded in the financial accounts have been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and that the financial transactions recorded in the accounts conform to the authorities which govern them.



Seamus McCarthy
Irish Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1
Ireland
DO1 PF72

24 December 2024



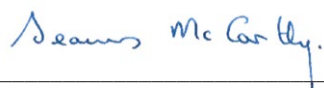
Dorinnia Carville
Comptroller and Auditor General for
Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

24 December 2024

• Déanaimid cur i láthair iomlán, struchtúr agus ábhar na gcuntas, nochtadh san áireamh, ina mheasc, agus measaimid an dtugann na cuntais léargas ar chroí-idirbhearta agus eachtraí ar bealach atá cóir agus cothrom.

Cuirimid in iúl dóibh siúd a bhfuil údarás acu maidir le, i measc ábhar eile, raon agus amscála beartaithe an iniúchta agus thorthaí suntasacha an iniúchta, teipeanna suntasacha sa chóras rialaithe inmheánaigh a thugamar faoi deara le linn ár n-iniúchta san áireamh.

Chomh maith leis sin, éilítear orainn fianaise a fháil atá imleor le hurrús réasúnta a thabhairt go bhfuil an caiteachas agus an t-ioncam a thuairiscítear sna cuntais curtha i bhfeidhm de réir na gcuipóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus go bhfuil na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.



Seamus McCarthy

Ardreachtair Cuntas agus Ciste na hÉireann

3A Sráid an Mhéara Uachtarach
Baile Átha Cliath 1
Éire
DO1 PF72

24 Nollaig 2024



Dorinnia Carville

Ardreachtair Cuntas agus Ciste Thuaisceart Éireann

Oifig Iniúchta Thuaisceart Éireann
106 Sráid na hOllscoile
Béal Feirste
BT7 1EU

24 Nollaig 2024

The Language Body

Consolidated statement of account for the year ended 31 December 2022

	2022		2021	
	€	Stg £	€	Stg £
GRANTS RECEIVED				
Revenue grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	15,737,943	13,421,352	15,211,314	13,075,645
Department for Communities	8,456,528	7,211,727	6,332,546	5,443,456
Department of Education	170,000	144,976	120,000	103,152
	24,364,471	20,778,055	21,663,860	18,622,253
Capital grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	43,002	36,672	26,050	22,393
Department for Communities	57,259	48,830	45,433	39,054
	100,261	85,502	71,483	61,447
Total grants received	24,464,732	20,863,557	21,735,343	18,683,700
FUNDING APPLIED TO				
Foras na Gaeilge				
Revenue grants	20,201,656	17,228,007	18,699,838	16,074,381
Capital grants	35,873	30,592	16,359	14,062
	20,237,529	17,258,599	18,716,197	16,088,443
Ulster-Scots Agency				
Revenue grants	4,162,815	3,550,048	2,964,022	2,547,872
Capital grants	64,388	54,910	55,124	47,385
	4,227,203	3,604,958	3,019,146	2,595,257
Total grants paid	24,464,732	20,863,557	21,735,343	18,683,700

	20-12-24		20-12-24
Seán Ó Coinn Chief Executive - Foras na Gaeilge	Date	Ian Crozier Chief Executive - Ulster-Scots Agency	Date
	20-12-24		20-12-24
Regina Uí Chollataín Chairperson - Foras na Gaeilge	Date	Freddie Kettyle Deputy Chairperson - Ulster-Scots Agency	Date

An Foras Teanga

Ráiteas comhdhlúite cuntais don bhliain dar chríoch 31 Nollaig 2022

	2022		2021	
	€	Stg £	€	Stg £
DEONTAIS A FUARTHAS				
Deontais Ioncaim				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	15,737,943	13,421,352	15,211,314	13,075,645
An Roinn Pobal	8,456,528	7,211,727	6,332,546	5,443,456
An Roinn Oideachais	170,000	144,976	120,000	103,152
	24,364,471	20,778,055	21,663,860	18,622,253
Deontais Chaipitil				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	43,002	36,672	26,050	22,393
An Roinn Pobal	57,259	48,830	45,433	39,054
	100,261	85,502	71,483	61,447
Iomlán na nDeontas a fuarthas	24,464,732	20,863,557	21,735,343	18,683,700
MAOINIÚ CURTHA I BHFEIDHM DO				
Foras na Gaeilge				
Deontais Ioncaim	20,201,656	17,228,007	18,699,838	16,074,381
Deontais Chaipitil	35,873	30,592	16,359	14,062
	20,237,529	17,258,599	18,716,197	16,088,443
Gníomhaireacht na hUltaise				
Deontais Ioncaim	4,162,815	3,550,048	2,964,022	2,547,872
Deontais Chaipitil	64,388	54,910	55,124	47,385
	4,227,203	3,604,958	3,019,146	2,595,257
Iomlán na nDeontas a íocadh	24,464,732	20,863,557	21,735,343	18,683,700
	20-12-24		20-12-24	
Seán Ó Coinn Príomhfheidhmeannach - Foras na Gaeilge	Dáta	Ian Crozier Príomhfheidhmeannach - Gníomhaireacht na hUltaise	Dáta	
	20-12-24		20-12-24	
Regina Uí Chollatáin Cathaoirleach - Foras na Gaeilge	Dáta	Freddie Kettle Leas-Chathaoirleach Gníomhaireacht na hUltaise	Dáta	

Appendix 1

Foras na Gaeilge

Accounts and notes to the accounts for the year ended 31 December 2022

Foreword to the accounts

Background Information

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

The principal function of Foras na Gaeilge is the promotion of the Irish language on an all-island basis.

These accounts have been prepared in accordance with:

- *the financial arrangements which are applicable to the Body set out in Part 7 of Annex 2 of the British-Irish Agreement establishing Implementation Bodies;*
- *the form directed by and approved by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, as provided for in The Language Body's Financial Memorandum;*
- *the Annual Report and Accounts guidance provided by the Department of Finance and the Department of Public Expenditure and Reform.*

Aguisín 1

Foras na Gaeilge

Cuntais agus nótaí a ghabhann leis na cuntais
don bhliain dar chríoch an 31 Nollaig 2022

Réamhrá leis na cuntais

Cúlra

Is Comhlacht Forfheidhmithe Thuaidh/Theas é an Foras Teanga atá urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an North/South Co-operation (Implementation Bodies) (Northern Ireland) Order agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn aige. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Is í príomhfheidhm Fhoras na Gaeilge ná an Ghaeilge a chur chun cinn ar bhonn uile-oileáin.

Ullmhaíodh na cuntais seo de réir:

- *na socruithe airgeadais atá infheidhme i leith an Chomhlachta arna leagan amach i gCuid 7 d'Aguisín 2 de Chomhaontú na Breataine-na hÉireann lena mbunaítear Comhlachtaí Forfheidhmithe;*
- *na foirme atá ordaithe agus ceadaithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal, dá bhforáiltear i Meamram Airgeadais an Fhorais Teanga;*
- *na teorach do Thuarascáil Bhliantúil agus Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais agus an Roinn Caiteachas Poiblí agus Athchóirithe.*

Business overview

An overview of Foras na Gaeilge's activities is given within its Annual Report. The results for Foras na Gaeilge are laid out in detail on the Statement of Income and Expenditure. The deficit for the year was €535,383/Stg£456,539.

Fixed assets

Details of the movements of fixed assets are set out in note 9 to the accounts.

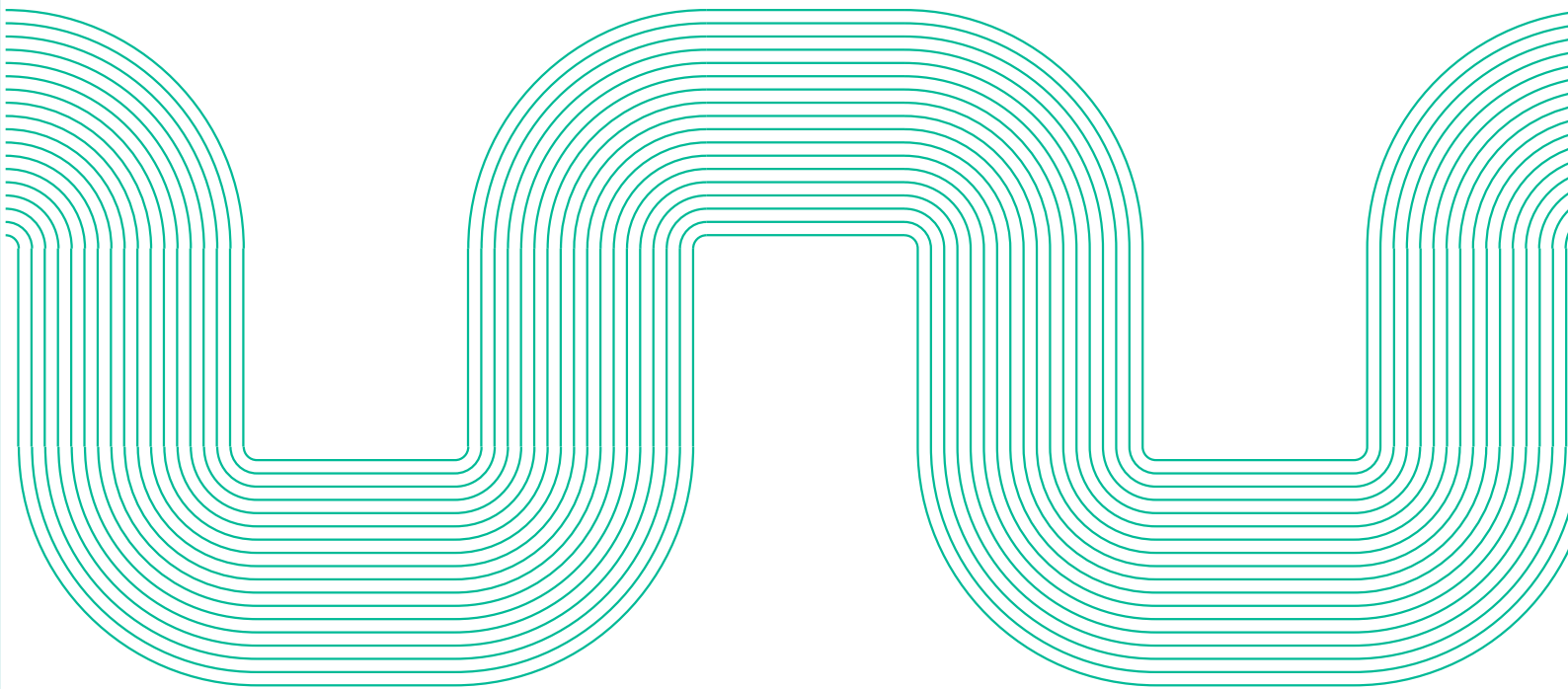
Research & development

Review of the Partnership Approach

As part of their tasks under the arrangements relating to the Partnership Approach with Foras na Gaeilge, the Lead Organisation Glór na nGael, Department of Irish, University of Galway commissioned research on The Number and Settlement of Families Raising Children outside the Gaeltacht. The research provided key information for both jurisdictions on issues that are not included in the censuses. The research indicated that 7,000 families across both jurisdictions are raising their children through Irish, although it is estimated that the figure may be higher than that. Raising a family through Irish is considered essential in terms of language planning.

Lexicography

Foras na Gaeilge commissioned comparative research in relation to the New English-Irish Dictionary project, which will compare the approach taken and results of the New English-Irish Dictionary project to similar projects in other minority languages.



Forléargas ar ghnó

Tugtar forléargas ar ghníomhaíochtaí Fhoras na Gaeilge laistigh dá Thuarascáil Bhliantúil. Tá na torthaí d'Fhoras na Gaeilge leagtha amach go mion sa Ráiteas Ioncaim agus Caiteachais. Ba é an t-easnamh a bhí ann don bhliain €535,383/Stg£456,539.

Sócmhainní seasta

Tá mionsonraí faoi ghluaiseachtaí sócmhainní seasta leagtha amach i nóta 9 a ghabhann leis na cuntais.

Taighde & forbairt

Athbhreithniú ar an gCur Chuige Comhpháirtíochta

Mar chuid dá gcúraimí faoi shocruithe an Chur Chuige Chomhpháirtíochta le Foras na Gaeilge, choimisiúnaigh an Cheanneagraíocht Glór na nGael Roinn na Gaeilge, Ollscoil na Gaillimhe le taighde a dhéanamh ar Líon agus Lonnaíocht na dTeaghlach atá ag Tógáil Clainne le Gaeilge Lasmuigh den Ghaeltacht. Cuireann an taighde eolas bonnlíne ar fáil don dá dhlínse ar cheist nach gcuirtear san áireamh sna daonáirimh. Léiríodh sa thaighde go raibh 7,000 teaghlach idir an dá dhlínse atá ag tógáil a gcuid páistí le Gaeilge, cé go meastar go bhféadfar an figiúr a bheith níos airde ná sin. Aithnítear tógáil clainne le Gaeilge mar bhunchloch faoin bpleanáil teanga.

Foclóireacht

Rinne Foras na Gaeilge coimisiúnú ar thaighde luachála comparáidí maidir le tionscadal an Fhoclóra Nua Béarla-Gaeilge, a dhéanfaidh comparáid idir an cur chuige agus na torthaí a bhain le tionscadal an Fhoclóra Nua Béarla-Gaeilge agus tionscadail chomhchosúla i dteangacha mionlaithe eile.

National Corpus & Terminology

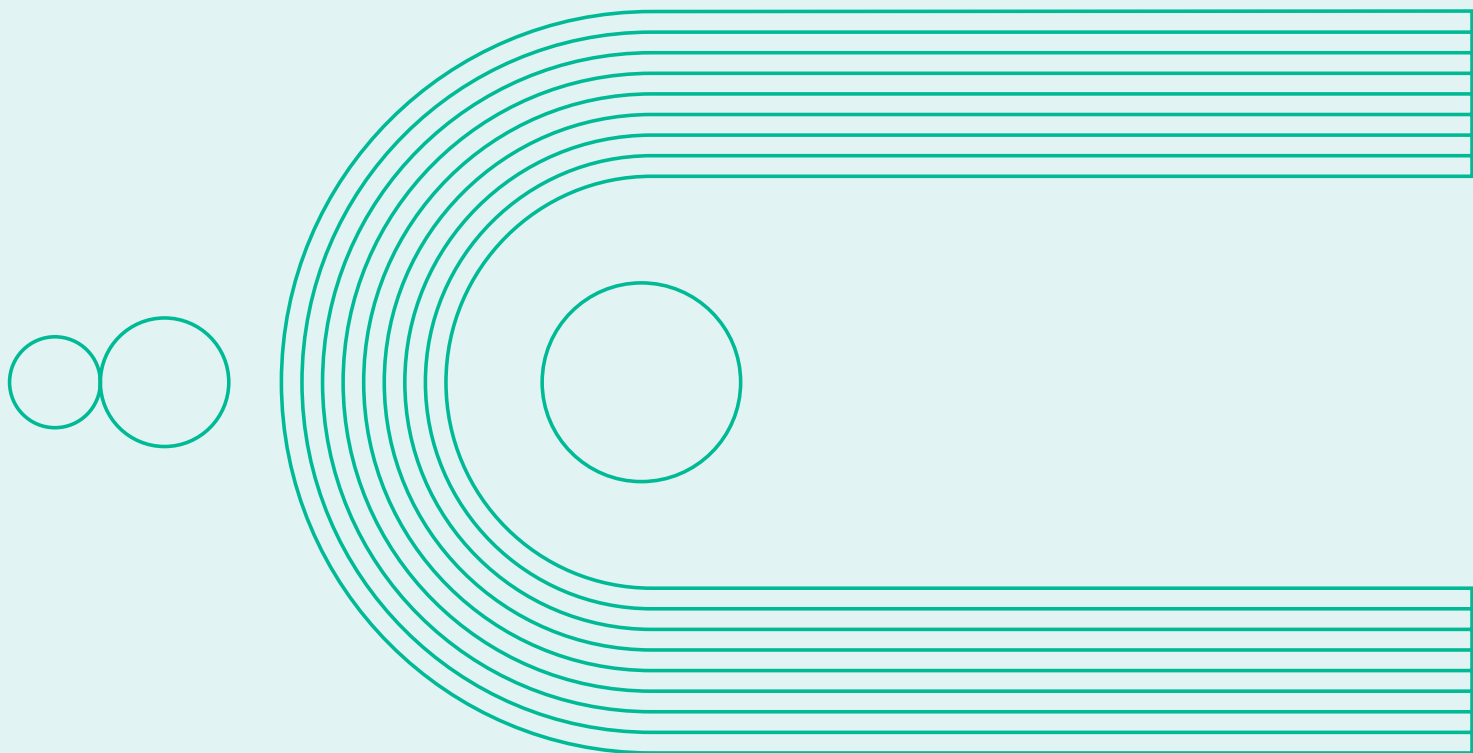
A research project been set up by Dublin City University in partnership with the Terminology Committee, Foras na Gaeilge on the National Corpus of Irish. This project was based on the most effective ways to develop the proposed corpus of 155 million words. Research is also being undertaken on the use of terminology adapted or created by the Terminology Committee.

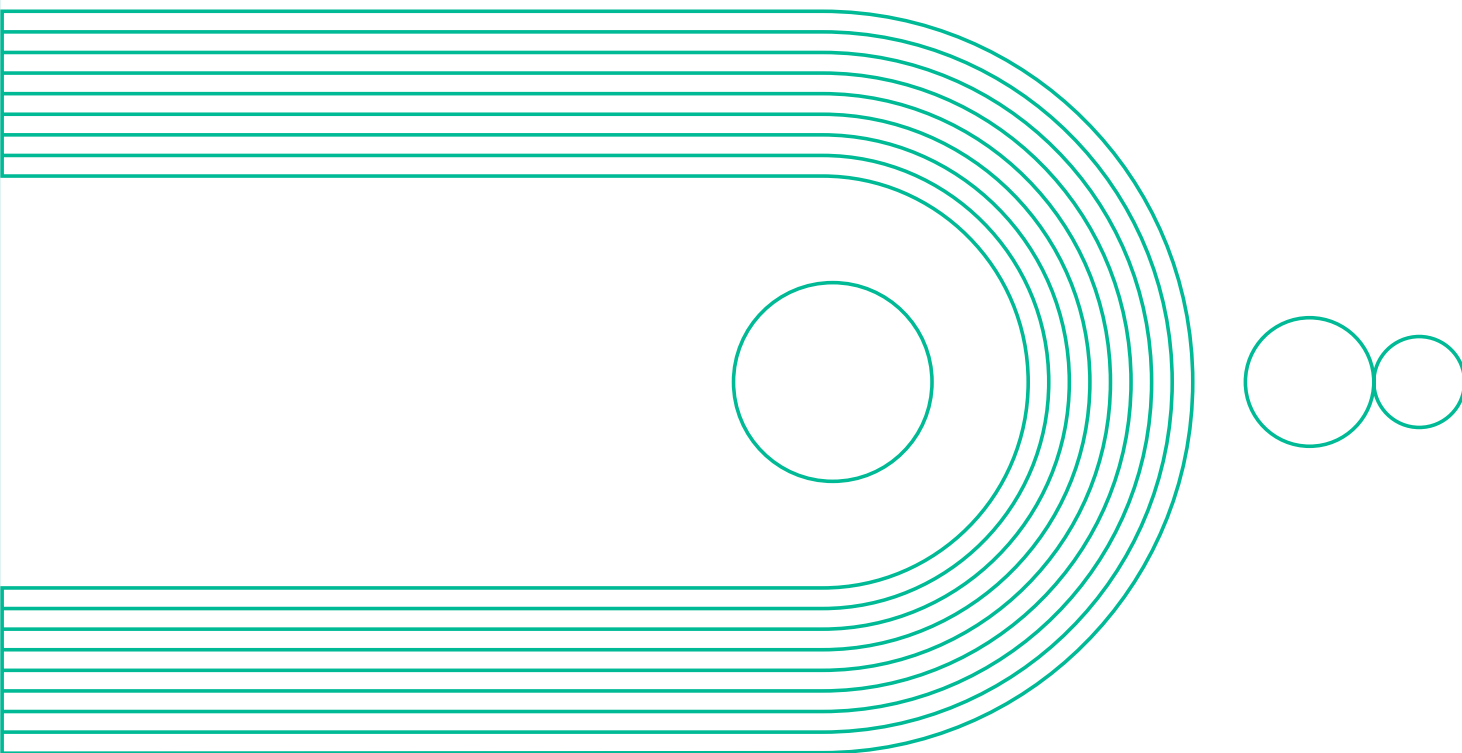
Arts

Foras na Gaeilge partnered with Maynooth University's Centre for Irish Language and the Department of Modern Irish to establish a research project in the arts sector. The research, Taighde Dána, brought individual artists and students together, to envision a future for the Irish arts and the Gaeltacht, which also encourages creative thinking. The research highlights knowledge that emerges from the creative practices of diverse artists – these include dancers, musicians, singers, writers, and theatre creatives.

Broadcasting

The Broadcasting Authority of Ireland commissioned research in partnership with Foras na Gaeilge on the potential of an Irish language radio service aimed at young people. This research highlighted the potential interest but also the issues that need to be addressed when establishing such a station.





Corpas Náisiúnta & Téarmaíocht

Tá tionscadal taighde curtha ar bun ar Chorpas Náisiúnta na Gaeilge ag Ollscoil Chathair Bhaile Átha Cliath i gcomhar le Foras na Gaeilge. Bunaíodh an tionscadal seo ar na bealaí is éifeachtaí leis an gcorpas beartaithe 155 milliún focal a fhorbairt. Tá taighde ar siúl freisin ar an úsáid atáthar a bhaint as téarmaíocht atá curtha in oiriúint nó cumtha ag an gCoiste Téarmaíochta.

Na hEalaíona

Chuaigh Foras na Gaeilge i gcomhpháirt le Lárionad na Gaeilge agus Roinn na Nua-Ghaeilge in Ollscoil Mhá Nuad le tionscadal taighde a bhunú ar na healaíona. Thug an tionscadal Taighde Dána ealaíontóirí agus scoláirí le chéile ar an aon láthair amháin chun todhchaí nua a shamhlú d'ealaíona na Gaeilge agus na Gaeltachta, ina nasctar an gníomh cruthaitheach agus an smaointeoireacht ar a chéile. Sa taighde leagtar béim ar an eolas a eascraíonn ó chleachtais chruthaitheacha réimse leathan ealaíontóirí – damhsóirí, ceoltóirí, amhránaithe, scríbhneoirí, agus lucht amharclannaíochta.

Craoltóireacht

Choimisiúnaigh Údarás Craolacháin Éireann, i gcomhar le Foras na Gaeilge, tionscadal taighde ar na féidearthachtaí a bhaineann le stáisiún raidió lán-Ghaeilge don óige. Léirigh an taighde sin an t-éileamh féideartha do stáisiún dá leithéid, agus ceistanna ar gá dul i ngleic leo agus stáisiún dá leithéid á bhunú.

Future developments

Strategic Approach

An Internal Consultation Process has commenced for staff and the Board relating to the Strategic Approach 2025-2030. Further consultation work on this will be carried out during 2023.

Online grants application system

In 2022, the development stages of the grants management system were completed, this system will be in use on all funding, grants and schemes from 2023 onwards.

Hybrid working

In 2022, a hybrid work policy was agreed with staff and trade unions, allowing staff to work remotely three days a week. Work processes will be under review in 2023.

Awareness-raising and reading

Foras na Gaeilge will work in partnership with an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) to encourage young people to read Irish language books. Foras na Gaeilge will also be working with COGG to raise awareness to the public of the benefits of Irish and bilingualism.

Full-time posts

Of the 70 full-time staff complement approved in principle by the NSMC for Foras na Gaeilge, 58 posts have been approved by the Sponsor and Finance Departments in both jurisdictions for the year ended 31 December 2022. The Sponsor Departments approved 5 additional posts, specified for dictionary projects, for a fixed term of 5 years and these staff began work on 1 September 2022.

Details of the average weekly number of employees (full time equivalent) are set out in note 5 to the accounts.

Forbairtí sa todhchaí

Treo Straitéiseach

Tá tús curtha le Próiseas Comhairliúcháin inmheánach leis an bhfoireann agus leis an mBord ar Threo Straitéiseach 2025-2030. Déanfar obair bhreise chomhairliúcháin air seo le linn 2023.

Córas iarratais deontais ar líne

Cuireadh deireadh leis an obair forbartha ar an chóras comhtháite deontas in 2022, agus beidh an córas in úsáid ar gach scéim agus le haghaidh éileamh agus íocaíochtaí ó 2023 i leith.

Obair chumaisc

Aontaíodh polasaí ar obair chumaisc leis an fhoireann agus leis na ceardchumainn in 2022, a cheadaíonn do bhaill foirne obair ó chian trí lá sa tseachtain. Beidh na próisis oibre seo faoi athbhreithniú le linn 2023.

Feasacht agus léitheoireacht

Oibreoidh Foras na Gaeilge i gcomhpháirt leis an gComhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) le nós na léitheoireachta Gaeilge a chur chun cinn i measc daoine óga. Beidh Foras na Gaeilge ag obair le COGG freisin le feasacht a ardú i measc an phobail ar bhuntáistí na Gaeilge agus an dátheangachais.

Poist lánaimseartha

As an 70 post lánaimseartha ceadaithe d'Fhoras na Gaeilge i bprionsabal ag an gCATT, tá 58 post díobh faofa ag na Ranna Coimircíochta agus Ranna Airgeadais sa dá dhlinse don bhliain dar chríoch 31 Nollaig 2022. D'fhaomh na Ranna Coimircíochta 5 phost breise, sonraithe do na tionscadail foclóireachta, ar téarma seasta 5 bliana agus thosaigh na baill foirne seo ag obair ar an 1 Meán Fómhair 2022.

Tá sonraí maidir le meánlíon seachtainiúil fostaithe (coibheas lánaimseartha) i nóta 5 a ghabhann leis na cuntais.

Corporate governance

The organisation was re-accredited in 2022 in relation to the SWiFT 3000 Code of Practice for Corporate Governance Assessment in Ireland (this qualification will be valid up until 2025). The organisation also achieved the On Board “Gold Standard” in 2018, which recognises high standards of corporate governance.

Important events occurring after year end

No important events took place after 31 December 2022 which would affect the accounts.

Charitable donations

Foras na Gaeilge made no charitable donations during the financial year ended 31 December 2022.

Board Members

The functions of Foras na Gaeilge are exercised by the Board. The following served as Board Members of Foras na Gaeilge during 2022.

Regina Uí Chollatáin – Chairperson
Conor Mc Guinness – Deputy Chairperson
Freda Nic Giolla Chatháin
Ian Ó Dochartaigh
Maighréad Ní Chonghaile
Wuraola Majekodunmi
Dáithí Mac Cárthaigh
Neasa Ní Chiaráin
Liam Rushe
Liadh Ní Riada
Kevin Ó hEadhra
Caoimhín Mac Giolla Mhín
Doiminic Ó Brolcháin

There were three vacancies (2 Government of Ireland nominees and 1 Executive nominee) on the Board of Foras na Gaeilge at 31 December 2022.

Rialachas corparáideach

Bhain an eagraíocht cáilíocht amach arís in 2022 maidir le Cód Cleachtais SWIFT 3000 ar Mheasúnú ar an Rialú Inmheánach in Éirinn (beidh an cháilíocht seo bailí go dtí 2025). Chomh maith leis sin, bhain an eagraíocht an “Caighdeán Óir” de chuid On Board amach i 2018, rud a aithníonn ardchaighdeán sa rialachas corparáideach.

Nithe suntasacha a tharla tar éis dheireadh na bliana

Níor tharla aon imeacht tábhachtach tar éis 31 Nollaig 2022 a d'imreodh tionchar ar na cuntais.

Tabhartais charthanúla

Ní dhearna Foras na Gaeilge aon tabhartais charthanacha i rith na bliana dar chríoch 31 Nollaig 2022.

Comhaltaí Boird

Is é Bord Fhoras na Gaeilge a fheidhmíonn feidhmeanna Fhoras na Gaeilge. D'fhreastail na daoine seo a leanas mar Chomhaltaí Boird Fhoras na Gaeilge le linn 2022.

Regina Uí Chollatáin – Cathaoirleach
Conor Mc Guinness – Leas-Chathaoirleach
Freda Nic Giolla Chatháin
Ian Ó Dochartaigh
Maighréad Ní Chonghaile
Wuraola Majekodunmi
Dáithí Mac Cárthaigh
Neasa Ní Chiaráin
Liam Rushe
Liadh Ní Riada
Kevin Ó hEadhra
Caoimhín Mac Giolla Mhín
Doiminic Ó Brolcháin

Bhí trí fholúntas (2 ainmní de chuid Rialtas na hÉireann agus ainmní amháin de chuid an Fheidhmeannais) ar bhord Fhoras na Gaeilge amhail 31 Nollaig 2022.

Payment to suppliers

Foras na Gaeilge is committed to prompt payment for goods and services received, in accordance with the Irish 'Late Payments in Commercial Transactions Regulations, 2002' and 'Late Payment of Commercial Debts (Interest) Act 1998', as amended and supplemented by the 'Late Payment of Commercial Debts Regulations 2002' in the UK. Unless otherwise stated in the contract, payment is due within 30 days on receipt of the goods or services, or on presentation of an authorised invoice or similar demand, whichever is required in accordance with legislation. Regular reviews were conducted to measure how promptly Foras na Gaeilge pays its bills and found that in 2022, 98% of bills were paid within the standard.

Health and safety policy

Foras na Gaeilge's Safety Statements in accordance with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (General Application (Amendment) Regulations 2010) were revised in 2014. A standard review of Foras na Gaeilge's Occupational Safety & Health management system was satisfactorily concluded by the Health and Safety Authority in December 2017 with no compliance matters arising. The organisation has specifically reviewed its Safety Statement for its Headquarters in Dublin in light of building moves in 2017. A full independent review of all premises was conducted during 2020, in light of the increased regulations and requirements relating to COVID-19 and the arrangements in place were kept under review during 2022.

Equality and Employees with Disabilities

In the jurisdiction of the Government of Ireland, Foras na Gaeilge reports on the employment of disabled persons as required by the Disability Act 2005. Every employee and applicant (real or possible) will be dealt with fairly and selections as regards employment, promotion, training or any other benefits will be made on a basis of suitability and ability. An employee survey was conducted during 2023, in which 6.9% of respondents to the survey indicated that they had a disability (in the previous calendar year) as defined in the Disability Act 2005.

Íocaíocht le soláthraithe

Tá Foras na Gaeilge tiomanta d'íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir 'Rialacháin um Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2002' in Éirinn, agus an 'Late Payment of Commercial Debts (Interest) Act, 1998', arna leasú agus arna fhorlíonadh ag an 'Late Payment of Commercial Debts Regulations 2002' sa Ríocht Aontaithe. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc údaráithe nó éileamh den sórt céanna isteach, cibé acu atá ag teastáil de réir reachtaíochta. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a íocann Foras na Gaeilge a bhillí agus fuarthas gur ícadh 98% de bhillí laistigh den chaighdeán sa bhliain 2022.

Beartas Sláinte agus Sábháilteachta

Rinneadh athbhreithnú in 2014 ar Ráitis Shábháilteachta Fhoras na Gaeilge de réir an Achta um Shábháilteacht, Sláinte agus Leas ag an Obair 2005 agus na Rialachán um Shábháilteacht, Sláinte agus Leas ag an Obair (Feidhm Chinearálta (Leasú) 2010). I Nollaig 2017, thug an tÚdarás Sláinte agus Sábháilteachta chun críche go sásúil measúnú caighdeánach ar chóras bainistíochta Sábháilteachta agus Sláinte Gairme Fhoras na Gaeilge nár éirigh aon cheist géilliúlachta as. Go sonrach, rinne an eagraíocht athbhreithniú ar a Ráitis Shábháilteachta dá Cheannáras i mBaile Átha cliath i ndiaidh a bhogtha in 2017. Rinneadh athbhreithniú iomlán neamhspleách ar gach áitreabh i rith 2020 i bhfianaise na dtreoirlínte agus riachtanas nua a bhaineann le COVID-19, agus rinneadh athbhreithniú rialta ar na socruithe sin in 2022.

Comhionannas agus fostaithe atá faoi mhíchumas

I ndlínse Rialtas na hÉireann, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumais 2005. Caithfear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. In 2023, rinneadh suirbhé foirne a léirigh go raibh 6.9% díobh siúd a ghlac páirt sa suirbhé (sa bhliain féilire roimhe) faoi mhíchumas de réir shainmhíniú an Achta um Mhíchumais 2005.

In compliance with the requirements of Section 75 of the Northern Ireland Act 1998 the two agencies of The Language Body jointly prepared a revised Equality Scheme in 2013. This was approved by the Equality Commission for Northern Ireland on the 13th of December 2013 which included provision for disabled employees. Foras na Gaeilge and the Ulster-Scots Agency co-operated on an annual progress report (2015-16) on Equality and Good Relations Duties.

Decentralisation

An office was opened in Gaoth Dobhair on 1 September 2010 with the appointment of the Director for Publishing, Lexicography and Terminology. On 31 December 2022 there were eight employees attached to that office.

Employee Involvement

Employees were members of various trade unions during 2022, namely, SIPTU and FÓRSA. No labour relations difficulties arose during the year. Throughout the year employees were regularly advised of any new developments and were consulted with through formal and informal meetings, at courses and briefings where staff were given every opportunity to contribute or comment on new procedures and policies.

Statement of Responsibilities for Board Members

The role of each Board member is to provide leadership, vision, continuity of purpose and to be accountable to the public. The Board Members are required to:

- *Contribute to decision-making and to be jointly responsible for the decisions taken.*
- *Attend Board meetings on a regular basis and to be well prepared by reading relevant papers in advance.*
- *Attend training events and keep up-to-date with subjects relevant to the work of the organisation.*
- *Contribute to the work of Board committees.*



Seán Ó Coinn
Chief executive

20/12/24

Ag comhlíonadh riachtanas Alt 75 d'Acht Thuaisceart Éireann 1998, d'ullmhaigh dá ghníomhaireacht an Fhorais Teanga, i gcomhpháirt lena chéile, athbhreithniú ar an Scéim Comhionannais in 2013. Cheadaigh Coimisiún Comhionannais Thuaisceart Éireann an t-athbhreithniú seo ar 13 Nollaig 2013 ina raibh foráil d'fhostaithe faoi mhíchumas. Chomhoibrigh Foras na Gaeilge agus Gníomhaireacht na hUltaise ar thuarascáil bhliantiúil ar dhul chun cinn (2015-16) ar Chomhionannas agus Dualgais Dhea-Chaidrimh.

Dílárú

Osclaíodh oifig i nGaoth Dobhair ar 1 Meán Fómhair 2010 nuair a ceapadh an Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta & Téarmaíochta. Ar 31 Nollaig 2022 bhí ochtar fostaithe nasctha leis an oifig sin.

Rannpháirtíocht fostaithe

Bhí fostaithe de chuid Fhoras na Gaeilge ina mbaill de cheardchumainn éagsúla le linn 2022, mar atá, SIPTU agus FÓRSA. Níor tháinig aon deacrachtaí ó thaobh caidrimh thionsclaíoch aníos le linn na bliana. I rith na bliana, coinníodh fostaithe ar an eolas faoi aon fhorbairtí nua go rialta agus chuathas i gcomhairle leo ag cruinnithe foirmiúla agus neamhfhoirmiúla, ag cúrsaí agus ag seisiúin eolais, ina raibh deis ag baill foirne cur le nó trácht a dhéanamh ar nósanna imeachta nó polasaithe nua.

Ráiteas i leith freagrachtaí do Chomhaltaí Boird

Is é ról gach comhalta boird ceannaireacht, fíis agus leanúnachas cuspóra a sholáthar agus a bheith freagrach don phobal. Iarrtar ar Chomhaltaí Boird:

- Cuidiú le cinnteoireacht agus a bheith freagrach i bpáirt lena chéile as na cinntí a dhéantar.
- Freastal ar chruinnithe Boird ar bhonn rialta agus a bheith ullmhaithe go maith dóibh trí na cáipéisí cuí a léamh roimh ré.
- Freastal ar imeachtaí oiliúna agus coinneáil cothrom le dáta le hábhair a bhaineann le hobair na heagraíochta.
- Páirt a ghlacadh in obair na gcoistí Boird.
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar Chomhalta B'ird a nochtadh.



Seán Ó Coinn

Príomhfheidhmeannach

20/12/24

Statement of responsibilities

Foras na Gaeilge's Responsibilities

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction in the appendix to these accounts. The accounts are prepared on an accruals basis and must give a true and fair view of Foras na Gaeilge's state of affairs at the year end and of its income and expenditure, total recognised gains and losses, and cash flows for the financial year.

In preparing the accounts the Language Body is required to:

- *observe the accounts direction issued by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, including the relevant accounting and disclosure requirements, and apply accounting policies on a consistent basis;*
- *make judgements and estimates on a reasonable basis;*
- *state whether applicable accounting standards have been followed or have not been followed and disclose and explain any material departures in the accounts;*
- *prepare the accounts on a going concern basis, unless it is inappropriate to presume Foras na Gaeilge will continue in operation.*

The Language Body requires Foras na Gaeilge to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Chief Executive's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for Foras na Gaeilge, including the responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of Foras na Gaeilge.



Seán Ó Coinn
Chief executive

20/12/24

Ráiteas i leith freagrachtaí

Freagrachtaí Fhoras na Gaeilge

Tá treoir tugtha ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus ag an Roinn Pobal don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais san aguisín a ghabhann leis na cuntais seo. Ullmhaítear na cuntais ar bhonn fabhrúithe agus caithfidh siad léargas fírinneach cóir a thabhairt ar staid chúrsaí Fhoras na Gaeilge ag deireadh na bliana agus ar a ioncam agus a chaiteachas, a ghnóthachain agus a chailteanais aitheanta iomlána, agus a shreabhadh airgid don bhliain airgeadais.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- *aird a thabhairt ar an treoir do na cuntais arna heisiúint ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasáíocht agus faisnéisiú agus beartais chuntasáíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;*
- *breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;*
- *a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin infheidhme chuntasáíochta agus aon difríocht ábhartha sna cuntais a mhíniú;*
- *na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh Foras na Gaeilge de bheith i bhfeidhm.*

Ceanglaíonn an Foras Teanga ar Fhoras na Gaeilge cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntais a ullmhú i leith gach bliain.

Freagrachtaí an Phríomhfheidhmeannaigh

Leagtar amach na freagrachtaí atá ar an bPríomhfheidhmeannach mar Dhuine Cuntasach Fhoras na Gaeilge, lena n-áirítear an fhreagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, i Meamram Airgeadais Fhoras na Gaeilge.



Seán Ó Coinn
Chief executive

20/12/24

Statement on the system of internal control

Responsibility for the system of internal control

As Chief Executive Officer of Foras na Gaeilge, I acknowledge my responsibility for ensuring that an effective system of internal control is operated and maintained.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised, properly recorded and that relevant errors or irregularities are either prevented or would be detected in a timely period.

Key control procedures

The system of internal control operated is based on detailed administrative procedures, segregation of duties, specific authorisations and monthly management review of reports outlining the actual and budgeted results of programmes operated by Foras na Gaeilge. In particular, it includes the following:

- *An established organisational structure with clearly defined lines of responsibility.*
- *A Programme Manager for Finance and Information Technology who is a qualified accountant and is responsible for the financial procedures of the organisation and reports to Senior Management.*
- *The Director of Corporate Services is a qualified accountant, who reports to the Audit Committee and the Board.*
- *Risk assessment and mitigation processes are implemented at a Directorate level and at an organisational level.*
- *The implementation of a comprehensive budgeting system, with bespoke software designed to monitor grant expenditure. The Corporate Services Directorate carries out monthly reviews of all budgets. All budgets are reviewed and agreed by the Board at each meeting.*
- *A revised Financial Memorandum, issued by the Sponsor Departments, came into effect in November 2022.*
- *The Implementation of a Conflict of Interest Policy and the associated procedures for both Board and staff.*
- *The Internal Audit function is outsourced to an accountancy and business advisory firm. The internal audit function reports to the Chair of the Audit Committee and the Chief Executive Officer.*

Ráiteas maidir le rialúchán inmheánach airgeadais

Freagracht as an gcóras rialaithe inmheánaigh airgeadais

Mar Phríomhfheidhmeannach Foras na Gaeilge, admhaím mo fhreagracht as córas éifeachtach rialaithe inmheánaigh airgeadais a fheidhmiú agus a choimeád.

Ní féidir leis an gcóras ach urrús réasúnta seachas urrús absalóideach a chur ar fáil go gcumhdaítear sócmhainní, go n-údaraítear agus go dtaifeadtar go cuí idirbhearta agus go gcosctar nó go n-aimseofaí go tráthúil earráidí nó mírialtachtaí ábhartha.

Príomhnósanna imeachta rialaithe

Tá an córas rialaithe inmheánaigh a fheidhmítear bunaithe ar nósanna mionsonraithe riaracháin, deighilt dualgas, údaruithe sonracha agus athbhreithniú bainistíochta míosúil ar thuairiscí a thugann breac-chuntas ar thorthaí iarbhír agus buiséadaithe cláir atá á bhfeidhmiú ag Foras na Gaeilge. Áirítear air go sonrach na nithe seo a leanas:

- *Struchtúr bunaithe eagraíochtúil, le línte soiléire freagrachtaí.*
- *Clár bhainisteoir Airgeadais agus Theicneolaíocht na Faisnéise atá ina cuntasóir cáilithe agus atá freagrach as nósanna imeachta airgeadais na heagraíochta agus a thuairiscíonn don fhoireann Ardbhainistíochta.*
- *Stiúrthóir Seirbhísí Corparáideacha atá ina chuntasóir cáilithe agus a thuairiscíonn don Choiste Iniúchta agus don Bhord.*
- *Cuirtear próisis mheasúnaithe agus mhaolaithe rioscaí i bhfeidhm ag leibhéal na Stiúrthóireachtaí agus ag leibhéal na heagraíochta ina hiomláine.*
- *Cuirtear córas cuimsitheach i bhfeidhm maidir le buiséadú, le bogearra saincheaptha chun monatóireacht a dhéanamh ar chaiteachas deontas. Déanann an Stiúrthóireacht Seirbhísí Corparáideacha athbhreithnithe míosúla ar gach buiséad. Athbhreithníonn agus faomhann an Bord gach buiséad ag gach cruinniú.*
- *Meamram Airgeadais athbhreithnithe atá eisithe ag na Ranna Coimircíochta agus a bhfuil feidhm tugtha dó i Samhain 2021.*
- *Cuirtear Beartas um Choimhlint Leasa agus nósanna imeachta gaolmhara i bhfeidhm don fhoireann agus don Bhord.*
- *Is gnó seachtrach cuntasáíochta agus comhairle gnó a chuireann feidhm Iniúchta Inmheánaigh ar fáil. Tuairiscíonn an tIniúcháir Inmheánach go comhuaineach do chathaoirleach an Choiste Iniúchta agus don Phríomhfheidhmeannach.*

- *An Audit Committee consisting of four Board Members (one of whom acts as Chairperson), and two external appointees which met 5 times this year to review the Internal Auditor's reports and discuss matters arising around the risk register and advised the Board accordingly.*
- *Outstanding audit recommendations made by the Internal Auditor are tracked and presented at Audit Committee meetings as a standing item on the agenda. They are also presented to Monitoring Meetings with the Sponsor Departments.*
- *A representative from the Department for Communities is invited to attend Foras na Gaeilge Audit Committee meetings and receives the relevant documentation.*
- *Bi-annual Assurance Statements are completed by the Chief Executive in conjunction with the senior management team. They are submitted to the Sponsor Departments and reviewed in detail, along with other relevant matters, at quarterly Monitoring Meetings with the Sponsor Departments. They are also presented for information purposes to the Audit Committee.*

Annual Review of Controls

Foras na Gaeilge is committed to operating an efficient and economic internal control system.

My review of the effectiveness of the system of internal control is informed by the work of the internal auditor, the Audit Committee which oversees the work of the internal auditor, the managers within Foras na Gaeilge who have responsibility for the development and maintenance of the control processes and framework and by the comments made by the external auditors in the form of their management letter and other reports. This Statement of Internal Financial Controls was presented for consideration to the Audit Committee in March 2023 and to the Board in April 2023.

I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the internal auditor, managers within Foras na Gaeilge and the Audit Committee. No significant control matters occurred during the year.

Steps were taken to ensure its continuous improvement during the year. These include the following:

- *A regular review of the risk register, informed by the Senior Management Team, is carried out by the Audit Committee, the Board and Sponsor Departments;*

- *Coiste Iniúchta atá comhdhéanta de cheathrar comhaltaí Boird (duine amháin díobh a fheidhmíonn mar Chathaoirleach), agus de bheirt cheapachán sheachtracha, a bhuail le chéile 5 uair i mbliana chun athbhreithniú a dhéanamh ar thuarascálacha an Iniúcháir Inmheánaigh agus le saincheisteanna maidir leis an gclár rioscaí a phlé agus a chuir comhairle ar an mBord dá réir.*
- *Rianaítear moltaí iniúchta an Iniúcháir Inmheánaigh agus cuirtear i láthair iad ag cruinnithe den Choiste Iniúchta mar mhír sheasta ar an gclár. Cuirtear na moltaí seo faoi bhráid na Ranna Coimircíochta ag Cruinnithe Monatóireachta chomh maith.*
- *Faigheann ionadaí ón Roinn Pobal cuireadh le freastal ar chruinnithe de chuid an Coiste Iniúchta, agus cuirtear an cháipéisíocht chuí ar fáil dóibh.*
- *Cuireann an Príomhfheidhmeannach, i gcomhar leis an fhoireann Ardbhainistíochta, Ráitis Leathbhliantúla Dearbhúcháin ar fáil don dá Roinn Coimircíochta. Cuirtear faoi bhráid na Ranna Coimircíochta iad agus déantar imscrúdú mionsonraithe orthu i dteannta ceisteanna ábhartha eile ag Cruinnithe ráithiúla Monatóireachta leis na Ranna. Cuirtear faoi bhráid an Choiste Iniúchta mar eolas iad chomh maith.*

Athbhreithniú bliantúil ar rialúcháin

Tá Foras na Gaeilge tiomanta do chóras rialaithe inmheánaigh atá éifeachtach agus eacnamúil a fheidhmiú.

Tá m'athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh faoi réir ag obair an iniúcháir inmheánaigh, ag an gCoiste Iniúchta a mhaoirsíonn obair an iniúcháir inmheánaigh, ag na bainisteoirí laistigh d'Fhoras na Gaeilge a bhfuil an fhreagracht orthu as forbairt agus cothabháil na bpróiseas agus an chreata rialaithe agus ag na ráitis a dhéanann iniúcháirí seachtracha i bhfoirm a litreach bainistíochta agus tuairiscí eile. Cuireadh an Ráiteas seo maidir le Rialachán Inmheánach Airgeadais faoi bhráid an Choiste Iniúchta i Márta 2023 agus faoi bhráid an Bhoird in Aibreán 2023.

Chuir an t-iniúcháir inmheánach, bainisteoirí laistigh d'Fhoras na Gaeilge agus an Coiste Iniúchta comhairle orm faoi impleachtaí thorthaí m'athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais. Níor tháinig aon saincheisteanna suntasacha rialúcháin aníos le linn na bliana.

Glacadh céimeanna le feabhsú leanúnach a chinntiú le linn na bliana. Ina measc seo tá na nithe seo a leanas:

- *Faoi réir ag eolas ón bhFoireann Ardbhainistíochta, déanann an Coiste Iniúchta, an Bord agus na Ranna Coimircíochta athbhreithniú rialta ar an gclár*

- The following policies were reviewed and updated by the Audit Committee and the Board:
 - Whistleblowing Policy,
 - Fraud Policy, and
 - Risk Management Policy;
- A report by Internal Audit on 2020 and 2021 Lead-Organisation grant files was presented to the Audit Committee;
- A report on the internal audit activities for 2022 was carried out by the Internal Auditor. The systems of internal control were found in their view to be adequate and effective overall. This report was considered by the Audit Committee in March 2023.
- The Audit Committee received reports from the Internal Auditor on the following topics:
 - Procurement; and
 - Workforce planning
- A tender process was conducted to appoint a new internal auditor and this appointment came into effect in October 2022;
- Hybrid working:
 - Foras na Gaeilge staff were enabled to work remotely in March 2020 – to process payments, pay grantees critical funding, pay salary and meet other organisational aims and objectives. Work processes were reviewed and amended as required. All offices were risk assessed prior to phased reopening.
 - A hybrid working policy was developed and the trial period for this policy began in February 2023.



Seán Ó Coinn
Chief executive

20/12/24

- riosca; Rinne an Coiste Iniúchta agus an Bord athbhreithniú agus uasdátú ar na polasaithe seo a leanas:
 - An Polasaí Sceithreachta,
 - An Polasaí Calaoise, agus
 - An Polasaí Bainistithe Rioscaí;
- Cuireadh tuairisc ón iniúchóir inmheánach ar chomhad deontas 2020 agus 2021 na gCeanneagraíochtaí faoi bhráid an Choiste Iniúchta;
- Chuir an t-iniúchóir inmheánach tuairisc i gcrích ar ghníomhaíochtaí iniúchta 2022. Measadh sa tuairisc go raibh na córais rialaithe inmheánacha sásúil agus éifeachtach ar an iomlán. Cuireadh an tuairisc seo faoi bhráid an Choiste Iniúchta i Márta 2023.
- Cuireadh tuairiscí ón iniúchóir inmheánach faoi bhráid an Choiste Iniúchta sna réimsí seo a leanas:
 - Soláthar; agus
 - Pleanáil fórsa saothair
- Reáchtáladh próiseas soláthair le hIniúchóir Inmheánach nua a cheapadh agus tugadh feidhm don cheapachán nua i nDeireadh Fómhair 2022;
- Obair chumaisc:
 - Cumasaíodh foireann Fhoras na Gaeilge i Márta 2020 le bheith in ann obair ó chian – le híocaíochtaí a phróiseáil, le maoiniú criticiúil a íoc le deontaithe, le turastail a íoc agus le feidhmeanna eile eagraíochtúla a chomhlíonadh. Rinneadh uasdátú agus athbhreithniú ar phróisis oibre de réir mar ba ghá. Cuireadh measúnuithe rioscaí i gcrích ar gach oifig sular athosclaíodh iad go céimnitheach.
 - Forbraíodh polasaí ar obair chumaisc agus cuireadh tús le tréimhse thriallach an pholasaí sin i bhFeabhra 2023.



Seán Ó Coinn
Chief executive

20/12/24

Foras na Gaeilge

STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 €	2022 Stg£	2021 €	2021 Stg£
INCOME					
Revenue from Departments	2	20,201,656	17,228,007	18,699,838	16,074,381
Deferred funding for pensions	15.4.4	2,194,000	1,871,043	1,734,000	1,490,546
Release from capital grant reserve	13	38,496	32,829	38,848	33,394
Income from book distribution and sales		1,014,958	865,557	1,065,789	916,152
Other operating income	4	64,243	54,786	69,913	60,097
Total income		23,513,353	20,052,222	21,608,388	18,574,570
EXPENDITURE					
Staff costs & Board remuneration	5	6,785,019	5,786,264	6,046,773	5,197,806
Grants expended by Foras na Gaeilge	8	13,323,318	11,362,125	10,551,444	9,070,021
Other operating costs	7	3,153,078	2,688,945	3,193,700	2,745,302
Direct printing and distribution costs	3	748,825	638,598	884,476	760,295
Depreciation	9	38,496	32,829	38,848	33,394
Total expenditure		24,048,736	20,508,761	20,715,241	17,806,818
Surplus for the year		(535,383)	(456,539)	893,147	767,752
Surplus carried forward from previous year		2,627,447	2,207,844	1,734,300	1,559,135
Currency translation adjustment	1.11	-	102,559	-	(119,043)
Surplus transferred to revenue reserves		2,092,064	1,853,864	2,627,447	2,207,844

Foras na Gaeilge

RÁITEAS IONCAIM AGUS CAITEACHAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2022

	Nótaí	2022 €	2022 Stg£	2021 €	2021 Stg£
IONCAM					
Ioncam ó na Ranna	2	20,201,656	17,228,007	18,699,838	16,074,381
Cistiúchán iarchurtha Pinsin	15.4.4	2,194,000	1,871,043	1,734,000	1,490,546
Scaoileadh ó chúlchiste deontais chaipitil	13	38,496	32,829	38,848	33,394
Ioncam ó dháileadh agus ó dhíol leabhar		1,014,958	865,557	1,065,789	916,152
Ioncam oibriúcháin eile	4	64,243	54,786	69,913	60,097
Ioncam iomlán		23,513,353	20,052,222	21,608,388	18,574,570
CAITEACHAS					
Costais foirne & luach saothair an Bhoird	5	6,785,019	5,786,264	6,046,773	5,197,806
Deontais íoctha ag Foras na Gaeilge	8	13,323,318	11,362,125	10,551,444	9,070,021
Costais oibriúcháin eile	7	3,153,078	2,688,945	3,193,700	2,745,302
Costais dhíreacha phriontála agus dáilte	3	748,825	638,598	884,476	760,295
Dímheas	9	38,496	32,829	38,848	33,394
Caiteachas iomlán		24,048,736	20,508,761	20,715,241	17,806,818
(Easnamh)/ Barrachas don bhliain		(535,383)	(456,539)	893,147	767,752
Barrachas a tugadh ar aghaidh ón mbliain roimhe		2,627,447	2,207,844	1,734,300	1,559,135
Coigeartú aistrithe airgeadra	1.11	-	102,559	-	(119,043)
Barrachas arna aistriú chuig cúlchistí ioncaim		2,092,064	1,853,864	2,627,447	2,207,844

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 €	2022 Stg£	2021 €	2021 Stg£
Surplus for the Year		(535,383)	(456,539)	893,147	767,752
Experience (loss)/ Gain	15.4.3	(1,602,000)	(1,366,000)	1,368,000	1,175,936
Gain/ (loss) due to currency movements	15.4.3	126,000	107,000	(187,000)	(160,746)
Loss on change of financial assumptions	15.4.3	15,431,000	13,160,000	(699,000)	(601,000)
Actuarial loss on the pension liabilities		13,955,000	11,901,000	482,000	414,328
Adjustment to deferred pension funding		(13,955,000)	(11,901,000)	(482,000)	(414,328)
Recognised (loss) surplus for the year		(535,383)	(456,539)	893,147	767,752

The notes 1 to 24 form part of these accounts.

Regina Uí Chollatáin

Regina Uí Chollatáin
CHAIRPERSON
Date **20/12/24**

Seán Ó Coinn

Seán Ó Coinn
CHIEF EXECUTIVE
Date **20/12/24**

RÁITEAS AR GHNÓTHACHAN AGUS AR CHAILLTEANAS CUIMSITHEACH DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2022

		2022	2022	2021	2021
	Nótaí	€	Stg£	€	Stg£
(Easnamh)/ barrachas don bhliain		(535,383)	(456,539)	893,147	767,752
(Caillteanas)/ gnóthachan ó thaithí	15.4.3	(1,602,000)	(1,366,000)	1,368,000	1,175,936
Gnóthachan/ (caillteanas) ó mhalartú airgeadra	15.4.3	126,000	107,000	(187,000)	(160,746)
Caillteanas maidir le hathruithe sna toimhdí	15.4.3	15,431,000	13,160,000	(699,000)	(601,000)
Caillteanas achtúireach ar an scéim pinsin		13,955,000	11,901,000	482,000	414,328
Leasú ar mhaoiniú pinsean iarchurtha		(13,955,000)	(11,901,000)	(482,000)	(414,328)
(Caillteanas)/ Barrachas aitheanta don bhliain		(535,383)	(456,539)	893,147	767,752

Is cuid de na cuntais seo na nótaí 1 go 24.

Regina Uí Chollatáin

Regina Uí Chollatáin
CATHAOIRLEACH
Dáta 20/12/2024

Seán Ó Coinn

Seán Ó Coinn
PRÍOMHFHEIDHMEANNACH
Dáta 20/12/2024

FORAS NA GAEILGE

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Notes	2022 €	2022 Stg£	2021 €	2021 Stg£
FIXED ASSETS					
Tangible assets	9	45,155	40,047	47,779	40,148
CURRENT ASSETS					
Stocks	10	680,855	603,851	710,768	597,258
Receivables due within one year	11	683,082	605,826	1,127,159	947,152
Cash at bank and in hand	14.2	1,284,096	1,138,866	1,114,190	936,256
		2,648,033	2,348,543	2,952,117	2,480,666
CURRENT LIABILITIES					
Creditors (amounts falling due within one year)	12	(555,968)	(494,679)	(324,670)	(272,823)
NET CURRENT ASSETS					
		2,092,065	1,853,865	2,627,447	2,207,844
Total assets less current liabilities before pension		2,137,220	1,893,912	2,675,226	2,247,992
Deferred pension funding balance	15.4.6	26,638,000	23,625,242	38,399,000	32,266,692
Pension liability	15.4.2	(26,638,000)	(23,625,242)	(38,399,000)	(32,266,692)
TOTAL ASSETS LESS CURRENT LIABILITIES					
		2,137,220	1,893,912	2,675,226	2,247,992
FINANCED BY:					
CAPITAL AND RESERVES					
Revenue reserve		2,092,064	1,853,864	2,627,447	2,207,844
Capital grant reserve	13	45,156	40,048	47,779	40,148
		2,137,220	1,893,912	2,675,226	2,247,992

The notes 1 to 24 form part of these accounts.

Regina Uí Chollatáin

Regina Uí Chollatáin
CHAIRPERSON
Date 20/12/24

Seán Ó Coinn

Seán Ó Coinn
CHIEF EXECUTIVE
Date 20/12/24

FORAS NA GAEILGE

RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2022

	Nótaí	2022 €	2022 Stg£	2021 €	2021 Stg£
SÓCMHAINNÍ SEASTA					
Sócmhainní inláimhsithe	9	45,155	40,047	47,779	40,148
SÓCMHAINNÍ REATHA					
Stoic	10	680,855	603,851	710,768	597,258
Féichiúnaithe dlite laistigh de bhliain amháin	11	683,082	605,826	1,127,159	947,152
Airgead sa bhanc agus ar láimh	14.2	1,284,096	1,138,866	1,114,190	936,256
		2,648,033	2,348,543	2,952,117	2,480,666
DLITEANAIS REATHA					
Creidiúnaithe (méideanna a bheidh dlite laistigh de bhliain amháin)	12	(555,968)	(494,679)	(324,670)	(272,823)
GLANSÓCHMHAINNÍ REATHA					
		2,092,065	1,853,865	2,627,447	2,207,844
Sócmhainní iomlána lúide dliteanais reatha roimh pinsean					
		2,137,220	1,893,912	2,675,226	2,247,992
Iarmhéid maoiniúcháin phinsin iarchurtha	15.4.6	26,638,000	23,625,242	38,399,000	32,266,692
Dlitéanas pinsin	15.4.2	(26,638,000)	(23,625,242)	(38,399,000)	(32,266,692)
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA					
		2,137,220	1,893,912	2,675,226	2,247,992
ARNA AIRGEADÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste ioncaim		2,092,064	1,853,864	2,627,447	2,207,844
Cúlchiste deontais chaipitil	13	45,156	40,048	47,779	40,148
		2,137,220	1,893,912	2,675,226	2,247,992

Is cuid de na cuntais seo na nótaí 1 go 24.

Regina Uí Chollatáin

Regina Uí Chollatáin
CATHAOIRLEACH
Dáta 20/12/24

Seán Ó Coinn

Seán Ó Coinn
PRÍOMHFHEIDHMEANNACH
Dáta 20/12/24

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 €	2022 Stg£	2021 €	2021 Stg£
NET CASH INFLOW FROM OPERATING ACTIVITIES	14.1	169,906	202,610	404,794	298,511
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire tangible fixed assets	9	(35,873)	(30,592)	(16,359)	(14,062)
NET CASH INFLOW BEFORE FINANCING		134,033	172,018	388,435	284,449
FINANCING					
Capital grant received	13	35,873	30,592	16,359	14,062
INCREASE IN CASH AND CASH EQUIVALENTS	14.2	169,906	202,610	404,794	298,511

The notes 1 to 24 form part of these accounts.

FORAS NA GAEILGE – Notes to the accounts

1. Accounting policies

The principal accounting policies, which have been adopted in the preparation of the accounts, are as follows:

1.1 Accounting convention

The accounts have been prepared in accordance with the historic cost convention. The accounts have been prepared in accordance with the accounts direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities with the approval of the respective Finance Departments, in accordance with the North/South Co-operation (implementation bodies Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. The accounts have been prepared in accordance with FRS 102.

1.2 Statement of compliance

The financial statements of Foras na Gaeilge for the year ended 31st December 2022 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2022

	Nótaí	2022 €	2022 Stg£	2021 €	2021 Stg£
SREABHADH GLAN AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	14.1	169,906	202,610	404,794	298,511
CAITEACHAS CAIPITIÚIL AGUS INFHEISTÍOCHT AIRGEADAIS Íocaíochtaí chun sócmhainní seasta inláimhsithe a fháil	9	(35,873)	(30,592)	(16,359)	(14,062)
SREABHADH GLAN AIRGID ROIMH MHAOINIÚ		134,033	172,018	388,435	284,449
MAOINIÚ Deontas caipitil faighte	13	35,873	30,592	16,359	14,062
MÉADÚ AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM	14.2	169,906	202,610	404,794	298,511

Is cuid de na cuntais seo na nótaí 1 go 24.

FORAS NA GAEILGE - Notaí a ghabhann leis na cuntais

1. Beartais chuntasaíochta

Is iad seo a leanas na príomhbheartais chuntasaíochta ar glacadh leo agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún cuntasaíochta

Ullmhaíodh na cuntais de réir choinbhinsiún an chostais stairiúil. Ullmhaíodh na cuntais de réir treorach cuntasaíochta arna dtabhairt ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus ag an Roinn Pobal, le faomhadh ó na Ranna Airgeadais faoi seach, de réir an North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 agus An Achta um Chomhaontú na Breataine-na hÉireann 1999. Ullmhaíodh na cuntais de réir an chaighdeáin tuarascála FRS 102.

1.2 Ráiteas comhlíonta

Ullmhaíodh ráitis airgeadais Fhoras na Gaeilge don bhliain dar chríoch 31 Nollaig 2022 de réir FRS 102, an caighdeán tuairiscithe airgeadais atá i bhfeidhm sa Ríocht Aontaithe agus in Éirinn agus atá eistithe ag an gComhairle Tuarascála Airgeadais (Financial Reporting Council – FRC), agus curtha i bhfeidhm ag Chartered Accountants Ireland.

1.3 Critical accounting judgements and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

1.4 Fixed assets

a) Tangible fixed assets are entered at their cost to Foras na Gaeilge.

b) Depreciation is calculated to write off the cost or re-evaluated amounts of fixed assets within their useful life. The following are the methods and rates used each year:

- *Motor Vehicles - 25% straight line*
- *Fixtures and Fittings - 10% straight line*
- *Computer Equipment - 33.33% straight line*
- *Office Equipment - 15% - 20% straight line*

c) Impairment of fixed assets

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. Fixed assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

1.5 Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. Foras na Gaeilge currently does not hold a provision for doubtful debts. Write-offs for doubtful debts are recognised in the statement for income and expenditure.

1.3 Breithiúnais agus meastacháin chriticiúla chuntasaíochta

Tugann ullmhú na ráiteas airgeadais ar an mbainistíocht breithiúnais, meastacháin agus toimhdí a dhéanamh a bhfuil tionchar acu ar na méideanna a fhógraítear i leith sócmhainní agus dliteanas amhail dáta an chláir chomhardaithe agus ar na méideanna a thuairiscítear i leith ioncam agus costas le linn na bliana. Mar sin féin, is é nadúr an mheastacháin go bhféadfadh méideanna iarbhir a bheith éagsúil leis na meastacháin sin. Bhí an tionchar is mó ag na breithiúnais seo a leanas ar na méideanna a aithnítear ar na ráitis airgeadais.

1.4 Sócmhainní Seasta

a) Cuirtear luach a gcostas ar Fhoras na Gaeilge le sócmhainní seasta inláimhsithe.

b) Ríomhtar dímhéas chun costas nó méideanna athluacháilte sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Is iad seo a leanas na modhanna a ghlactar agus na rátaí a úsáidtear gach bliain:

- *Mótarfheithiclí - 25% de réir líne chothrom*
- *Daingneáin agus feistis - 10% de réir líne chothrom*
- *Trealamh ríomhaireachta - 33.33% de réir líne chothrom*
- *Trealamh oifige - 15% - 20% de réir líne chothrom*

c) Lagú sócmhainní seasta

Déantar athbhreithniú i gcomhair lagaithe sa chás go dtagann amúchadh i bhfeidhm ar shócmhainní ag uair ar bith a athraíonn coinníollacha nó a tharlaíonn eachtraí a thugann le fios nach mbeadh an tsuim ghlanluacha in-aisghabhála. Aithnítear an difríocht idir an tsuim ghlanluacha agus an tsuim in-aisghabhála mar chaillteanas amúchta. Is í an tsuim in-aisghabhála luach cóir sócmhainne lúide costas a díolta agus luach a feidhmíthe. Déantar athbhreithniú ag gach dáta tuairiscithe ar shócmhainní seasta ar tháinig amúchadh i bhfeidhm orthu i gcomhair malartú féideartha ar an amúchadh sin.

1.5 Infháltais

Aithnítear infháltais ag luach cóir, lúide soláthar i gcomhair fiacha amhrasacha. Ní dhéanann Foras na Gaeilge soláthar i gcomhair fiacha amhrasacha faoi láthair. Aithnítear díscríobhanna ar fhiacha amhrasacha sa ráiteas ioncaim agus caiteachais.

1.6 Pension costs

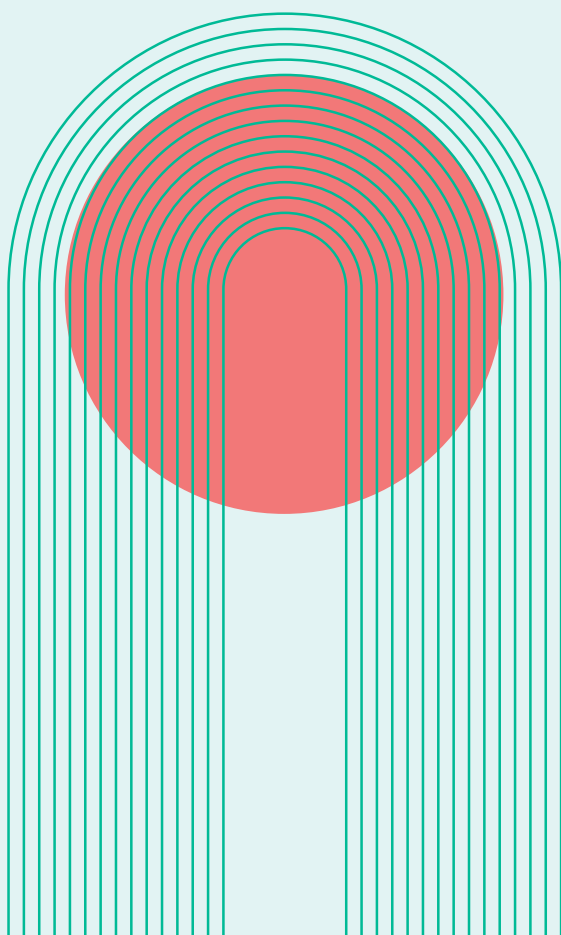
The North/South Pension Scheme was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded annually on a pay as you go basis. The scheme is administered by an external administrator. Funding is provided to Foras na Gaeilge from the Irish Government by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and from the Northern Ireland Executive by the Department for Communities.

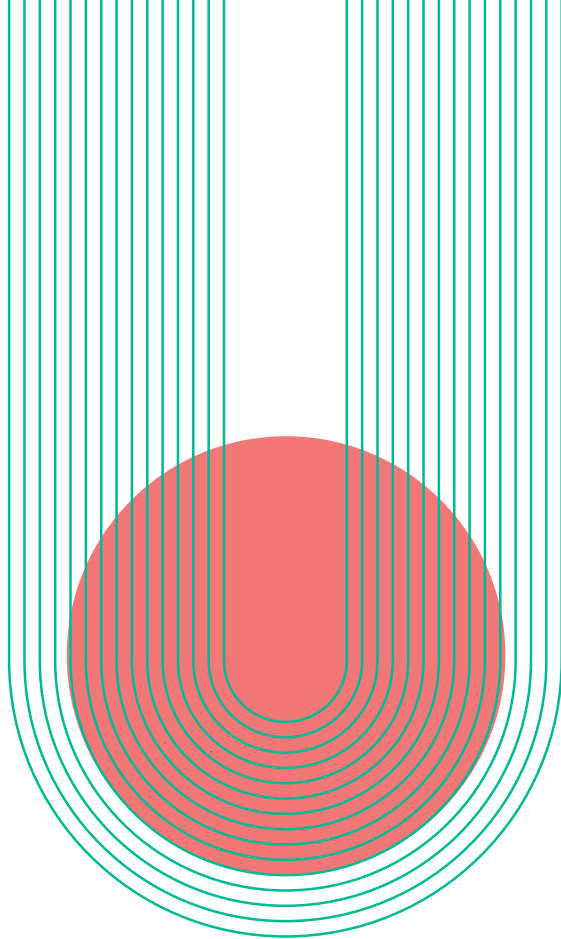
As per the requirements of FRS 102, pension liabilities represent the present value of future pension payments earned by staff to-date. Deferred pension funding represents the corresponding asset to be recovered in future periods from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC).

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable and offset by grants received in the year to discharge pension payments. Pension liabilities represent the present value of future pension payments earned by staff to date.

From 2012, the current service cost is recognised gross of members' contributions. The accounting treatment in prior years had been to recognise members' contributions separately within the pension's note.

Actuarial gains or losses arising from changes to actuarial assumptions and from experience surpluses and deficits are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Northern Ireland Executive and the Irish Government.





1.6 Costais Phinsin

Bhunaigh na Forais Forfheidhmithe Thuaidh/Theas agus Tourism Ireland Limited an Scéim Pinsin Thuaidh/Theas le héifeacht ó 29 Aibreán 2005. Is scéim pinsin sochair shainithe í a chistítear go bliantúil ar bhonn íoctar-mar-a-úsáidtear. Bíonn an scéim á riaradh ag riarthóir seachtrach. Cuireann an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán maoiniú ó Rialtas na hÉireann ar fáil agus cuireann an Roinn Pobal maoiniú ó Fheidhmeannas Thuaisceart Éireann ar fáil.

Faoi réir riachtanais FRS102, cuimsíonn dlíteanais phinsin an luach reatha d'íocaíochtaí pinsin na todhchaí atá tuillte ag an bhfoireann go dáta. Is ionann maoiniú iarchurtha pinsin agus an tsócmhainn chomhfhreagrach a bheidh le héileamh sa todhchaí ar an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) agus ar an Roinn Pobal (RP).

Léiríonn costais phinsin sochair phinsin a thuilleann fostaithe sa tréimhse. Aithnítear méid atá cothrom leis an muirear pinsin mar ioncam a mhéad is a bheidh sé in-aisghabhála, agus seach-churtha ag deontais a fuarthas sa bhliain le híocaíochtaí pinsin a chomhlíonadh. Is ionann dlíteanais phinsin agus luach reatha íocaíochtaí pinsin amach anseo, tuillte ag baill foirne go dáta.

Ó 2012, is é costas seirbhíse reatha comhlán aitheanta ranníocaíochtaí na mball. Is é an cur chuige cuntasaíochta a bhí ann roimhe seo ranníocaíochtaí na mball a aithint ar línte ar leith sa nóta pinsin.

Léirítear gnóthachain nó caillteanais achtúireacha a tharlaíonn de bharr athruithe ar thoimhdí achtúireacha agus de bharr taithí ar bharrachais agus ar easnaimh sa Ráiteas ar Ghnóthachain agus ar Chaillteanas Cuimsitheach agus aithnítear coigeartú dá réir sa tsuim in-aisghabhála ó Fheidhmeannas Thuaisceart Éireann agus ó Rialtas na hÉireann.

1.7 Deferred pension funding

In accordance with accounting practice for non-commercial State bodies in the Republic of Ireland, Foras na Gaeilge recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process.

While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, Foras na Gaeilge has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice. This treatment is inconsistent with accounting practice for UK Non-Departmental Bodies, where, due to the absence of a formal guarantee, a funding liability is not recognised until the commitment falls due.

1.8 Stocks

Stocks comprise of books and other published material held for resale. Stocks are stated at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.9 Leases

Finance leases

Leases in which substantially all the risks and rewards of ownership are transferred by the lessor are classified as finance leases. Tangible fixed assets acquired under finance leases are capitalised at the lease's commencement at the lower of the fair value of the leased property and the present value of the minimum lease payments and are depreciated over the shorter of the lease term and their useful lives. The capital element of the lease obligation is recorded as a liability and the interest element of the finance lease rentals is charged to the profit and loss account on an annuity basis.

Operating leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

1.7 Cistiúchán iarchurtha pinsin

Faoi réir na gcleachtas cuntasáíochta do chomhlachtaí neamhthráchtála Stáit i bPoblacht na hÉireann, aithníonn Foras na Gaeilge sócmhainn a léiríonn acmhainní a chuirfidh státhistí RA agus na hÉireann ar fáil don dlíteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn roinnt imeachtaí san am a chuaigh thart. Áirítear ar na himeachtaí seo bunús reachtúil do scéimeanna aoisliúntais, agus an polasaí agus an cleachtas maidir le pinsin seirbhíse poiblí a mhaoiniú sa dá dhlínse lena n-áirítear próiseas na meastachán bliantúil.

Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna sonracha seo leis na heagrais mhaoinithe, níl aon fhianaise ag Foras na Gaeilge nach leanfaidh an polasaí maoinithe seo ar aghaidh diaidh ar ndiaidh ag cur an mhéid seo ar fáil de réir an chleachtais reatha. Níl an cur chuige seo ag teacht leis an gcleachtas cuntasáíochta i gcás Comhlachtaí Neamhrannacha sa RA, áit nach n-aithnítear dlíteanas maoinithe go dtí go mbíonn an ceanglas dlíte, de bhrí nach bhfuil barántas foirmiúil i gceist.

1.8 Stoic

Is éard is stoic ann leabhair agus ábhar foilsithe eile a choimeádtar le hathdhíol. Luaitear na stoic ag an luach is ísle idir an costas agus an glanluach inréadaithe i ndiaidh stoic atá as feidhm nó mall chun bogadh a chur san áireamh.

1.9 Léasanna

Léasanna airgeadais

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á n-aistriú go substainteach ag an léasóir mar léasanna airgeadais. Caipitlítear sócmhainní seasta inláimhsithe a ceannaíodh faoi léasanna airgeadais ag tús an léasa ag an luach is ísle de luach cóir an earra léasaithe nó ag luach reatha na n-íosíocaíochtaí léasa agus dímheastar iad thar an tréimhse is giorra den léas nó thar a saolré ionchais. Cláraítear an chuid chaipitil den dualgas léasa mar dhlíteanas agus gearrtar cuid úis na gcíosanna léasa airgeadais ar an gcuntas brabúis agus caillteanais ar bhonn anáide.

Léasanna Oibriúcháin

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á gcoinneáil go substainteach ag an léasóir mar léasanna oibriúcháin. Gearrtar íocaíochtaí a dhéantar faoi léasanna oibriúcháin ar bhrabús nó caillteanas ar bhonn líne cothrom thar tréimhse an léasa.

1.10 Value Added Tax

The divisions Áis, An Gúm, An Coiste Téarmaíochta and Foclóir within Foras na Gaeilge, are registered to reclaim VAT on appropriate purchases which are accounted for net of VAT. Otherwise Foras na Gaeilge was not registered for VAT and was not in a position to reclaim VAT. VAT was therefore included as expenditure in all other instances and where appropriate capitalised in the value of Fixed Assets.

1.11 Reporting currency

The transactions and balances are reported in both euro and sterling. The working currency of the organisation is euro and transactions are initially recorded in that currency. Transactions in currencies other than euro or sterling are recorded at the exchange rate ruling at date of the transactions. Monetary assets and liabilities denominated in other currencies are translated into Euro at the rates prevailing at the balance sheet date. Realised gains and losses are taken to the income and expenditure account. The exchange rate amounts were reported in the income and expenditure account, in the cash flow statement, in the balance sheet and in the related notes in euro. The exchange rate used in the statement of financial position was €1=Stg£0.8869 (the exchange rate at the statement of financial position date 31 December 2022) and the rate used for the statement of income and expenditure was €1=Stg£0.8528 (the average exchange rate during the year ending 31 December 2022).

1.12 Grants payable

Grants payable to third parties are chargeable to the income and expenditure Account in the year in which the recipient carries out the activity that creates an entitlement.

1.13 Grants receivable

Revenue grants receivable are recognised as income in the period in which they are received. Capital grants received are credited to the capital grant reserve and released to the income and expenditure account in line with the depreciation charged on the relevant assets.

1.14 Capital grant reserve

The government grant Reserve represents the unamortised value of income used for capital purposes.

1.10 Cáin Bhreisluacha

Tá na rannáin Áis, An Gúm, Tionscadal an Fhoclóra agus an Coiste Téarmaíochta laistigh d'Fhoras na Gaeilge cláraithe chun CBL a aiséileamh ar cheannacháin chuí a ndéantar cuntas orthu glan ó CBL. Taobh amuigh de sin, ní raibh Foras na Gaeilge cláraithe do CBL agus níorbh fhéidir CBL a aiséileamh. Dá bhrí sin tá CBL san áireamh mar chaiteachas agus nuair is cuí caipitlithe i luach na sócmhainní seasta.

1.11 Airgeadra tuairiscithe

Déantar bearta agus iarmhéideanna a thuairisciú in euro agus steirling araon. Is é an euro príomhairgeadra na heagraíochta agus déantar bearta a thaifeadadh ar dtús san airgeadra sin. Déantar bearta in airgeadraí eile nach euro nó steirling iad a thaifeadadh ag an ráta malairte atá i bhfeidhm ar dháta an bhirt. Déantar sócmhainní agus dliteanais airgeadais in airgeadraí eile a aistriú go euro ag na rátaí malairte a bhíonn i bhfeidhm dáta an chláir chomhardaithe. Tugtar gnóthúchain agus caillteanais réadaithe go dtí an cuntas ioncaim agus caiteachais. Faisnéisíodh méideanna aistrithe sa chuntas ioncaim agus caiteachais, sa ráiteas ar shreabhadh airgid, sa chlár comhardaithe agus sna nótaí gaolmhara leo in euro. Ba é an ráta malairte a úsáideadh sa ráiteas ar staid an airgeadais ná €1=Stg£0.8869 (an ráta malairte amhail an 31 Nollaig 2022) agus ba é an ráta a úsáideadh don chuntas ioncaim agus caiteachais €1=Stg£0.8528 (an meánráta malairte le linn na bliana dar chríoch 31 Nollaig 2022).

1.12 Deontais iníoctha

Maidir le deontais a bhíonn iníoctha le tríú páirtithe, breactar sa chuntas ioncaim agus caiteachais iad sa bhliain a ndéanann an faighteoir an ghníomhaíocht a chruthaíonn teidlíocht.

1.13 Deontais infhála

Aithnítear deontais ioncaim mar ioncam sa tréimhse ina bhfaightear iad. Cuirtear deontais chaipitil leis an gcúlchiste deontais chaipitil agus scaoiltear iad leis an gcuntas ioncaim agus caiteachais i gcomhréir leis an dímheas a ghearrtar ar an sócmhainn ábhartha.

1.14 Cúlchiste deontais chaipitil

Is ionann cúlchiste deontais an Rialtas agus an luach gan amúchadh ar an ioncam a úsáideadh chun críoch caipitil.

2. GRANTS FROM THE DEPARTMENTS

	2022 Grant Revenue	2022 Grant Capital	2022 Grant Total	2021 Grant Revenue	2021 Grant Capital	2021 Grant Total
<u>Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media</u>						
<u>(DTCAGSM)</u>	€	€	€	€	€	€
Foras na Gaeilge (FNAG) Vote 33 Subhead D	12,334,326	26,905	12,361,231	12,064,443	12,269	12,076,712
FNAG New Decade New Approach Vote 33 Subhead C.9	99,962	-	99,962	100,000	-	100,000
FNAG Language Planning Process Vote 33 Subhead C.10	368,742	-	368,742	395,550	-	395,550
FNAG Language Planning Co- Ordinator Vote 33 Subhead C.10	57,437	-	57,437	54,092	-	54,092
FNAG Dictionary Project Funding Vote 33 Subhead C.9	-	-	-	365,000	-	365,000
Clár na Leabhar Gaeilge (CNLG), and FNAG Dictionary project funding and publishing Vote 33 Subhead C.9	600,000	-	600,000	-	-	-
FNAG Energy Support Scheme Vote 33 Subhead C.9	225,000	-	225,000	-	-	-
FNAG Funding re increased salary costs	64,753	-	64,753	-	-	-
CNLG Vote 33 Subhead D	1,061,165	-	1,061,165	1,336,165	-	1,336,165
CNLG Funding re increased salary costs	3,832	-	3,832	-	-	-
Colmille Vote 33 Subhead D	118,519	-	118,519	118,518	-	118,518
Colmille Funding re increased salary costs Vote 33 Subhead C.9	1,207	-	1,207	-	-	-
Colmille 1500 Vote 33 Subhead C.4	50,000	-	50,000	50,000	-	50,000
<u>Department for Communities (DfC)</u>						
FNAG	4,072,284	8,968	4,081,252	3,977,364	4,090	3,981,454
COVID-19 Recovery Programme	855,203	-	855,203	-	-	-
Colmille	119,226	-	119,226	118,706	-	118,706
<u>Department of Education (DoE)</u>						
FNAG Gaelbhratach Vote 26 Subhead A14	120,000	-	120,000	120,000	-	120,000
FNAG dictionary project funding Vote 26 Subhead A14	50,000	-	50,000	-	-	-
Total	20,201,656	35,873	20,237,529	18,699,838	16,359	18,716,197

2. DEONTAIS Ó NA RANNA

	2022	2022	2022	2021	2021	2021
<u>An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)</u>	Ioncam ó Dheontais	Deontas Caipitil	Ioncam Iomlán ó Dheontais	Ioncam ó Dheontais	Deontas Caipitil	Ioncam Iomlán ó Dheontais
	€	€	€	€	€	€
Foras na Gaeilge (FNAG) Vóta 33 Fomhír D	12,334,326	26,905	12,361,231	12,064,443	12,269	12,076,712
FNAG Ré Nua Cur Chuige Nua Vóta 33 Fomhír C9	99,962	-	99,962	100,000	-	100,000
FNAG Próiseas Pleanála Teanga Vóta 33 Fomhír C.10	368,742	-	368,742	395,550	-	395,550
FNAG Comhordaitheoir Pleanála Teanga Vóta 33 Fomhír C.10	57,437	-	57,437	54,092	-	54,092
FNAG Maoiniú tionscadal foclóireachta Vóta 33 Fomhír C9	-	-	-	365,000	-	365,000
Clár na Leabhar Gaeilge (CNLG) agus FNAG Maoiniú Tionscadal Foclóireachta & Foilsitheoireachta Vóta 33 Fomhír C9	600,000	-	600,000	-	-	-
FNAG Scéim Tacaíochta Fuinnimh Vóta 33 Fomhír C9	225,000	-	225,000	-	-	-
FNAG Maoiniú le haghaidh costais ardaithe tuarastail Vóta 33 Fomhír C9	64,753	-	64,753	-	-	-
CNLG Vóta 33 Fomhír D	1,061,165	-	1,061,165	1,336,165	-	1,336,165
CNLG Maoiniú le haghaidh costais ardaithe tuarastail Vóta 33 Fomhír C9	3,832	-	3,832	-	-	-
Colmcille Vóta 33 Fomhír D	118,519	-	118,519	118,518	-	118,518
Colmcille Maoiniú le haghaidh costais ardaithe tuarastail Vóta 33 Fomhír C9	1,207	-	1,207	-	-	-
Colmcille 1500 Vóta 33 Fomhír C4	50,000	-	50,000	50,000	-	50,000
<u>An Roinn Pobal (RP)</u>						
FNAG	4,072,284	8,968	4,081,252	3,977,364	4,090	3,981,454
Clár Cúitimh COVID-19	855,203	-	855,203	-	-	-
Colmcille	119,226	-	119,226	118,706	-	118,706
<u>An Roinn Oideachais (RO)</u>						
FNAG Gaelbhratach Vóta 26 Fomhír A14	120,000	-	120,000	120,000	-	120,000
FNAG Maoiniú tionscadal foclóireachta Vóta 26 Fomhír A14	50,000	-	50,000	-	-	-
Iomlán	20,201,656	35,873	20,237,529	18,699,838	16,359	18,716,197

	2022 Grant revenue	2022 Grant Capital	2022 Grant Total	2021 Grant Revenue	2021 Grant Capital	2021 Grant Total
<u>Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM)</u>	Stg£	Stg£	Stg£	Stg£	Stg£	Stg£
Foras na Gaeilge (FNAG)						
Vote 33 Subhead D	10,518,712	22,944	10,541,656	10,370,595	10,547	10,381,142
FNAG New Decade New Approach						
Vote 33 Subhead C.9	85,248	-	85,248	85,960	-	85,960
FNAG Language Planning Process						
Vote 33 Subhead C.10	314,464	-	314,464	340,015	-	340,015
FNAG Language Planning Co- Ordinator Vote 33 Subhead C.10	48,982	-	48,982	46,497	-	46,497
FNAG Dictionary project funding						
Vote 33 Subhead C.9	-	-	-	313,754	-	313,754
Clár na Leabhar Gaeilge (CNLG), and FNAG Dictionary project funding and publishing Vote 33 Subhead C.9	511,680	-	511,680	-	-	-
FNAG Energy Support Scheme						
Vote 33 Subhead C.9	191,880	-	191,880	-	-	-
FNAG Funding re increased salary costs Vote 33 Subhead C.9	55,221	-	55,221	-	-	-
CNLG Vote 33 Subhead D	904,962	-	904,962	1,148,568	-	1,148,568
CNLG Funding re increased salary costs Vote 33 Subhead C.9	3,294	-	3,294	-	-	-
Colmcille Vote 33 Subhead D	101,073	-	101,073	101,878	-	101,878
Colmcille Funding re increased salary costs Vote 33 Subhead C.9	1,038	-	1,038	-	-	-
Colmcille 1500 Vote 33 Subhead C.4	42,640	-	42,640	42,980	-	42,980
<u>Department for Communities (DfC)</u>						
FNAG	3,472,844	7,648	3,480,492	3,418,943	3,515	3,422,458
COVID-19 Recovery Programme	729,317	-	729,317	-	-	-
Colmcille	101,676	-	101,676	102,039	-	102,039
<u>Department of Education (DoE)</u>						
FNAG Gaelbhratach						
Vote 26 Subhead A.14	102,336	-	102,336	103,152	-	103,152
FNAG dictionary project funding						
Vote 26 Subhead A.14	42,640	-	42,640	-	-	-
Total	17,228,007	30,592	17,258,599	16,074,381	14,062	16,088,443

	2022	2022	2022	2021	2021	2021
<u>An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)</u>	Ioncam ó Dheontais Stg£	Deontas Caipitil Stg£	Ioncam Iomlán ó Dheontais Stg£	Ioncam ó Dheontais Stg£	Deontas Caipitil Stg£	Ioncam Iomlán ó Dheontais Stg£
Foras na Gaeilge (FNAG) Vóta 33 Fomhír D	10,518,712	22,944	10,541,656	10,370,595	10,547	10,381,142
FNAG Ré Nua Cur Chuige Nua Vóta 33 Fomhír C9	85,248	-	85,248	85,960	-	85,960
FNAG Próiseas Pleanála Teanga Vóta 33 Fomhír C.10	314,464	-	314,464	340,015	-	340,015
FNAG Comhordaitheoir Pleanála Teanga Vóta 33 Fomhír C.10	48,982	-	48,982	46,497	-	46,497
FNAG Maoiniú tionscadal foclóireachta Vóta 33 Fomhír C.9	-	-	-	313,754	-	313,754
Clár na Leabhar Gaeilge (CNLG) agus FNAG Maoiniú tionscadal foclóireachta & foilsitheoireachta Vóta 33 Fomhír C.9	511,680	-	511,680	-	-	-
FNAG Scéim Tacaíochta Fuinnimh Vóta 33 Fomhír C.9	191,880	-	191,880	-	-	-
FNAG Maoiniú le haghaidh costais ardaithe tuarastail Vóta 33 Fomhír C.9	55,221	-	55,221	-	-	-
CNLG Vóta 33 Fomhír D	904,962	-	904,962	1,148,568	-	1,148,568
CNLG Maoiniú le haghaidh costais ardaithe tuarastail Vóta 33 Fomhír C.9	3,294	-	3,294	-	-	-
Colmcille Vóta 33 Fomhír D	101,073	-	101,073	101,878	-	101,878
Colmcille Maoiniú le haghaidh costais ardaithe tuarastail Vóta 33 Fomhír C.9	1,038	-	1,038	-	-	-
Colmcille 1500 Vóta 33 Fomhír C4	42,640	-	42,640	42,980	-	42,980
<u>An Roinn Pobal (RP)</u>						
FNAG	3,472,844	7,648	3,480,492	3,418,943	3,515	3,422,458
Clár Cúitimh COVID-19	729,317	-	729,317	-	-	-
Colmcille	101,676	-	101,676	102,039	-	102,039
<u>An Roinn Oideachais (RO)</u>						
FNAG Gaelbhratach Vóta 26 Fómhír A14	102,336	-	102,336	103,152	-	103,152
FNAG Maoiniú tionscadal foclóireachta Vóta 26 Fómhír A14	42,640	-	42,640	-	-	-
Iomlán	17,228,007	30,592	17,258,599	16,074,381	14,062	16,088,443

3. DIRECT PRINTING AND DISTRIBUTION COSTS

	2022 €	2022 Stg£	2021 €	2021 Stg£
Book purchases and distribution costs (Áis)	511,486	436,195	507,932	436,618
Printing and production costs (An Gúm)	237,339	202,403	376,544	323,677
Total	748,825	638,598	884,476	760,295

4. OTHER OPERATING INCOME

	2022 €	2022 Stg£	2021 €	2021 Stg£
Early education scheme - (Séideán Sí) Vote 26				
Subhead A.14	46,222	39,418	60,339	51,867
Miscellaneous income dictionary project	31	27	45	39
Interest and miscellaneous income FNAG	17,990	15,341	9,529	8,191
Total	64,243	54,786	69,913	60,097

The net cost of the early education scheme, after proceeds of sales of Séideán Sí books by Áis, is funded by the Department of Education.

5. STAFF COSTS AND BOARD REMUNERATION

- (a) The average weekly number of employees (full time equivalent) for 2022 was 59 (2021: 56).
- (b) The costs incurred in respect of these employees and Board members were:

	2022 €	2022 Stg£	2021 €	2021 Stg£
Wages and salaries	3,415,689	2,912,900	3,123,741	2,685,168
Board member fees	82,111	70,024	98,782	84,913
Social security costs	339,219	289,286	302,250	259,814
Pension costs	2,948,000	2,514,054	2,522,000	2,167,911
Total staff costs	6,785,019	5,786,264	6,046,773	5,197,806

During the year, additional superannuation contributions amounting to €36,016 (Stg£30,714) were paid over to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.

Further information regarding the pay and pension packages of the senior management, staff and board is contained in the Remuneration Report in the Annual Report.

6. PERFORMANCE AGAINST KEY FINANCIAL TARGETS

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities did not consider it appropriate to set key financial targets for Foras na Gaeilge for the year ended 31 December 2022.

Foras na Gaeilge is accountable to the NSMC and to the Ministers in the Sponsor Departments. Foras na Gaeilge reports formally to the NSMC at periodic sectoral meetings (when the NSMC is in session) and to Sponsor Departments on a regular basis at monitoring meetings. Foras na Gaeilge also has a Service Level Agreement with the Departments in place for 2022 which sets out the primary areas of focus and responsibility and the method by which they are assessed for the year.

3. COSTAIS DHÍREACHA PHRIONTÁLA AGUS DÁILTE

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Ceannacháin leabhar agus costais sáiliúchán (Áis)	511,486	436,195	507,932	436,618
Costais chló agus táirgthe (An Gúm)	237,339	202,403	376,544	323,677
Iomlán	748,825	638,598	884,476	760,295

4. IONCAM OIBRIÚCHÁIN EILE

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Scéim luathoideachais - (Séideán Sí) Vóta 26 Fomhír A14	46,222	39,418	60,339	51,867
Ioncam ilchineálach thionscadal an fhoclóra	31	27	45	39
Ús agus ioncam eile FNAG	17,990	15,341	9,529	8,191
Iomlán	64,243	54,786	69,913	60,097

Maoiníonn an Roinn Oideachais glanchostas na scéime luathoideachais tar éis díolacháin leabhair Shéideán Sí ag Áis.

5. COSTAIS FOIRNE AGUS LUACH SAOTHAIR AN BHOIRD

- (a) Ba é meánlíon seachtainiúil fostaithe (coibhneas lánaimseartha) sa bhliain 2022 59 (2021: 56).
- (b) Ba iad na costais tabhaithe i leith na bhfostaithe agus na gcomhaltaí boird:

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Tuarastail agus pá	3,415,689	2,912,900	3,123,741	2,685,168
Táillí comhaltaí Boird	82,111	70,024	98,782	84,913
Costais leasa shóisialaigh	339,219	289,286	302,250	259,814
Costais phinsin	2,948,000	2,514,054	2,522,000	2,167,911
Costais iomlána foirne	6,785,019	5,786,264	6,046,773	5,197,806

Le linn na bliana baineadh €36,016 (Stg£30,714) de ranníocaíochtaí breise aoisliúntais agus íocadh iad leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán.

Leagtar amach tuilleadh eolais maidir le socrúithe pá agus pinsin na foirne ardbhainistíochta, na foirne agus na gcomhaltaí boird sa Tuarascáil ar Luach Saothair sa Tuarascáil Bhliantúil.

6. FEIDHMIÚ IN AGHAIDH EOCHAIR-SPRIOCANNA AIRGEADAIS

Níor chreid an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán ná an Roinn Pobal go mbeadh sé iomchuí eochair-spriocanna airgeadais a leagan síos d'Fhoras na Gaeilge don bhliain dár chríoch 31 Nollaig 2022.

Tá Foras na Gaeilge freagrach don CATT agus do na hAíre sna Ranna Coimircíochta. Tuairiscíonn Foras na Gaeilge go foirmiúil don CATT ag cruinnithe rialta eanála (nuair a bhíonn an CATT ina shuí) agus do na Ranna Coimircíochta ar bhonn rialta ag cruinnithe monatóireachta. Chomh maith leis sin, tá Comhaontú Seirbhíse do 2022 ag Foras na Gaeilge leis na Ranna Coimircíochta, comhaontú ina leagtar amach príomhábhair fhócais agus fhreagrachta, mar aon leis an gcaoi a ndéanfar measúnú ar an bhForas don bhliain.

7. OTHER OPERATING COSTS

	2022 €	2022 Stg£	2021 €	2021 Stg£
<u>Internal programme costs</u>				
Internal programmes & activities	475,137	405,197	898,120	772,024
Communications & sponsorship	402,046	342,865	413,066	355,072
Irish in the business community	34,021	29,013	27,682	23,795
Dictionary project (i)	271,117	231,208	234,184	201,305
Corpus (i)	31,106	26,527	111,904	96,193
Tibus national database	11,981	10,217	10,528	9,050
Early education scheme – (Séideán Sí)	109,331	93,238	127,228	109,365
Website (maintenance and development)	25,478	21,728	31,999	27,506
	1,360,217	1,159,993	1,854,711	1,594,310
<u>Administration expenses</u>				
Travel & subsistence (ii)	116,048	98,966	14,164	12,175
Office, printing & stationery	74,257	63,326	49,457	42,513
Consultancy (iii)	4,341	3,702	27,738	23,844
Legal & professional services	35,567	30,332	14,166	12,177
Outsourcing	165,547	141,179	104,911	90,182
Audit	36,800	31,383	34,100	29,312
Telecommunications & postage	65,511	55,867	49,525	42,571
Training & staff development	29,680	25,311	16,612	14,280
Recruitment	3,728	3,180	34,014	29,239
Pension administration costs	32,877	28,037	20,750	17,837
Distribution	7,523	6,415	12,243	10,524
Subscriptions	7,463	6,365	9,086	7,809
	579,342	494,063	386,766	332,463
<u>Establishment expenses</u>				
Rent & rates	872,481	744,051	729,837	627,368
Repairs & renewals	25,353	21,621	22,973	19,748
Licence for software	84,710	72,241	59,461	51,113
Lifts in head office	1,845	1,573	1,680	1,444
Light & heat	91,207	77,782	50,727	43,605
Insurance	44,804	38,209	41,198	35,413
Cleaning & canteen	65,830	56,140	25,521	21,937
	1,186,230	1,011,617	931,397	800,628
<u>Financial charges</u>				
Bank interest and charges	2,814	2,400	2,524	2,170
Foreign exchange loss/ (gain)	24,475	20,872	18,302	15,731
	27,289	23,272	20,826	17,901
Total	3,153,078	2,688,945	3,193,700	2,745,302

7. COSTAIS OIBRIÚCHÁIN EILE

	2022 €	2022 Stg£	2021 €	2021 Stg£
<u>Costais inmheánacha clár</u>				
Cláir & gníomhaíochtaí inmheánacha	475,137	405,197	898,120	772,024
Cumarsáid & urraíocht	402,046	342,865	413,066	355,072
Gaeilge sa phobal gnó	34,021	29,013	27,682	23,795
Tionscadal an fhoclóra (i)	271,117	231,208	234,184	201,305
Corpas (i)	31,106	26,527	111,904	96,193
Bunachar náisiúnta Tibus	11,981	10,217	10,528	9,050
Scéim luathoideachais – (Séideán Sí)	109,331	93,238	127,228	109,365
Suíomh gréasáin (cothabháil agus forbairt)	25,478	21,728	31,999	27,506
	1,360,217	1,159,993	1,854,711	1,594,310
<u>Costais riaracháin</u>				
Taisteal & cothabháil (ii)	116,048	98,966	14,164	12,175
Oifig, priontáil & stáiseanóireacht	74,257	63,326	49,457	42,513
Sainchomhairliúchán (iii)	4,341	3,702	27,738	23,844
Seirbhísí dlí & gairmiúla	35,567	30,332	14,166	12,177
Seachfhoinsíú	165,547	141,179	104,911	90,182
Iniúchadh	36,800	31,383	34,100	29,312
Teileachumarsáid & postas	65,511	55,867	49,525	42,571
Oiliúint & forbairt foirne	29,680	25,311	16,612	14,280
Earcaíocht	3,728	3,180	34,014	29,239
Costais riartha pinsin	32,877	28,037	20,750	17,837
Dáileadh	7,523	6,415	12,243	10,524
Síntiúis	7,463	6,365	9,086	7,809
	579,342	494,063	386,766	332,463
<u>Costais teaghlachais</u>				
Cíos & rátaí	872,481	744,051	729,837	627,368
Deisiúcháin & athnuachaintí	25,353	21,621	22,973	19,748
Ceadúnas bogearraí	84,710	72,241	59,461	51,113
Ardaitheoirí sa cheannoifig	1,845	1,573	1,680	1,444
Solas & teas	91,207	77,782	50,727	43,605
Árachas	44,804	38,209	41,198	35,413
Glanadh & ceaintín	65,830	56,140	25,521	21,937
	1,186,230	1,011,617	931,397	800,628
<u>Muirir airgeadais</u>				
Muirir & ús bainc	2,814	2,400	2,524	2,170
Caillteanas/ (gnóthachan) in airgeadra coigríche	24,475	20,872	18,302	15,731
	27,289	23,272	20,826	17,901
Iomlán	3,153,078	2,688,945	3,193,700	2,745,302

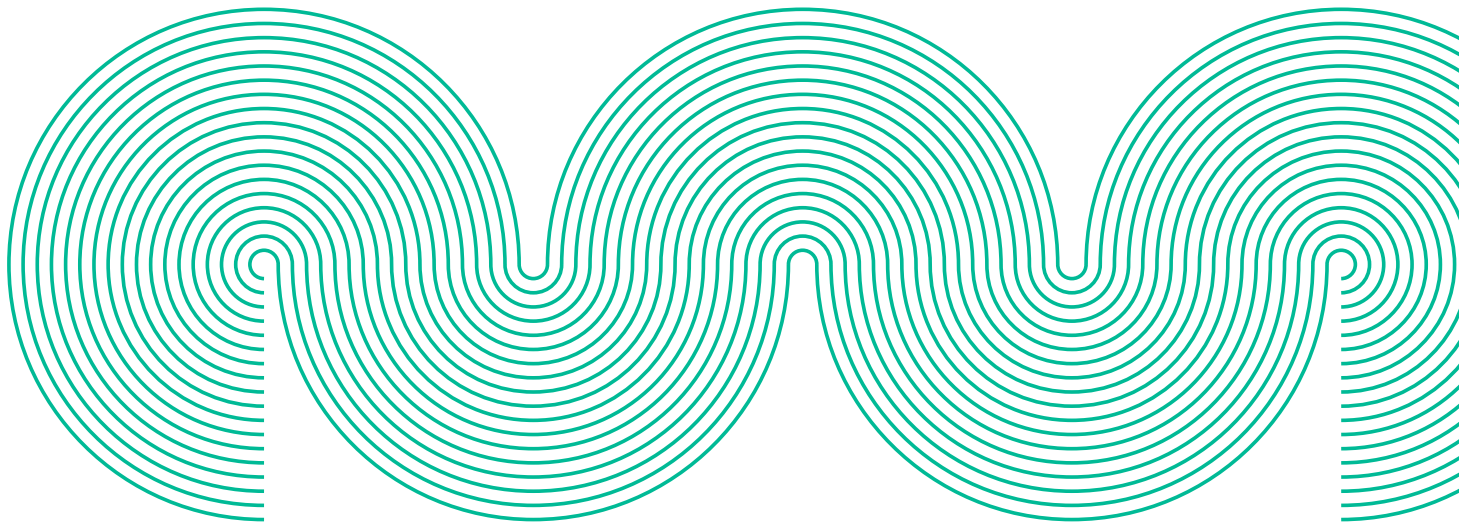
(i) In 2022, Foras na Gaeilge incurred expenditure of €360,539 (Stg£307,468) in relation to its various dictionary projects. A new dictionary project has been started in September 2022, which involves publishing two new major dictionaries by 2027 (a monolingual Irish dictionary and a new Irish-English Dictionary). The above project does not include broader/longer-term lexicographic work such as Teanglann.ie (containing digitised versions of older dictionaries, grammar files and sound files) and Téarma.ie (where Irish words and their sources are listed) websites; and corpus development. The website and app versions of the New English-Irish Dictionary have been completed since year-end 2016. The Concise English-Irish Dictionary, the print version of the dictionary, was published in 2020 and a reprint was completed in 2021.

(ii) Foras na Gaeilge's expenditure relating to foreign travel in 2022 amounted to €3,398/Stg£2,898 Foras na Gaeilge's expenditure relating to foreign travel in 2021 amounted to €366/Stg£314.

(iii) Consultancy expenditure 2022 relating to the maintenance of software amounted to €4,341/Stg£3,702. Consultancy expenditure in 2021 relating to a report on the Partnership Approach and child protection training amounted to €27,738/Stg£23,844.

(iv) Raidió na Life, a radio station for the Irish language community, has use of certain facilities in Foras na Gaeilge's offices at 63-66 Amiens Street for the purposes of broadcasting. Foras na Gaeilge pays the rent of the office space used by Raidió na Life which had an annual notional cost in 2022 of €69,889/Stg£59,601 and in 2021 of €69,889/Stg£60,077.





(i) Sa bhliain 2022, chaith Foras na Gaeilge €360,539 (Stg£307,468) ar thionscadail foclóireachta. Cuireadh tús le tionscadal nua foclóireachta i Meán Fómhair 2022, tionscadal a bhfuil i gceist aige dhá mhórfhoclóir nua a fhoilsiú faoi 2027 (foclóir aonteach Gaeilge agus foclóir nua Gaeilge-Béarla). Níl obair foclóireachta níos leithne/níos fadtéarmaí ar nós Teanglann.ie (ina bhfaightear leaganacha digiteacha d'fhoclóirí níos sine, comhaid ghramadaí, comhaid fuaime) agus Téarma.ie (mar a liostaítear na focail Ghaeilge agus a bhfoinsí); agus forbairt chorpais san áireamh anseo. Cuireadh críoch le leagan ar líne agus le leagan aipe den Fhoclóir Nua Béarla-Gaeilge in 2016. Foilsíodh an Concise English-Irish Dictionary, leagan clóite den fhoclóir, in 2020, agus cuireadh críoch le hathchló in 2021.

(ii) Tharraing Foras na Gaeilge caiteachas €3,398/Stg£2,898 air ar thaisteal thar lear in 2022. Tharraing Foras na Gaeilge caiteachas €366/Stg£314 air ar thaisteal thar lear in 2021.

(iii) In 2022, caitheadh €4,341/Stg£3,702 ar chomhairleoireacht ar bhogearraí. In 2021, caitheadh €27,738 / Stg£23,844 ar chomhairleoireacht ar an gCur Chuige Compháirtíochta agus ar oiliúint ar chumhdach leanaí.

(iv) Is féidir le Raidió na Life, stáisiún raidió do phobal na Gaeilge, áiseanna áirithe a úsáid in oifigí Foras na Gaeilge 63-66 Sráid Amiens chun críoch craolacháin. Clúdaíonn Foras na Gaeilge costas cíosa an spáis oifige a úsáideann Raidió na Life, a raibh costas barúlach bliantúil €69,889/Stg£59,601 leis in 2022 agus €69,889/Stg£60,077 in 2021.

8. GRANTS

Foras na Gaeilge makes offers of grant assistance which, if accepted, remain valid as commitments of the organisation. Such offers are de-committed when the offer period has expired, or the circumstances alter.

	2022 €	2022 Stg£	2021 €	2021 Stg£
Grant commitments at 1 January	16,141,909	13,564,046	11,344,869	10,199,037
Grant approvals in the year	10,483,099	8,939,987	15,425,221	13,259,520
Grants de-committed in the year	(128,810)	(109,849)	(310,173)	(266,624)
Total net grant commitment authorised	10,354,289	8,830,138	15,115,048	12,992,896
Grant expenditure	(13,323,318)	(11,362,125)	(10,551,444)	(9,070,021)
Grant commitments at 31 December	13,172,880	11,032,058	15,908,473	14,121,912
Currency translation adjustment (note 1.11)	(223,635)	452,627	233,436	(557,866)
Grant commitments at 31 December as restated	12,949,245	11,484,685	16,141,909	13,564,046

· The currency translation adjustment shows the change in the value of grants approved (to reflect changes in rates of currency exchange).

Grant Payments to Lead Organisations

Foras na Gaeilge provides a significant percentage of its grant assistance to 6 lead organisations. Details of the payments made in 2022 and 2021 are set out in the table below:

	2022 €	2022 Stg£	2021 €	2021 Stg£
Gaeloideachas	708,562	604,262	708,562	609,080
Gael Linn	650,183	554,476	650,183	558,897
Glór na nGael	1,078,615	919,843	1,078,615	927,177
Oireachtas na Gaeilge	622,594	530,948	599,629	515,441
Conradh na Gaeilge	832,457	709,919	832,457	715,580
Cumann na bhFiann	745,136	635,452	745,136	640,519
Total	4,637,547	3,954,900	4,614,582	3,966,694

8. DEONTAIS

Cuireann Foras na Gaeilge tairiscintí cúnaimh dheontais ar fáil agus, má ghlactar leo, fanann siad bailí mar cheangaltais ar an eagraíocht. Díthiomnaítear na tairiscintí sin nuair atá tréimhse na tairisceana in éag nó má athraítear cúinsí.

	2022 €	2022 Stg£	2021 €	2021 Stg£
Ceangaltais deontas amhail 1 Eanáir	16,141,909	13,564,046	11,344,869	10,199,037
Deontais a ceadaíodh sa bhliain	10,483,099	8,939,987	15,425,221	13,259,520
Deontais a díthiomnaíodh sa bhliain	(128,810)	(109,849)	(310,173)	(266,624)
Glandliteanas iomlán deontais a údaraíodh	10,354,289	8,830,138	15,115,048	12,992,896
Caiteachas deontais	(13,323,318)	(11,362,125)	(10,551,444)	(9,070,021)
Ceangaltais deontais amhail 31 Nollaig	13,172,880	11,032,058	15,908,473	14,121,912
Coigeartú aistrithe airgeadra (nóta 1.11)	(223,635)	452,627	233,436	(557,866)
Ceangaltais deontais amhail an 31 Nollaig athshonraithe	12,949,245	11,484,685	16,141,909	13,564,046

• Léiríonn an coigeartú aistrithe airgeadra an t-athrú i luach deontais cheadaithe (chun athruithe i rátaí malairte airgeadra a léiriú).

Íocaíochtaí Deontais do Cheanneagraíochtaí

Tugann Foras na Gaeilge méid suntasach dá chúnamh airgid i ndeontais do 6 cheanneagraíocht. Seo thíos sonraí na híocaíochtaí a rinneadh in 2022 agus 2021:

	2022 €	2022 Stg£	2021 €	2021 Stg£
Gaeloideachas	708,562	604,262	708,562	609,080
Gael Linn	650,183	554,476	650,183	558,897
Glór na nGael	1,078,615	919,843	1,078,615	927,177
Oireachtas na Gaeilge	622,594	530,948	599,629	515,441
Conradh na Gaeilge	832,457	709,919	832,457	715,580
Cumann na bhFiann	745,136	635,452	745,136	640,519
Iomlán	4,637,547	3,954,900	4,614,582	3,966,695

The Lead Organisations below are responsible for the following major areas and work relating to the Irish language:

Lead Organisation	General Area of Work
Gaelscoileanna Teo.	Irish-medium education/ immersion education & Irish-medium preschool education
Gael Linn	Education in the English-language sector, adult education, & opportunities for use for school pupils
Glór na nGael	Community & economic development
Oireachtas na Gaeilge	Opportunities which support the use of Irish & establishing networks for adults
Conradh na Gaeilge	Raising awareness, language protection & advocacy on behalf of the language to state authorities
Cumann na bhFiann	Development of opportunities for the use of Irish and networks for young people

9. FIXED ASSETS

	Office Furniture €	Office Equipment €	Motor Vehicles €	Total €
COST				
At 1 January 2022	118,887	750,397	23,739	893,023
Additions	-	35,873	-	35,873
At 31 December 2022	118,887	786,270	23,739	928,896
ACCUMULATED DEPRECIATION				
At 1 January 2022	101,812	725,628	17,805	845,245
Charge for the year	3,415	29,147	5,934	38,496
At 31 December 2022	105,227	754,775	23,739	883,741
NET BOOK VALUE				
At 31 December 2022 (€)	13,660	31,495	-	45,155
At 31 December 2022 (Stg£)	11,649	26,860	-	38,509
Currency translation adjustment	466	1,072	-	1,538
As 31 December 2022 (Stg£) as restated	12,115	27,932	-	40,047
At 31 December 2021 (€)	17,075	24,770	5,934	47,779
At 31 December 2021 (Stg£)	14,348	20,815	4,987	40,150

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year end exchange rates and their net book value stated at historic rates of exchange.

10. STOCK

	2022 €	2022 Stg£	2021 €	2021 Stg£
An Cúm: Book Stock	3,474	3,082	4,221	3,547
Áis: Book Stock	677,381	600,769	706,547	593,711
Total	680,855	603,851	710,768	597,258

Tá na ceanneagraíochtaí freagrach as na réimsí oibre Gaeilge seo a leanas:

Ceanneagraíocht	Mór- réimse Oibre
Gaelscoileanna Teo.	Gaeloideachas/ tumoideachas agus réamhscolaíocht lán-Chaeilge
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aoisigh, agus deiseanna úsáide do dhaltai scoile
Glór na nGael	Forbairt pobail agus eacnamaíochta
Oireachtas na Gaeilge	Deiseanna a thacaíonn le húsáid na Gaeilge agus le bunú gréasán do dhaoine fásta
Conradh na Gaeilge	Ardú feasachta, cosaint teanga agus ionadaíocht thar ceann na teanga le húdarais stáit
Cumann na bhFiann	Forbairt deiseanna úsáide Gaeilge agus gréasán do dhaoine óga

9. SÓCMHAINNÍ SEASTA

	Troscán Oifige €	Trealaimh Oifige €	Mótar- fheithiclí €	Iomlán €
COSTAS				
Amhail 1 Eanáir 2022	118,887	750,397	23,739	893,023
Breiseanna	-	35,873	-	35,873
Amhail 31 Nollaig 2022	118,887	786,270	23,739	928,896
DÍMHEAS CARNTHA				
Amhail 1 Eanáir 2022	101,812	725,628	17,805	845,245
Muirear don bhliain	3,415	29,147	5,934	38,496
Amhail 31 Nollaig 2022	105,227	754,775	23,739	883,741
GLANLUACH DE RÉIR NA LEABHAR				
Amhail 31 Nollaig 2022 (€)	13,660	31,495	-	45,155
Amhail an 31 Nollaig 2022 (Stg£)	11,649	26,860	-	38,509
Coigeartú aistrithe airgeadra	466	1,072	-	1,538
Amhail 31 Nollaig 2022 (Stg£) arna athshonrú	12,115	27,932	-	40,047
Amhail 31 Nollaig 2021 (€)	17,075	24,770	5,934	47,779
Amhail 31 Nollaig 2021 (Stg£)	14,348	20,815	4,987	40,150

Léiríonn an coigeartú aistrithe airgeadra an difríocht idir glanluach shócmhainní seasta de réir na leabhar, ríofa ag úsáid rátaí malairte dheireadh 18ab liana, agus a nglanluach de réir na leabhar luaite ag rátaí malairte stairiúla.

10. STOC

	2022 €	2022 Stg£	2021 €	2021 Stg£
An Gúm: stoc leabhar	3,474	3,082	4,221	3,547
Áis: stoc leabhar	677,381	600,769	706,547	593,711
Iomlán	680,855	603,851	710,768	597,258

11. RECEIVABLES DUE WITHIN ONE YEAR

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Receivables	400,837	355,503	317,887	267,120
Other receivables	11,703	10,380	11,526	9,685
Early education scheme	1,996	1,770	8,503	7,145
Prepayments	228,004	202,217	761,059	639,518
Repayment of VAT	40,542	35,956	28,184	23,684
Total	683,082	605,826	1,127,159	947,152

12. PAYABLES DUE WITHIN ONE YEAR

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Grant liabilities	137,047	121,547	18,953	15,926
Payroll taxes	100,246	88,908	87,666	73,666
Board fees accrual	-	-	372	313
Payables & accruals	318,675	284,224	217,679	182,918
Total	555,968	494,679	324,670	272,823

13. CAPITAL GRANT RESERVE

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Opening balance at 1 January	47,779	40,148	70,268	63,171
Capital grant received	35,873	30,592	16,359	14,062
	83,652	70,740	86,627	77,233
Transfer to income and expenditure account				
Amortisation of fixed assets	(38,496)	(32,829)	(38,848)	(33,394)
Currency translation adjustment	-	2,137	-	(3,691)
Balance at 31 December (as restated)	45,156	40,048	47,779	40,148

11. FÉICHIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Féichiúnaithe	400,837	355,503	317,887	267,120
Féichiúnaithe eile	11,703	10,380	11,526	9,685
Scéim luathoideachais	1,996	1,770	8,503	7,145
Réamhíocaíochtaí	228,004	202,217	761,059	639,518
Aisíoc CBL	40,542	35,956	28,184	23,684
Iomlán	683,082	605,826	1,127,159	947,152

12. CREIDIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Dlíteanais deontas	137,047	121,547	18,953	15,926
Cánacha párolla	100,246	88,908	87,666	73,666
Fabhruithe ar tháillí Boird	-	-	372	313
Creidiúnaithe agus fabhruithe	318,675	284,224	217,679	182,918
Iomlán	555,968	494,679	324,670	272,823

13. CÚLCHISTE DEONTAIS CHAIPITIL

	2022	2022	2021	2021
	€	Stg£	€	Stg£
Iarmhéid tosaigh amhail an 1 Eanáir	47,779	40,148	70,268	63,171
Deontas caipitil faighte	35,873	30,592	16,359	14,062
	83,652	70,740	86,627	77,233

Aistriú chuig an gcuntas ioncaim agus caiteachais

Amúchadh sócmhainní seasta	(38,496)	(32,829)	(38,848)	(33,394)
Coigeartú aistrithe airgeadra	-	2,137	-	(3,691)
Iarmhéid deiridh amhail an 31 Nollaig (arna athshonrú)	45,156	40,048	47,779	40,148

14. NOTES TO THE STATEMENT OF CASH FLOWS

14.1 RECONCILIATION OF THE SURPLUS / (DEFICIT) FOR THE YEAR TO NET CASH INFLOW / (OUTFLOW) FROM OPERATING ACTIVITIES

	2022 €	2022 Stg£	2021 €	2021 Stg£
Surplus for the year	(535,383)	(456,539)	893,147	767,752
Adjustment for non-cash transactions				
Depreciation	38,496	32,829	38,848	33,394
Transfer from capital grant reserve	(38,496)	(32,829)	(38,848)	(33,394)
	(535,383)	(456,539)	893,147	767,752
Adjustments for movements in working capital				
Decrease/ (increase) in stock	29,913	(6,593)	(30,565)	14,244
Decrease/ (increase) in receivables	444,077	341,326	(498,402)	(381,899)
Increase in payables	231,299	221,857	40,614	17,457
	705,289	556,590	(488,353)	(350,198)
Currency translation adjustment	-	102,559	-	(119,043)
Net cash inflow from operating activities	169,906	202,610	404,794	298,511

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

14.2 ANALYSIS OF CHANGE IN CASH AND CASH EQUIVALENTS

	2022 €	2022 Stg£	2021 €	2021 Stg£
Cash in bank at 1 January	1,114,190	936,257	709,396	637,746
Net cash inflow from operating activities	169,906	202,610	404,794	298,511
Cash in bank at 31 December	1,284,096	1,138,867	1,114,190	936,257

14. NÓTAÍ A GHABHANN LEIS AN RÁITEAS FAOI SHREABHADH AIRGID

14.1 RÉITEACH AN BHARRACHAIS / (EASNAIMH) DON TRÉIMHSE LEIS AN nGLAN-INSREABHADH / (EIS-SREABHADH) AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2022 €	2022 Stg£	2021 €	2021 Stg£
Barrachas don bhliain Coigeartú i leith idirbhearta nach idirbhearta airgid iad	(535,383)	(456,539)	893,147	767,752
Dímheas	38,496	32,829	38,848	33,394
Aistriú ó chúlchiste deontais chaipitil	(38,496)	(32,829)	(38,848)	(33,394)
	(535,383)	(456,539)	893,147	767,752
Coigeartuithe i leith gluaiseachtaí i gcaipiteal oibre				
Laghdú/ (méadú) ar stoc	29,913	(6,593)	(30,565)	14,244
Laghdú/ (méadú) ar fhéichiúnaithe	444,077	341,326	(498,402)	(381,899)
Méadú ar chreidiúnaithe	231,299	221,857	40,614	17,457
	705,289	556,590	(488,353)	(350,198)
Coigeartú aistrithe airgeadra	-	102,559	-	(119,043)
Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	169,906	202,610	404,794	298,511

Léiríonn an coigeartú aistrithe airgeadra an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athrú sna rátaí malairte i rith na bliana.

14.2 ANAILÍS AR ATHRUITHE AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM

	2022 €	2022 Stg£	2021 €	2021 Stg£
Airgead sa bhanc amhail an 1 Eanáir	1,114,190	936,257	709,396	637,746
Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	169,906	202,610	404,794	298,511
Airgead sa bhanc amhail an 31 Nollaig	1,284,096	1,138,867	1,114,190	936,257

15. PENSION OBLIGATIONS

Pension obligations are included in the financial statements for the year ended 31 December 2022 as stated in FRS 102. The pension scheme consists of a number of sections with different benefit structures. The main sections are as follows.

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

The Core Alpha section: this is a career averaged revalued earnings pension arrangement or CARE scheme with benefits modelled on the alpha section of the principal civil service pension scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased/decreased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal retirement age is a member's state pension age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The state pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 but the government has deferred this change and a Pensions Commission has been established to consider the change to the state pension age, among other issues such as sustainability and intergenerational fairness. Pensions in payment (and deferment) increase in line with general price inflation.

Reserved Rights sections: these are a number of sections of the scheme that are modelled on the Irish public service pension schemes that employees of the North/South bodies were members of at the point they were designated and transferred at the formation of the bodies. These schemes are final salary pension arrangements with benefits the same as the relevant Irish public sector scheme e.g. superannuation scheme for established civil servants. These schemes provide a pension (for non-integrated members eightieths per year of service but for integrated members two-hundredths per year of service on salary up to 3.333 times the old age contributory state pension and eightieths per year of service on salary above 3.333 times the old age contributory state pension), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday (or 65th in the non-contributory pension scheme for non-established state employees). Pensions in payment (and deferment) generally increase in line with general public sector salary inflation. The applicable Reserved Rights schemes for Foras na Gaeilge are the superannuation scheme for established civil servants and Bord na Gaeilge superannuation scheme.

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

The valuation used for FRS 102 disclosures at 31 December 2022 has been carried out by a qualified independent actuary (XPS). The results this year have been prepared by carrying out a full valuation of the scheme's liabilities incorporating market conditions and scheme data at 31 December 2022.

15. DUALGAIS PHINSIN

Áirítear dualgaís phinsin sna ráitis airgeadais don bhliain dar chríoch 31 Nollaig 2022 mar a léirítear in FRS 102. Roinnt rannán le struchtúir leasa éagsúla iontu atá sa scéim pinsin. Seo thíos na príomhrannáin.

Croí-Rannán Tuarastail Deiridh: is socrú tuarastal deiridh le sochair atá bunaithe ar an bpríomhscéim pinsin státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsean ar fáil (ochtódú do gach bliain seirbhíse), cnapshuim (trí ochtódú do gach bliain seirbhíse) agus pinsean do chéilithe agus do leanaí. Is í an ghnáthaois scoir 60ú breithlá an bhaill. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilisciú praghsanna.

Croí-rannán Alpha: is socrú pinsin méan gairmréime athluacháilte nó scéim CARE le sochair bunaithe ar an rannán alpha den phríomhscéim pinsin státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsean ar fáil bunaithe ar cheatadán (2.32%) de phá inphinsin do gach bliain ballraíochta gníomhaí (méadaítear/laghdaítear an pinsean ag tús gach bliana de réir gnáthbhoilisciú praghsanna) agus pinsean do chéilithe agus do leanaí. Is í an ghnáthaois scoir aois phinsin stáit an bhaill sa dlínse cuí, mar sin 67, 68 nó idir 67 agus 68 sa RA agus 66 in Éirinn. Bhí an aois phinsin stáit le hardú go 67 in Éirinn amhail 1 Eanáir 2021 agus le hardú go 68 amhail 1 Eanáir 2028 ach tá an cinneadh seo curtha ar athló agus tá Coimisiún Pinsin curtha ar bun chun breathnú ar an aois phinsin stáit a athrú i measc saincheisteanna eile ar nós inbhuanaitheachta agus cothroime idirghlúine. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilisciú praghsanna.

Rannáin fhorchoimeádta: is roinnt rannán den scéim iad seo atá bunaithe ar scéimeanna pinsin de chuid sheirbhís phoiblí na hÉireann a raibh fostaithe Comhlachtaí Forfheidhmithe Thuaidh/Theas ina mbaill díbh nuair a ainmníodh agus aistríodh iad ag an am a bunaíodh na Comhlachtaí. Is socruithe tuarastail deiridh iad na scéimeanna seo leis na sochair chéanna agus an scéim seirbhíse poiblí Éireannach chuig m.sh.: scéim aoisliúntais do státseirbhísigh bhunaithe. Cuireann na scéimeanna seo pinsean ar fáil (ochtódú do gach bliain seirbhíse do bhaill neamh-chomhtháite ach dhá chéadú do gach bliain seirbhíse do bhaill chomhtháite a bhí ar thuarastal suas le 3.333 oiread an phinsin seanaoise ranníocach stáit), aisce nó cnapshuim (trí ochtódú do gach bliain seirbhíse) agus pinsean do chéilithe agus do leanaí. Is í an ghnáthaois scoir 60ú breithlá an bhaill (nó 65ú sa scéim pinsin neamhranníocach d'fhostaithe stáit neamhbhunaithe). Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir boilisciú ginearálta tuarastail na seirbhíse poiblí. 'Is iad na scéimeanna Cearta Forchoimeádta infheidhme an scéim aoisliúntas do státseirbhísigh bhunaithe agus scéim aoisliúntais Bhord na Gaeilge.

Beidh sochair ag formhór na gcroíbhall sna rannáin tuarastail dheireanaigh agus alpha agus i gcás fhormhór na mball a théann isteach sa Scéim ó 1 Aibreán 2015 ar aghaidh, beidh siad ina mbaill den Chroí-rannán alpha.

Achtúire cáilithe neamhspleách (XPS) a rinne an luacháil a úsáideadh ar mhaithe le faisnéisiú FRS 102 ag 31 Nollaig 2022. Ullmhaíodh torthaí na bliana seo trí luacháil ar dhliteanais na Scéime, ag cur san áireamh cúinsí an mhargaidh agus sonraí na Scéime amhail an 31 Nollaig 2022.

15.1 ASSESSMENT OF LIABILITIES AND COSTS

The assessed liabilities depend on the benefits payable from the scheme in future. The benefits are defined in the scheme's trust deed and rules as amended from time to time.

15.2 VALUE OF ASSETS

The scheme is unfunded and therefore there are no assets of the scheme held in respect of employees or ex-employees of Foras na Gaeilge. Benefits paid to pensioner members are funded through the employee contributions with any excess being met by Foras na Gaeilge.

15.3 ASSUMPTIONS - GENERAL

In order to assess the liabilities and costs it has been necessary to make assumptions about the future economic and demographic events that will affect the level of the benefits promised. These assumptions should be mutually compatible and lead to the best estimate of the future cash flows that will arise from the scheme's liabilities. A full list of the assumptions for the 31 December 2022 and 31 December 2021 accounting dates and the methodology of deriving these assumptions follows.

15.1 MEASÚNÚ AR DHLITEANAIS AGUS AR CHOSTAIS

Braitheann na dliteanais mheasúnaithe ar na sochair iníoctha ón scéim sa todhchaí. Leagtar síos na sochair i ngníomhas trusta na scéime agus sna rialacha mar a leasaítear ó am go ham iad.

15.2 LUACH NA SÓCMHAINNÍ

Níl an scéim maoinithe agus dá réir sin ní choinnítear sócmhainní de chuid na scéime i leith fostaithe nó iarfhostaithe de chuid Fhoras na Gaeilge. Maoinítear sochair a íoctar le ballphínseanóirí trí ranníocaíochtaí fostaithe agus soláthraíonn Foras na Gaeilge aon ní breise.

15.3 TOIMHDÍ - GINEARÁLTA

Le measúnú a dhéanamh ar na dliteanais agus costais ba ghá toimhdí a dhéanamh maidir le himeachtaí eacnamaíochta agus deimeagrafaíochta sa todhchaí a mbeidh tionchar acu ar leibhéal na sochar atá geallta. Ba chóir go mbeadh na toimhdí seo oiriúnach dá chéile agus go mbeadh de thoradh orthu an meastachán is fearr ar na sreafaí airgid a eascróidh ó dhliteanais na scéime. Tugtar thíos liosta iomlán de na toimhdí a bhain leis na dátaí cuntaíochta 31 Nollaig 2022 agus 31 Nollaig 2021 agus den mhodheolaíocht a úsáideadh le teacht orthu.

15.4 Disclosure Figures

15.4.1 Principal actuarial assumptions used for the calculations

	2022	2021
Discount rate		
Republic of Ireland:	3.81%	1.40%
Northern Ireland:	4.73%	1.85%
Inflation Rate		
Republic of Ireland:	2.34%	1.85%
Northern Ireland:	2.58%	2.70%
Rate of increase in salaries		
Republic of Ireland*:	2.58%	2.70%
Northern Ireland:	2.58%	2.70%
Increase in pensions paid		
Core members: Republic of Ireland:	2.34%	1.85%
Other members: Republic of Ireland:	2.58%	2.70%
Northern Ireland:	2.58%	2.70%
Expected age at death of current pensioner at age 65:	2022	2021
	years	years
Male currently aged 65	87.3	87.3
Female currently aged 65	89.4	89.6
Expected age at death of future pensioner at age 65:	2022	2021
Male currently aged 45	88.6	88.6
Female currently aged 45	90.9	91.1

15.4.2 Movement in the Net Pension Liabilities during the financial year

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Deficit in the plan at the beginning of the year	(38,399)	(32,267)	(37,139)	(33,390)
Exchange differences	-	(1,388)	-	2,207
Benefits paid during the year	754	643	788	677
Net transfers out of/ (into) the scheme	-	-	(8)	(7)
Current service cost*	(2,383)	(2,032)	(2,201)	(1,892)
Other finance charge	(565)	(482)	(321)	(276)
Actuarial (loss)/ gain	13,955	11,901	482	414
(Deficit) in the plan at the end of the year	(26,638)	(23,625)	(38,399)	(32,267)

15.4.3 Analysis of the movement in (deficit) in the Plan over the year

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Gain/ (loss) due to demographic assumptions	15,431	13,160	(699)	(601)
(Loss)/ gain due to currency movements	126	107	(187)	(161)
Experience gain/ (loss)	(1,602)	(1,366)	1,368	1,176
Actuarial (loss)/ gain	13,955	11,901	482	414

15.4 Figiúir fhaisnéise

15.4.1 Príomhthoimhdí achtúireacha ar a bhfuil na háirimh bunaithe

	2022	2021
Ráta Iascaine		
Éire:	3.81%	1.40%
Tuaisceart Éireann:	4.73%	1.85%
Ráta Boilscithe		
Éire:	2.34%	1.85%
Tuaisceart Éireann:	2.58%	2.70%
Ráta Méadaithe Tuarastail		
Éire*:	2.58%	2.70%
Tuaisceart Éireann:	2.58%	2.70%
Méadú ar Phinsin íoctha		
Croíbhail - Éire:	2.34%	1.85%
Baill eile - Éire:	2.58%	2.70%
Tuaisceart Éireann:	2.58%	2.70%
Aois ionchasach pinsinéara reatha amhail a bháis	<i>Blianta</i>	<i>Blianta</i>
Fear aois 65 amhail dheireadh na bliana	87.3	87.3
Bean aois 65 amhail dheireadh na bliana	89.4	89.6
Aois ionchasach pinsinéara sa todhchaí amhail a bháis		
Fear aois 45 amhail dheireadh na bliana	88.6	88.6
Bean aois 45 amhail dheireadh na bliana	90.9	91.1

15.4.2 Gluaiseacht sna Glandliteanais Phinsin le linn na bliana airgeadais

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Caillteanas sa phlean i dtús na bliana	(38,399)	(32,267)	(37,139)	(33,390)
Difríochtaí malairte	-	(1,388)	-	2,207
Sochair a íocadh le linn na bliana	754	643	788	677
Glanaistrithe isteach/ amach as an scéim	-	-	(8)	(7)
Costais seirbhíse reatha*	(2,383)	(2,032)	(2,201)	(1,892)
Muirir airgeadais eile	(565)	(482)	(321)	(276)
Gnóthachan (caillteanas) achtúireach	13,955	11,901	482	414
(Easnamh) sa phlean ag deireadh na bliana	(26,638)	(23,625)	(38,399)	(32,266)

15.4.3 Anailís ar ghluaiseacht (in easnamh) sa phlean le linn na bliana

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Gnóthachan/ (caillteanas) de thoradh athruithe sna toimhdí	15,431	13,160	(699)	(601)
Gnóthachan/ (caillteanas) ó mhalartú airgeadra	126	107	(187)	(161)
(Caillteanas)/ gnóthachan ó thaithí	(1,602)	(1,366)	1,368	1,176
Gnóthachan (caillteanas) achtúireach	13,955	11,901	482	414

15.4.4 Analysis of the net deferred funding for pensions

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Current service cost*	2,383	2,032	2,201	1,892
Other finance cost	565	482	321	276
Benefits paid during the year	(754)	(643)	(788)	(677)
Total	2,194	1,871	1,734	1,491

15.4.5 Analysis of the pension service costs

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Current service cost*	2,383	2,032	2,201	1,892
Other finance cost	565	482	321	276
Total	2,948	2,514	2,522	2,168

* Member contributions are included within the Current Service Cost disclosed. This is as requested by auditor.

15.4.6 Deferred Asset for Pensions

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Opening balance as at 1 January	38,399	32,267	37,139	33,389
Increase/ (decrease) in Deferred Funding of Pension Asset	(11,761)	(8,641)	1,260	(1,123)
Closing balance as at 31 December	26,638	23,626	38,399	32,266

15.4.7 History of Defined Benefit Liabilities

	2022	2021	2020	2019
	€ (000)	€ (000)	€ (000)	€ (000)
Deficit as at 31 December	(26,638)	(38,399)	(37,139)	(30,705)
Experience (loss)/ gain	(1,602)	1,368	(253)	436
Percentage of scheme liabilities	6.00%	3.6%	0.7%	(1.4%)

15.4.4 Anailís ar an nglanmhaoiniú iarchurtha do phinsin:

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Costais seirbhíse reatha*	2,383	2,032	2,201	1,892
Costais airgeadais eile	565	482	321	276
Sochair íoctha i rith na bliana	(754)	(643)	(788)	(677)
Iomlán	2,194	1,871	1,734	1,491

15.4.5 Anailís ar chostais na seirbhíse pinsin

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Costais seirbhíse reatha*	2,383	2,032	2,201	1,892
Costais airgeadais eile	565	482	321	276
Iomlán	2,948	2,514	2,522	2,168

*Tá ranníocaíochtaí na mball san áireamh sa chostas seirbhíse reatha. Nochtar é sin de réir mar a éilíonn an t-
iniúchóir.

15.4.6 Iarmhéid cistithe pinsin iarchurtha

	2022	2022	2021	2021
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Iarmhéid tosaigh amhail 1 Eanáir	38,399	32,267	37,139	33,389
Méadú/ (laghdú) ar an iarmhéid cistithe pinsin iarchurtha	(11,761)	(8,641)	1,260	(1,123)
Iarmhéid deiridh amhail 31 Nollaig	26,638	23,626	38,399	32,266

15.4.7 Stair dlíteanas sochair shainithe

	2022	2021	2020	2019
	€ (000)	€ (000)	€ (000)	€ (000)
(Caillteanas) amhail 31 Nollaig	(26,638)	(38,399)	(37,139)	(30,705)
(Caillteanas)/ gnóthachan ó thaithí	(1,602)	1,368	(253)	436
Céatadán dlíteanas na scéime	6.0%	3.6%	0.7%	(1.4%)

15.4.8 EMPLOYER CONTRIBUTION

The employer does not contribute to the scheme but makes up the difference between the benefits paid over the year and the employee contributions.

Notes on the actuarial loss for 2022

We provide descriptive details of the breakdown of the amount recognised in Other Comprehensive Income over the year to 31 December 2022 below. The increase in the value of the liabilities is mainly as a result of:

- *Inflation was higher than expected over the year, leading to an increase in the liabilities.*
- *The estimate of the service cost for McCloud compensation has increased.*

McCloud and Sargent ruling – contingent liability

Two employment tribunal cases in the cases of McCloud and Sargeant were brought against the UK Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in the UK in 2015.

In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age.

In response to those judgments, a prospective and retrospective remedy have been confirmed.

No provision has been made in the accounts for the McCloud/Sargeant judgment. We estimate that any compensation payable by Foras na Gaeilge will be up to €390,000 (2021: €600,000) as at 31 December 2022.

15.4.8 RANNÍOCAÍOCHT AN FHOSTÓRA

Ní dhéanann an fostóir ranníocaíocht isteach sa scéim ach soláthraíonn sé an difríocht idir na sochair a íoctar le linn na bliana agus ranníocaíochtaí na bhfostaithe.

Notaí ar an gcaillteanas achtúireacha do 2022

Tugaimid sonraí thíos den bhriseadh síos ar an méid a chláraítear in Ioncam Cuimsitheach Eile le linn na bliana go 31 Nollaig 2022. Is mar thoradh ar na nithe seo a leanas den chuid is mó a tharla méadú i luach na ndliteanas:

- *Bhí an boilsciú ní b'airde ná mar a tuaradh le linn na bliana, rud a chuir leis na dliteanais.*
- *Tá méadú imithe ar mheastacháin chostas na seirbhíse a bhaineann le cúiteamh McCloud.*

Rialú McCloud agus Sargent – Dliteanas Teagmhasach

Tugadh dhá chás binse fostaíochta, McCloud agus Sargeant, i gcoinne Rialtas na Ríochta Aontaithe i dtaca le idirdhealú féideartha ag eascairt ón gcaoi ar feidhmíodh cosaint idirthréimhseach nuair a leasaíodh reachtaíocht maidir le scéim pinsin seirbhíse poiblí sa RA in 2015.

I Nollaig 2018, rialaigh an Chúirt Achomhairc gur eascair idirdhealú neamhdhleathach ar bhonn aoise ón gcosaint idirthréimhseach.

Mar fhreagra ar na breithiúnais seo, deimhníodh réiteach ar bhonn ionchasach agus siarghabhálach.

Níl aon soláthar déanta sna cuntais seo do bhreithiúnas McCloud/Sargeant. Measaimid amhail 31 Nollaig 2022 nach mó aon chúiteamh iníoctha ag Foras na Gaeilge ná €390,000 (2021: €600,000).

16. COMMITMENTS
16.1 Capital commitments

There were no capital commitments as at 31 December 2022 for which no provision is made.

16.2 Operating lease commitments

At 31 December 2022 Foras na Gaeilge had commitments under operating leases as follows:

	2022	2022	2021	2021
Premises	€	Stg £	€	Stg £
Within 1 year	681,627	604,535	683,918	574,696
Between 2 and 5 years	2,683,421	2,379,926	2,651,971	2,228,451
More than 5 years	10,827,970	9,603,327	11,461,485	9,631,086
Total	14,193,018	12,587,788	14,797,374	12,434,233

17. RENT PAID IN 2022 IN RESPECT OF PREMISES USED BY FORAS NA GAEILGE

Headquarters	Period Rent relates to	Expiry Date	€
63-66 Amiens Street - Dublin	01/01/2022 - 31/12/2022	2047	593,447
Other Offices			
Westgate House - Belfast	01/01/2022 - 31/12/2022	Rolling	45,028
Ráth Chairn - Meath	01/01/2022 - 31/12/2022	2031	13,818
Gaoth Dobhair - Donegal	01/01/2022 - 31/12/2022	2026	22,612
Dunshaughlin - Meath	01/01/2022 - 31/12/2022	2027	39,188

18. PROVISIONS AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities at 31 December 2022.

19. STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

20. RELATED PARTY TRANSACTIONS

Foras na Gaeilge is an arm of the Language Body, a North/South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities. The Departments named above are regarded as related parties. During the year Foras na Gaeilge engaged in various transactions with these Departments.

16. CEANGALTAIS
16.1 Ceangaltais chaipitil

Ní raibh aon cheangaltais chaipitil ar 31 Nollaig 2022 nach bhfuil aon soláthar déanta ina leith.

16.2 Ceangaltais léasanna oibriúcháin

Faoi dheireadh na bliana bhí ceangaltais faoi léasanna oibriúcháin ar Fhoras na Gaeilge mar a leanas:

Bonn	2022 €	2022 Stg £	2021 €	2021 Stg £
Laistigh de bhliain amháin	681,627	604,535	683,918	574,696
Idir 2-5 bliana	2,683,421	2,379,926	2,651,971	2,228,451
Níos mó ná 5 bliana	10,827,970	9,603,327	11,461,485	9,631,086
	14,193,018	12,587,788	14,797,374	12,434,233

17. CÍOS 2022 INÍOCTHA I LEITH ÁITRIBH IN ÚSÁID AG FORAS NA GAEILGE

Ceanncheathrú	Tréimhse an chíos	Dáta Éagtha	€
63-66 Sráid Amiens - Baile Átha Cliath	01/01/2022 - 31/12/2022	2047	593,447
Oifigí eile			
Teach an Gheata Thiar - Béal Feirste	01/01/2022 - 31/12/2022	Le rothlú	45,028
Ráth Chairn - An Mhí	01/01/2022 - 31/12/2022	2031	13,818
Gaoth Dobhair - Dún na nGall	01/01/2022 - 31/12/2022	2026	22,612
Dún Seachlainn - An Mhí	01/01/2022 - 31/12/2022	2027	39,188

18. DLITEANAIS SHOLÁTHAR AGUS THEAGMHASACHA

Ní raibh aon dliteanais sholáthar agus theagmhasacha ann ar 31 Nollaig 2022.

19. RÁITIS CHAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó íocaíochtaí speisialta ann i mbliana.

20. IDIRBHEARTA PÁIRTITHE GAOLMHARA

Is géag é Foras na Gaeilge den Fhoras Teanga, ar Comhlacht Forfheidhmithe Thuaidh/Theas é atá urraithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal. Féachtar ar na Ranna atá ainmnithe thuas mar pháirtithe gaolmhara. I rith na tréimhse chuaigh Foras na Gaeilge i mbun idirbhearta éagsúla leis na Ranna sin.

21. BOARD MEMBERS AND EMPLOYEE DISCLOSURE OF INTERESTS

Formal procedures were put in place in 2006 regarding the conduct of Board or staff members in the event of a conflict of interest or a possible conflict of interest as regards the grants process. During the financial year ended 31 December 2022 Foras na Gaeilge undertook the following transactions:

- *An aggregate payment of €138,145 / Stg£ 117,810 (2021: €140,245 / Stg£120,555) was made to Gaeláras Mhic Ardghail, where a Board member of Foras na Gaeilge is a trustee. This payment was made under the Cultural Centre Scheme and the Youth Schemes. This Board member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.*
- *An aggregate payment of €108,173 / Stg£92,250 (2021: €106,381 / Stg£91,445) was made to Coiste Forbartha Charn Tóchair, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Irish Networks Scheme, the Irish Communities Scheme, the Youth Schemes, and the Festivals Scheme. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.*

A register of interests for Board members and staff was compiled and is being maintained up to date.

22. FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial instruments

Foras na Gaeilge generates income from the sale and distribution of books (and from other sources). The majority of funding comes from Sponsor Departments and therefore Foras na Gaeilge is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits borrowing subject to prior approval of the Sponsor Departments and the Finance Departments, which Foras na Gaeilge has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks faced in undertaking its activities. Foras na Gaeilge's financial instruments mainly consist of cash, trade debtors and trade creditors.

b Liquidity, interest rate and foreign currency risk

Foras na Gaeilge's net revenue resource requirements are financed by resources voted annually by the Houses of the Oireachtas and the Northern Ireland Assembly as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

Foras na Gaeilge does not access funds from commercial sources and so it is not exposed to significant interest rate risk. Foras na Gaeilge's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro. The majority of transactions are conducted in euro, and the majority of funding is received in euro, therefore Foras na Gaeilge is exposed to foreign currency risk to a limited degree.

21. NOCHTADH LEASA AG COMHALTAÍ BOIRD AGUS AG FOSTAITHE

Leagadh síos nósanna imeachta foirmiúla in 2006 maidir le hiompar comhaltaí Boird nó ball foirne sa chás go mbíonn coimhlínt leasa nó coimhlínt leasa féideartha ann maidir leis an bpróiseas deontas. Le linn na bliana airgeadais dar chríoch 31 Nollaig 2022 thug Foras na Gaeilge faoi na hidirbhearta seo a leanas a íoc:

- Rinneadh íocaíocht chomhiomlán €138,145/Stg£117,810 (2021: €140,245/Stg£120,555) le Gaeláras Mhic Ardghail, áit a bhfuil comhalta Boird le Foras na Gaeilge ina iontaobhaí. Bhain an íocaíocht seo le Scéim na gCultúrlann agus leis na Scéimeanna Óige. Níor ghlac an comhalta Boird seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.
- Rinneadh íocaíocht chomhiomlán €108,173/Stg£92,250 (2021: €106,381/Stg£91,445) le Coiste Forbartha Charn Tóchair, áit a bhfuil fostaí le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo leis an Scéim Líonraí, leis an Scéim Pobal Gaeilge, leis an Scéim d'Ionaid Pobail Gaeilge, leis na Scéimeanna Óige agus le Scéim na bhFéilte. Níor ghlac an fostaí seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.

Cuireadh clár de leasanna na gcomhaltaí Boird agus na foirne le chéile agus coinnítear cothrom le dáta é.

22. IONSTRAIMÍ AIRGEADAIS, LEACHTACHT, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí airgeadais

Gineann Foras na Gaeilge ioncam ó dhíolachán agus dáileachán leabhar (agus ó fhoinsí eile). Tagann an chuid is mó den mhaoiniú ó Ranna Coimircíochta agus mar sin níl Foras na Gaeilge chomh neamhchosanta céanna ar riosca airgeadais agus atá aonáin ghnó eile. Ceadaíonn an Meabhrán Airgeadais iasacht faoi réir fhaomhadh na Ranna Coimircíochta agus na Ranna Airgeadais roimh ré, rud nár lorg Foras na Gaeilge. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá rompu agus iad ag tabhairt faoina ghníomhaíochtaí. Is éard atá in ionstraimí airgeadais Fhoras na Gaeilge den chuid is mó airgead tirim, feichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, ráta úis agus riosca airgeadra eachtraigh

Déantar riachtanais acmhainní ioncaim ghlana Fhoras na Gaeilge a mhaoiniú le hacmhainní a vótáiltear go bliantúil i dTithe an Oireachtais agus Tionól Thuaisceart Éireann mar a chaiteachas caipitil. Mar sin, níl sé neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann Foras na Gaeilge cistí ó fhoinsí trádála agus níl sé gan chosaint mar sin ar ardú suntasach úis. Níl neamhchosaint Fhoras na Gaeilge ar riosca airgeadra eachtraigh suntasach mar faigheann sé leibhéil chomhaontaithe mhaoinithe óna Ranna Coimircíochta i steirling agus in euro. Déantar mórchuid na n-idirbheart in euro, agus faightear mórchuid an mhaoinithe in euro agus mar sin tá Foras na Gaeilge neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

23. PRINCIPAL RISKS AND UNCERTAINTIES

Brexit

Following the departure of the United Kingdom from the European Union on 31st January 2020, the impact of having one Sponsor Department in the EU and one Sponsor Department outside the EU over the longer term is currently unknown and unquantifiable.

Approval of Business Plan 2022 and Corporate Plan 2020-2022

On 5 May 2021, the North/South Ministerial Council (NSMC) approved the 2020-2022 Corporate Plan, which had been completed in accordance with agreed guidance issued by the Department of Finance and the Department of Public Expenditure and Reform, and had been agreed by Sponsor Departments and Finance Ministers. On 7 March 2022 Foras na Gaeilge's 2022 Business Plan was approved by the Sponsor Departments, Finance Departments and Ministers.

There is a reasonable expectation that the respective Governments will continue to fund the activities of the Body and the level of funding is under constant review. Under the Corporate Plan 2020-2022, prepared by the Board, funding levels were based at the same level as 2016. An uplift in baseline funding was subsequently approved by Sponsor Departments, Finance Departments and NSMC and this was reflected in the approved Business Plans for 2021 and 2022.

The funding of Body remains below where it was in 2008 and in real terms there will be a continued decline as increased pensions and potential exchange rate and other costs impact directly on the money available to fund the Body's activities. Foras na Gaeilge pays the pension costs for all retired staff from its operating budget. The Sponsor Departments contribute up to the budget available with any additional requirement coming from operating funds. Work is underway in relation to the next Corporate Plan to cover the period 2023-2025.

24. APPROVAL OF 2022 FINANCIAL STATEMENTS

The financial statements were approved by the Board on 17th December 2024.

23. PRÍOMHRÍOSCAÍ AGUS PRÍOMHÉIGINNTEACHTAÍ

An Breatimeacht

I ndiaidh don Ríocht Aontaithe an tAontas Eorpach a fhágáil ar 31 Eanáir 2020, tá an toradh fadtéarmach a bhaineann le Roinn Coimircíochta a bheith san AE agus Roinn Coimircíochta eile taobh amuigh den AE anaithnid agus dothomhaiste.

Faomhadh Phlean Gnó 2022 agus Phlean Corparáideach 2020-2022.

Ar 5 Bealtaine 2021, d'fhaomh an Chomhairle Aireachta Thuaidh/Theas (CATT) Plean Corparáideach 2020-2022, a ullmhaíodh de réir treorach aontaithe a d'eisigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí agus Athchóirithe, agus a bhí aontaithe ag na Ranna Coimircíochta agus na hAirí Airgeadais. Amhail 7 Márta 2022 d'fhaomh na Ranna Coimircíochta, na Ranna Airgeadais, agus na hAirí Plean Gnó 2022 Fhoras na Gaeilge.

Tá ionchas réasúnta ann go leanfaidh na Rialtais faoi seach ag maoiniú ghníomhaíochtaí an Fhorais agus tá méid an mhaoinithe faoi athbhreithniú leanúnach. De réir Phlean Corparáideach 2020-2022 arna ullmhú ag an mBord, tá leibhéil an mhaoinithe bunaithe ar an leibhéal céanna le 2016. Cheadaigh na Ranna Coimircíochta, na Ranna Airgeadais agus an CATT ardú sa bhonnlíne buiséid agus cuireadh sin san áireamh i bPleananna Gnó faofa 2021 agus 2022.

Tá maoiniú an Fhorais go fóill níos isle ná an maoiniú a fuair sé in 2008 agus go praiticiúil beidh íslíú leanúnach ann de réir mar a imreoidh pinsin mhéadaithe agus costais fhéideartha sa ráta malairte agus eile tionchar go díreach ar an airgead a bheidh ar fáil chun gníomhaíochtaí an Fhorais a mhaoiniú. Íocann Foras na Gaeilge na costais phinsin le gach fostaí ar scor óna bhuiséid oibriúcháin. Cuireann na Ranna Coimircíochta leis an mbuiséid de réir an mhéid atá le caitheamh acu, le haon riachtanas eile ón mbuiséid oibriúcháin a chlúdach. Tá obair ar bun ar an gcéad Phlean Corparáideach eile a chuimseodh an tréimhse 2023-2025.

24. FAOMHADH AR RÁITEAS AIRGEADAIS DON BHLIAIN 2022

D'fhaomh an Bord na ráitis airgeadais ar 17ú Nollaig 2024.

Ulster-Scots Agency

Accounts and notes to the accounts for the year ended 31 December 2022

Foreword to the accounts

Background Information

The Ulster-Scots Agency is part of the Language Body, which is a North/South implementation body sponsored by the Department for Communities (DfC) in Northern Ireland and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) in the Republic of Ireland. The Body was established on the 2nd of December 1999 under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Act 1999. The other part of the Language Body is Foras na Gaeilge which has responsibility for the development of the Irish language. Each of these agencies has its own Board whose members together constitute the Board of the North South Language Body and each agency prepares financial statements.

The principal activities of the Ulster-Scots Agency are the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

The financial arrangements applicable to the body are set out in Part 7 of Annex 2 to the Agreement¹ establishing Implementation Bodies. The statement of accounts is to be in a form directed by DfC and DTCAGSM, with the approval of the Finance Departments, as provided for in the body's Financial Memorandum, and the Annual Report and Accounts Guidance provided by the Department of Finance (DoF) and the Department of Public Expenditure, NDP Delivery and Reform (DPENDPDR).

Business Review

A review of the Ulster-Scots Agency's activities is given within its Annual Report for the year ended 31 December 2022. The financial results of the Ulster-Scots Agency are set out in detail on page 41. The surplus for the period was £2,913 (€3,416). In 2021 the deficit for the period was £101,035 (€117,532).

1 Agreement of 8th March 1999 between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of Ireland establishing Implementation Bodies.

Gníomhaireacht na hUltaise

Cuntais agus nótaí leis na cuntais
don bhliain dár chríoch an 31 Nollaig 2022

Réamhrá leis na cuntais

Faisnéis Chúlra

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) i dTuaisceart Éireann agus na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Mean (RTCEGSM) i bPoblacht na hÉireann. Cuireadh an Foras Teanga ar bun ar an 2 Nollaig 1999 faoin Ordú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (North/South Co-operation (Implementation Bodies) (Northern Ireland) Order) 1999 agus faoin Acht um Chomhaontú na Breataine-na hÉireann (British Irish Agreement Act) 1999. Is é an chuid eile den Fhoras Teanga Foras na Gaeilge, a bhfuil an fhreagracht acu as forbairt na Gaeilge. Tá Bord ar leith ag an dá ghníomhaireacht seo arb ionann a mbaill le chéile agus bord an Fhorais Teanga Thuaidh/Theas agus ullmhaíonn an dá ghníomhaireacht ráitis airgeadais.

Is iad na príomhghníomhaíochtaí atá ag Gníomhaireacht na hUltaise ná eolas níos fearr faoin Ultais agus úsáid na hUltaise agus saincheistanna cultúrtha Ultach-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá na socruithe airgeadais atá infheidhme i leith an Fhorais Teanga leagtha amach i Mír 7 d'larscríbhinn 2 den Chomhaontú¹ lena mbunaítear Comhlachtaí Forfheidhmithe. Tá an ráiteas cuntais le bheith i bhfoirm atá treoraithe ag an RC agus an RTCEGSM, le ceadú na Ranna Airgeadais, mar a fhoráiltear i Meamram Airgeadais an Fhorais Teanga, agus sa Treoir don Tuarascáil Bhliantúil agus na Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí, Seachadadh PNF agus Athchóirithe (RCPSPNFA).

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Gníomhaireacht na hUltaise ina Tuarascáil Bhliantúil don bhliain dar chríoch an 31 Nollaig 2022. Tá torthaí airgeadais Gníomhaireacht na hUltaise leagtha amach go mionchruinn ar leathanach 41. Ba é an barrachas don tréimhse £2,913 (€3,416). In 2021 ba é an t-easnamh don tréimhse £101,035 (€117,532).

¹ An Comhaontú ar an 8 Márta 1999 idir Rialtas Ríocht Aontaithe na Breataine Móire agus Thuaisceart Éireann agus Rialtas na hÉireann faoinar bunaíodh na Comhlachtaí Forfheidhmithe.

Property, Plant and Equipment

Details of the movement of tangible fixed assets are set out in note 8.1 to the accounts. During the year the main expenditure on tangible assets was in relation to the purchase of audio equipment for tour guides (£4.7k).

Intangible Assets

Details of the movement of intangible assets are set out in note 8.2 to the accounts. There was no new expenditure during the year.

Heritage Assets

Details of the movement of heritage assets are set out in note 8.3 to the accounts. During the year the Agency purchased a number of historically significant heritage items totalling £42.7k which includes an Ulster Covenant printing plate, a James I land grant, and a William Conor piece entitled The Lambegs created in wax crayon on paper.

Important Events Occurring After the Year End

There have been no significant events since the year-end which would affect these accounts.

Charitable Donations

The Ulster-Scots Agency made no charitable donations during the year ended 31 December 2022.

Research & Development

The Ulster-Scots Agency made no payments for research and development during the year ended 31 December 2022.

Future Developments

The senior management team expect that the development of the Agency's activities will continue in accordance with the Business Plan. Please refer to the Annual Report for further information.

Maoín, Gléasra agus Trealamh

Tá mionsonraí faoi ghluaiseacht sócmhainní seasta leagtha amach i nóta 8.1 a ghabhann leis na cuntais. Le linn na bliana bhain an príomhchaiteachas ar shócmhainní inláimhsithe le soláthar trealamh fuaime do threoraithe turais (£4.7 míle).

Sócmhainní Doláimhsithe

Tá mionsonraí faoi ghluaiseacht sócmhainní doláimhsithe leagtha amach i nóta 8.2 a ghabhann leis na cuntais. Ní raibh aon chaiteachas nua ann le linn na bliana.

Sócmhainní Oidhreachta

Tá mionsonraí faoi ghluaiseacht sócmhainní oidhreachta leagtha amach i nóta 8.3 a ghabhann leis na cuntais. Le linn na bliana cheannaigh an Gníomhaireacht roinnt nithe a bhfuil suntas stairiúil ag baint leo arbh ionann £42.7 míle san iomlán iad, lena n-áirítear pláta clódóireachta de Chúnant Uladh, deontas talaimh de chuid Shéamais I, agus saothar de chuid William Conor dar teideal The Lambegs arna chruthú le crián céarach ar pháipéar.

Teagmhais thábhachtacha a tharla tar éis dheireadh na bliana

Níor tharla aon teagmhas suntasach ó bhí deireadh na bliana ann a dhéanfadh difear do na cuntais seo.

Deonacháin Charthanúla

Ní dhearna Gníomhaireacht na hUltaise aon deonacháin charthanúla le linn na bliana dar chríoch an 31 Nollaig 2022.

Taighde & Forbairt

Ní dhearna Gníomhaireacht na hUltaise íocaíochtaí le haghaidh taighde agus forbartha le linn na bliana dar críoch 31 Nollaig 2022.

Forbairtí sa Todhchaí

Tá foireann na hardbhainistíochta ag súil go leanfaidh forbairt ghníomhaíochtaí na Gníomhaireachta ar aghaidh de réir an Phlean Gnó. Tagair don Tuarascáil Bhliantúil le do thoil le haghaidh tuilleadh eolais.

Board Members

The functions of the Agency are exercised by the Board. The following served as Board members during 2022:

Mr Frederick Kettle (Vice-Chairperson)
Mr Allen McAdam
Ms Karyn Devenney
Mrs Lavinia Tilson
Mr Trevor Wilson

The Audit and Risk Committee comprised the following members during 2022:

Mr Ray Dolan (Co-Opted Member from Safefood)
Ms Patricia McCaffrey (Co-Opted Member from Waterways Ireland)
Mr Allen McAdam (Chairperson)
Mr Frederick Kettle

The Agency is awaiting the appointment of three board members by the NSMC. Despite this, the Agency continues to have a quorum and operates within standing orders.

Statement of Board Members responsibilities

The role of the Board is to provide leadership, vision, continuity of purpose and accountability to the public.

The Agency's board members are required to:

- *Contribute to decision-making and to share responsibility for those decisions.*
- *Attend board meetings on a regular basis and to be well prepared by reading relevant papers in advance.*
- *Attend training events and keep up to date with subjects relevant to the work of the organisation.*
- *Contribute to the work of board committees; and*
- *Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a board member.*

Comhaltaí Boird

An Bord a chuireann feidhmeanna na Gníomhaireachta i gcrích. D'fhóin na daoine seo a leanas mar chomhaltaí boird le linn 2022:

An tUasal Frederick Kettle (Leas-Chathaoirleach)
An tUasal Allen McAdam
An tUasal Karyn Devenney
An tUasal Lavinia Tilson
An tUasal Trevor Wilson

Bhí na comhaltaí seo a leanas ar an gCoiste Iniúchta agus Riosca le linn 2022:

An tUasal Ray Dolan (ball comhthofa ó Safefood)
An tUasal Patricia McCaffrey (ball comhthofa ó Uiscebhealaí Éireann)
An tUasal Allen McAdam (Cathaoirleach)
An tUasal Frederick Kettle

Tá an Ghníomhaireacht ag fanacht le ceapachán triúr comhaltaí boird a bheith ceaptha ag CATT. Ina ainneoin seo, tá córam fós ag an nGníomhaireacht agus feidhmíonn sí laistigh de bhuanordaithe.

Ráiteas i leith freagrachtaí Comhaltaí Boird

Is é ról an Bhoird ceannasaíocht, fíis agus leanúnachas cuspóra agus freagracht don phobal a chur ar fáil.

Ceanglaítear ar na comhaltaí boird:

- *Páirt a ghlacadh sa chinnteoireacht agus an fhreagracht a roinnt as na cinntí sin.*
- *Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith trí pháipéir ábhartha a léamh roimh ré.*
- *Freastal ar ócáidí oiliúna agus coinneáil suas chun dáta mar gheall ar ábhair a bhaineann le hobair na heagraíochta.*
- *Cur le hobair coistí boird; agus*
- *Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar chomhaltaí boird a nochtadh.*

Equal Opportunities and our Equality Policy

The Ulster-Scots Agency has continued to promote equal opportunities within our policies and procedures, which demonstrates our commitment to provide employment equality to all, irrespective of religious belief, gender, disability, race, political opinion, age, marital status, sexual orientation, or whether or not they have dependants.

This practice reflects model procedures and practices recommended by the Equality Commission. We are opposed to all forms of unlawful and unfair discrimination. All full-time and part-time employees and job applicants (actual or potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. Our customers, suppliers and members of the public with whom we interact are also afforded equality of treatment in this regard.

Commitment to promoting equality of opportunity is central to all our work processes and development programmes. For example, our events programme promotes equality of access to events under our remit and our recruitment procedure aims to address an identified imbalance in the applicant pool for job opportunities. Our education / learning programme provides opportunities for all schools in Ulster, and we invite children from local schools to learn about heritage through shared education, whilst having fun and learning new skills. Education events are provided at minimal or no cost to the school, affording the opportunity for access to fun and educational programmes for all children and lessens the risk of cost / disability being a barrier to access or participation.

Whilst we are cognisant of the impact of COVID-19 restrictions on delivery of some elements of our plans, priority focused on the mental health and wellbeing of our staff, with employees completing online courses on: Managing Stress in the Workplace; Mental Health and Wellbeing in the Workplace; Protecting Yourself when Home Working; and Diversity and Inclusion.

Employee Involvement

Throughout the year employees were kept involved in the full workings and plans of the Agency through formal and informal meetings, courses and briefings. Staff were always consulted as new procedures and policies were developed and they had an opportunity to contribute or comment.

Payment to Suppliers

The Ulster-Scots Agency is committed to the prompt payment of bills for goods and services received in accordance with the UK Late Payment of Commercial Debts (Interest) Act 1998, as amended and supplemented by the Late Payment of Commercial Debts Regulations 2002, and the Irish Late Payments in Commercial Transactions Regulations 2002. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews were conducted to measure how promptly the Agency paid its bills and found that 100% of bills were paid within this standard. The Agency also paid 100% of payments for grant claims within 15 days.

Comhdheiseanna agus ár bPolasaí Comhionannais

Lean Gníomhaireacht na hUltaise ar aghaidh ag cur chun cinn comhdheiseanna laistigh dár bpolasaithe agus nósanna imeachta, a léiríonn ár dtiomantas don chomhionannas fostaíochta a chur ar fáil do chách, gan beann ar chreideamh reiligiúnach, inscne, míchumas, cine, tuairim pholaitiúil, aois, stádas pósta, claonadh gnéis, nó cé acu a bhfuil nó nach bhfuil cleithiúnaithe acu.

Léiríonn an cleachtas seo nósanna imeachta agus cleachtais shamplacha arna moladh ag an gCoimisiún Comhionannais. Táimid in éadan gach foirm d'idirhealú mídhleathach agus éagothrom. Caithfear go cothrom le gach fostaí lánaimseartha agus páirtaimseartha agus iarratasóir poist (iarbhír nó féideartha) agus beidh roghnú le haghaidh fostaíochta, ardú céime, oiliúna nó aon leasa eile ar bhonn inniúlachta agus cumais. Tugtar dár gcustaiméirí, soláthróirí agus do bhaill den phobal lena n-idirghníomhaímid comhionannas maidir le conas a gcaithimid leo ina leith seo.

Tá an tiomantas i leith comhionannas deise lárnach inár bpróisis oibre agus cláir forbartha go léir. Mar shampla, cuireann ár gclár imeachtaí chun cinn comhionannas rochtana ar imeachtaí faoinár sainchúram agus tá d'aidhm ag ár nós imeachta earcaíochta dul i ngleic le héagothroime shainaitheanta sa linn iarratasóirí do dheiseanna poist. Cuireann ár gclár oideachais/foghlaime ar fáil deiseanna do gach scoil i gCúige Uladh, agus cuirimid fáilte roimh leanaí ó scoileanna áitiúla foghlaim faoin oidhreacht trí oideachas comhroinnte, agus ag an am céanna spraoi a bheith acu agus scileanna nua a fhoghlaim. Cuirtear imeachtaí oideachais ar fáil ag costas íosta nó costas ar bith don scoil, rud a thugann an deis le cláir spráíúla agus oideachasúla a rochtain do gach leanbh agus laghdaíonn sé an riosca go mbeidh costas nó míchumas ina bhac ar rochtain nó rannpháirtíocht.

Cé go bhfuilimid ar an eolas faoi thionchar shrianta COVID-19 ar sheachadadh roinnt míreanna dár bpleananna, tugadh tús áite ar mheabhairshláinte agus folláine ár mball foirne, le fostaithe ag déanamh cúrsaí ar líne ar: Strus a Bhainistiú san Áit Oibre; Meabhairshláinte agus Folláine san Áit Oibre; Thú Féin a Chosaint agus tú ag Obair ón mBaile; agus an Ilghnéitheacht agus an tIonchuimsiú.

Rannpháirtíocht Fostaithe

I rith na bliana coinníodh na fostaithe páirteach in oibriúcháin agus pleananna iomlána na gníomhaireachta trí chruinnithe foirmiúla agus neamhfhoirmiúla, cúrsaí agus cruinnithe faisnéise. Rinneadh comhairliúchán le baill foirne i gcónaí de réir mar a forbraíodh nósanna imeachta agus polasaithe nua agus bhí deis acu cur leo nó tráchttaireacht a dhéanamh.

Íocaíocht le Soláthraithe

Tá Gníomhaireacht na hUltaise tiomanta d'íoc pras billí le haghaidh earraí agus seirbhísí a fhaightear, de réir an Achta um Íocaíocht Mhall Fiach Tráchtála (Late Payment of Commercial Debts (Interest) Act) 1998, de chuid na Ríochta Aontaithe, mar atá leasaithe agus forlíonta ag Rialacháin um Íocaíocht Mhall Fiach Tráchtála (Late Payment of Commercial Debts Regulations) 2002, agus Rialacháin um Íoc Déanach in Idirbhearta Tráchtála 2002 de chuid na hÉireann. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc nó éileamh bailí den sórt céanna i láthair, cibé acu is déanaí. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a d'íoc an ghníomhaireacht a billí agus fuarthas amach go raibh 100% de bhillí íoctha laistigh den chaighdeán seo. D'íoc an Ghníomhaireacht freisin 100% d'íocaíochtaí d'éilimh dheontais laistigh de 15 lá.

The Agency recognizes the NI Executive's commitment to pay suppliers quickly (10 Day Prompt Payment Commitment) and has been applying this as much as possible since January 2014 in respect of supplier invoices. It was found that 98% of supplier payments are paid within this standard. The Agency also intends to work towards payment within 10 days for all grant claims following approval by the Grants Team. It was found that 100% of payments for grants claims were made within 10 working days.

Health and Safety Policy

The Ulster-Scots Agency has a Health and Safety policy and Procedures covering the organisation and its premises.

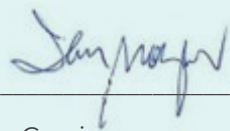
Guidance for all staff in connection with the evacuation procedures and security arrangements for all premises occupied by the body is in place. This information has been provided to each individual member of staff and instructions are posted in prominent positions in the Belfast and Raphoe buildings. First Aiders and fire wardens have been appointed and received necessary training.

Equality Scheme

The Ulster-Scots Agency prepared an Equality Policy in compliance with the requirements of Section 75 of the Northern Ireland Act 1998 which was approved by the North/South Ministerial Council in June 2002 and by the Equality Commission in November 2002. The Ulster-Scots Agency prepared an updated scheme for the Body in late 2012 and this was ratified by the Equality Commission Board on 13 December 2013. The scheme has been updated frequently since then and will be updated in partnership with Foras na Gaeilge as a Language Body Equality Scheme in 2024.

Details of Company Directorships/Register of Interests

A register of interests is held by the Agency and may be viewed by contacting the Ulster-Scots Agency's office. Contact details are available on the Agency's website.



Ian Crozier

Chief Executive - Ulster-Scots Agency

Date 20/12/2024

Aithníonn an Gníomhaireacht tiomantas Fheidhmeannas TÉ soláthraithe a íoc go pras (tiomantas i leith íocaíocht phras 10 lá) agus tá siad á chur seo i bhfeidhm an oiread agus is féidir ó Eanáir 2014 i leith maidir le sonraisc soláthraithe. Fuarthas amach gur ícadh 98% d'íocaíochtaí soláthraithe laistigh den chaighdeán seo. Tá sé ar intinn ag an nGníomhaireacht chomh maith oibriú i dtreo íocaíocht laistigh de 10 lá do gach éileamh ar dheontas tar éis a fhaofa ag an bhfoireann deontas. Fuarthas amach go ndearnadh 100% d'íocaíochtaí laistigh de 10 lá oibre.

Polasaí Sláinte agus Sábháilteachta

Tá Polasaí agus Nósanna Imeachta Sláinte agus Sábháilteachta ag Gníomhaireacht na hUltaise a chlúdaíonn an eagraíocht agus a háitribh.

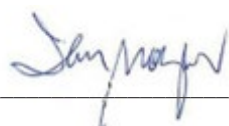
Tá treoir i bhfeidhm don fhoireann go léir maidir le nósanna imeachta aslonnaithe agus socruithe slándála le haghaidh gach áitribh ina bhfuil an comhlacht. Cuireadh an fhaisnéis seo ar fáil do gach ball foirne agus tá teoracha crochta in airde in áit ar féidir iad a fheiceáil go héasca i bhfoirgneamh Bhéal Feirste agus i bhfoirgneamh Ráth Bhoth. Tá garchabhróirí agus maoir dhóiteáin ceaptha agus tá oiliúint riachtanach faighte acu.

Scéim Comhionannais

D'ullmhaigh an Gníomhaireacht Polasaí Comhionannais de réir riachtanais Alt 75 d'Acht Thuaisceart Éireann (Northern Ireland Act) 1998 a cheadaigh an Chomhairle Aireachta Thuaidh/Theas i mí an Mheithimh 2002 agus a cheadaigh an Coimisiún Comhionannais i mí na Samhna 2002. D'ullmhaigh Gníomhaireacht na hUltaise scéim nuashonraithe don Fhoras Teanga i ndeireadh 2012 agus dhaingnigh Bord an Choimisiúin Comhionannais seo ar an 13 Nollaig 2013. Rinneadh an scéim a nuashonrú go minic ó shin agus déanfar í a nuashonrú i gcomhpháirt le Foras na Gaeilge mar Scéim Comhionannais an Fhorais Teanga in 2024.

Sonraí Stiúrthóireachtaí Comhlachtaí/Clár Leasa

Tá clár leasa á choinneáil ag an nGníomhaireacht agus is féidir breathnú air ach teagmháil a dhéanamh le hoifig Gníomhaireacht na hUltaise. Tá sonraí teagmhála ar fáil ar shuíomh gréasáin na Gníomhaireachta.



Ian Crozier

Príomhfheidhmeannach

Gníomhaireacht na hUltaise

Date 20/12/2024

Statement on the system of internal control

1. Scope of Responsibility

As Accountable Person, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Ulster-Scots Agency's policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland and Public Financial Procedures.

As the Ulster-Scots Agency's Chief Executive I am directly responsible to the respective Ministers North and South and their Departments, for the Agency's performance and operations. The Ministers determine the policy framework under which the Ulster-Scots Agency operates and the scope of its activities. The Ministers also determine the resources to be made available to the Agency and approve the Corporate and Business Plans.

Through Working Group meetings, I consult with Departments on the handling of operational matters that could give rise to significant public or parliamentary concern, including the nature, scale and likelihood of risks.

The Accounting Officer of DfC has designated me by letter, in a form approved by the Department of Finance (DoF) and the Department of Public Expenditure, NDP Delivery and Reform (DPENDPDR), as the Accounting Officer for the Agency. This letter and the North/South Language Body Financial Memorandum define my role and responsibilities and our relationship.

2. The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable assurance and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Agency's policies, aims and objectives; to evaluate the likelihood of those risks being realised and the impact should they be realised; and to manage them efficiently, effectively and economically. The system of internal control has been further developed in the Agency for the year ended 31 December 2022 and up to the date of approval of the annual report and accounts, and accords with the Finance Departments' guidance.

Ráiteas maidir leis an gcóras rialaithe inmheánaigh

1. Cuimsiú Freagrachta

Mar Dhuine Cuntasach, tá freagracht orm córas rialaithe inmheánaigh fóna a choimeád, a thacaíonn le cur i bhfeidhm pholasaithe, aidhmeanna agus spriocanna Ghníomhaireacht na hUltaise, agus san am chéanna cumhdach a dhéanamh ar na cistí agus na sócmhainní poiblí atá faoi mo chúram go pearsanta de réir na bhfreagrachtaí atá leagtha orm in Managing Public Money Northern Ireland agus in Public Financial Procedures.

Mar Phríomhfheidhmeannach Ghníomhaireacht na hUltaise táim freagrach go díreach do na hAíre sa Tuaisceart agus sa Deisceart faoi seach agus dá ranna, i gcomhair fheidhmíocht agus oibriúchán na Gníomhaireachta. Socraíonn na hAíre an creat polasaí faoina n-oibríonn Gníomhaireacht na hUltaise agus socraíonn siad cuimsiú a cuid gníomhaíochtaí. Socraíonn na hairí chomh maith an acmhainn a bheidh ar fáil don Ghníomhaireacht agus údaraíonn siad na Pleananna Corparáideacha agus Gnó.

Trí chruinnithe grúpa oibre téim i gcomhairle leis na Ranna maidir le láimhseáil ábhair fheidhmíochán a d'fhéadfadh a bheith ina gcúis le buaireamh suntasach poiblí nó parlaiminte, ar a n-áirítear cineál, scála agus dóchúlacht rioscaí.

D'ainmnigh Oifigeach Cuntasaíoch RC mé i litir, i bhfoirm a d'údaraigh an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí, Seachadadh PNF agus Athchóirithe (RCPSPNFA) mar Oifigeach Cuntasach don Ghníomhaireacht. Tá mo ról agus mo fhreagracht agus ár gcaidreamh sainmhínithe sa litir seo agus i Meamram Airgeadais an Fhorais Teanga Thuaidh/Theas.

2. Cuspóir an Chórais Rialaithe Inmheánaigh

Tá an córas rialaithe inmheánaigh ceaptha chun riosca a bhainistiú go leibhéal réasúnta seachas chun gach riosca teipe ar pholasaithe, aidhmeanna agus cuspóirí a chur ar ceal. Dá bhrí sin, ní féidir leis ach urrús réasúnta seachas urrús absalóideach éifeachtachta a chur ar fáil.

Tá an córas rialaithe inmheánaigh bunaithe ar phróiseas leanúnach atá ceaptha leis na rioscaí maidir le cur i bhfeidhm pholasaithe, aidhmeanna agus chuspóirí na Gníomhaireachta a aithint agus a chur in ord tosaíochta; chun an dóchúlacht go réadódh na rioscaí sin agus an tionchar a bheadh ann dá réadófaí iad a mheasúnú; agus chun iad a bhainistiú go héifeachtúil, go héifeachtach agus go barainneach. Tá tuilleadh forbartha déanta ar an gcóras rialaithe inmheánaigh sa Ghníomhaireacht don bhliain dar críoch an 31 Nollaig 2022 agus a fhad le dáta faofa na tuarascála bliantúla agus na gcuntas, agus tá sin de réir threoir na Ranna Airgeadais.

3. Capacity to Handle Risk

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

The identification and impact of risk is incorporated into the corporate planning and decision-making processes of the Agency. Consequently, the Agency ensures that there are procedures in place for verifying that internal control and aspects of risk management are regularly reviewed and reported on and are supplemented by detailed best practice guidelines on whistleblowing and fraud management policies among others.

The Agency's Audit and Risk Committee receives regular reports concerning internal control and steps are taken to manage risks in significant areas of business and to monitor progress on key projects and targets. The Committee is authorised by the Board to investigate any activity within the scope of its terms of reference. The main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

The Audit and Risk Committee has lead responsibility for the periodic review of the risk framework and other records of risk. Management of risk categories has been allocated appropriately within the organisation. Any revision to the framework is discussed within the Audit and Risk Committee and recommended to the Board.

The Audit and Risk Committee also agrees the internal audit work schedule and all internal audit reports are reviewed by the Committee. Finally, the Audit and Risk Committee reviews the annual report and accounts and the ensuing report to those charged with governance. The Audit and Risk Committee met on 4 occasions in 2022.

Significant internal control improvements during the year

A number of specific actions have occurred during the year which have strengthened the internal control framework and helped in the managing of the major and inherent risks:

- *Continuing investment in Agency wide security keeping up to date with latest virus and ransomware software;*
- *Continuing review of recommendations made by Internal and External Audit by means of a risk register review at Audit & Risk Committee Board Meeting and accountability meetings;*

3. An Cumas Riosca a Bhainistiú

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

Tá aithint agus tionchar riosca comhtháite i bpróisis phleanála agus chinnteoireachta corparáideacha na Gníomhaireachta. Dá thoradh sin cinntíonn an Gníomhaireacht go bhfuil nósanna imeachta i bhfeidhm chun a dheimhniú go ndéantar athbhreithniú agus tuairisciú rialta ar rialú inmheánach agus ar ghnéithe den bhainistíocht riosca agus go bhforlántar iad le treoirlínte mionsonraithe deachleachtais faoi pholasaithe sceithireachta agus bainistíochta calaoise, idir eile.

Faigheann Coiste Iniúchta agus Riosca na Gníomhaireachta tuarascálacha rialta maidir le rialú inmheánach agus cuirtear gníomhartha i bhfeidhm le rioscaí a bhainistiú i réimsí suntasacha gnó agus le monatóireacht dhéanamh ar dhul chun cinn maidir le príomhthionscadail agus spriocanna. Tá an Coiste údaraithe ag an mBord aon ghníomhaíocht laistigh de raon a théarmaí tagartha a imscrúdú. Is é an príomhchuspóir ná cur go neamhspleách le próiseas foriomlán an Bhoird maidir le cinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

Ar an gCoiste Iniúchta agus Riosca atá an phríomhfhreagracht athbhreithniú tréimhsiúil a dhéanamh ar an gcreat riosca agus ar thaifid eile riosca. Tá bainistíocht ar chatagóirí riosca leithroinnte go cuí laistigh den eagraíocht. Pléitear aon leasú ar an gcreat laistigh den Choiste Iniúchta agus Riosca agus moltar é don Bhord.

Comhaontaíonn an Coiste Iniúchta agus Riosca an sceideal oibre iniúchta inmheánaigh chomh maith agus déanann an coiste gach tuarascáil iniúchta inmheánach a athbhreithniú. Mar chríoch, déanann an Coiste Iniúchta agus Riosca athbhreithniú ar an tuarascáil bhliantúil agus cuntais bhiantúla agus ar an tuairisc ina dhiaidh sin dóibh siúd atá freagrach as rialachas. Tháinig an Coiste Iniúchta agus Riosca le chéile ar 4 ócáid in 2022.

Feabhsuithe suntasacha rialaithe inmheánaigh le linn na bliana

Tharla roinnt gníomhartha sonracha le linn na bliana a neartaigh an creat rialaithe inmheánaigh agus a chabhraigh i mbainistiú na mór-rioscaí agus na rioscaí bunúsacha:

- *Infheistíocht leanúnach i slándáil ar fud na Gníomhaireachta ag coinneáil cothrom le dáta leis na bogearraí is deireanaí maidir le víreas agus bogearraí mailíseacha fuascailte;*
- *Athbhreithniú leanúnach ar mholtaí a rinneadh san Iniúchadh Inmheánach agus Seachtrach trí athbhreithniú ar chlár rioscaí ag Cruinniú Boird Iniúchta & Riosca agus cruinnithe cuntasachta;*

- *The Internal Audit plan is agreed in advance by the Audit & Risk Committee. A new contract commenced in December 2018 and during the year the Agency received an overall 'satisfactory' rating;*
- *Continuing review of policies and procedures in the Agency by both Audit & Risk Committee and Board;*
- *Assessment by the Audit & Risk Committee using the National Audit Office Audit and Risk Assurance Committee Effectiveness Checklist; and*
- *Refresher training for managers and key staff on key policies has taken place.*

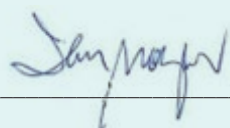
Significant internal control matters arising during the year

There were no significant control matters which occurred during the year.

The effectiveness of the system of internal financial control is assessed by the Board on the basis of work carried out by the senior management team within the Agency who have responsibility for the development and maintenance of the financial control framework. In conducting their review, the Board takes account of the management letter and other reports of the external auditor. The effectiveness of the system of internal financial controls was reviewed by the Board and the Board concluded that these controls were operating effectively and satisfactorily. Additionally, the Board and the Audit & Risk Committee annually assess their own performance.

Factors affecting the Agency during the year

The North/South Ministerial Council (NSMC) was established under the Belfast/ Good Friday Agreement (1998), to develop consultation, co-operation and action within the island of Ireland. It is responsible for the Corporate Plan, annual Business Plan and budget for all North/South bodies. The NSMC met on 29th May 2024 and approved the Agency Business Plan for 2022.



Ian Crozier

Accountable Person

Ulster-Scots Agency

Date 20/12/2024

- Comhaontaíonn an Coiste Iniúchta & Riosca an plean Iniúchta Inmheánaigh roimh ré. Thosaigh conradh nua i mí na Nollag 2018 agus le linn na bliana fuair an Gníomhaireacht rátáil 'sásúil' ar an iomlán;
- Athbhreithniú leanúnach ar pholasaithe agus nósanna imeachta sa Gníomhaireacht ag an gCoiste Iniúchta & Riosca agus ag an mBord;
- Measúnú ag an gCoiste Iniúchta & Riosca ag úsáid Seicliosta Éifeachtúlachta Choiste Iniúchta agus Ráthaíochta Riosca na hOifige Náisiúnta Iniúchta; agus
- Tharla oiliúint athnuachana do bhainisteoirí agus príomhbhaill foirne maidir le príomhpholasaithe.

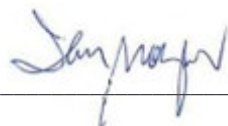
Nithe suntasacha a bhaineann le rialú inmheánach ag teacht chun cinn le linn na bliana

Níor tharla aon ní suntasach a bhaineann le rialú inmheánach le linn na bliana.

Is é an Bord a dhéanann measúnú ar éifeachtacht an chórais rialaithe inmheánaigh ar bhonn oibre a dhéanann an fhoireann bainistíochta shinsearach laistigh den Gníomhaireacht atá freagrach as creat an rialaithe airgeadais inmheánaigh a fhorbairt agus a choinneáil. Ag déanamh a n-athbhreithnithe dóibh, cuireann an Bord san áireamh an litir bhainistíochta agus tuarascálacha eile an iniúcháir inmheánaigh. D'athbhreithnigh an Bord éifeachtúlacht an chórais rialuithe inmheánacha agus chinn an Bord go raibh na rialuithe seo ag feidhmiú go héifeachtach agus go sásúil. Chomh maith leis sin, déanann an Bord agus an Coiste Iniúchta & Riosca athbhreithniú go bliantúil ar a bhfeidhmíocht féin.

Tosca a imríonn tionchar ar an nGníomhaireacht le linn na bliana

Bunaíodh an Chomhairle Aireachta Thuaidh/Theas (CATT) faoi Chomhaontú Bhéal Feirste/Aoine an Chéasta (1998), chun comhairliúchán, comhoibriú agus gníomhaíocht a fhorbairt laistigh d'oiléan na hÉireann. Tá sí freagrach as an bPlean Corparáideach, an Plean Gnó bliantúil agus an buiséad do gach comhlacht Thuaidh/Theas. Chruinnigh CATT ar an 29 Bealtaine 2024 agus cheadaigh siad Plean Gnó na Gníomhaireachta do 2022.



Ian Crozier

An Duine Cuntasach

Gníomhaireacht na hUltaise

Date 20/12/2024

Ulster-Scots Agency

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	2022 €	Restated 2021 £	Restated 2021 €
INCOME					
Revenue Grant from Departments	2	3,550,048	4,162,815	2,547,872	2,964,022
Release from Capital Grant Reserve		25,125	29,462	30,157	35,083
Other Income	3	419,988	492,481	388,177	451,579
Total Income		3,995,161	4,684,758	2,966,206	3,450,684
EXPENDITURE					
Staff Costs	4	1,114,241	1,306,568	1,076,451	1,252,269
Other Operating Costs	6	585,442	686,494	511,772	595,359
Grants	7	2,267,440	2,658,818	1,448,861	1,685,505
Depreciation	8	25,125	29,462	30,157	35,083
Total Expenditure		3,992,248	4,681,342	3,067,241	3,568,216
Surplus / (Deficit) for the period		2,913	3,416	(101,035)	(117,532)
Surplus carried forward from previous year*		439,016	522,452	540,051	600,724
Currency Translation Adjustment			(27,583)		39,260
Amount Transferred to Reserves		441,929	498,285	439,016	522,452

*Prior year non-material adjustment

Gníomhaireacht na hUltaise

RÁITEAS IONCAIM DON BHLIAIN DÁR CHRÍOCH
AN 31 NOLLAIG 2022

	Nótaí	2022 £	2022 €	Athshonraithe 2021 £	Athshonraithe 2021 €
IONCAM					
Ioncam Deontais ó na Ranna	2	3,550,048	4,162,815	2,547,872	2,964,022
Scaoileadh ón gCúlchiste Deontais Caipitil		25,125	29,462	30,157	35,083
Ioncam Eile	3	419,988	492,481	388,177	451,579
Ioncam Iomlán		3,995,161	4,684,758	2,966,206	3,450,684
CAITEACHAS					
Ioncam Foirne	4	1,114,241	1,306,568	1,076,451	1,252,269
Costais Oibriúcháin Eile	6	585,442	686,494	511,772	595,359
Deontais	7	2,267,440	2,658,818	1,448,861	1,685,505
Dímheas	8	25,125	29,462	30,157	35,083
Caiteachas Iomlán		3,992,248	4,681,342	3,067,241	3,568,216
Barrachas / (Easnamh) don tréimhse		2,913	3,416	(101,035)	(117,532)
Barrachas curtha ar aghaidh ó bhliain roimhe*		439,016	522,452	540,051	600,724
Coigeartú ar Airgeadra a Aistriú			(27,583)		39,260
Méid a Aistríodh go Cúlchistí		441,929	498,285	439,016	522,452

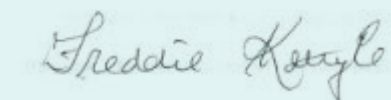
*Coigeartú neamhábhair sa bhliain roimhe

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2022

		2022 £	2022 €	2021 £	2021 €
Surplus / (Deficit) for year		2,913	3,416	(101,035)	(117,532)
Experience Gain / (Loss) on pension scheme liabilities	15b	(325,000)	(381,098)	47,000	54,677
(Loss) / Gain due to currency movements	15b	(17,000)	(19,934)	40,000	46,533
(Loss) / Gain due to demographical assumptions	15b	-	-	5,000	5,817
Gain / (Loss) on change to assumptions	15b	3,381,000	3,964,588	(6,000)	(6,980)
Actuarial Gain / (Loss) on Pension Liabilities		3,039,000	3,563,556	86,000	100,047
Adjustment to Deferred Pension Funding		(3,039,000)	(3,563,556)	(86,000)	(100,047)
Total Comprehensive Income for the year		2,913	3,416	(101,035)	(117,532)

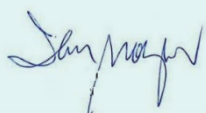
All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.



Deputy Chairperson
Ulster-Scots Agency

Date 20-12-24



Chief Executive
Ulster-Scots Agency

Date 20-12-24

RÁITEAS IONCAIM CHUIMSITHIGH DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2022

		2022 £	2022 €	2021 £	2021 €
Barrachas / (Easnamh) don bhliain		2,913	3,416	(101,035)	(117,532)
Gnóthachan ó Thaithí / (Caillteanas) ar dhliteanais scéime pinsin	15b	(325,000)	(381,098)	47,000	54,677
(Caillteanas) / Gnóthachan mar gheall ar ghluaiseachtaí airgeadra	15b	(17,000)	(19,934)	40,000	46,533
(Caillteanas) / Gnóthachan mar gheall ar thoimhdí déimeagrafacha	15b	-	-	5,000	5,817
Gnóthachan / (Caillteanas) ar athrú ar thoimhdí	15b	3,381,000	3,964,588	(6,000)	(6,980)
Gnóthachan Achtúireach / (Caillteanas) ar Dhliteanais Phinsin		3,039,000	3,563,556	86,000	100,047
Coigeartú ar Chistiú Pinsin Iarchurtha		(3,039,000)	(3,563,556)	(86,000)	(100,047)
Ioncam Cuimsitheach Iomlán don bhliain		2,913	3,416	(101,035)	(117,532)

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Freddie Keayle

Leas-Chathaoirleach
Gníomhaireacht na hUltaise

Dáta 20-12-24

Samuel

Príomhfheidhmeannach
Gníomhaireacht na hUltaise

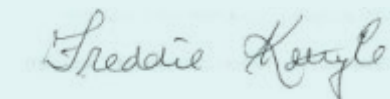
Dáta 20-12-24

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Notes	2022 £	2022 €	2021 £	2021 €
FIXED ASSETS					
Property, plant & equipment	8.1	74,289	83,763	106,676	126,950
Intangible Assets	8.2	-	-	-	-
Heritage Assets	8.3	93,358	105,263	31,428	37,401
		167,647	189,026	138,104	164,351
CURRENT ASSETS					
Receivables due within one year	9	381,485	430,133	313,153	372,669
Cash and cash equivalents	12.2	532,843	600,793	478,395	569,314
		914,328	1,030,926	791,548	941,983
CURRENT LIABILITIES (Amounts falling due within one year)					
Payables	10	(472,398)	(532,640)	(352,531)	(419,530)
Net Current Assets / (Liabilities)		441,930	498,286	439,017	522,453
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		609,577	687,312	577,121	686,804
Pension Liabilities	15b	3,189,000	3,595,671	5,809,000	6,913,006
Deferred Pension Funding	15b	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)
TOTAL ASSETS LESS CURRENT LIABILITIES CAPITAL AND RESERVES		609,577	687,312	577,121	686,804
Income and Expenditure Account Reserve		441,929	498,285	439,016	522,452
Capital Grant Reserve		167,648	189,027	138,105	164,352
		609,577	687,312	577,121	686,804

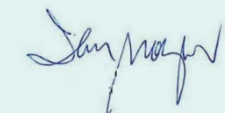
All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.



Deputy Chairperson
Ulster-Scots Agency

Date 20-12-24



Chief Executive
Ulster-Scots Agency

Date 20-12-24

RÁITEAS AR STAID AIRGEADAIS AMHAIL AR AN 31 NOLLAIG 2022

	Nótaí	2022 £	2022 €	2021 £	2021 €
SÓCMHAINNÍ SEASTA					
Maoín, gléasra & trealamh	8.1	74,289	83,763	106,676	126,950
Sócmhainní Doláimhsithe	8.2	-	-	-	-
Sócmhainní Oidhreacht	8.3	93,358	105,263	31,428	37,401
		167,647	189,026	138,104	164,351
SÓCMHAINNÍ REATHA					
Infháltais dlite laistigh de bhliain amháin	9	381,485	430,133	313,153	372,669
Airgead tirim agus coibhéisí airgid thirim	12.2	532,843	600,793	478,395	569,314
		914,328	1,030,926	791,548	941,983
DLITEANAIS REATHA (Suimeanna dlite laistigh de bhliain)					
Iníochtaí	10	(472,398)	(532,640)	(352,531)	(419,530)
Glan- Sócmhainn (Dliteanais) Reatha		441,930	498,286	439,017	522,453
SÓCMHAINNÍ IOMLÁNA LÚIDE					
DLITEANAIS REATHA					
ROIMH PHINSIN					
		609,577	687,312	577,121	686,804
Dliteanais Phinsin	15b	3,189,000	3,595,671	5,809,000	6,913,006
Maoiniú Pinsin larchurtha	15b	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)
SÓCMHAINNÍ IOMLÁNA LÚIDE					
DLITEANAIS REATHA					
CAIPITEAL AGUS CÚLCHISTÍ					
		609,577	687,312	577,121	686,804
Cúlchiste Cuntais Ioncaim agus Caiteachais		441,929	498,285	439,016	522,452
Cúlchiste Deontais Caipitil		167,648	189,027	138,105	164,352
		609,577	687,312	577,121	686,804

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Sheddie Keayle

Leas-Chathaoirleach
Gníomhaireacht na hUltaise

Dáta 20-12-24

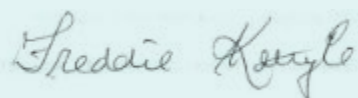
Samuel

Príomhfheidhmeannach
Gníomhaireacht na hUltaise

Dáta 20-12-24

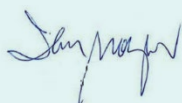
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	2022 €	2021 £	2021 €
NET CASH FLOWS FROM OPERATING ACTIVITIES	11	54,448	31,479	(601,661)	(632,084)
CASH FLOWS FROM INVESTING ACTIVITIES:					
Payments to acquire property, plant and equipment	8	(54,910)	(64,388)	(47,385)	(55,124)
CASH FLOWS FROM FINANCING ACTIVITIES:		-	-	-	-
NET CASH IN/ (OUT) FLOW BEFORE FINANCING		(462)	(32,909)	(649,046)	(687,208)
FINANCING					
Capital Grant Received	2	54,910	64,388	47,385	55,124
INCREASE/ (DECREASE) IN CASH AND CASH EQUIVALENTS		<u>54,448</u>	<u>31,479</u>	<u>(601,661)</u>	<u>(632,084)</u>



Deputy Chairperson
Ulster-Scots Agency

Date 20-12-24



Chief Executive
Ulster-Scots Agency

Date 20-12-24

RÁITEAS SHREAFÁÍ AIRGEADAIS DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2022

	Nótaí	2022 £	2022 €	2021 £	2021 €
GLANSREAFÁÍ AIRGID Ó OIBRIÚCHÁN GNÍOMHAÍOCHTAÍ	11	54,448	31,479	(601,661)	(632,084)
SREAFÁÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA:					
Íocaíochtaí chun maoin, gléasra agus trealamh a fháil	8	(54,910)	(64,388)	(47,385)	(55,124)
SREAFÁÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ AIRGEADAIS:		-	-	-	-
GLANSREABHADH AIRGID ISTEACH/ (AMACH) ROIMH CHISTIÚ		(462)	(32,909)	(649,046)	(687,208)
CISTIÚ					
Deontas Caipitil a Fuarthas	2	54,910	64,388	47,385	55,124
MÉADÚ/ (LAGHDÚ) IN AIRGEAD AGUS CÓIBHEISÍ AIRGID		54,448	31,479	(601,661)	(632,084)

Shirley Keayle

Leas-Chathaoirleach
Gníomhaireacht na hUltaise
Dáta 20-12-24

Shirley Keayle

Príomhfheidhmeannach
Gníomhaireacht na hUltaise
Dáta 20-12-24

STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2022

INCOME AND EXPENDITURE ACCOUNT RESERVE

	2022 £	2022 €	2021 £	2021 €
Balance at 1 January 22	439,016	522,452	540,051	600,724
Currency Translation Adjustment		(27,583)		39,260
Surplus/ (Deficit)	2,913	3,416	(101,035)	(117,532)
Balance at 31 December 22	<u>441,929</u>	<u>498,285</u>	<u>439,016</u>	<u>522,452</u>

CAPITAL GRANT RESERVE

	2022 £	2022 €	2021 £	2021 €
Balance at 1 January 22	138,105	164,352	120,877	134,456
Capital funding Receivable	54,910	64,388	47,385	55,124
Disposals – net book value	(242)	(284)	-	-
Less amount released to Income Statement	(25,125)	(29,463)	(30,157)	(35,083)
	167,648	198,993	138,105	154,497
Currency Translation Adjustment		(9,966)	-	9,855
Balance at 31 December 22	<u>167,648</u>	<u>189,027</u>	<u>138,105</u>	<u>164,352</u>

RÁITEAS AR ATHRUITHE SA CHOTHROMAS AMHAIL AR AN 31 NOLLAIG 2022

CÚLCHISTE CUNTAIS IONCAIM AGUS CAITEACHAIS

	2022 £	2022 €	2021 £	2021 €
Comhardú ar an 1 Eanáir 22	439,016	522,452	540,051	600,724
Coigeartú ar Airgeadra a Aistriú		(27,583)		39,260
Barrachas/ (Easnamh)	2,913	3,416	(101,035)	(117,532)
Comhardú ar an 31 Nollaig 22	<u>441,929</u>	<u>498,285</u>	<u>439,016</u>	<u>522,452</u>

CÚLCHISTE DEONTAIS CAIPITIL

	2022 £	2022 €	2021 £	2021 €
Comhardú ar an 1 Eanáir 22	138,105	164,352	120,877	134,456
Cistiú Caipitil Infhaighte	54,910	64,388	47,385	55,124
Diúscairtí - glanluach de réir leabhar	(242)	(284)	-	-
Lúide suim scaoilte chuig Ioncam & Caiteachas	<u>(25,125)</u>	<u>(29,463)</u>	<u>(30,157)</u>	<u>(35,083)</u>
	167,648	198,993	138,105	154,497
Coigeartú ar Airgeadra a Aistriú		(9,966)	-	9,855
Comhardú ar an 31 Nollaig 22	<u>167,648</u>	<u>189,027</u>	<u>138,105</u>	<u>164,352</u>

NOTES TO THE ACCOUNTS

1. ACCOUNTING POLICIES

The principal accounting policies which have been adopted in the preparation of the accounts are as follows:

1.1 Accounting Convention

In accordance with the North/South Implementation Bodies Annual Report and Accounts Guidance issued by the Department of Finance (DoF) and the Department of Public Expenditure, NDP Delivery and Reform (DPENDPDR) in June 2017, the financial statements have been prepared in accordance with applicable UK accounting standards, including Financial Reporting Standard 'FRS 102'. The accounts have been prepared in accordance with the historical cost convention. The accounts comply with the accounting and disclosure requirements issued by DoF and DPENDPDR.

1.2 Fixed Assets

Tangible Assets

Tangible assets are capitalised at acquisition value to the Agency. Depreciation is calculated to write off the cost of tangible assets within their useful lives. Depreciation is charged in full on assets in the year of acquisition and no depreciation is charged in year of disposal, using the straight-line method. The rates applicable are: -

Office Equipment - 20%

Fixtures & Fittings - 10%

Computer Equipment - 33.33%

Musical Instruments - 20%

Motor Vehicles - 20%

Visitor Centre Equipment - 33.33%

A Tangible Asset is any asset intended for use on a continuing basis with an expected life of more than one year and a purchase value in excess of £330 (€500).

Intangible assets

Intangible assets are measured at cost less accumulated amortisation and any accumulated impairment losses. Intangible assets are recognised with a purchase value in excess of £330 (€500).

Amortisation is charged so as to allocate the cost of intangibles less their residual values over their estimated useful lives, using the straight-line method. The intangible assets are amortised using the following rates:

Trademarks - 20%

NÓTAÍ LEIS NA CUNTAIS

1. POLASAITHE CUNTASAÍOCHTA

Is iad seo a leanas na príomhpholasaithe cuntasaíochta a úsáideadh agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

De réir Threoir na gComhlachtaí Forfheidhmithe Thuaidh/Theas um Thuarascálacha Bliantúla agus Cuntais arna heisiúint ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí, Seachadadh PNF agus Athchóirithe (RCPSPNFA) i mí an Mheithimh 2017, ullmhaíodh na ráitis airgeadais de réir chaighdeán chuntasaíochta is infheidhmithe RA, lena n-áirítear an Caighdeán Tuairiscithe Airgeadais 'CTA 102'. Ullmhaíodh na cuntais de réir an choinbhinsiúin costas stairiúil. Cloíonn na cuntais leis na riachtanais chuntasaíochta agus nochta arna n-eisiúint ag RA agus RCPSPNFA.

1.2 Sócmhainní Seasta

Sócmhainní Inláimhsithe

Déantar sócmhainn inláimhsithe a chaipitliú ag luach fála don Gníomhaireacht. Ríomhtar dímheas chun costais sócmhainní inláimhsithe a dhíscríobh laistigh dá saolré úsáideach. Gearrtar dímheas ina iomláine ar shócmhainní sa bhliain sealbhaithe agus ní ghearrtar ar dhímheas sa bhliain diúscartha, ag úsáid mhodh an mhéid chothroim. Is iad na rátaí is infheidhme:

Trealamh Oifige - 20%

Daingneáin & Feistis - 10%

Trealamh Ríomhaireachta - 3.33%

Uirlisí Ceoil - 20%

Mótarfheithiclí - 20%

Trealamh Ionaid cuairteoirí - 33.33%

Is Sócmhainn Inláimhsithe aon sócmhainn leagtha amach le húsáid ar bhonn leanúnach le saolré ionchais níos mó ná bliain amháin agus luach ceannaigh níos mó ná £330 (€500).

Sócmhainní doláimhsithe

Déantar sócmhainní doláimhsithe a thomhas ag costas lúide amúchadh carnach agus aon chaillteanais laige carntha. Aithnítear sócmhainní doláimhsithe le luach ceannaigh níos mó ná £330 (€500).

Gearrtar amúchadh chun costas doláimhsithe a leithroinnt, lúide a luachanna iarmharacha ar feadh a saolré úsáideach measta, ag úsáid an mhéid chothroim. Déantar na sócmhainní doláimhsithe a amúchadh ag úsáid na rátaí seo a leanas:

Trádmharcanna - 20%

Heritage Assets

Heritage assets are capitalised at acquisition value to the Agency. They are treated as non-depreciable items.

The heritage assets relate principally to books and items which are of a historical nature that are held and maintained principally for their contribution to knowledge and culture of Ulster-Scots. A description of the collection and their management is given in note 8.

1.3 Pension Costs

The North/South Pension Scheme was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded, annually on a 'pay as you go' basis from monies available to it, including monies provided by the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM). The pension scheme is administered by an external administrator.

Pension Scheme liabilities are measured on an actuarial basis using the projected unit method.

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Actuarial gains or losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the Statement of Comprehensive Income for the year in which they occur and a corresponding adjustment is recognised in the amount recoverable from the Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM). Pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM).

Sócmhainní Oidhreachta

Déantar sócmhainn oidhreachta a chaipitliú ag luach fála don Gníomhaireacht. Caitear leo mar mhíreanna neamh-in-dímheasa.

Baineann na sócmhainní oidhreachta go príomha le leabhair agus nithe de chineál stairiúil a choinnítear agus a chaomhnaítear go príomha mar gheall ar a gcuireann siad le heolas agus le cultúr na hUltaise. Tugtar cur síos ar an mbailiúchán agus a mbainistiú i nóta 8.

1.3 Costais Phinsin

Na Comhlachtaí Forfheidhmithe Thuaidh/Theas agus Turasóireacht Éireann Teoranta a bhunaigh an Scéim Pinsin Thuaidh/Theas le héifeacht ón 29 Aibreán 2005. Is scéim pinsin sochar sainithe í arna chistiú go bliantúil ar bhonn 'íoctar-mar-a-úsáidtear' ó airgead a bhíonn ar fáil dó, lena n-áirítear airgead a chuireann an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) ar fáil. Déanann riarthóir seachtrach an scéim pinsin a riar.

Déantar dliteanais na Scéime Pinsean a thomhas ar bhonn achtúireach ag baint leasa as modh na n-aonad réamh-mheasta.

Léiríonn costais pinsean sochair phinsean tuillte ag fostaithe sa tréimhse. Aithnítear suim ar choimhhead leis an muirear pinsean mar ioncam sa mhéid is go bhfuil sé in-aisghabhála agus go ndéanann na deontais a fhaightear le linn na bliana chun íocaíochtaí pinsean a dhéanamh fritháireamh air. Aithnítear gnóthachain nó caillteanais achtúireacha ag éirí as athrú i dtoimhdí achtúireacha agus ó bharrachais agus easnaimh ó thaithí sa Ráiteas um Ghnóthachan agus Ioncam Cuimsitheach don bhliain ina dtarlaíonn siad agus aithnítear leasú coibhéiseach sa tsuim atá in-aisghabhála ón Roinn Pobal (RP) agus ón Roinn Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RCEGSM). Léiríonn na dliteanais phinsean an luach reatha ar íocaíochtaí pinsean sa todhchaí atá tuillte go dáta ag an bhfoireann. Léiríonn maoiniú pinsin iarchurtha an tsócmhainn choibhéiseach le haisghabháil i dtréimhsí as seo amach ón Roinn Pobal (RP) agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM).

1.4 Value Added Tax

The Ulster-Scots Agency is not in a position to reclaim VAT. Therefore, VAT is included as expenditure and where appropriate capitalised in the value of Fixed Assets.

1.5 Currency Translation

The Ulster-Scots Agency has disclosed information on the face of the Income Statement, Statement of Financial Position and Statement of Cash Flows in both STG£ and EURO€. Amounts on the Income Statement and Statement of Cash Flows were translated at an average rate throughout the year. Assets and liabilities were translated at the closing rate. The Agency has a Euro bank account. The transactions in this account were translated to sterling at an average rate throughout the year, while the closing balance was translated at the rate ruling at the year end. Realised gains and losses are taken to the Income Statement. The rates of exchange used are as follows:

	2022	2021
<i>Average rate</i>	£1 = €1.172608	£1 = €1.163332
<i>Closing rate</i>	£1 = €1.127523	£1 = €1.190051

1.6 Grants

a) Grants payable

Grants payable to third parties are recognised as expenditure in the year in which the recipient carries out the activity that creates an entitlement.

b) Grants receivable

Revenue grants receivable are recognised in the period in which they are received.

c) Capital Grant Reserve

Grant income for capital purposes is credited to a Capital Grant Reserve and released to the Income Statement over the expected useful life of the related assets.

1.7 Leases

The Agency has no finance leases. Costs in relation to operating leases are charged to the Income Statement over the life of the lease. Operating lease commitments are disclosed in note 13.

1.4 Cáin Bhreisluacha

Ní féidir le Gníomhaireacht na hUltaise CBL a aiséileamh. Dá bhrí sin, tá CBL san áireamh mar chaiteachas agus nuair is cuí caipitlítear í faoi luach na Sócmhainní Seasta.

1.5 Aistriú Airgeadra

Tá eolas nochta ag Gníomhaireacht na hUltaise ar an Ráiteas Ioncaim, Ráiteas ar Staid Airgeadais agus Ráiteas faoi Shreafaí Airgid in steirling agus euro araon. Rinneadh na Méideanna ar an gCuntas Ioncaim agus sa Ráiteas faoi Shreafaí Airgid a aistriú ag meánráta i rith na bliana. Aistríodh sócmhainní agus dlíteanais ag an ráta reatha. Tá cuntas bainc euro ag an nGníomhaireacht. Rinneadh na hidirbhearta sa chuntas seo a aistriú go steirling ag meánráta i rith na bliana, cé gur aistríodh an t-iarmhéid deiridh ag an ráta a bhí i bhfeidhm ag deireadh na bliana. Tugadh gnóthachain agus caillteanais réalaithe go dtí an Ráiteas Ioncaim. Is iad seo a leanas na rátaí malairte a úsáidtear:

	2022	2021
Meánráta	£1 = €1.172608	£1 = €1.163332
Ráta reatha	£1 = €1.127523	£1 = €1.190051

1.6 Deontais

a) Deontais infíochta

Aithnítear deontais atá infíochta le tríú páirtithe mar chaiteachas sa bhliain ina ndéanann an faighteoir an ghníomhaíocht a chruthaíonn an teidlíocht.

b) Deontais infhaighte

Aithnítear deontais ioncaim infhála sa tréimhse ina bhfaightear iad.

c) Cúlchiste Deontais Caipitil

Cuirtear ioncam deontais chun críocha caipitil do shochar Cúlchiste Deontais Caipitil agus scaoiltear chuig an Ráiteas Ioncaim é ar feadh shaolré úsáideach ionchais na sócmhainní gaolmhara.

1.7 Léasanna

Níl aon léasanna airgeadais ag an nGníomhaireacht. Gearrtar costais maidir le léasanna oibriúcháin don Ráiteas Ioncaim ar feadh shaolré an léasa. Nochtar ceangaltais léasa oibriúcháin i nóta 13.

2 GRANT FROM THE DEPARTMENTS

	2022 DFC £	2022 DTCAGSM £	2022 DFC €	2022 DTCAGSM €	2022 Total £	2022 Total €	2021 Total £	2021 Total €
Revenue Grant – Note 1	1,960,613	642,158	2,299,030	753,000	2,602,771	3,052,030	2,547,872	2,964,022
Revenue Grant – Note 2	947,277	-	1,110,785	-	947,277	1,110,785	-	-
	2,907,890	642,158	3,409,815	753,000	3,550,048	4,162,815	2,547,872	2,964,022
Capital Grant	41,183	13,728	48,291	16,097	54,910	64,388	47,385	55,124
	2,949,073	655,886	3,458,106	769,097	3,604,958	4,227,203	2,595,257	3,019,146

Note 1: The Agency was paid grants from money voted by the Northern Ireland Assembly and Dáil Éireann. NSMC, with the approval of the Finance Ministers recommend that the grants should be split on a 75:25 basis – DfC (75%) and DTCAGSM (25%). These monies were paid from money appropriated by the Appropriation (NI) Order 1999 and by Dáil Éireann. As set out in accounting policy 1.6 (b) revenue grants from sponsor departments are recognised when received.

Note 2: DfC provided this ring-fenced funding for the purposes of a COVID-19 Recovery Programme for Ulster-Scots Organisations.

3 OTHER OPERATING INCOME

	2022 £	2022 €	2021 £	2021 €
Other Income	453	531	6,333	7,367
Net deferred funding for pensions	15c 419,000	491,323	381,000	443,229
Service Charge Income	535	627	844	983
	419,988	492,481	388,177	451,579

4 STAFF COSTS AND BOARD MEMBERS

	2022 £	2022 €	2021 £	2021 €
Wages & salaries	423,933	497,107	443,392	515,811
Board Costs	28,662	33,609	35,168	40,912
Social Security Costs	46,812	54,892	46,522	54,120
Temporary Staff	148,677	174,341	113,802	132,390
Pension costs	466,157	546,619	437,567	509,036
Total Staff and Board Costs	1,114,241	1,306,568	1,076,451	1,252,269

2 DEONTAS Ó NA RANNA

	2022 RP £	2022 RTCEGSM £	2022 RP €	2022 RTCEGSM €	2022 Iomlán £	2022 Iomlán €	2021 Iomlán £	2021 Iomlán €
Deontas Ioncaim – Nóta 1	1,960,613	642,158	2,299,030	753,000	2,602,771	3,052,030	2,547,872	2,964,022
Deontas Ioncaim – Nóta 2	947,277	-	1,110,785	-	947,277	1,110,785	-	-
	2,907,890	642,158	3,409,815	753,000	3,550,048	4,162,815	2,547,872	2,964,022
Deontas Caipitil	41,183	13,728	48,291	16,097	54,910	64,388	47,385	55,124
	2,949,073	655,886	3,458,106	769,097	3,604,958	4,227,203	2,595,257	3,019,146

Nóta 1: Íocadh deontais leis an nGníomhaireacht ó airgead a vótáil Tionól Thuaisceart Éireann agus Dáil Éireann. Mhol CATT, le faomhadh na nAirí Airgeadais, go ndéanfaí na deontais a roinnt ar bhonn 75:25 – RC (75%) agus RTCEGSM (25%). Íocadh na hairgid seo ó airgead leithghafa ag an Ordú um Leithreasú (TÉ) (*Appropriation (NI) Order*) 1999 agus ag Dáil Éireann. Mar a leagtar amach sa pholasáí cuntasaíochta 1.6 (b) aithnítear deontais ioncaim ó Ranna Coimircíochta nuair a fhaightear iad.

Nóta 2: Cuir RP an cistiú imfhálaithe seo ar fáil chun críocha Clár Téarnaimh COVID-19 d'eagraíochtaí Ultaise.

3 IONCAM OIBRIÚCHÁIN EILE

	2022 £	2022 €	2021 £	2021 €
Ioncam Eile	453	531	6,333	7,367
Glanhistiú iarchurtha do phinsin	419,000	491,323	381,000	443,229
Ioncam Táille Seirbhíse	535	627	844	983
	419,988	492,481	388,177	451,579

4 COSTAIS FOIRNE AGUS COMHALTAÍ BOIRD

	2022 £	2022 €	2021 £	2021 €
Pá & tuarastail	423,933	497,107	443,392	515,811
Costais an Bhoird	28,662	33,609	35,168	40,912
Costais Slándála Sóisialaí	46,812	54,892	46,522	54,120
Foireann Shealadach	148,677	174,341	113,802	132,390
Costais phinsin	466,157	546,619	437,567	509,036
Costais Iomlána Foirne agus Boird	1,114,241	1,306,568	1,076,451	1,252,269

The average weekly number of employees (full- time equivalent) was:

	2022	2021
Permanent Staff / Senior Management	3	3
Corporate Services	3	3
Operations	5	5
Seconded/agency/temporary staff	3	2

No employees have been seconded out to other organisations in either financial year. DfC made a staff member available on secondment from 2nd December 2019 to cover the post of Director of Development until February 2022.

For further information regarding the pay and pension packages on the senior management team please see the Remuneration Report in the Annual Report.

5. PERFORMANCE AGAINST KEY FINANCIAL TARGETS

Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) did not consider it appropriate to set key financial targets for the Ulster-Scots Agency for the year ended 31 December 2022.

The average weekly number of employees (full- time equivalent) was:

	2022	2021
Foireann Bhuan / Foireann Shinsearach	3	3
Seirbhísí Corparáideacha	3	3
Oibríochtaí	5	5
Foireann ar iasacht/ ó ghníomhaireacht/shealadach	3	2

Níor cuireadh aon fhostaí ar iasacht amach go heagraíochtaí eile i gceachtar bliain airgeadais. Chuir RP ball foirne ar fáil ar iasacht ón 2 mí na Nollag 2019 chun post an Stiúrthóra Forbartha a chlúdach go dtí Feabhra 2022.

Chun tuilleadh eolais a fháil maidir leis na pacáistí pá agus pinsin ag an bhfoireann ardbhainistíochta féach an Tuairisc ar Luach Saothair sa Tuarascáil Bhliantúil.

5. FEIDHMÍOCHT I LEITH NA bPRÍOMHSPRIOCANNA AIRGEADAIS

Níor chuí leis an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) príomhspríocanna airgeadais a leagan síos do Ghníomhaireacht na hUltaise don bhliain dár chríoch an 31 Nollaig 2022.

6. OTHER OPERATING COSTS

	2022 STG £	2022 €	2021 STG £	2021 €
Travel & Subsistence	13,684	16,046	4,170	4,851
Hospitality	126	148	174	203
Training	4,280	5,019	8,473	9,857
Advertising/ Media	232,635	272,789	203,503	236,742
Electricity	12,622	14,801	8,532	9,926
Insurance	5,030	5,898	6,644	7,729
Office Supplies	1,799	2,110	2,724	3,169
Foreign Currency (Gain)/ Loss	(7,724)	(9,057)	18,553	21,583
Rent & Rates	112,739	132,198	99,352	115,578
Internal Audit & Accountancy	10,670	12,512	13,133	15,278
Postage and Stationery	7,186	8,426	4,391	5,108
Telephone	6,503	7,625	10,590	12,320
Meetings	1,662	1,949	93	108
Office IT, Web Site design and Maintenance	35,791	41,969	21,647	25,183
Other Office Costs	47,517	55,719	39,532	45,989
Auditors' Remuneration	29,500	34,592	26,500	30,828
Distribution of Ulster Scots Newspaper	16,674	19,552	9,100	10,586
Pension Administrator Costs	7,979	9,356	8,484	9,870
Legal & Professional	9,963	11,683	1,930	2,245
Subscriptions	6,181	7,248	12,966	15,084
Motor Vehicle Costs	4,990	5,851	3,093	3,598
Service Charge expenditure	25,635	30,060	8,188	9,524
	585,442	686,494	511,772	595,359

Travel & Subsistence

Of the total costs incurred for travel and subsistence, £13,327 (€15,627) was national (within the island of Ireland) and £357 (€418) was international (all other travel).

6. COSTAIS OIBRIÚCHÁIN EILE

	2022 STG £	2022 €	2021 STG £	2021 €
Taisteal & Cothabháil	13,684	16,046	4,170	4,851
Aíocht	126	148	174	203
Oiliúint	4,280	5,019	8,473	9,857
Fógraíocht/ Meáin	232,635	272,789	203,503	236,742
Leictreachas	12,622	14,801	8,532	9,926
Árachas	5,030	5,898	6,644	7,729
Soláthairtí Oifige	1,799	2,110	2,724	3,169
Cailliúint/ (Gnóthachan) ar Airgeadra Coigríche	(7,724)	(9,057)	18,553	21,583
Cíos & Rátaí	112,739	132,198	99,352	115,578
Iniúcháireacht Inmheánach & Cuntasóireacht	10,670	12,512	13,133	15,278
Postas agus Stáiseanóireacht	7,186	8,426	4,391	5,108
Guthán	6,503	7,625	10,590	12,320
Cruinnithe	1,662	1,949	93	108
TF Oifige, Dearadh agus Cothabháil Suímh Gréasáin	35,791	41,969	21,647	25,183
Costais Oifige Eile	47,517	55,719	39,532	45,989
Luach Saothair Iniúcháirí	29,500	34,592	26,500	30,828
Dáiliúchán Nuachtáin Ultaise	16,674	19,552	9,100	10,586
Costais Riarthóra Pinsin	7,979	9,356	8,484	9,870
Dlí & Gairmiúil	9,963	11,683	1,930	2,245
Síntiúis	6,181	7,248	12,966	15,084
Costais Mótarfheithiclí	4,990	5,851	3,093	3,598
Caiteachas Táille Seirbhíse	25,635	30,060	8,188	9,524
	585,442	686,494	511,772	595,359

Taisteal & Cothabháil

As na costais iomlána a tabhaíodh le haghaidh taistil agus cothabhála, bhí £13,327 (€15,627) náisiúnta (laistigh d'oileán na hÉireann) agus bhí £357 (€418) idirnáisiúnta (gach taisteal eile).

7 ANALYSIS OF GRANT MOVEMENTS

The Agency makes offers of grant assistance which, if accepted, remain valid as commitments of the Agency. Such offers are de-committed when the offer period has expired or the circumstances alter.

	2022 £	2022 €	2021 £	2021 €
Grant commitments at 1 January	155,569	185,235	986,653	1,097,500
Grant Approvals in period	2,233,205	2,618,674	671,705	781,415
Grant De-committed in period	(53,928)	(63,236)	(53,928)	(62,736)
Grant Expenditure in period:				
Core-Funded Activities	(426,585)	(500,217)	(379,591)	(441,590)
Music and Dance Tuition	(273,580)	(320,802)	(199,976)	(232,638)
Capacity-Building Activities	(106,671)	(125,083)	(103,430)	(120,323)
Educational and Language activities	(261,680)	(306,848)	(173,011)	(201,269)
Wider Community-based activities	(1,198,924)	(1,405,868)	(592,853)	(689,685)
	(2,267,440)	(2,658,818)	(1,448,861)	(1,685,505)
Grant Commitments at 31 December	67,406	81,855	155,569	130,674
Currency translation adjustment		(5,853)		54,561
Grant Commitments at 31 December	67,406	76,002	155,569	185,235

The Ulster-Scots Agency provides a significant amount of grant assistance to 2 core funded organisations. Details of the payments made are set out in the table below:

	2022 £	2022 €	2021 £	2021 €
Ulster Scots Community Network	357,658	419,393	322,448	375,114
Monreagh Ulster Scots Education Centre	68,927	80,824	57,143	66,476

7 ANAILÍS AR GHLUAISEACHTAÍ DEONTAS

Cuireann an Gníomhaireacht tairiscintí cúnaimh deontais ar fáil a fhanann, má ghlactar leo, mar cheangaltais bhailí ar an nGníomhaireacht. Díthiomnaítear na tairiscintí sin ag deireadh thréimhse na tairisceana nó má athraítear cúinsí

	2022 £	2022 €	2021 £	2021 €
Ceangaltais deontais ar an 1 Eanáir	155,569	185,235	986,653	1,097,500
Ceaduithe Deontais sa tréimhse	2,233,205	2,618,674	671,705	781,415
Deontais a Díthiomnaíodh sa tréimhse	(53,928)	(63,236)	(53,928)	(62,736)
Caiteachas Deontais sa tréimhse:				
Gníomhaíochtaí Bunmhaoinithe	(426,585)	(500,217)	(379,591)	(441,590)
Teagasc Ceoil agus Damhsa	(273,580)	(320,802)	(199,976)	(232,638)
Gníomhaíochtaí Tógála Acmhainneachta	(106,671)	(125,083)	(103,430)	(120,323)
Gníomhaíochtaí Oideachais agus Teanga	(261,680)	(306,848)	(173,011)	(201,269)
Gníomhaíochtaí Pobalbhunaithe níos leithne	(1,198,924)	(1,405,868)	(592,853)	(689,685)
	(2,267,440)	(2,658,818)	(1,448,861)	(1,685,505)
Ceangaltais Deontais ar an 31 Nollaig	67,406	81,855	155,569	130,674
Coigeartú ar airgeadra a aistriú		(5,853)		54,561
Ceangaltais Deontais ar an 31 Nollaig	67,406	76,002	155,569	185,235

Cuireann Gníomhaireacht na hUltaise ar fáil méid suntasach de chabhair dheontais do 2 eagraíocht bhunmhaoinithe. Leagtar amach sonraí na n-íocaíochtaí sa tábla thíos

	2022 £	2022 €	2021 £	2021 €
Líonra Pobail na hUltaise	357,658	419,393	322,448	375,114
Ionad Oideachais Ultaise na Móna Riabhaí	68,927	80,824	57,143	66,476

8.1 FIXED ASSETS – TANGIBLE ASSETS

	Computer Equipment	Office Equipmen t	Fixture s & Fittings	Musical Instrume nts	Visitor Centre	Motor Vehicl es	TOTAL	Total
	£	£	£	£	£	£	£	€
COST								
At 31 December 2021	134,405	100,124	131,950	34,736	79,569	19,944	500,728	565,751
Additions	2,395	6,135	1,650	-	1,993	-	12,173	14,274
Reclassification	-	-	-	-	(19,193)	-	(19,193)	(22,506)
Disposals	(41,933)	(4,431)	-	-	-	-	(46,364)	(54,367)
At 31 December 2022	94,867	101,828	133,600	34,736	62,369	19,944	447,344	503,152
DEPRECIATION								
At 31 December 2021	120,705	89,138	81,277	22,612	60,376	19,944	394,052	444,929
Provision for the year	6,560	4,135	10,060	3,706	664	-	25,125	29,462
Disposals	(41,933)	(4,189)	-	-	-	-	(46,122)	(54,083)
At 31 December 2022	85,332	89,084	91,337	26,318	61,040	19,944	373,055	420,308
NET BOOK VALUE 2022	9,535	12,744	42,263	8,418	1,329	-	74,289	82,844
Currency Translation Adjustment								919
NET BOOK VALUE 2022	9,535	12,744	42,263	8,418	1,329	-	74,289	83,763
NET BOOK VALUE 2021	13,700	10,986	50,673	12,124	19,193	-	106,676	126,950

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

8.1 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ INLÁIMHSITHE

	Trealamh íomhaireachta	Trealamh Oifige	Daingn eáin & Feistis	Uirlisí Ceoil	Ionad Cuairt eoirí	Mótar - fheithi clí	IOMLÁ N	Iomlán
	£	£	£	£	£	£	£	€
COSTAS								
Ar an 31 Nollaig 2021	134,405	100,124	131,950	34,736	79,569	19,944	500,728	565,751
Breiseanna	2,395	6,135	1,650	-	1,993	-	12,173	14,274
	-	-	-	-	(19,193)	-	(19,193)	(22,506)
Athrangú	(41,933)	(4,431)	-	-	-	-	(46,364)	(54,367)
Diúscairtí								
Ar an 31 Nollaig 2022	94,867	101,828	133,600	34,736	62,369	19,944	447,344	503,152
DÍMHEAS								
Ar an 31 Nollaig 2021	120,705	89,138	81,277	22,612	60,376	19,944	394,052	444,929
Soláthar don bhliain	6,560	4,135	10,060	3,706	664	-	25,125	29,462
Diúscairtí	(41,933)	(4,189)	-	-	-	-	(46,122)	(54,083)
Ar an 31 Nollaig 2022	85,332	89,084	91,337	26,318	61,040	19,944	373,055	420,308
GLANLUACH LEABHAIR 2022	9,535	12,744	42,263	8,418	1,329	-	74,289	82,844
Coigeartú ar Airgeadra a Aistriú								919
GLANLUACH LEABHAIR 2022	9,535	12,744	42,263	8,418	1,329	-	74,289	83,763
GLANLUACH LEABHAIR 2021	13,700	10,986	50,673	12,124	19,193	-	106,676	126,950

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

8.2 FIXED ASSETS – INTANGIBLE ASSETS

	*Trademarks £	TOTAL £	Total €
COST			
At 31 December 2021	8,812	8,812	10,292
Additions	-	-	-
Disposals	-	-	-
At 31 December 2022	8,812	8,812	10,292
DEPRECIATION			
At 31 December 2021	8,812	8,812	10,140
Provision for the year	-	-	-
Disposals	-	-	-
At 31 December 2022	8,812	8,812	10,140
NET BOOK VALUE 2022	-	-	152
Currency Translation Adjustment	-	-	(152)
NET BOOK VALUE 2022	-	-	-
NET BOOK VALUE 2021	-	-	-

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

* The Trademarks are in the UK and Ireland for the marks of Discover Ulster Scots, Discover Scotch Irish, FUSE FM and a USA trademark for the mark Discover Scotch Irish. The trademark protects the Agency brands and allows the Agency to build value by controlling who can use the trademarks so as we can further the Agency aims and objectives as stated.

8.2 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ NEAMH-INLÁIMHSITHE

	*Trád- nharcanna £	IOMLÁN £	Iomlán €
COSTAS			
Ar an 31 Nollaig 2021	8,812	8,812	10,292
Breiseanna	-	-	-
Diúscairtí	-	-	-
Ar an 31 Nollaig 2022	8,812	8,812	10,292
DÍMHEAS			
Ar an 31 Nollaig 2021	8,812	8,812	10,140
Soláthar don bhliain	-	-	-
Diúscairtí	-	-	-
Ar an 31 Nollaig 2022	8,812	8,812	10,140
GLANLUACH LEABHAIR 2022	-	-	152
Coigeartú ar Airgeadra a Aistriú	-	-	(152)
GLANLUACH LEABHAIR 2022	-	-	-
GLANLUACH LEABHAIR 2021	-	-	-

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

* Tá na Trádmharcanna sa RA agus in Éirinn do na marcanna *Discover Ulster-Scots*, *Discover Scots-Irish*, *FUSE FM* agus trádmharc de chuid SAM don mharc *Discover Scotch Irish*. Cosnaíonn an trádmharc brandaí na Gníomhaireachta agus ligeann siad don Ghníomhaireacht luach a thógáil trína rialáil cé atá in ann na trádmharcanna a úsáid ionas gur féidir linn aidhmeanna agus cuspóirí na Gníomhaireachta mar atá ráite a chur chun cinn.

8.3 HERITAGE ASSETS

	Heritage Assets £	TOTAL £	Total €
COST			
At 31 December 2021	31,428	31,428	37,401
Additions	42,737	42,737	50,114
Reclassification of assets	19,193	19,193	22,506
Disposals	-	-	-
At 31 December 2022	93,358	93,358	110,021
NET BOOK VALUE 2022	93,358	93,358	110,021
Currency Translation Adjustment			(4,758)
NET BOOK VALUE 2022	93,358	93,358	105,263
NET BOOK VALUE 2021	31,428	31,428	37,401

Heritage assets were previously recognised as non-depreciable items under Visitor Centre in tangible fixed assets. In adopting FRS 102, the Agency has now recognised these items as a separate asset. At the year end, heritage assets are still held as non-depreciable items.

The Heritage assets held by the Agency consist of items such as historic books describing the Ulster-Scots migration and early formation of the language, postcards depicting famous Ulster-Scots and their inventions, photographs and images of historic events. These items are rare, important pieces that the Agency considers should be held for their contribution to knowledge and culture of Ulster-Scots.

The Agency maintains its collections for inspection by the public but also for cultural value and research potential. As such, more recent publications by the Agency have included the image of these items. The Agency has also developed content on touch tables in the Visitor Centre which depict the images of these items and creates exhibitions of the items in display cases in the Visitor Centre.

These items are preserved in dry conditions i.e. they are typically preserved by pressing / pinning/ boxing or mounted. Valuable items not on display are stored in the Agency safe. The Agency aims to maintain its collections in the best environmental conditions possible and is collaborating with historians from DFC as to industry best practices.

A record of the heritage assets is included in the Agency's fixed asset register and inventory. The Agency's intention is to maintain the upkeep of these culturally significant items and add to the collection where deemed the item would fit in with the aims and ethos of the Agency. There are no plans to dispose of any item.

8.3 SÓCMHAINNÍ OIDHREACHTA

	Sócmhainní Dídhreachta £	IOMLÁN £	Iomlán €
COSTAS			
Ar an 31 Nollaig 2021	31,428	31,428	37,401
Breiseanna	42,737	42,737	50,114
Athrangú sócmhainní	19,193	19,193	22,506
Diúscairtí	-	-	-
Ar an 31 Nollaig 2022	93,358	93,358	110,021
GLANLUACH LEABHAIR 2022	93,358	93,358	110,021
Coigeartú ar Airgeadra a Aistriú			(4,758)
GLANLUACH LEABHAIR 2022	93,358	93,358	105,263
GLANLUACH LEABHAIR 2021	31,428	31,428	37,401

Aithníodh sócmhainní oidhreachta roimhe mar mhíreanna neamh-in-dímheasa faoi Ionad Cuairteoirí i sócmhainní seasta inláimhsithe. Ag glacadh le CTA 102 di, tá na míreanna seo aitheanta ag an nGníomhaireacht anois mar shócmhainn ar leith. Ag deireadh na bliana, coinnítear sócmhainní oidhreachta fós mar mhíreanna neamh-in-dímheasa.

Is é atá sna sócmhainní oidhreachta atá i seilbh na Gníomhaireachta ná míreanna amhail leabhair stairiúla a chuireann síos ar imirce na nAlbanach Ultach agus luathchruthú na teanga, cártaí poist a léiríonn Albanaigh Ultacha cháiliúla agus a n-aireagáin, grianghraif agus íomhánna d'eachtraí stairiúla. Is píosáí neamhchoitianta agus tábhachtacha iad na míreanna seo a measann an Gníomhaireacht gur cheart a choinneáil mar gheall ar an méid a chuireann siad le heolas agus cultúr na hUltaise.

Coinníonn an Gníomhaireacht a bailiúcháin le scrúdú ag an bpobal ach chomh maith leis sin ar mhaithe le luach cultúrtha agus féidearthacht taighde. Dá réir sin, i bhfoilseacháin níos déanaí de chuid na Gníomhaireachta bhí íomhá de na míreanna seo. Tá inneachar forbartha ag an nGníomhaireacht chomh maith ar tháblaí tadhaill san Ionad Cuairteoirí a léiríonn íomhánna na míreanna seo agus a chruthaíonn taispeántais de na míreanna atá i gcásanna taispeántais san Ionad Cuairteoirí.

Caomhnaítear na míreanna seo i ndálaí tirime i.e. caomhnaítear iad de ghnáth trí iad a bhrú/a phionnail/a chur i mbosca nó a fheistiú. Déantar míreanna luachmhara nach bhfuil ar taispeánt a stóráil i dtaisceadán na Gníomhaireachta. Tá d'aidhm ag an nGníomhaireacht a bailiúcháin a choinneáil sna dálaí timpeallachta is fearr agus tá sí ag comhoibriú le staraithe ó RP maidir leis na cleachtais is fearr.

Tá taifead ar na míreanna oidhreachta san áireamh i gclár agus fardal sócmhainní seasta na Gníomhaireachta. Is é rún na Gníomhaireachta cúram a dhéanamh de na míreanna seo a bhfuil suntas cultúrtha ag baint leo agus cur leis an mbailiúchán nuair a mheastar go mbeadh an mhír ag teacht le haidhmeanna agus éiteas na Gníomhaireachta. Níl aon phlean ann aon mhír a dhiúscairt.

9 RECEIVABLES (amounts due within one year)

	2022 £	2022 €	2021 £	2021 €
Trade Receivables	2,697	3,041	2,646	3,150
Prepayments (Administration)	137,178	154,671	103,446	123,106
Prepayments (Grants)	241,610	272,421	207,061	246,413
	381,485	430,133	313,153	372,669

10 PAYABLES (amounts falling due within one year)

	2022 £	2022 €	2021 £	2021 €
Accruals (Grants)	366,542	413,285	153,021	182,103
Accruals (Administration)	94,116	106,118	75,565	89,927
Trade Payables	6,283	7,084	112,670	134,083
PAYE/ NIC	2,677	3,018	2,533	3,014
Other Payables	2,780	3,135	8,742	10,403
	472,398	532,640	352,531	419,530

11 RECONCILIATION OF RESULT FOR THE YEAR TO NET CASH IN/ (OUT)FLOW FROM OPERATING ACTIVITIES

	2022 £	2022 €	2021 £	2021 €
Surplus / (Deficit) for the period	2,913	3,416	(101,035)	(117,532)
Depreciation Charges	25,125	29,462	30,157	35,083
Transfer from Capital Grant Reserve	(25,125)	(29,462)	(30,157)	(35,083)
Decrease / (Increase) in Receivables	(68,332)	(57,465)	179,999	175,887
(Decrease)/ Increase in Payables	119,867	113,111	(680,625)	(729,699)
Currency Translation Adjustment		(27,583)		39,260
	54,448	31,479	(601,661)	(632,084)

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

9 INFHÁLTAIS (suimeanna iníochta laistigh de bhliain)

	2022 £	2022 €	2021 £	2021 €
Infháltais Trádála	2,697	3,041	2,646	3,150
Réamhíocaíochtaí (Riaracháin)	137,178	154,671	103,446	123,106
Réamhíocaíochtaí (Deontais)	241,610	272,421	207,061	246,413
	381,485	430,133	313,153	372,669

10 INÍOCHTAÍ (dlite laistigh de bhliain)

	2022 £	2022 €	2021 £	2021 €
Fabhruithe (Deontais)	366,542	413,285	153,021	182,103
Fabhruithe (Riarachán)	94,116	106,118	75,565	89,927
Iníochtaí Trádála	6,283	7,084	112,670	134,083
ÍMAT/ RAN	2,677	3,018	2,533	3,014
Iníochtaí Eile	2,780	3,135	8,742	10,403
	472,398	532,640	352,531	419,530

11 RÉITEACH TORAIDH DON BHLIAIN GO HINSREABHADH/ (EIS-SREABHADH) GLAN AIRGID THIRIM Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2022 £	2022 €	2021 £	2021 €
Barrachas / (Easnamh) don tréimhse	2,913	3,416	(101,035)	(117,532)
Muirir Dhímheasa	25,125	29,462	30,157	35,083
Aistriú ón gCúlchiste Deontais	(25,125)	(29,462)	(30,157)	(35,083)
Caipitil				
Laghdú / (Méadú) in Infháltais	(68,332)	(57,465)	179,999	175,887
(Laghdú)/ Méadú in Iníochtaí	119,867	113,111	(680,625)	(729,699)
Coigeartú ar Airgeadra a Aistriú		(27,583)		39,260
	54,448	31,479	(601,661)	(632,084)

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athraithe sna rátaí malairte thar an mbliain.

12.1 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2022 £	2022 €	2021 £	2021 €
Cash in bank at 1st January	478,395	569,314	1,080,056	1,201,398
Net Cash Inflow/ (Outflow)	54,448	31,479	(601,661)	(632,084)
Cash in bank at 31 st December	532,843	600,793	478,395	569,314

12.2 ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS

	2022 £	2022 €	2021 £	2021 €
Cash at Bank and in Hand	532,843	600,793	478,395	569,314

13 COMMITMENTS

- i There were no capital commitments as at 31 December 2022 for which provision had not been made.
- ii At 31 December 2022 the Agency had commitments under operating leases as follows:

	2022 £	2022 €	2021 £	2021 €
Within 1 year	65,884	74,286	64,541	76,807
Between 2 and 5 years	74,204	83,667	138,411	164,716
More than 5 Years	-	-	-	-
	140,088	157,953	202,952	241,523

There were no other financial commitments as at 31 December 2022.

12.1 ANAILÍS AR ATHRUITHE IN AIRGEAD TIRIM AGUS I gCOIBHÉISÍ AIRGID THIRIM

	2022 £	2022 €	2021 £	2021 €
Airgead tirim sa bhanc ar an 1 Eanáir	478,395	569,314	1,080,056	1,201,398
Insreabhadh/ (Eis-sreabhadh) Glan Airgid Thirim	54,448	31,479	(601,661)	(632,084)
Airgead tirim sa bhanc ar an 31 Nollaig	532,843	600,793	478,395	569,314

12.2 ANAILÍS AR CHOMHARDUITHE AIRGID THIRIM AGUS CÓIBHEISÍ AIRGID

	2022 £	2022 €	2021 £	2021 €
Airgead sa Bhanc agus ar Láimh	532,843	600,793	478,395	569,314

13 CEANGALTAIS

- i Ní raibh aon cheangaltais chaipitil ann ar an 31 Nollaig 2022 nach raibh soláthar déanta ina leith.
- ii Ar an 31 Nollaig 2022 bhí ceangaltais ag an nGníomhaireacht faoi léasanna oibriúcháin mar a leanas:

	2022 £	2022 €	2021 £	2021 €
Laistigh de bhliain	65,884	74,286	64,541	76,807
Idir 2 agus 5 bliana	74,204	83,667	138,411	164,716
Níos mó ná 5 bliana	-	-	-	-
	140,088	157,953	202,952	241,523

Ní raibh aon cheangaltais airgeadais eile ann ar an 31 Nollaig 2022.

14. Provisions for liabilities, charges and contingent liabilities

The Court of Appeal in the McCloud and Sargeant cases found the transitional protections introduced as part of the 2015 reforms to public service pensions were discriminatory. In response to those judgments, a “prospective” and “retrospective” remedy have been confirmed.

The “prospective” element means that from 1 April 2022 members of the North/South Pension Scheme Core Final Salary and Reserved Rights PCSPS(NI) sections were moved to the alpha scheme in respect of any accrual from that date. The impact of this change on the liabilities has been allowed for in the above disclosures.

The Bodies are currently working with administrators to deal with the “Retrospective” remedy which is to be implemented from 1 October 2023. This remedy will result in affected members being given a “deferred choice underpin” for the period 1 April 2015 and 31 March 2022. In effect members can select the method of benefit accrual (final salary or CARE in the alpha section) over the remedy period which is most advantageous to them. Until member by member calculations have been completed, the final cost of this remedy is unlikely to be finalised for some time.

No allowance has been made for the Retrospective element of the remedy in the above disclosures. We estimate, on the basis of previous contingent liability notes prepared for each Body, that additional costs for the retrospective remedy will be up to £40k for this Body as at 31 December 2022 (£80k – FY21).

14. Forálacha do dhliteanais, muirir agus dliteanais theagmhasacha

Fuair an Chúirt Achomhairc sna cásanna McCloud agus Sargeant go raibh na cosaintí eatramhacha a tugadh isteach mar pháirt d'athchóirithe 2015 ar phinsin den tseirbhís phoiblí leithchealach. Mar fhreagairt ar na breithiúnais sin tá leigheas “ionchasach” agus “cúlghabhálach” deimhnithe.

Ciallaíonn an ghné “ionchasach” gur aistríodh baill de rannáin Chroíscéim Tuarastail Deiridh agus na gCeart Forchoimeádta de chuid Phríomhscéim Pinsin Státseirbhís Thuaisceart Éireann den Scéim Pinsin Thuaidh/Theas go dtí scéim alpha ar an 1 Aibreán 2022 i dtaca le haon fhabhrú ón dáta sin i leith. Tá tionchar an athraithe seo ar na dliteanais san áireamh sna nochtaí thuas.

Tá na Comhlachtaí ag obair faoi láthair le riarthóirí chun déileáil leis an leigheas “Cúlghabhálach” atá le cur i bhfeidhm ón 1 Deireadh Fómhair 2023. Beidh de thoradh ar an leigheas seo go dtabharfar do bhaill a bhfuil tionchar orthu “buntaca rogha iarchurtha” don tréimhse an 1 Aibreán 2015 agus an 31 Márta 2022. I ndáiríre, is féidir le baill an modh fabhráithe sochair a roghnú is mó tairbhe dóibh (tuarastal deiridh nó Tuilleamh Athluacháilte Meán Gairme i rannóg alpha) ar feadh thréimhse an leighis. Go dtí go mbeidh ríomhanna déanta ball ar bhall, ní dócha go mbeidh costas deiridh an leighis seo ríofa go críochnúil go ceann tamall eile.

Níl an ghné Chúlghabhálach den leigheas curtha san áireamh sna nochtaí thuas. Measaimid, ar bhonn nótaí dliteanais theagmhasaigh a ullmhaíodh do gach Comhlacht, go mbeidh costais bhreise don leigheas cúlghabhálach suas le £40 míle don Chomhlacht seo ar an 31 Nollaig 2022 (£80 míle – FY21).

15 PENSION DISCLOSURES

a Analysis of total pension costs charged to Expenditure

	2022 £	2022 €	2021 £	2021 €
Current Services Costs	358,000	419,794	365,000	424,616
Interest on Pension Scheme Liabilities	108,000	126,642	73,000	84,923
	466,000	546,436	438,000	509,539

b Movement in Net Pension Liability during the financial year

	2022 £	2022 €	2021 £	2021 €
Net Pension Liability at 1 January	(5,809,000)	(6,913,006)	(5,514,000)	(6,133,481)
Current Service Cost	(358,000)	(419,794)	(365,000)	(424,616)
Interests Cost	(108,000)	(126,642)	(73,000)	(84,923)
Actuarial gain/ (loss) on change of financial assumptions	3,381,000	3,964,588	(6,000)	(6,980)
Actuarial gain/ (loss) on change of demographical assumptions	-	-	5,000	5,817
Actuarial Experience (loss) / gains	(325,000)	(381,098)	47,000	54,677
(Loss)/ gain from change in exchange rates per actuarial report	(17,000)	(19,934)	40,000	46,533
Difference on currency translation	-	245,102	-	(436,343)
Benefits paid in year	47,000	55,113	57,000	66,310
Net Pension Liability at 31 December	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)

A difference on currency translation occurs as a result of the movement between the net pension liability which is calculated at the closing rate and the costs during the year which are calculated at the average rate.

The increase in the value of the liabilities is mainly as a result of:

- the change in financial assumptions including a fall in the Northern and Southern discount rates, which results in an increase in the value of the liabilities, as shown in the "Gain / (loss) due to change in financial assumptions" item in the disclosures;
- the change in demographic assumptions including an update to the mortality assumption, which results in a small increase in the value of the liabilities, as shown in the "Gain / (loss) due to change in demographic assumptions" item in the disclosures; and
- an increase in the liabilities due to unfavourable currency movements, as shown in the "Gain/(loss) due to currency movements" item in the disclosures.

c Deferred Pension Funding

In accordance with accounting practice previously adopted for the North/South Bodies, the Ulster-Scots Agency recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore

15 NOCHTAÍ PINSIN

a Anailís ar chostais iomlána phinsin a ghearrtar ar Chaiteachas

	2022 £	2022 €	2021 £	2021 €
Costais Seirbhíse Reatha	358,000	419,794	365,000	424,616
Ús ar Dhliteanais Scéime Pinsin	108,000	126,642	73,000	84,923
	466,000	546,436	438,000	509,539

b Gluaiseacht i nGlandlíteanas Pinsin le linn na bliana airgeadais

	2022 £	2022 €	2021 £	2021 €
Glandlíteanas Pinsin ar an 1 Eanáir	(5,809,000)	(6,913,006)	(5,514,000)	(6,133,481)
Costais Seirbhíse Reatha	(358,000)	(419,794)	(365,000)	(424,616)
Costas Ús	(108,000)	(126,642)	(73,000)	(84,923)
Gnóthachan/ (caillteanas) achtúireach ar athrú a dtoimhdí airgeadais	3,381,000	3,964,588	(6,000)	(6,980)
Gnóthachan/ (caillteanas) achtúireach ar athrú thoimhdí déimeagrafacha	-	-	5,000	5,817
Taithí Achtúireach (caillteanas) / (gnóthachan)	(325,000)	(381,098)	47,000	54,677
(Caillteanas)/ gnóthachan ó athrú i rátaí malartaithe de réir tuairisc achtúireach	(17,000)	(19,934)	40,000	46,533
Difríocht ar aistriú airgeadra	-	245,102	-	(436,343)
Buntáistí íoctha sa bhliain	47,000	55,113	57,000	66,310
Glandlíteanas Pinsin ar an 31 Nollaig	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)

Tarlaíonn difríocht ar aistriú airgeadra de thoradh ar an ngluaiseacht idir an glandlíteanas pinsin a ríomhtar ag an dáta dúnta agus na costais le linn na bliana a ríomhtar ag an meánráta.

Tá an méadú i luach na ndlíteanas go príomha de thoradh ar na nithe seo a leanas:

- an t-athrú i dtoimhdí airgeadais lena n-áirítear titim sna rátaí lascaire ó thuaidh agus ó dheas, a bhfuil de thoradh air méadú i luach na ndlíteanas, mar a thaispeántar sa mhír “Gnóthachan / (caillteanas) mar gheall ar athrú i dtoimhdí airgeadais” sna nochtaí;
- an t-athrú i dtoimhdí déimeagrafacha lena n-áirítear nuashonrú ar an toimhde bhásmhaireachta, a bhfuil de thoradh air méadú beag i luach na ndlíteanas, mar a thaispeántar sa mhír “Gnóthachan / (caillteanas) mar gheall ar athrú i dtoimhdí déimeagrafacha” sna nochtaí; agus
- méadú sna dlíteanais dlite mar gheall ar ghluaiseachtaí airgeadra neamhfhabhrach mar a thaispeántar sa mhír “Gnóthachan/(Caillteanas) mar gheall ar ghluaiseachtaí airgeadra” sna nochtaí.

c Cistiú Pinsin Iarchurtha

De réir na gcleachtas cuntasáíochta lenar glacadh roimhe do na Comhlachtaí Thuaidh/Theas, aithníonn Gníomhaireacht na hUltaise sócmhainn a léiríonn acmhainní a chuirfidh stáitchistí RA agus na hÉireann ar fáil don dlíteanas neamhchistithe iarchurtha do phinsin ar bhonn roinnt teagmhais ón am atá thart. I measc na dteagmhais seo tá an tacaíocht reachtúil do na scéimeanna scoir agus an polasaí agus an cleachtas maidir le maoiniú pinsean san earnáil phoiblí sa dá hUltaise nach leanfaidh an polasaí maoinithe seo ar aghaidh diaidh ar ndiaidh ag cur an méid seo ar fáil faoi réir an chleachtais reatha.

no guarantee regarding these specific amounts with the funding bodies, the Ulster-Scots Agency has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for pensions recognised in the Income Statement as at 31 December 2022 is as follows: -

	2022 £	2022 €	2021 £	2021 €
Funding recoverable in respect of current year pension costs	466,000	546,436	438,000	509,539
Benefits paid during the year	(47,000)	(55,113)	(57,000)	(66,310)
	419,000	491,323	381,000	443,229

d History of defined benefit obligations

	2022 £	2022 €	2021 £	2021 €
Defined benefit obligations	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)
Experience gains/ (losses) on Scheme Liabilities Amount	(325,000)	(381,098)	47,000	54,677
Percentage of Scheme Liabilities	10.2%		-0.8%	

e General Description of the Scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age has increased per DPER, and from 26 December 2018, an increase in the compulsory retirement age to 70 will apply as set out in the Public Service Superannuation (Age of Retirement) Bill 2018 on an administrative basis. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The State pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028. However, the legislative provision which provided for this increase was repealed. Pensions in payment (and deferment) increase in line with general price inflation.

dhlínse agus an próiseas a bhaineann le meastacháin bhliantúla. Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Gníomhaireacht na

Tá an Glanchistiú larchurtha do phinsin aitheanta sa Ráiteas Ioncaim agus Caiteachais amhail ar an 31 Nollaig 2022 mar seo a leanas:

	2022 £	2022 €	2021 £	2021 €
Maoiniú in-aisghabhála i leith chostais chaiteachais na bliana				
Reatha costais	466,000	546,436	438,000	509,539
Sochair íoctha sa bhliain	(47,000)	(55,113)	(57,000)	(66,310)
	419,000	491,323	381,000	443,229

d Stair oibleagáidí sochar sainithe

	2022 £	2022 €	2021 £	2021 €
Dualgais sochair shainithe	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)
Gnóthachain/ (caillteanais) ó thaithí ar Mhéid Dhliteanais na Scéime	(325,000)	(381,098)	47,000	54,677
Céatadán de Dhliteanais na Scéime	10.2%		-0.8%	

e Cur Síos Ginearálta ar an Scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochair éagsúla acu. Is iad na príomhrannáin:

An Croí-rannán Tuarastail Deiridh – is socrú pinsin tuarastail deiridh seo le sochair múnlaith ar rannán Classic Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Cuireann an scéim pinsean ar fáil (ochtódú amháin in aghaidh bliain seirbhíse), aisce nó cnapshuim (trí ochtódú in aghaidh bliain seirbhíse) agus pinsin céile agus leanaí. Tá gnáthaois scoir ardaithe de réir RCPA, agus ón 26 Nollaig 2018, beidh méadú san aois scoir éigeantach go 70 i bhfeidhm mar a leagtar amach sa Bhille um Aoisliúntas Seirbhíse Poiblí (Aois Scoir) (Public Sector Superannuation (Age of Retirement) Bill 2018 ar bhonn riaracháin. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Croí-rannán Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré é seo nó scéim TAMG le sochair múnlaith ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna) agus pinsin céile agus leanaí. Is é an Ghnáthaois Phinsin Aois Phinsin Stáit baill sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 66 in Éirinn. Bhí an aois phinsin Stáit in Éirinn le hardú go dtí 67 ón 1 Eanáir 2021 agus ansin 68 ón 1 Eanáir 2028, ach aisghairmeadh an reachtaíocht a d'fhoráil don ardú seo. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

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

The valuation used for FRS 102 disclosures at 31 December 2022 has been carried out by a qualified independent actuary (XPS). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2022.

The principal actuarial assumptions were as follows: -

	2022	2021
Rate of Expected Salary Increase		
Rate of Expected Salary Increase (North)	2.58%	2.70%
Rate of Expected Salary Increase (South)	2.58%	2.70%
Rate of Increase in Pension Payment		
Rate of Increase in Pension Payment NI	2.58%	2.70%
Republic of Ireland – In line with salary increases	2.34%	1.85%
Republic of Ireland – In line with CPI	2.58%	2.70%
Discount Rate		
Northern Ireland	4.73%	1.85%
Republic of Ireland	3.81%	1.40%
Inflation		
Northern Ireland	2.58%	2.70%
Republic of Ireland	2.34%	1.85%
Average expected future life at age 65: -		
Male currently aged 65	22.3	22.3
Female currently aged 65	24.4	24.6
Average expected future life at age 65: -		
Male currently aged 45	23.6	23.6
Female currently aged 45	25.9	26.1

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

Tá an luacháil a úsáidtear do nochtuithe CTA 102 ar an 31 Nollaig 2022 déanta ag achtúire neamhspleách cáilithe (XPS). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéime ar an 31 Nollaig 2022.

Ba iad seo a leanas na príomhthoimhdí achtúireacha:

	2022	2021
Ráta ardaithe Tuarastail Measta		
Ráta ardaithe Tuarastail Measta (Tuaisceart)	2.58%	2.70%
Ráta ardaithe Tuarastail Measta (Deisceart)	2.58%	2.70%
Ráta an Mhéadaithe ar Íocaíocht Phinsin		
Ráta an Mhéadaithe ar Íocaíocht Pinsin TÉ	2.58%	2.70%
Poblacht na hÉireann – i gcomhréir le harduithe tuarastail	2.34%	1.85%
Poblacht na hÉireann – i gcomhréir le Praghasinnéacs Tomhaltóirí	2.58%	2.70%
Ráta Lascaine		
Tuaisceart Éireann	4.73%	1.85%
Poblacht na Éireann	3.81%	1.40%
Boilsciú		
Tuaisceart Éireann	2.58%	2.70%
Poblacht na Éireann	2.34%	1.85%
Meánsaol measta todhchaí ag aois 65:		
Fireann in aois 65 faoi láthair	22.3	22.3
Baineann in aois 65 faoi láthair	24.4	24.6
Meánsaol measta todhchaí ag aois 65:		
Fireann in aois 45 faoi láthair	23.6	23.6
Baineann in aois 45 faoi láthair	25.9	26.1

16. Statements of losses and special payments

There were no losses or special payments in the year.

17. Related party transactions

The Ulster-Scots Agency is part of the Language Body which is a North/South Implementation body sponsored by Department for Communities (DfC) and the Department of Tourism, Culture, Arts, Gaeltacht, Sports & Media (DTCAGSM).

The above-named Departments are regarded as related parties. During the year the Agency had various transactions with these Departments and with other entities for which DfC and DTCAGSM are regarded as the parent Department.

None of the Board members, members of key staff or other related parties has undertaken any material transactions with the Ulster Scots Agency during the financial year ending 31 December 2022.

The Ulster-Scots Agency paid grants totalling STG £117,760 (EURO: €138,086), (2021: STG £89,292 (EURO: €103,876) to 14 organisations (2021 - 11 organisations) in which Board members and Agency employees had an interest. The Board members and Agency employees declared their interest in these organisations and took no part in the decision-making process. The breakdown is shown below:

	2022	2022	2021	2021
	£	€	£	€
Small Steps Adult Education Group	41,014	48,093	49,549	57,642
Duncairn Ulster-Scots Society	8,135	9,539	4,618	5,372
Bendooragh and District Community Association	2,398	2,812	2,900	3,373
O'Hara True Blue LOL 804	3,735	4,380	-	-
Raphoe Ulster-Scots Pipe Band	4,894	5,739	5,507	6,406
Plumbridge LOL 560	6,074	7,123	3,000	3,490
Ballygowan Community Pre-school and Playgroup	-	-	500	582
Grand Orange Lodge of Ireland	10,500	12,312	10,000	11,633
McAdam Consulting service	-	-	7,864	9,149
Jennymount Community Association	3,150	3,694	-	-
Corvally Presbyterian Church	874	1,025	1,859	2,163
Plumbridge Pipe Band	165	193	495	576
North Belfast Orange Memorial Hall	-	-	3,000	3,490
Arts for All	10,000	11,726	-	-
Antrim and Newtownabbey BC	3,500	4,104	-	-
RSPBA (NI)	10,000	11,726	-	-
Sollus Highland Dance Group	13,321	15,620	-	-
	117,760	138,086	89,292	103,876

16. Ráitis chaillteanas agus íocaíochtaí speisialta

Ní raibh aon chaillteanas nó íocaíochtaí speisialta ann sa bhliain.

17. Idirbhearta páirtí ghaolmhair

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) agus na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Mean (RTCEGSM).

Breathnaítear ar na Ranna ainmnithe thuas mar pháirtithe gaolmhara. Le linn na bliana chuaigh an ghníomhaireacht i mbun idirbhearta éagsúla leis na Ranna sin agus le haonáin eile, aonáin a meastar RP agus RTCEGSM a bheith ina máthair-ranna orthu.

Ní dhearna aon chomhalta boird, príomhbhaill foirne nó páirtithe gaolmhara aon idirbheart ábhartha le Gníomhaireacht na hUltaise le linn na bliana airgeadais dár chríoch an 31 Nollaig 2022.

D'íoc Gníomhaireacht na hUltaise deontais arbh fhiú STG £117,760 (EURO: €138,086), (2021: STG £89,292 (EURO: €103,876) le 14 eagraíocht (2021 – 11 eagraíocht) ina raibh leas ag comhaltaí Boird agus fostaithe den Gníomhaireacht. D'fhógair na comhaltaí Boird a leas sna heagraíochtaí seo agus níor ghlac siad aon pháirt sa phróiseas cinnteoireachta. Taispeántar miondealú thíos:

	2022	2022	2021	2021
	£	€	£	€
Grúpa Oideachais d'Aosaigh Céimeanna Beaga	41,014	48,093	49,549	57,642
Cumann Ultaise Dhún Cairn	8,135	9,539	4,618	5,372
Cumann Pobail Bhun Dúraí agus Ceantair	2,398	2,812	2,900	3,373
Lóiste Oráisteach Dílís 804 Fíorghorm Uí Eara	3,735	4,380	-	-
Banna Píob Ultaise Rath Bhoth	4,894	5,739	5,507	6,406
Lóiste Oráisteach Dílís 560 Dhroichead an Phlum	6,074	7,123	3,000	3,490
Réamhscoil agus Naíonra Bhaile Mhic Gabhann	-	-	500	582
Lóiste Oráiste Mór na hÉireann	10,500	12,312	10,000	11,633
Seirbhís comhairliúcháin Mhic Ádhaimh	-	-	7,864	9,149
Cumann Pobail Thulach Shíne	3,150	3,694	-	-
Eaglais Phreispitéireach an Chorrbaile	874	1,025	1,859	2,163
Banna Píob Dhroichead an Phlum	165	193	495	576
Halla Cuimhneacháin Oráisteach Bhéal Feirste Thuaidh	-	-	3,000	3,490
Ealaíona do Chách	10,000	11,726	-	-
Comhairle Buirge Aontroma agus Bhaile Nua na Mainistreach	3,500	4,104	-	-
Cumann Ríoga Bannaí Píob na hAlban (TÉ)	10,000	11,726	-	-
Grúpa Damhsa Garbhchríoch Sollus	13,321	15,620	-	-
	117,760	138,086	89,292	103,876

18. Financial instruments, liquidity, interest rate and foreign currency risk

a Financial Instruments

Due to the non-trading nature of its activities and the way the Ulster-Scots Agency is financed, the Agency is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits the Agency to borrow subject to prior approval of the Sponsor Departments and the Finance Departments, which the Agency has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Agency in undertaking its activities. The Agency's financial instruments mainly consist of cash, trade receivables and trade payables.

b Liquidity, Interest Rate and Foreign Currency Risk

The Ulster-Scots Agency's net revenue resource requirements are financed by resources voted annually by the Northern Ireland Assembly and the Houses of the Oireachtas, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

The Agency does not access funds from commercial sources and so it not exposed to significant interest rate risk.

The Agency's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its Sponsoring Departments in sterling and euro, and does not engage in trading activities. However, as the majority of transactions are conducted in sterling, and the majority of funding is received in sterling, the Agency is exposed to foreign currency risk to a limited degree.

19. Events after the end of the reporting period

Approval of 2023 and 2024 Business Plans and 2023-2025 Corporate Plan

The North/South Ministerial Council (NSMC) was established under the Belfast/ Good Friday Agreement (1998), to develop consultation, co-operation and action within the island of Ireland. It is responsible for the Corporate Plan, annual Business Plan and budget for all North/South bodies. The NSMC met on 29th May 2024 and approved the Agency Business Plans for 2023 and 2024 and also the 2023-2025 Corporate Plan.

18. Ionstraimí airgeadais, leachtacht, ráta úis agus riosca airgeadra eachtraigh

a Ionstraimí Airgeadais

Mar gheall ar chineál neamhthrádála a gníomhaíochta agus an bealach a mhaoinítear Gníomhaireacht na hUltaise, níl an Ghníomhaireacht neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadáíonn an Meabhrán Airgeadais don Ghníomhaireacht iasacht a fháil faoi réir fhaomhadh na ranna urraíochta roimh agus na ranna airgeadais roimh ré, rud nár lorg an Ghníomhaireacht. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghactar leis go n-athraíonn siad na rioscaí atá roimh an nGníomhaireacht agus í ag tabhairt faoina gníomhaíochtaí. Is é atá in ionstraimí airgeadais na Gníomhaireachta go príomha ná airgead tirim, infháiltais trádála agus infóthaí trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní ioncaim ghlena Ghníomhaireacht na hUltaise a mhaoiniú le hacmhainní a vótáiltear go bliantúil ag Tionól Thuaisceart Éireann agus Tithe an Oireachtais mar a chaiteachas caipitil. Níl sé, mar sin, neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann an Ghníomhaireacht cistí ó fhoinsí trádála agus níl sí neamhchosanta mar sin ar ardú suntasach úis. Níl neamhchosaint na Gníomhaireachta ar riosca airgeadra eachtraigh suntasach mar faigheann sí leibhéil chomhaontaithe mhaoinithe óna Ranna Urraíochta i steirling agus in euro, agus ní thugann sí faoi gníomhaíochtaí trádála. Ach, de bhrí go ndéantar mórchuid na n-idirbheart i steirling, agus go bhfaightear mórchuid an mhaoinithe i steirling, tá an Ghníomhaireacht neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

19. Imeachtaí tar éis dheireadh na tréimhse tuairiscithe

Faomhadh Phlean Gnó 2023 agus 2024 agus Phlean Corparáideach 2023-2025

Bunaíodh an Chomhairle Aireachta Thuaidh/Theas (CATT) faoi Chomhaontú Bhéal Feirste/Aoine an Chéasta (1998), chun comhairliúchán, comhoibriú agus gníomhaíocht a fhorbairt laistigh d'oileán na hÉireann. Tá sí freagrach as an bPlean Corparáideach, an Plean Gnó bliantúil agus an buiséad do gach comhlacht Thuaidh/Theas. Chruinnigh CATT ar an 29 Bealtaine 2024 agus cheadaigh siad Pleananna Gnó na Gníomhaireachta do 2023 agus 2024, agus chomh maith leis sin Plean Corparáideach 2023-2025.

Appendix 3

AN FORAS TEANGA/THA BOORD O LEID

ACCOUNTS DIRECTION GIVEN BY THE DEPARTMENT OF ARTS, HERITAGE, REGIONAL, RURAL & GAELTACHT AFFAIRS AND THE DEPARTMENT FOR COMMUNITIES WITH THE APPROVAL OF THE FINANCE DEPARTMENTS, IN ACCORDANCE WITH THE BRITISH-IRISH AGREEMENT ACT 1999 AND THE NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

The annual accounts shall give a true and fair view of the income and expenditure and cash flows for the financial year and the state of affairs as at the year-end. Further to the requirements set out in the Accounts Direction of 17/8/2001 which will continue to apply, the Body shall prepare accounts for the financial period ended 31 December 2008 and subsequent years in a revised consolidated format as follows:

Foreword to the Accounts

Statement of Responsibilities

Statements of Internal Financial Control

Certificate of the Comptrollers and Auditors General

Consolidated Statement of Account including the Basis of Consolidation

Appendix 1 Foras na Gaeilge – Accounts and Notes to the Accounts

Appendix 2 Ulster-Scots Agency – Accounts and Notes to the Accounts

Appendix 3 – Accounts Direction

Signed by:

Department of Arts,
Heritage & the Gaeltacht
Máire Killoran

Department of Culture
Arts and Leisure
Arthur E. Scott

Dated: 12/12/2011

Aguisín 3

AN FORAS TEANGA/THA BOORD O LEID

TREOIR DO CHUNTAIS ARNA TABHAIRT AG AN ROINN EALAÍON, OIDHREACHTA, GNÓTHAÍ RÉIGIÚNACHA, TUAITHE AGUS GAELTACHTA AGUS AN ROINN POBAL LE FAOMHADH NA RANNA AIRGEADAIS, DE RÉIR AN ACHTA UM CHOMHAONTÚ NA BREATAINE-NAHÉIREANN 1999 AGUS AN NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

Tabharfaidh na cuntais bliantúla léargas fírinneach cóir ar an ioncam agus caiteachas agus ar shreabhadh airgid don bhliain airgeadais, agus ar staid gnóthaí ag deireadh na bliana. Faoi réir na gceanglas mar atá leagtha amach sa Treoir do Chuntais 17/8/2001 a bheidh i bhfeidhm i gcónaí, ullmhóidh an Comhlacht cuntais don tréimhse airgeadais dar chríoch 31 Nollaig 2008 agus blianta ina dhiaidh sin i bhformáid athbhreithnithe agus chomhdhlúite mar a leanas:

Réamhrá leis na Cuntais

Ráiteas i leith freagrachtaí

Ráiteas maidir le Rialúchán Inmheánach Airgeadais

Deimhniú na nArd-Reachtairí Cuntas agus Ciste

Ráiteas Comhdhlúite Cuntais lena n-áirítear Bunús an Chomhdhlúite

Aguisín 1 – Foras na Gaeilge – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 2 – Gníomhaireacht na hUltaise – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 3 – Treoir do Chuntais

Arna siniú ag:

An Roinn Ealaíon,
Oidhreachta agus Gaeltachta
Máire Killoran

An Roinn Cultúir, Ealaíon,
agus Fóillíochta
Arthur E. Scott

Dáta: 12/12/2011



Foras na Gaeilge



Ulster-Scots Agency
Boord o Ulstèr-Scotch

The North South Language Body

Annual Report and Accounts
for the year ended 31 December
2022

An Foras Teanga

Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig
2022

Tha Boord o Leid

An Accoont o the Darg
for the year hinmaist 31 Decemmer
2022